

RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT
Oakland, New Jersey 07436
REGULAR PUBLIC MEETING MINUTES

July 22, 2024
Indian Hills High School, Auditorium, 7:00 P.M.
Action to authorize Executive Session
Anticipated Public Session, 8:00 P.M.

1. Call to Order - Roll Call 7:03 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 Pres.
<input checked="" type="checkbox"/> Ms. Kiel*	<input checked="" type="checkbox"/> Ms. Mariani	<input checked="" type="checkbox"/> Ms. Ansh, President

*Remote Via Zoom

Also present: Dr. Quackenbush, Acting Superintendent of Schools; Ms. Zeno, Interim Business Administrator/Board Secretary; as was Recording Secretary Ms. Demetriou.

2. Closed Session 7:04 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 22th day of July, 2024 at 7:04 PM as follows:

The Board recessed to closed session in accordance with the Open Public Meetings Law, N.J.S.A.10:4-12b. The general nature of the discussion involved personnel and matters confidential by law, and any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.

These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.

Moved by: Mr. Bogdansky Seconded: Ms. Koulikourdis

<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 Pres.
<input checked="" type="checkbox"/> Ms. Kiel*	<input checked="" type="checkbox"/> Ms. Mariani	<input checked="" type="checkbox"/> Ms. Ansh, President

*Remote Via Zoom

Closed session was concluded at 8:06 PM, at which time the Board recessed and subsequently reconvened into public session at 8:17 PM.

3. Board President's Announcement

The meeting was called to order by the Board President at 8:17 P.M. Ms. Ansh thanked everyone for attending the meeting. She announced that 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. She also announced that in accordance with the provisions of this act, the Interim Business Administrator/Board Secretary 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. She read a public statement advising the public to be aware that employees of the Ramapo Indian Hills Regional High School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. Ms. Ansh further stated that 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.

4. Roll Call

<input checked="" type="checkbox"/> Mr. Bogdanský	<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 Pres.
<input checked="" type="checkbox"/> Ms. Kiel*	<input checked="" type="checkbox"/> Ms. Mariani	<input checked="" type="checkbox"/> Ms. Ansh, President

*Remote Via Zoom

5. Pledge of Allegiance

Ms. Ansh led the Pledge of Allegiance.

6. Board President's Report

Ms. Ansh read a statement related to Personnel Resolution P1, noting the change to the Superintendent contract approval process that now requires the contract to be Board approved for submission to the County for review and again after the contract has been County approved. Thus a separate resolution must be considered by the Board both prior to and subsequent to County review.

Ms. Ansh thanked the Parks family for their donation.

7. Acting Superintendent's Report

Dr. Quackenbush updated on the following:

- The Curriculum presentation was made during this meeting and the State Assessment presentation will be made at the regular August BOE meeting. The presentation is available on the district website.
- Rising Seniors Graduation Readiness Individual Score Reports for the NJGPA

- Guidance Counselors available for schedule changes throughout the summer
- Thanks to dedicated staff who are overseeing the Summer Learning Academy

8. Interim Business Administrator's Report

Ms. Zeno thanked everyone for their flexibility in moving the location of the meeting to Indian Hills on short notice. She then reported on the following:

- The power surge that resulted in tonight's meeting being relocated to the Indian Hills High School
- The Concession Stand - a robust number of contractors picked up the bid documents and hopefully this leads to a competitive bid.
- Trees - Acknowledged that a permit should have been filed with the Oakland Township building department prior to the tree removal. She reiterated that the trees that were removed presented a life safety threat to spectators. The Facilities staff has reached to the Shade Tree Commission to make certain the district applies for the permit and meet to come to an agreement with Township officials as to the proper steps to address this situation to aesthetically enhance the landscaping by planting new trees.
- OP#3 - the district operates its own wastewater treatment plant and requires a licensed individual to test on a daily basis.
- OP#4 Insurance rates are within budget.
- OP#7 & OP#8 - are state contracts to authorize the installation of both security camera upgrades and the public address system at both schools.
- OP#9 - authorization to install security cameras on district school buses.

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - Ms. Kiel reported on the following from the July 11, 2024 committee meeting:

- Board Web Page will be launched by start of school year
- Arts, music and band
- Click clack front and back- won the grand prize
- Highlighted summer overnight field trips
- Athletic updates
 - Dance teams approved
- Baseball field drainage concerns
- Fall coaches- NJSIAA spectator code of conduct
- Gymnast from Fairlawn training at Ramapo High School
- Athletic handbook under attorney review
- IHHS 60th anniversary- September 21, 2024
- Jaffe Communications public relations activities
- Hanover Research survey update
- IT will reach out to Oakland Communications to enable meeting broadcasting
- Funding for Philosophy Club

Education & Personnel - Ms. Souders reported on the following from the July 9, 2024 committee meeting:

- Extended School Year- additional 20 days of instruction
- SEPAG meeting will be August 27, 2024 to set up meetings for upcoming year
- Updated curriculum will be placed on the August 26, 2024 BOE agenda for their consideration
- NJGPA- results were mailed to parents in July

Finance & Facilities - Ms. Emmolo reported on the following from the July 10, 2024 committee meeting:

- 20 agenda items
- Air conditioning in the schools- project will be done in phases- window units first phase, classrooms during phase II and common areas during phase III.
- Roofing projects to be prioritized
- Facilities walkthroughs
- Baseball field drainage issues at both schools
- Construction projects from this past year as well as the upcoming projects

Negotiations - Dr. Lorenz reported that the supervisor negotiations will reconvene once a permanent superintendent is in place.

Policy - Mr. Bogdansky reported that the committee will meet on August 1, 2024

10. Public Comment 9:03- 9:26 PM

- Members of the public commented on position of Assistant Superintendent.
- Member of the public commented on the Ramapo & Indian Hills High School performance standings.
- Members of the public commented on various facilities improvement projects.
- Member of the public commented on the trees removed from the Indian Hills High School.
- Member of the public commented on the transmittal of confidential matters.
- Members of the public commented on the superintendent vacancy.
- Members of the public commented on unity of board members and votes of abstention.

11. Open Board Discussion

- The members of the Board discussed the following general topics during Open Board Discussion: the superintendent search process; the Open Public Meetings Act (OPMA); the work of Dr. Quackenbush; agenda items including agenda items related to security cameras and public address upgrades (the latter of these items were tabled).

Motion to **Table OP6, OP7, OP8:**

Moved by Mr. Bogdansky Seconded by Mr. DeLaite and unanimously carried.

12. Action Items

Move to Table the following Meeting **Minutes**:

- June 24, 2024 Closed & Regular
- June 27, 2024 Closed & Special
- July 1, 2024 Closed and Special
- July 11, 2024 Closed & Special

Motion by Ms. Ansh, Seconded by Mr. Bogdansky to table all minutes, unanimously carried.

13. Personnel

Motion by Ms. Ansh, seconded by Ms. Mariani, to accept the recommendation of the Acting Superintendent to approve and adopt motions P1 through P26 as described below:

A. ADMINISTRATION

P1. The Board approves submission of a draft Superintendent contract to the Executive County Superintendent for approval.

P2. Move to approve the following:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing / Discussion	Effective Date
a.	Employee # 6987	Approve paid leave	Assistant Principal		RHS			Utilizing Personal & Sick time	09/23/24-10/25/24
		Unpaid FMLA (Maternity)							10/28/24-01/24/25

P3. Move to approve the following:

B. INSTRUCTIONAL

Fourth-Year Non-Tenured Certificated Staff, Approaching Tenure as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Claire Davanzo	Resignation	English	MA	RHS	MA/8	\$64,830	N/A	06/30/24
b.	Peter Tuohy	Reappoint	Science	BA	District	BA/5	\$60,726	N/A	09/01/24-06/30/25
c.	Eric Weiss	Reappoint	Science	MA+30	District	MA+30/12	\$76,048 + Longevity \$1,871	N/A	09/01/24-06/30/25
d.	Sevana Bohchalian	Reappoint	Social Worker	MA	RHS	MA/20	\$100,793	N/A	09/01/24-06/30/25
e.	Crista Vigeant	Reappoint	Special Education	MA	RHS	MA/11	\$70,632	N/A	09/01/24-06/30/25

P4. Move to approve the following:

Third-Year Non-Tenured Certificated Staff as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing / Discussion	Effective Date
a.	Brian Bunger	Reappoint	Family & Consumer Science	BA+15	RHS	BA+15/18	\$86,033	N/A	09/01/24-06/30/25
b.	Dennis Rowley	Reappoint	Guidance	MA	RHS	MA/9	\$68,009	N/A	09/01/24-06/30/25
c.	Emily Biunno	Reappoint	Mathematics	BA+15	RHS	BA+15/5	\$62,286	N/A	09/01/24-06/30/25
d.	Aaron Kalman	Reappoint	Mathematics	MA+30	RHS	MA+30/11	\$73,842	N/A	09/01/24-06/30/25

e.	Jongwon (Kevin) Park	Reappoint	Mathematics	BA	RHS	BA/ 7	\$63,026	N/A	09/01/24- 06/30/25
g.	Sylvana Budesheim	Reappoint	Special Education	MA	RHS	MA/ 14	\$76,065	N/A	09/01/24- 06/30/25
h.	Shelly Storzum	Reappoint	Nurse	BA+15	IHHS	BA+15/13	\$71,278	N/A	09/01/24- 06/30/25

P5. Move to approve the following:

Second-Year Non-Tenured Certificated Staff as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Nicole Mitchell	Reappoint	Business	BA	District	BA/ 20	\$89,251	N/A	09/01/24- 06/30/25
b.	Aidan Cole	Reappoint	.8 Business	BA	RHS	BA/2	\$47,300.80	N/A	09/01/24- 06/30/25
c.	Yasette Rodriguez	Reappoint	English	MA+30	IHHS	MA+30/ 16	\$88,335	N/A	09/01/24- 06/30/25
d.	Elizabeth Michels	Reappoint	English	MA+15	RHS	MA+15/ 16	\$85,882	N/A	09/01/24- 06/30/25
e.	Sean Maldonato	Reappoint	Health & Physical Education	BA	RHS	BA/4	\$59,776	N/A	09/01/24- 06/30/25
f.	Erica Vitale	Reappoint	Mathematics	MA	RHS	MA/8	\$68,009	N/A	09/01/24- 06/30/25
g.	Hana Yoon	Reappoint	Mathematics	MA+30	RHS	MA+30/ 13	\$77,953	N/A	09/01/24- 06/30/25
h.	Eric Sloezen	Reappoint	Music	BA	RHS	BA/3	\$59,126	N/A	09/01/24- 06/30/25
i.	William DiMauro	Reappoint	Science	MA+15	RHS	MA+15/ 20	\$102,765	N/A	09/01/24- 06/30/25
j.	Stephen Harvey	Reappoint	Social Studies	MA	RHS	MA/ 19	\$96,010	N/A	09/01/24- 06/30/25
k.	Monica Archer	Reappoint	Special Services	MA	IHHS	MA/ 5	\$63,927	N/A	09/01/24- 06/30/25

l.	Jordana Tarlowe	Reappoint	Special Education	BA	IHHS	BA/ 3	\$59,126	N/A	09/01/24-06/30/25
m.	David Babuska	Reappoint	Special Services	MA	RHS	MA/5	\$63,927	N/A	09/01/24-06/30/25
n.	Michele Bernardino	Reappoint	Special Services	MA+15	RHS	MA+15/20	\$102,765	N/A	09/01/24-06/30/25
o.	Daniel D'Amico	Reappoint	Special Services	MA	RHS	MA/ 5	\$63,927	N/A	09/01/24-06/30/25
p.	Priscilla Madera	Reappoint	World Languages	MA+30	District	MA+30/20	\$107,350	N/A	09/01/24-06/30/25

P6. Move to approve the following:

First-Year Non-Tenured Certificated Staff as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Keri Myones	Reappoint	English	MA+30	IHHS	MA+30/17	\$94,626	N/A	09/01/24-06/30/25
						Longevity (MA Tier)	\$5,000		09/01/24-06/30/25
						Longevity, Step A	\$1,625	N/A	09/01/24-06/30/25
b.	Trevor Hedges	Reappoint	English	MA	RHS	MA/18	\$91,478	N/A	09/01/24-06/30/25
c.	Leslie Lesly	Reappoint	Family & Consumer Science	BA+15	IHHS	BA+15/16	\$79,801	N/A	09/01/24-06/30/25
d.	Melissa Liebau	Reappoint	Family & Consumer Science	BA	District	BA/ 17	\$79,576	N/A	09/01/24-06/30/25
e.	Etienne Fougnyes	Reappoint	Science	BA	RHS	BA/ 6	\$61,876	N/A	09/01/24-06/30/25
f.	Edward Salaski	Reappoint	Science	MA+30	RHS	MA+30/15	\$88,335	N/A	09/01/24-06/30/25
						Doctorate Stipend	\$1,871		09/01/24-06/30/25

g.	Felicia Denise	Reappoint	Nurse	BA+15	RHS	BA+15/ 16	\$79,801	N/A	09/01/24- 06/30/25
h.	Andrew Dimetrosky	Reappoint	Special Services	MA+30	IHHS	MA+30/ 10	\$72,257	N/A	09/01/24- 06/30/25
i.	Meredith McCambley	Reappoint	Special Services	MA+30	IHHS	MA+30/ 15	\$84,107	N/A	09/01/24- 06/30/25
j.	Luke Miller	Reappoint	Special Services	MA+30	RHS	MA+30/ 18	\$98,800	N/A	09/01/24- 06/30/25
k.	Priya Basak	Reappoint	Special Services	MA	IHHS	MA/ 20	\$100,793	N/A	09/01/24- 06/30/25
l.	Patti Eichenlaub	Reappoint	Special Services	MA+30	RHS	MA+30/ 20	\$107,350	N/A	09/01/24- 06/30/25
m.	Alexandra Brown	Reappoint	World Languages	MA+15	District	MA+15/ 19	\$97,871	N/A	09/01/24- 06/30/25
						Longevity, Step B	\$2,400		09/01/24- 06/30/25

P7. Move to approve the following:

Instructional Aides as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing / Discussion	Effective Date
a.	Wagdi Abdalla	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24- 06/30/25
b.	Guy Bertola	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24- 06/30/25
c.	Nina Calvin	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24- 06/30/25
d.	Bettina	Reappoint	Special	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24-

	Curtiss		Services						06/30/25
e.	Scott Dempster	Reappoint	Special Services	N/A	RHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
f.	Jaclyn Fearon	Reappoint	Special Services	N/A	RHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
g.	Anna Frodella	Reappoint	Special Services	N/A	RHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
i.	Michael Levy	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
j.	Laurie Lydecker	Reappoint	Special Services	N/A	RHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
						Longevity	\$900	N/A	09/01/24-06/30/25
k.	Tiffany Mendez	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
l.	James Miller	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
m.	Kathryn Munley	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
n.	Christa Rauch	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
o.	Iva Rinaudo	Reappoint	.80 Special Services	N/A	IHHS	Step 4	\$27,408.80	N/A	09/01/24-06/30/25
p.	Deborah Rioux-Van Dine	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
						Longevity	\$900	N/A	09/01/24-06/30/25
q.	Raymond Soff	Reappoint	Special Services	N/A	RHS	Step 4	\$34,261	N/A	09/01/24-06/30/25
r.	Nadia Stampone	Reappoint	Special Services	N/A	IHHS	Step 4	\$34,261	N/A	09/01/24-06/30/25

P8. Move to approve the following:

Tenured Certificated Staff as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Mark Aramburu	Reappoint	Physical Education and Health	MA	IHHS	MA/20	\$100,793		09/01/24-06/30/25
						Longevity (MA tier)	\$6,000		09/01/24-06/30/25
						Longevity Step B	\$2,400		09/01/24-06/30/25
b.	Kenneth Bellottie	Reappoint	Mathematics	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
c.	Elisa Britnell	Reappoint	World Languages	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
d.	Adnan Brkovic	Reappoint	Science	MA	IHHS	MA/13	\$73,907		09/01/24-06/30/25
e.	Julie Buccino	Reappoint	Physical Education and Health	MA+30	IHHS	MA+30/13	\$77,953		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
f.	Hanna Cantwell	Reappoint	Mathematics	MA+30	IHHS	MA+30/14	\$79,912		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
g.	Amy Carangelo	Reappoint	Guidance	MA	IHHS	MA/6	\$65,969		09/01/24-06/30/25

h.	Michelle Clancy	Reappoint	Special Education	MA	IHHS	MA/20	\$100,793		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
i.	Marc Conley	Reappoint	Special Education	MA+15	IHHS	MA+15/20	\$102,765		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
j.	Christopher Cornetto	Reappoint	Science	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
k.	Lauren Damstrom	Reappoint	Mathematics	MA+30	IHHS	MA+30/13	\$77,953		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
l.	Natalie Deming	Reappoint	World Languages	MA	IHHS	MA/20	\$100,793		09/01/24-06/30/25
m.	Angela DiBlasio-Funk	Reappoint	Social Studies	MA	IHHS	MA/20	\$100,793		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
n.	Jennifer Dinan	Reappoint	Mathematics	MA+30	IHHS	MA+30/18	\$98,800		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
o.	Alyssa Durfee	Reappoint	Social Studies	MA	IHHS	MA/19	\$76,808		09/01/24-06/30/25

						Longevity (MA tier)	4,400.00		09/01/24- 06/30/25
						Longevity Step B	1,920.00		09/01/24- 06/30/25
p.	Jill Fackelman	Reappoint	Physical Education and Health	MA+30	IHHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
q.	Gale Fanale	Reappoint	Business	MA+30	IHHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
r.	John Fazio	Reappoint	Applied Technology	MA+30	IHHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
s.	Dan Ferat	Reappoint	English	MA+30	IHHS	MA+30/19	\$102,950		09/01/24- 06/30/25
						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
t.	Nicole Fischetto	Reappoint	Mathematics	MA+15	IHHS	MA+15/8	\$69,296		09/01/24- 06/30/25
u.	Mark Friedman	Reappoint	Music	BA	IHHS	BA/20	\$89,251		09/01/24- 06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
v.	Marissa Frissora	Reappoint	English	MA+30	IHHS	MA+30/15	\$84,107		09/01/24- 06/30/25
w.	Debora Greene	Reappoint	Business	MA+30	IHHS	MA+30/20	\$107,350		09/01/24- 06/30/25

						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
x.	Jessica Griffin	Reappoint	English	BA	IHHS	BA/12	\$67,076		09/01/24- 06/30/25
y.	Lisa Haas-Wasserman	Reappoint	Nurse	BA	IHHS	BA/20	\$89,251		09/01/24- 06/30/25
z.	Carly Hausch	Reappoint	Mathematics	MA+30	IHHS	MA+30/18	\$98,800		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
a1.	Susan Heerema	Reappoint	Music	BA	IHHS	BA/20	\$89,251		09/01/24- 06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24- 06/30/25
					IHHS	Longevity Step B	2,400.00		09/01/24- 06/30/25
b1.	Ronald Heusser	Reappoint	Social Studies	MA+30	IHHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
c1.	George Hill	Reappoint	Physical Education and Health	MA	IHHS	MA/20	\$100,793		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
d1.	Kevin Hogan	Reappoint	Special Education	MA+30	IHHS	MA+30/12	\$76,048		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25

e1.	Samantha Janiszak	Reappoint	Special Education	MA+30	IHHS	MA+30/13	\$77,953		09/01/24-06/30/25
f1.	Elizabeth Johnson	Reappoint	Social Studies	MA+30	IHHS	MA+30/18	\$98,800		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
g1.	Christpher Jolin	Reappoint	Science	MA	IHHS	MA/20	\$100,793		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
h1.	Rikki Kagan	Reappoint	Special Education	MA+30	IHHS	MA+30/16	\$88,335		09/01/24-06/30/25
i1.	Karen Klingner	Reappoint	Guidance	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
j1.	Christine Koons	Reappoint	Physical Education and Health	BA	IHHS	BA/20	\$89,251		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
k1.	Maryann Kopp	Reappoint	Special Education	MA+30	IHHS	MA+30/18	\$98,800		09/01/24-06/30/25
l1.	Maria La Barbiera	Reappoint	Special Education	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

m1.	Edith La Chac	Reappoint	English	MA+30	IHHS	MA+30/12	\$76,048		09/01/24-06/30/25
n1.	Graziella Lazzara	Reappoint	World Languages	BA+15	IHHS	BA+15/16	\$79,801		09/01/24-06/30/25
o1.	Shannon Luke	Reappoint	Social Studies	BA	IHHS	BA/13	\$68,851		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
p1.	Jutta Marateo-Gonzalez	Reappoint	Science	MA+15	IHHS	MA+15/20	\$102,765		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
q1.	Kimberly Marino	Reappoint	.71 Administrative Asst.	Grade II	IHHS	.71 Grade II/9	\$41,641.50		09/01/24-06/30/25
			.20 Theater	BA+15	IHHS	.20 BA+15/9	\$13,073		09/01/24-06/30/25
r1.	Courtney McDonough	Reappoint	Science	MA+30	IHHS	MA+30/17	\$94,626		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
s1.	Sarah McGowan	Reappoint	Mathematics	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA Tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
t1.	Cherie McLaughlin	Reappoint	World Languages	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

u1.	Michael Michels	Reappoint	Science	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
v1.	Kathleen Miller	Reappoint	Science	MA+30	IHHS	MA+30/16	\$88,335		09/01/24-06/30/25
w1.						Longevity Step A	1,625.00		09/01/24-06/30/25
x1.	Julie Montero	Reappoint	Special Education	BA+15	IHHS	BA+15/17	\$82,863		09/01/24-06/30/25
y1.	Dominic Mulieri	Reappoint	Physical Education and Health	MA+15	IHHS	MA+15/9	\$69,296		09/01/24-06/30/25
a2.	Ashley Murphy	Reappoint	Science	MA+30	IHHS	MA+30/12	\$76,048		09/01/24-06/30/25
b2.	John Murphy	Reappoint	Social Studies	BA	IHHS	BA/13	\$68,851		09/01/24-06/30/25
c2.	Richard Ohren	Reappoint	Physical Education and Health	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
d2.	Michael Paravati	Reappoint	Social Studies	MA+30	IHHS	MA+30/10	\$72,257		09/01/24-06/30/25
e2.	Michelle Patrickio	Reappoint	English	MA+15	IHHS	MA+15/18	\$93,227		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
f2.	Dianna Peller	Reappoint	English	MA+30	IHHS	MA+30/19	\$102,950		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25

g2.	Thomas Russo	Reappoint	Physical Education and Health	MA+30	IHHS	MA+30/14	\$79,912		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
h2.	Andrea Saladino	Reappoint	Guidance	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
i2.	Meghan Shaara	Reappoint	Physical Education and Health	MA	RHS	MA/8	\$68,009		09/01/24-06/30/25
j2.	Jennifer Sherry	Reappoint	Guidance	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
k2.	Lauren Smalley	Reappoint	Social Studies	MA+30	IHHS	MA+30/15	\$84,107		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
						Longevity (MA Tier)	5,000.00		09/01/24-06/30/25
l2.	Rosemarie Sturm	Reappoint	Special Education	BA	IHHS	BA/20	\$89,251		09/01/24-06/30/25
						Longevity (BA Tier)	4300.00		09/01/24-06/30/25
m2.	Melissa Van Kampen	Reappoint	Art	MA+30	IHHS	MA+30/9	\$70,885		09/01/24-06/30/25
n2.	Joseph Verdon	Reappoint	English	MA+30	IHHS	MA+30/13	\$77,953		09/01/24-06/30/25
o2.	Timothy Walkowich	Reappoint	Science	MA+30	IHHS	MA+30/11	\$73,842		09/01/24-06/30/25
p2.	Patricia Wehran	Reappoint	World Languages	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

q2.	Allison Wittlinger	Reappoint	Special Education	BA+15	IHHS	BA+15/20	\$93,093		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
r2.	Elba Zakrzewski	Reappoint	Guidance	MA+30	IHHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
s2.	Cassandra Zalarick	Reappoint	Mathematics	BA	IHHS	BA/7	\$63,026		09/01/24-06/30/25
t2.	Kim Angerson	Reappoint	Science	MA+15	RHS	MA+15/20	\$102,765		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
u2.	Christopher Anzano	Reappoint	Physical Education and Health	MA	RHS	MA/12	\$72,171		09/01/24-06/30/25
v2.	Lee Barber	Reappoint	Mathematics	MA	RHS	MA/20	\$100,793		09/01/24-06/30/25
						Longevity (MA tier)	6000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
w2.	Marissa Barnes	Reappoint	Science	BA	RHS	BA/20	\$89,251		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
x2.	Pierre Barreau	Reappoint	World Languages	MA+30	RHS	MA+30/20	\$107,350		09/01/24-06/30/25

						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
y2.	Thomas Basili	Reappoint	English	BA+15	RHS	BA+15/17	\$82,863		09/01/24- 06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
z2.	Karli Basilicato	Reappoint	Physical Education and Health	MA	RHS	MA/19	\$96,010		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
a3.	Kimberly Batti Valovina	Reappoint	Art	MA+30	IHHS	MA+30/14	\$79,912		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
c3.	Jenna Calderon	Reappoint	Special Education	BA+15	RHS	BA+15/8	\$65,365		09/01/24- 06/30/25
d3.	Megan Casey	Reappoint	English	MA+15	RHS	MA+15/13	\$75,312		09/01/24- 06/30/25
e3.	Leonardo Castano	Reappoint	World Languages	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
f3.	Matthew Caulfield	Reappoint	Mathematics	MA	District	MA/13	\$73,907		09/01/24- 06/30/25
g3.	Luz Ciprian	Reappoint	World Languages	BA	RHS	BA/16	\$76,551		09/01/24- 06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24- 06/30/25

						Longevity Step A	1,625.00		09/01/24- 06/30/25
h3.	Catherine Copeland	Reappoint	Special Education	BA	RHS	BA/9	\$63,026		09/01/24- 06/30/25
i3.	Teresita Crane	Reappoint	Social Studies	MA+30	RHS	MA+30/19	\$102,950		09/01/24- 06/30/25
						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
j3.	Chris Csengeto	Reappoint	Special Education	MA+30	RHS	MA+30/16	\$88,335		09/01/24- 06/30/25
k3.	Kimberly Deamer	Reappoint	Mathematics	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
l3.	Justin Defeo	Reappoint	Business	MA+15	RHS	MA+15/15	\$82,107		09/01/24- 06/30/25
n3.	Tanushree Desai	Reappoint	Special Education	MA+30	RHS	MA+30/10	\$72,257		09/01/24- 06/30/25
o3.	Tereena Elias	Reappoint	Nurse	BA	RHS	BA/17	\$79,576		09/01/24- 06/30/25
p3.	Ornella Eustice	Reappoint	English	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
q3.	Concepcion Fernandez-Vilase ca	Reappoint	World Languages	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
r3.	Melissa Ferro	Reappoint	English	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
s3.	Alexandra Fylstra	Reappoint	Mathematics	MA	RHS	MA/13	\$73,907		09/01/24- 06/30/25

						Longevity Step A	1,625.00		09/01/24- 06/30/25
t3.	John Gaccione	Reappoint	Mathematics	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
u3.	Lauren Gallo	Reappoint	Special Education	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
v3.	Lauren Gibson	Reappoint	Art	MA+30	RHS	MA+30/16	\$88,335		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
w3.	Sandra Gordon	Reappoint	Physical Education and Health	MA+30	RHS	MA+30/16	\$88,335		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
x3.	Hailee Gregory	Reappoint	Social Studies	MA+15	RHS	MA+15/9	\$69,296		09/01/24- 06/30/25
y3.	Ashley Gross-Green	Reappoint	Science	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
z3.	Lisa Higbie	Reappoint	Art	MA+30	RHS	MA+30/19	\$102,950		09/01/24- 06/30/25
a4.	Gregory Hudak	Reappoint	Science	BA+15	RHS	BA+15/20	\$93,093		09/01/24- 06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
b4.	Michael Ivanov	Reappoint	Social Studies	MA	RHS	MA/11	\$70,632		09/01/24- 06/30/25
c4.	Scott Jackson	Reappoint	Social Studies	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25

						Longevity Step B	2,400.00		09/01/24- 06/30/25
d4.	Thomas Jaeger	Reappoint	Science	MA	RHS	MA/15	\$80,581		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
e4.	Peter Kanefke	Reappoint	Science	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
						Doctorate Stipend	1,871.00		09/01/24- 06/30/25
f4.	Sharon Katz	Reappoint	Guidance	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
g4.	Daniel Laner	Reappoint	Social Studies	BA+15	RHS	BA+15/15	\$77,717		09/01/24- 06/30/25
						Longevity (BA Tier)	4,300		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
h4.	Cari Laughman	Reappoint	Special Education	MA+30	RHS	MA+30/11	\$73,842		09/01/24- 06/30/25
j4.	Kimberly Lobello	Reappoint	Social Studies	MA+15	RHS	MA+15/19	\$97,871		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
k4.	Susan Loccke	Reappoint	English	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
l4.	Melissa Maki	Reappoint	Guidance	MA+15	RHS	MA+15/13	\$75,312		09/01/24- 06/30/25

m4.	William Manzo	Reappoint	English	MA+30	RHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
n4.	Corrin Manzo	Reappoint	English	MA+30	RHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
o4.	Heather Manzo	Reappoint	English	MA	RHS	MA/19	\$96,010		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
p4.	Jill Matcovich	Reappoint	Special Education	MA+30	RHS	MA+30/12	\$76,048		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
q4.	Traci Maturo	Reappoint	Art	MA+15	RHS	MA+15/10	\$70,701		09/01/24-06/30/25
r4.	Christopher Mayer	Reappoint	Social Studies	MA+30	RHS	MA+30/11	\$73,842		09/01/24-06/30/25
s4.	Danielle Migliacci	Reappoint	Business	BA	RHS	BA/20	\$89,251		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
t4.	Giuseppina Monterey	Reappoint	Special Education	MA+30	RHS	MA+30/17	\$94,626		09/01/24-06/30/25
u4.	Michael Nangle	Reappoint	Social Studies	MA	RHS	MA/20	\$100,793		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25

						Longevity Step B	2,400.00		09/01/24- 06/30/25
v4.	Meredith Noah	Reappoint	Social Studies	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
x4.	Matthew Occhipinti	Reappoint	Special Education	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
y4.	Hugo Ospina	Reappoint	World Languages	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
a5.	Vincenzina Piccinno	Reappoint	Guidance	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
b5.	Daniel Poalillo	Reappoint	Science	BA	RHS	BA/17	\$79,576		09/01/24- 06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
c5.	Sean Quirk	Reappoint	Art	MA+15	District	MA+15/19	\$97,871		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
d5.	Emily Reitter	Reappoint	Music	MA	RHS	MA/11	\$70,632		09/01/24- 06/30/25
e5.	Angela Rodriguez	Reappoint	World Languages	MA+30	RHS	MA+30/19	\$102,950		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25

						Longevity Step B	2,400.00		09/01/24- 06/30/25
f5.	David Russell	Reappoint	Science	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
g5.	Lindsey Russo	Reappoint	Special Education	MA+30	RHS	MA+30/8	\$70,885		09/01/24- 06/30/25
h5.	John Schilstra	Reappoint	Applied Technology	BA	RHS	BA/20	\$89,251		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
i5.	Kaitlin Schutte	Reappoint	Special Education	MA+15	RHS	MA+15/11	\$71,984		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
j5.	Deborah Schwarz	Reappoint	English	MA+30	RHS	MA+30/19	\$102,950		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
k5.	Pamela Sibia	Reappoint	Social Studies	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
l5.	Diana Silva	Reappoint	Guidance	MA+30	RHS	MA+30/15	\$84,107		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
m5.	Nicoletta Slovinski	Reappoint	Mathematics	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	5,000.00		09/01/24- 06/30/25

						Longevity Step A	1,625.00		09/01/24- 06/30/25
n5.	Jamie Sporn	Reappoint	English	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	5,500.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
o5.	Kathleen Steier	Reappoint	English	MA+30	RHS	MA+30/12	\$76,048		09/01/24- 06/30/25
						Longevity Step A	1,625.00		09/01/24- 06/30/25
p5.	Leslie Stephen	Reappoint	Physical Education and Health	MA	RHS	MA/20	\$100,793		09/01/24- 06/30/25
						Longevity (MA tier)	7,560.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
q5.	Karen Szura	Reappoint	Physical Education and Health	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
r5.	Maria Tombalakian	Reappoint	World Languages	MA+30	District	MA+30/14	\$79,912		09/01/24- 06/30/25
						Doctorate Stipend	1,871.00		09/01/24- 06/30/25
s5.	Josephine Trigo Kelly	Reappoint	World Languages	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25

t5.	David Van Hook	Reappoint	Physical Education and Health	MA+30	RHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
u5.	Daniel Vander Molen	Reappoint	Social Studies	MA	RHS	MA/20	\$100,793		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
v5.	Cynthia Vander Molen	Reappoint	Social Studies	MA	RHS	MA/17	\$87,761		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
w5.	Michael Verdon	Reappoint	Social Studies	MA+30	RHS	MA+30/8	\$70,885		09/01/24-06/30/25
x5.	Christine Vita	Reappoint	Business	BA	RHS	BA/7	\$63,026		09/01/24-06/30/25
y5.	Marc Vogel	Reappoint	Science	MA+30	RHS	MA+30/20	\$107,350		09/01/24-06/30/25
z5.	Tyler Wadhams	Reappoint	Science	MA	RHS	MA/7	\$68,009		09/01/24-06/30/25
a6.	Michael Walty	Reappoint	Guidance	MA+30	RHS	MA+30/18	\$98,800		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
b6.	Erin Dittamo (Wiese)	Reappoint	Science	MA+30	District	MA+30/14	\$79,912		09/01/24-06/30/25
c6.	Kevin Weydig	Reappoint	Mathematics	MA+15	RHS	MA+15/7	\$69,296		09/01/24-06/30/25
d6.	Thomas Witterschein	Reappoint	Social Studies	MA+30	RHS	MA+30/20	\$107,350		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25

						Longevity Step B	2,400.00		09/01/24- 06/30/25
e6.	Michael Yasosky	Reappoint	Physical Education and Health	MA+30	RHS	MA+30/20	\$107,350		09/01/24- 06/30/25
						Longevity (MA tier)	6,000.00		09/01/24- 06/30/25
						Longevity Step B	2,400.00		09/01/24- 06/30/25
f6.	Laura Astorina	Reappoint	World Languages	MA+30	RHS	MA+30/ 20	\$107,350		09/01/24- 06/30/25
g6.	Christina Berens	Reappoint	World Languages	MA	RHS	MA/ 13	\$73,907		09/01/24- 06/30/25
h6.	Olivia de Diego	Reappoint	World Languages	MA+15	IHHS	MA+15/20	\$102,765		09/01/24- 06/30/25
i6.	Danielle Ferrara	Reappoint	Social Studies	MA	IHHS	MA/ 6	\$65,969		09/01/24- 06/30/25
j6.	Amy Caregelo	Reappoint	Guidance	MA	IHHS	MA/ 7	\$68,009		09/01/24- 06/30/25
l6.	John Russo	Reappoint	Applied Technology	BA+15	RHS	BA+15/18	\$86,033		09/01/24- 06/30/25
m6.	Richard Sawyer	Reappoint	Business	MA	District	MA/ 9	\$68,009		09/01/24- 06/30/25
n6.	Jasmen Mantashian	Reappoint	Guidance	MA+30F	RHS	MA+30/ 19	\$102,950		09/01/24- 06/30/25
o6.	Susan Sautner	Reappoint	.8 Special Education	MA	RHS	.8 MA/20	\$80,634		09/01/24- 06/30/25
						.8 Longevity (MA Tier)	4,000.00		09/01/24- 06/30/25
p6.	Lauren Dondero	Reappoint	Guidance	MA	RHS	MA/10	\$69,381		09/01/24- 06/30/25
q6.	Owen Ross	Reappoint	Mathematics	MA+30	IHHS	MA+30/7	\$70,885		09/01/24- 06/30/25
r6.	Employee # 6066	Approve paid leave	Mathematics		RHS			Utilizing personal & sick time	09/2/24- 09/27/24
		Unpaid FMLA (Maternity)							09/30/24- 12/20/24

		Unpaid CRLOA (Child Rearing Leave of Absence							12/21/24- 06/30/24
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P9. Move to approve the following:

New Hires, Non-Tenured Certificated Staff as follows:

C. INSTRUCTIONAL

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Christy Kicinski	Appoint	Family & Consumer Science	MA	IHHS	MA/10	\$69,381	R. Crossley	09/01/24-06/30/25
b.	Tracey Ismailovski	Appoint	Special Education	MA	IHHS	MA/20	\$100,793	R. Carlin	09/01/24-06/30/25
c.	Nicholas Guttuso	Appoint	Health & Physical Education	MA+30	RHS	MA+30/17	\$94,626	J. Hague	09/01/24-06/30/25
						Longevity	1,625		09/01/24-06/30/25
d.	Maria Garo	Appoint	Teacher, English	MA	District	MA/Step 16	\$84,261	J. Mazola	09/01/24-06/30/25
e.	Blair Kim	Appoint	Teacher, Mathematics	BA+15	RHS	BA+15/6	\$63,881	M. O'Neill	09/01/24-06/30/25
f.	Sari Prata	Appoint	.71 Grade 2 (10-Month) Administrative Assistant	N/A	RHS	.71/Step 9	\$41,641.50	K. Guemeryl	09/01/24-06/30/25
g.	Lei Huang	Appoint	Teacher, World Languages, Chinese	MA+30	RHS	MA+30/Step 9	\$70,885	T. Liu	09/01/24-06/30/25

h.	Dr. Carolyn Ross	Appoint	Teacher, English	MA+30	RHS	MA+30/ Step 16	\$88,335	C. Davanzo	09/01/24-06/30/25
						Doctorate Stipend	\$1,871		09/01/24-06/30/25
i.	Colleen O'Brien	Appoint	Substitute Nurse	N/A	District	N/A	\$240/ Diem		09/01/24-06/30/25
j.	Brittany Hudson	Appoint	Teacher, Chemistry	MA	IHHS	MA/13	\$73,907		09/01/2024

P10. Move to approve the following:

District Level Supervisors as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing / Discussion	Effective Date
a.	Nancy Blomquist	Reappoint	District Level Supervisor, English	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$5,500	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	\$7,339	N/A	07/01/24-06/30/24
b.	Marla Burns*	Reappoint	District Level Supervisor, Special Education Instruction	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24

						Summer Stipend	\$6,929	N/A	07/01/24-06/30/24
c.	Richard Burton	Reappoint	District Level Supervisor, Health & Physical Education /Nurses	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity Step A	\$1,625	N/A	07/01/24-06/30/24
						Summer Stipend	\$7,014	N/A	07/01/24-06/30/24
d.	Susan Confrancisco*	Reappoint	District Level Supervisor, Special Education Programmi ng	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Summer Stipend	\$6,929	N/A	07/01/24-06/30/24
e.	Karen Davidson	Reappoint	District Level Supervisor, Visual, Performing and Applied Arts	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$6,000	N/A	07/01/24-06/30/24

						Longevity Step B	\$2,400	N/A	07/01/24- 06/30/24
						Summer Stipend	\$7,365	N/A	07/01/24- 06/30/24
g.	Joseph DelBuono	Reappoint	District Level Supervisor, Social Studies	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24- 06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24- 06/30/24
						Longevity (MA Tier)	\$6,000	N/A	07/01/24- 06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24- 06/30/24
						Summer Stipend	\$7,365	N/A	07/01/24- 06/30/24
h.	Michael Kaplan	Reappoint	District Level Supervisor, Math	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24- 06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24- 06/30/24
						Longevity Step A	\$1,625	N/A	07/01/24- 06/30/24
						Summer Stipend	\$7,014	N/A	07/01/24- 06/30/24
i.	Angela Manzi	Reappoint	District Level Supervisor, Science	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24- 06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24- 06/30/24
						Longevity (MA Tier)	\$6,000	N/A	07/01/24- 06/30/24
						Longevity	\$2,400	N/A	07/01/24-

						Step B			06/30/24
						Summer Stipend	\$7,365	N/A	07/01/24-06/30/24
j.	Erika McGavin	Reappoint	District Supervisor, Curriculum, Instruction, and Articulation-Humanities	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$5,500	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	\$7,339	N/A	07/01/24-06/30/24
k.	Jennifer Perry	Reappoint	District Supervisor, Counseling	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$5,000	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	\$7,313	N/A	07/01/24-06/30/24
l.	Kathleen Robinson	Reappoint	District Supervisor Wellness & Special Programs	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor	\$26,388	N/A	07/01/24-

						Stipend			06/30/24
						Longevity Step A	\$1,625	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$5,000	N/A	07/01/24-06/30/24
						Summer Stipend	\$7,273	N/A	07/01/24-06/30/24
m.	Michele Thomas	Reappoint	District Level Supervisor, World Language and MLL	MA+30	District	MA+30/20	\$107,350	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$5,500	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	\$7,339	N/A	07/01/24-06/30/24
n.	Amanda Zielenkiewicz	Reappoint	District Supervisor, Curriculum, Instruction, and Articulation-STEM	MA+30	District	MA+30/17	\$94,626	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity Step A	\$1,625	N/A	07/01/24-06/30/24
						Summer Stipend	\$6,354	N/A	07/01/24-06/30/24

* Non-Tenured

D. NON-INSTRUCTIONAL

P11. Move to approve the following:

Ten and twelve-month non-tenured Administrative Assistants as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Patricia Arbucci	Reappoint	Administrative Assistant	Grade II/ 12 Month	District	Grade II/ 5	\$63,811	N/A	2024-25
b.	Connie Cheff	Reappoint	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 7	\$55,820	N/A	2024-25
c.	Caren Fassbender	Reappoint	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 7	\$55,820	N/A	2024-25
d.	Janet Foley	Reappoint	Administrative Assistant	Grade II/ 10 Month	RHS	Grade II/ 10	\$60,147	N/A	2024-25
e.	Vicki Herman	Reappoint	Administrative Assistant	Grade II/ 10 Month	RHS	Grade II/ 10	\$60,147	N/A	2024-25
f.	Sharon Kozuch	Reappoint	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 10	\$60,147	N/A	2024-25

P12. Move to approve the following:

Ten and twelve-month tenured Administrative Assistants as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Rosemarie Ambrose	Reappoint	Administrative Assistant	Grade III/ 12 Month	RHS	Grade III/ 10	\$73,911	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25

b.	Karen Bailey	Reappoint	Administrative Assistant	Grade IV/ 12 Month	District	Grade IV/ 10	\$76,646	N/A	07/01/24-07/31/24
						Longevity	\$1,800	N/A	2024-25
c.	Margaret Belger	Reappoint	Administrative Assistant	Grade II/ 10 Month	RHS	Grade II/ 10	\$60,147	N/A	2024-25
d.	Lisa Blackowski	Reappoint	Administrative Assistant	Grade IV/12 Month	District	Grade IV/ 10	\$76,646	N/A	2024-25
e.	Jane Castor	Reappoint	Administrative Assistant	Grade IV/ 12 Month	District	Grade IV/ 10	\$76,646	N/A	2024-25
f.	Kaaren Chamberlin	Reappoint	Administrative Assistant	Grade III/ 12 Month	IHHS	Grade III/ 10	\$73,911	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
g.	Barbara Gaveglio	Reappoint	Administrative Assistant	Grade III/ 12 Month	RHS	Grade III/ 10	\$73,911	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
i.	Teona Hargadon	Reappoint	Central Office Administrative Asst.	N/A	District	10	\$72,177		07/01/24-07/31/24
j.	Daniella Kesting	Reappoint	Administrative Assistant	Grade III/ 12 Month	IHHS	Grade III/ 10	\$73,911	N/A	2024-25
						Longevity	\$1,000	N/A	2024-25
k.	Virginia Labinski	Reappoint	Administrative Assistant	Grade 2/ 10 Month	RHS	Grade II/ 10	\$60,147	N/A	2024-25
l.	Heather Michels	Reappoint	Administrative Assistant	Grade II/ 12 Month	District	Grade II/ 10	\$72,177	N/A	2024-25
m.	Jennifer Mola	Reappoint	Administrative Assistant	Grade III/ 12 Month	RHS	Grade III/ 10	\$73,911	N/A	2024-25

						Longevity	\$1,800	N/A	2024-25
n.	Jorgelina Moya	Reappoint	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 10	\$60,147	N/A	2024-25
o.	Kristen Peterson	Reappoint	Administrative Assistant	Grade III/12 Month	RHS	Grade III/10	\$73,911	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
p.	Cathay Pezzuti	Reappoint	Administrative Assistant	Grade III/ 12 Month	IHHS	Grade III/ 10	\$73,911	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
q.	Grace Stramiello	Reappoint	Administrative Assistant	Grade II/ 12 Month	District	Grade II/ 10	\$72,177	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25

P13. Move to approve the following:

District Custodial and Maintenance personnel as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Greg Aug	Reappoint	Custodial/ Grounds	N/A	IHHS	9	\$75,025	N/A	07/01/24-06/30/25
						Black Seal License	\$750	N/A	07/01/24-06/30/25
b.	Vincent Bulzomi	Reappoint	Custodial/ Grounds	N/A	RHS	7	\$70,089	N/A	07/01/24-06/30/25
						Black Seal License	\$750	N/A	07/01/24-06/30/25
c.	John Carey	Reappoint	Custodial/ Bus Driver	N/A	RHS	9	\$69,717	N/A	07/01/24-06/30/25
						2nd Shift Bonus	\$250	N/A	07/01/24-06/30/25

						Black Seal License	\$750	N/A	07/01/24-06/30/25
d.	Anthony Gesimondo	Reappoint	Custodial/ Bus Driver	N/A	IHHS	9	\$69,717	N/A	07/01/24-06/30/25
						Black Seal License	\$750	N/A	07/01/24-06/30/25
e.	Hank Gregory	Reappoint	Custodial/ Grounds	N/A	IHHS	9	\$75,025	N/A	07/01/24-06/30/25
						Longevity	\$3,100	N/A	07/01/24-06/30/25
						Black Seal License	\$750	N/A	07/01/24-06/30/25
f.	John Maguire	Reappoint	Custodial/ Grounds	N/A	District	9	\$75,025	N/A	07/01/24-06/30/25
						Black Seal License	\$750	N/A	07/01/24-06/30/25
g.	James McBride	Reappoint	Custodial/ Bus Driver	N/A	IHHS	9	\$69,717	N/A	07/01/24-06/30/25
						2nd Shift Bonus	\$250	N/A	07/01/24-06/30/25
						Black Seal License	\$750	N/A	07/01/24-06/30/25
h.	Dritan Murataj	Reappoint	Custodial/ Bus Driver	N/A	RHS	9	\$69,717	N/A	07/01/24-06/30/25
						Black Seal License	\$750	N/A	07/01/24-06/30/25
i.	Salvatore Romano	Reappoint	Custodial/ Maintenance	N/A	District	8	\$75,944	N/A	07/01/24-06/30/25
						Black Seal License	\$750	N/A	07/01/24-06/30/25
						HVAC License	\$500		
j.	Steven Sanderson	Reappoint	Custodial/ Maintenance	N/A	District	8	\$75,944	N/A	07/01/24-06/30/25
k.	Irfan Shalari	Reappoint	Custodial/ Maintenance	N/A	District	9	\$78,537	N/A	07/01/24-06/30/25

						HVAC License	\$500		
l.	John Williams	Reappoint	Custodial/ Bus Driver	N/A	IHHS	9	\$69,717	N/A	07/01/24- 06/30/25
						Longevity	\$3,100	N/A	07/01/24- 06/30/25
						Black Seal License	\$750	N/A	07/01/24- 06/30/25
m.	Agim Ballolli	Appoint	Custodial/ Maintenance	N/A	IHHS	9	\$78,537	N/A	On or about 06/01/24- 06/30/25
						Electrician License	\$500		

P14. Move to approve the following:

Part-time, ten-month Security Aides as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Rockie Christopher	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,986.20	N/A	07/01/24- 06/30/25
						Black Seal License	\$750	N/A	07/01/24- 06/30/25
b.	Daniel Devaney	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,986.20	N/A	07/01/24- 06/30/25
c.	Ronald Dubiel	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,986.20	N/A	07/01/24- 06/30/25
d.	Ruth Hillas	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,986.20	N/A	07/01/24- 06/30/25
e.	Brian Mosca	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,986.20	N/A	07/01/24- 06/30/25
f.	Kevin Mosca	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,986.20	N/A	07/01/24- 06/30/25

g.	Richard Osenbruck	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,986.20	N/A	07/01/24-06/30/25
h.	Emanuel Pereira	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,986.20	N/A	07/01/24-06/30/25
i.	Osbaldo Rosa	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,986.20	N/A	07/01/24-06/30/25
j.	Mark Wilder	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,986.20	N/A	07/01/24-06/30/25
l.	John Zahn	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,986.20	N/A	07/01/24-06/30/25

P15. Move to approve the following:

District Technology Support Specialists as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	David Conca	Reappoint	Technology Support Specialist	N/A	IHHS	11	\$77,640	N/A	07/01/24-06/30/25
						Longevity	\$1,800	N/A	07/01/24-06/30/25
b.	Joel Reid	Reappoint	Technology Support Specialist	N/A	RHS	11	\$77,640	N/A	07/01/24-06/30/25
						Longevity	\$1,800	N/A	07/01/24-06/30/25
c.	Samuel Salvi	Reappoint	Technology Support Specialist	N/A	IHHS	11	\$77,640	N/A	07/01/24-06/30/25
d.	Matthew Zmigrodski	Reappoint	Technology Support Specialist	N/A	RHS	11	\$77,640	N/A	07/01/24-06/30/25
						Longevity	\$1,800		
						Head Technician	\$1,692		

P16. Move to approve the following:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Kaitlyn Kennedy	Rescind	Asst. Coach (F), Girls' Volleyball	N/A	RHS	4	\$5,871		2024-25
b.	Jason Clark	Appoint	Marching Band Director	N/A	IHHS	4	\$7,642		2024-25
c.	George Creegan	Appoint	Marching Band Front Asst. Director	N/A	IHHS	2	\$2,770		2024-25
d.	Kristin DiNapoli	Appoint	Marching Band Front Asst.	N/A	IHHS	4	3,057		2024-25
e.	Keith Warfield	Appoint	Marching Band Percussion Instructor	N/A	IHHS	Flat Rate	\$1,000		2024-25
f.	Michael Sasson	Appoint	Marching Band Percussion Instructor	N/A	IHHS	Flat Rate	\$1,000		2024-25
g.	David Marks	Appoint	Marching Band Drill Writer	N/A	IHHS	Flat Rate	\$1,500		2024-25
h.	Gordon Fisher	Appoint	Marching Band Music Writer	N/A	IHHS	Flat Rate	\$2,000		2024-25
i.	Gordon Fisher	Appoint	Marching Band Percussion Writer	N/A	IHHS	Flat Rate	\$1,000		2024-25
j.	Jason Clark	Appoint	Summer Band Camp Director	N/A	IHHS	Flat Rate	\$1,500		2024-25

k.	George Creegan	Appoint	Summer Band Camp Asst. Director	N/A	IHHS	Flat Rate	\$1,000		2024-25
l.	David Marks	Appoint	Summer Band Camp Drill Writer	N/A	IHHS	Flat Rate	\$1,000		2024-25
m.	Evan Wasek	Appoint	Summer Band Camp Drill/Bass Instructor	N/A	IHHS	Flat Rate	\$800		2024-25
n.	Eric Tashji	Appoint	Summer Band Camp Drill/Woodwind Instructor	N/A	IHHS	Flat Rate	\$800		2024-25
o.	Christopher DeWilde	Appoint	Summer Band Camp Music/Bass Instructor	N/A	IHHS	Flat Rate	\$800		2024-25
p.	Joel Noonan	Appoint	Summer Band Camp Music/Woodwind Instructor	N/A	IHHS	Flat Rate	\$800		2024-25
q.	Brian Prokop	Appoint	Summer Band Camp Percussion Instructor	N/A	IHHS	Flat Rate	\$800		2024-25
r.	Keith Warfield	Appoint	Summer Band Camp Percussion/Pit Instructor	N/A	IHHS	Flat Rate	\$800		2024-25
s.	Kristin DiNapoli	Appoint	Summer Band Camp Color Guard Instructor	N/A	IHHS	Flat Rate	\$800		2024-25
t.	Michael Sasson	Appoint	Summer Band Camp Color Guard Instructor	N/A	IHHS	Flat Rate	\$800		2024-25
u.	Nicholas	Amend	Summer	N/A	RHS	4	\$5,783	M.	2024-25

	Guttuso		Strength & Conditioning					Defazio	
v.	Mitchell Hausman	Amend	Head Coach, Girls' Tennis	N/A	RHS	2	\$5,601		2024-25
w.	Joel Kilday	Appoint	Asst. Coach Boys' Soccer	N/A	RHS	4	\$5,871		2024-25
x.	Sandra Gordon	Appoint	Fall Asst. Coach Strength & Conditioning	N/A	RHS	1	\$1,687		2024-25
y.	Karen Szura	Appoint	Fall Head Coach Strength & Conditioning	N/A	RHS	4	\$5,783		2024-25
z.	Erik Sloezen	Appoint	Summer Band Camp Director	N/A	RHS	Flat Rate	\$1,500		2024-25
a1.	Laurie Kunzle	Appoint	Summer Band Camp Asst. Director	N/A	RHS	Flat Rate	\$1,000		2024-25
b1.	David Marks	Appoint	Summer Band Camp Drill Writer	N/A	RHS	Flat Rate	\$1,500		2024-25
c1.	Daniel D'Amico	Appoint	Summer Band Camp Drill/ Woodwind Instructor	N/A	RHS	Flat Rate	\$800		2024-25
d1.	Matthew Mousseau	Appoint	Summer Band Camp Drill Instructor	N/A	RHS	Flat Rate	\$800		2024-25
e1.	Spencer Pigg	Appoint	Summer Band Camp Percussion Instructor	N/A	RHS	Flat Rate	\$800		2024-25
f1.	Joey Hochgesang	Appoint	Summer Band Camp Percussion/ Pit Instructor	N/A	RHS	Flat Rate	\$800		2024-25

g1.	Matthew Harder	Appoint	Summer Band Camp Color Guard Instructor	N/A	RHS	Flat Rate	\$800		2024-25
h1.	Cristen Shannon	Appoint	Summer Band Camp Band Front Asst. Color Guard Instructor	N/A	RHS	Flat Rate	\$800		2024-25
i1.	Erik Sloezen	Appoint	Marching Band Director	N/A	RHS	4	\$7,642		2024-25
j1.	David Marks	Appoint	Marching Band Asst. Co- Director	N/A	RHS	4	\$1528.50		2024-25
k1.	Daniel D'Amico	Appoint	Marching Band Asst. Co- Director	N/A	RHS	1	\$1,316		2024-25
l1.	Spencer Pigg	Appoint	Marching Band Percussion Instructor	N/A	RHS	Flat Rate	\$1,500		2024-25
m1.	Matthew Harder	Appoint	Marching Band Drill/Bass Instructor	N/A	RHS	Flat Rate	\$2,500		2024-25
n1.	Cristen Shannon	Appoint	Marching Band Front Assistant	N/A	RHS	4	\$3,057		
o1.	Aidan Cole	Appoint	Assistant Girls Boys' Volleyball	N/A	RHS	1	\$4,320		2024-25
p1.	Teona Hargadon	Reappoint	Administrative Asst./Bookkeeper	N/A	District	10	\$76,646		Effective 08/01/24-06/30/25
q1.	Scarlett Jekic	Appoint	Asst. Coach Cross Country	N/A	IHHS	4	\$4,867		2024-25
r1.	James Miller	Appoint	Assistant Coach	N/A	IHHS	4	\$7,304		2024-25

			Football						
s1.	Mark Pavic	Rescind	Asst. Coach Football	N/A	IHHS	4	\$7,304		Fall 2024-25
t1.	Albert Young	Rescind	Asst. Coach Football	N/A	IHHS	4	\$7,304		Fall 2024-25

P17. Move to approve, the appointment of the following individuals listed below as substitute teachers for the 2024-25 School Year, beginning September 1, 2024 and ending June 30, 2025; and move to approve applicants' attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, or *N.J.S.A. 18A:6-4.13 et seq.*, as applicable:

- | | |
|--------------------------------|---------------------------------------|
| a. Lorraine Argenio-Rosenblatt | b1. Jack Krimkowitz |
| b. Fadia Abbasi | c1. Jonathan Leroux |
| c. Mona Albert | d1. Melody Lieberman |
| d. Samuel Ayres | e1. Lance Leibowitz |
| e. Elinore Begala-Gorden | f1. Emily Toal |
| f. Joseph Benfeld | g1. Elizabeth McDermott (Beth Murtha) |
| g. Deborah Breslow | h1. Thomas McSherry |
| h. Rebecca Corrado | i1. Janet Sheikhan |
| i. Stephanie Cole | j1. Susan Sullivan |
| j. Lisa Estrella | k1. Lois Craumer |
| k. Thomas Fennell | l1. Barbara Piercy |
| l. Tara Ficarra | m1. Sohrob Malakuti |
| m. Jennifer Galenkamp | n1. Thomas Warnock |
| n. Nicholae Gheta | o1. Nicholas Lupo |
| o. Greta Goodman | p1. Kelly Rowe |
| p. Maria Grant | q1. Jodi Steinhart |
| q. Sabaudin Skenderi | r1. Debra Sweet |
| r. Liliya Ilovayskaya | s1. Joan Wilkinson |
| s. Kaethe Klein | t1. Robert Wilson |
| t. John Schmeding | u1. Thomas Malanga |
| u. Dana Scillieri | v1. Jacqueline Sarracco |
| v. Maria Riba-Slutsky | w1. Alexander Puerto |
| w. Delia Perretta | x1. Rebecca Peller |
| x. Eileen O'Brien | y1. William Mera-Orozco |
| y. Tracy McHugh | z1. Bernadette Cavanaugh |

z. Ryan Curtiss

a2. Elizabeth Ferro

a1. Joseph Frodella

P18. Move to amend the summer employment for the following, at the approved contractual hourly rate.

<u>Name</u>	<u>Building</u>	<u>Days (Not to Exceed)</u>
Sharon Katz	RHS	From 10 to 8
Melissa Maki	RHS	From 10 to 8
Vincenzina Piccinno	RHS	From 10 to 9
Dennis Rowley	RHS	From 10 to 11
Michael Walty	RHS	From 12 to 14
Elba Zakrzewski	IHHS	From 7 to 4
Karen Klinger	IHHS	From 12 to 16

P19. Move to approve the following:

This Sidebar Agreement (“Sidebar Agreement”) is made and entered into by and between the **BOARD OF EDUCATION OF THE RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT** (“Board”) and the **RAMAPO INDIAN HILLS EDUCATION ASSOCIATION** (“Association”) (collectively the “Parties”).

WHEREAS, the Board and the Associations are parties to a collective negotiations agreement (“Agreement”); and

WHEREAS, the Agreement, including Articles XXIX and XXXVI, provides for a reduction in the weekly schedule for 12-month employees during the months of July and August.

WHEREAS, the Parties desire to enter into a Sidebar Agreement, without establishing precedent or creating any past practice, to modify the summer scheduled for 12-month employees between July 8, 2024 and August 23, 2024.

NOW, THEREFORE, BE IT RESOLVED, the Parties hereto agree as follows:

1. **Summer Hours.** With the exception of 12-month custodial/maintenance staff, 12-month employees’ schedule between July 8, 2024 and August 23, 2024 shall be Monday through Thursday, 8:00 AM – 3:00 P.M. As certain buildings may need to be open on Fridays that requires custodial/maintenance staff to be in the building, the District’s Operations, Facilities, and Security Coordinator will schedule custodial/maintenance staff to ensure each receives a day off during the workweek between July 8, 2024 and August 23, 2024.

2. ***Leaves During the Summer.*** If a 12-month employee uses a vacation, sick, or personal day during the workweek between July 8, 2024 and August 23, 2024, the employee will be charged a vacation, sick, or personal day.

3. ***No Precedent.*** This Sidebar Agreement shall in no way constitute or be cited as a past practice or be used to establish precedent or a contractual right by either Party. Additionally, this Sidebar Agreement shall not be used as evidence by either Party in any arbitration, court proceeding, or any other venue, except to enforce the explicit terms or of this agreement or prove the existence of same.

4. ***Sunset.*** The Parties agree that the schedule set forth herein is intended to be a trial run for the Summer of 2024 and only applicable for the period of July 8, 2024 through August 23, 2024. For that reason, this Sidebar Agreement shall sunset on August 23, 2024, unless otherwise negotiated and agreed to by the Parties.

5. ***Severability.*** Whenever possible, each provision of this Sidebar Agreement will be interpreted in such a manner as to be effective and valid under applicable law, but if any of its provisions shall be held invalid, illegal or unenforceable, this Sidebar Agreement shall be construed as if not containing those provisions and the rights and obligations of the Parties shall be construed and enforced accordingly. On a determination that any term or provision is invalid, illegal, or unenforceable, the Parties shall negotiate in good faith to modify this Sidebar Agreement to effect the original intent of the Parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

6. ***Miscellaneous.*** This Sidebar Agreement is subject to Board approval before taking effect. The Parties to this Sidebar Agreement hereby confirm that the signatories are respectively authorized to bind them hereto and execute this memorandum of agreement. This Sidebar Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument. The Parties hereto have freely executed this Sidebar Agreement, with the intent to be legally bound. This Sidebar Agreement may only be modified by an instrument in writing signed by both Parties to the agreement. This Sidebar Agreement contains the sole and the entire agreement between the Association and the Board, and fully supersedes any and all prior agreements and understandings between the Association and the Board pertaining to the subject matter of this Sidebar Agreement. The Association represents and acknowledges that it has not relied upon any representation or statement by the Board, or its counsel or representatives, with regard to the subject matter of this Sidebar Agreement, which is not set forth in this Sidebar Agreement. The language of this Sidebar Agreement shall not be presumptively construed in favor of or against any of the Parties. Any rule of construction to the effect that ambiguities are to be resolved against the drafting Party shall not apply in interpreting this Sidebar Agreement. Rather, the language in this Sidebar Agreement shall be interpreted as to its fair meaning and not strictly for or against any Party. Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

7. ***Remaining Terms.*** All of the remaining terms and conditions in the Agreement not specifically amended herein shall remain in full force and shall not be impacted by the terms of this Sidebar Agreement.

1.

P20. Move to approve, the summer employment for the following, at the approved contractual hourly rate.

<u>Name</u>	<u>Building</u>	<u>Days (Not to Exceed)</u>
Jasmine Mantashian	RHS	5
Andrea Saladino	IHHS	5

P21. Move to approve, the summer employment of the Ramapo Indian Hills Regional High School District Child Study Team staff to conduct IEP meetings, to be completed during the months of July and August 2024, at their approved contractual hourly rate of pay (as calculated on the base pay plus longevity, if applicable).

Name	School	Hours
Lindsey Russo	RHS	2
Lauren Gallo	RHS	2
Patricia Eichenlaub	RHS	3
Special Education Teacher	RHS	2
Special Education Teacher	RHS	2

P22. Move to approve the following:

This Sidebar Agreement ("Sidebar Agreement") is made and entered into by and between the **BOARD OF EDUCATION OF THE RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT** ("Board") and the **RAMAPO INDIAN HILLS SUPERVISORS' ASSOCIATION** ("Association") (collectively the "Parties").

WHEREAS, the Board and the Associations are parties to a collective negotiations agreement ("Agreement"); and

WHEREAS, Article VI of the Agreement provides that ten-month supervisors may work up to ten days between July 1st and August 31st; and

WHEREAS, the Parties agree that between July 1, 2024 and August 31, 2024, certain supervisors may be needed to provide services beyond the ten days; and

WHEREAS, the Parties desire to enter into a Sidebar Agreement, without establishing precedent or creating any past practice, to establish an agreed upon payment for this additional work between July 1, 2024 and August 31, 2024.

NOW, THEREFORE, BE IT RESOLVED, the Parties hereto agree as follows:

1. *Summer Work.* The Parties agree that supervisors will be permitted to work more than ten days between July 1, 2024 and August 31, 2024 should the District's administration determine that additional services are needed. Prior to working beyond ten days, the supervisor must receive written approval from the District's administration for each additional day to be worked.

2. *Compensation.* The Parties agree that supervisors will be compensated at their daily rate for any days worked beyond the ten days between July 1, 2024 and August 31, 2024. The daily rate shall be calculated by taking a supervisor's summer stipend (i.e. the stipend received for working the ten days between July 1, 2024 and August 31, 2024, as set forth in Article X(B) of the Agreement) and dividing it by 10. Such payments shall be paid under the established voucher system for payments already used by the Supervisors.

3. *No Precedent.* This Sidebar Agreement shall in no way constitute or be cited as a last practice or be used to establish precedent or a contractual right by either Party. Additionally, this Sidebar Agreement shall not be used as evidence by either Party in any arbitration court proceeding, or any other venue, except to enforce the explicit terms of this agreement or prove the existence of same. The Parties agree that the additional services set forth herein are intended to be a trial run for the summer of 2024 and only applicable for the period of July 1, 2024 through August 31, 2024. For that reason, this Sidebar Agreement shall sunset on August 31, 2024. Should the parties wish to continue this practice it can be negotiated as part of a new collective negotiations agreement.

4. *Severability.* Whenever possible, each provision of this Sidebar Agreement will be interpreted in such a manner as to be effective and valid under applicable law, but if any of its provisions shall be held invalid, illegal or unenforceable, this Sidebar Agreement shall be construed as if not containing those provisions and the rights and obligations of the Parties shall be construed and enforced accordingly. On a determination that any term or provision is invalid, illegal, or unenforceable, the Parties shall negotiate in good faith to modify this Sidebar Agreement to effect the original intent of the Parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

5. *Miscellaneous.* This Sidebar Agreement is subject to Board approval before taking effect. The Parties to this Sidebar Agreement hereby confirm that the signatories are respectively authorized to bind them hereto and execute this memorandum of agreement. This Sidebar Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument. The Parties hereto have freely executed this Sidebar Agreement, with the intent to be legally bound. This Sidebar Agreement may only be modified by an instrument in writing signed by both Parties to the agreement. This Sidebar Agreement contains the sole and the entire agreement between the Association and the Board, and fully supersedes any and all prior agreements and understandings between the Association and the Board pertaining to the subject matter of this Sidebar Agreement. The Association represents and acknowledges that it has not relied upon any representation or statement by the Board, or its counsel or

representatives, with regard to the subject matter of this Sidebar Agreement, which is not set forth in this Sidebar Agreement. The language of this Sidebar Agreement shall not be presumptively construed in favor of or against any of the Parties. Any rule of construction to the effect that ambiguities are to be resolved against the drafting Party shall not apply in interpreting this Sidebar Agreement. Rather, the language in this Sidebar Agreement shall be interpreted as to its fair meaning and not strictly for or against any Party. Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

6. *Remaining Terms.* All of the remaining terms and conditions in the Agreement not specifically amended herein shall remain in full force and shall not be impacted by the terms of this Sidebar Agreement

P23. Move to approve the following:

This Sidebar Agreement ("Sidebar Agreement") is made and entered into by and between the **BOARD OF EDUCATION OF THE RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT** ("Board") and the **RAMAPO INDIAN HILLS EDUCATION ASSOCIATION** ("Association") (collectively the "Parties").

WHEREAS, the Board and the Associations are parties to a collective negotiations agreement ("Agreement"); and

WHEREAS, the Parties acknowledge health benefit coverage for employees who complete their individual employment contract as of June 30 for any school year have their benefits terminated effective June 30; and

WHEREAS, the Parties desire to offer health benefit coverage to employees through August 31, 2024 who complete their individual employment contract for the 2023-2024 school year, but are either: (a) not presently being offered a contract for the 2024-25 school year, or (b) have declined to sign an employment contract for the 2024-25 school year ("Affected Employees"); and

NOW, THEREFORE, BE IT RESOLVED, the Parties hereto agree as follows:

1. *Health Insurance.* Affected Employees, per the recitals above, and any dependents, currently enrolled in the Board's health benefit program may opt to continue said coverage through August 31, 2024, with no additional employee benefit contribution by acknowledgement in a form and procedure provided by the Board.

2. *Other Coverage.* Affected Employees who obtain health benefit coverage prior to August 31, 2024, must immediately notify the Board, and their health benefit coverage will expire upon the date they obtain health benefit coverage.

3. *Precedent.* This Sidebar Agreement shall in no way constitute or be cited as a past practice or be used to establish precedent or a contractual right by either Party. Additionally, this Sidebar Agreement shall not be used as evidence by either Party in any

arbitration, court proceeding, or any other venue, except to enforce the explicit terms or of this agreement or prove the existence of same.

4. **Sunset.** The Parties agree that providing health benefit coverage through August 31, 2024 to the Affected Employees, per the recitals above, is only applicable for the 2023-2024 school year. For that reason, this Sidebar Agreement shall sunset on August 31, 2024. Following August 31, 2024, employees who complete their individual employment contract as of June 30th for any school year will have their benefits terminated effective June 30th, unless otherwise negotiated and agreed to by the Parties.

5. **Severability.** Whenever possible, each provision of this Sidebar Agreement will be interpreted in such a manner as to be effective and valid under applicable law, but if any of its provisions shall be held invalid, illegal or unenforceable, this Sidebar Agreement shall be construed as if not containing those provisions and the rights and obligations of the Parties shall be construed and enforced accordingly. On a determination that any term or provision is invalid, illegal, or unenforceable, the Parties shall negotiate in good faith to modify this Sidebar Agreement to effect the original intent of the Parties as closely as possible in order that the transactions contemplated hereby be consummated as originally contemplated to the greatest extent possible.

6. **Miscellaneous.** This Sidebar Agreement is subject to Board approval before taking effect. The Parties to this Sidebar Agreement hereby confirm that the signatories are respectively authorized to bind them hereto and execute this memorandum of agreement. This Sidebar Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument. The Parties hereto have freely executed this Sidebar Agreement, with the intent to be legally bound. This Sidebar Agreement may only be modified by an instrument in writing signed by both Parties to the agreement. This Sidebar Agreement contains the sole and the entire agreement between the Association and the Board, and fully supersedes any and all prior agreements and understandings between the Association and the Board pertaining to the subject matter of this Sidebar Agreement. The Association represents and acknowledges that it has not relied upon any representation or statement by the Board, or its counsel or representatives, with regard to the subject matter of this Sidebar Agreement, which is not set forth in this Sidebar Agreement. The language of this Sidebar Agreement shall not be presumptively construed in favor of or against any of the Parties. Any rule of construction to the effect that ambiguities are to be resolved against the drafting Party shall not apply in interpreting this Sidebar Agreement. Rather, the language in this Sidebar Agreement shall be interpreted as to its fair meaning and not strictly for or against any Party. Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

7. **Further Clarification of Terms.** The Parties acknowledge health benefit coverage for employees who complete their individual employment contract as of June 30 for any school year have their benefits terminated effective June 30 and shall receive reimbursement of 2/12 of the total amount said employees have already paid over the course of the 10 month school year or prorated portion thereof.

8. *Remaining Terms.* All of the remaining terms and conditions in the Agreement not specifically amended herein shall remain in full force and shall not be impacted by the terms of this Sidebar Agreement.

P24. Move to approve the following:

New Hires, Non-Tenured Certificated Staff as follows:

C. INSTRUCTIONAL

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Christina Canonaco	Appoint	Teacher, Science	BA+15	IHHS	BA+15/ Step 6	\$63,881	AnnMarie Anderson	09/01/24-06/30/25
b.	Kelly Iwaki	Appoint	Teacher, Science	MA+15	RHS	MA+15/ Step 7	\$69,296	James Cramer	09/01/24-06/30/25
c.	Joseph Piparo	Resignation	Special Education	MA	RHS	MA/20	\$100,793	N/A	09/01/24-06/30/25
d.	Joseph Piparo	Rescind	Fall Athletic Aide	N/A	RHS	Flat Rate	\$4,144		2024-25

P25. Move to approve the following:

D. NON-INSTRUCTIONAL

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Arthr Zilz	Appoint	Asst. Coach Girls' Volleyball (F)	N/A	IHHS	4	\$5,871		2024-25

- P26. That the Board approve the settlement agreement, general release and waiver related to the Superior Court of New Jersey, Bergen County, Law Division, Docket No. BER-L Complaint and Jury Demand.

14. Education

Motion by Ms. Ansh, seconded by Ms. Mariani to accept the recommendation of the Acting Superintendent to approve and adopt motions E1 through E14 as described below:

- E1. Move to approve, in accordance with Chapter 46, Title 18A, New Jersey Statutes, and that tuition and/or related services be paid for the students listed below to attend the schools indicated and at the tuition costs indicated for the 2024-25 School Year as follows:

<u>Student No.</u>	<u>Placement</u>	<u>Tuition</u>
428166	Barnstable Academy	\$56,992.00
426521	The Craig School	\$63,320.00
428560	Chancellor Academy	\$84,024.45
422632	Windsor School	\$94,605.00 ¹
422632	Windsor School 1:1 Aide	\$52,500.00
427488	Windsor School	\$94,605.00 ¹
428562	SAGE Alliance	\$74,878.20
424554	CTC Academy	\$91,317.00
424554	CTC Academy 1:1 Aide	\$41,175.00
426001	CTC Academy	\$102,794.00 ¹
426001	CTC Academy 1:1 Aide	\$46,350.00
426519	CTC Academy	\$102,794.00
426519	CTC Academy 1:1 Aide	\$46,350.00
426520	CTC Academy	\$102,974.00 ¹
426520	CTC Academy 1:1 Aide	\$46,350.00
426518	Lakeland Regional High School	\$8,750.00 ²
426518	Lakeland Regional High School 1:1 Aide	\$5,886.00 ²
426518	Lakeland Regional High School	\$63,000
426518	Lakeland Regional High School 1:1 Aide	\$48,267.65
427489	Lakeland Regional High School	\$8,750.00 ²
427489	Lakeland Regional High School	\$63,000.00
427486	Pompton Lakes Board of Education	\$59,827.00
427486	Pompton Lakes Board of Education 1:1 Aide	\$42,367.00
424270	Benway School	\$86,172.72
424270	Benway School 1:1 Aide	\$36,064.00
428397	Fusion Academy	\$5,520.00 ²

¹Includes Extended School Year

²ESY only

- E2. Move to approve the Agreement between Care Plus Bergen, Inc., manager and operator of the Teen T.H.R.I.V.E. Program dba Bergen Newbridge Medical Center, Paramus, New Jersey and the Ramapo Indian Hills Regional High School District Board of Education to provide drug/substance screening services as stated in fee schedule as follows: Urinalysis and Reporting Arrangements - \$115.00, Substance Abuse Evaluation - \$150.00, Transportation for Bergen County/Roundtrip - \$60.00. All above options together - \$400.00. Effective July 1, 2024 - June 30, 2025.
- E3. Move to approve the Agreement between Erin Mori and the Ramapo Indian Hills Regional High School District Board of Education to conduct Psychological / Cognitive Evaluation at \$350.00 each evaluation. Effective July 1, 2024 - June 30, 2025.
- E4. Move to approve the Agreement between The Craig School and the Ramapo Indian Hills Regional High School District Board of Education to provide Speech Services for Student 426521 at \$125.00 per hour for group services and \$165.00 per hour for individual services. Effective July 1, 2024 - June 30, 2025.
- E5. Move to approve the Agreement between Derek Berberian, MD at North Jersey Health and Wellness, Ramsey, New Jersey and the Ramapo Indian Hills Regional High School District Board of Education to provide Psychiatric Evaluations at \$600.00 each, Psychiatric Clearance at \$300.00 each and Drug Screening at \$180.00 each. Effective July 1, 2024 - June 30, 2025.
- E6. Move to approve the Agreement between Prime Healthcare Services - St. Claire's, LLC dba Saint Claire's Health and the Ramapo Indian Hills Regional High School District Board of Education for back-to-school evaluations i.e., clearance assessments, at \$250.00 per evaluation. Effective July 1, 2024 - June 30, 2025.
- E7. Move to approve the Agreement between Proximity Learning and the Ramapo Indian Hills Regional High School District Board of Education for a Home Instruction Program for Student 425071 in the amount of \$9,599.98. Effective July 1, 2024 - June 30, 2025.
- E8. Move to approve the Agreement between Proximity Learning and the Ramapo Indian Hills Regional High School District Board of Education for a Home Instruction Program for Student 426132 in the amount of \$5,499.99. Effective July 1, 2024 - June 30, 2025.
- E9. Move to approve, as recommended by the Superintendent of Schools, the Emergency Virtual or Remote Instruction Plan for the 2024 - 2025 school year.
- E10. Move to approve the Agreement between Bergen County Special Services and the Ramapo Indian Hills Regional High School District Board of Education for the Suspension Alternative Program (SAP). Effective September 1, 2024 - June 30, 2025.

E11. Move to approve, the Annual Contract between the Ramapo Indian Hills Regional High School District and Bergen County Special Services School District for the provision of Hospital Instruction for the 2024-25 School Year.

E12. Move to approve District **student field trips and transportation costs** for the 2024-25 School Year as follows:

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Universal Studios, Orlando, FL	RHS Softball	03/20/25 - 03/24/25	0
Jim Thorpe, PA	RHS Boys' Soccer	08/31/24 - 09/01/24	0

E13. Move to authorize the submission of the District's IDEA Application for Fiscal Year 2025 and further move to accept the Grant Award of Funds in the amount of \$427,533.

E14. Move to approve, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention and counseling supports imposed during the 2023-24 School Year as a result of HIB Investigation for the following HIB investigation:

IHHS 005

15. Operations

Motion by Ms. Ansh, seconded by Ms. Mariani, to accept the recommendation of the Acting Superintendent to approve and adopt motions OP1 through OP5 & OP9 as described below:

OP1. Move to approve the **use of** the Ramapo Indian Hills Regional High School District **facilities** for the date(s) indicated in accordance with the rules and regulations governing said use as follows:

<u>Indian Hills High School</u>	
Oakland Recreation/ Oakland Achievers	Special Needs Football and Cheer, Athletic Fields, September 8 - November 27, 2024 (Sundays); 9 - 11:30 A.M.

<u>Ramapo High School</u>	
Oakland Tennis Team	Tennis Courts; Mondays - Thursdays; July 29 - August 15, 2024; 6 P.M. - 10 P.M.

OP2. Move to approve the **amended use of** the Ramapo Indian Hills Regional High School District **facilities** for the date(s) indicated in accordance with the rules and regulations governing said use as follows:

<u>Ramapo High School</u>	
Coach White's Softball Camp	Softball Camp; Athletic Field, Gymnasium (inclement weather) and Bathrooms; June 24-27, 2024; 8:30 A.M. - 2 P.M. and 6 - 8 P.M. (additional times)
Nick Vier Basketball Camp	Basketball Camp; Gymnasiums & Cafeteria; August 5-9, 2024; 9:30 A.M. - 2:30 P.M. (additional dates)

- OP3. Move to approve the continued services with Lyons Environmental Services, LLC, Neptune, New Jersey and the Ramapo Indian Hills Regional High School District Board of Education for the operations management of the Wastewater Plant at Indian Hills High School in the amount of \$41,520.00. Effective July 1, 2024 - June 30, 2025.
- OP4. Move to approve the insurance rates for coverage effective for the 2024-25 School Year as follows:

<u>Coverage</u>	<u>Rate</u>	<u>Carrier</u>
Liability Package; Liability, Property, Primary, Auto, Crime, Volunteer Accident, Electronic Data Processing, Equipment Breakdown, Executive Director and Risk Manager Fee	\$665,024.00	NESBIG
Professional Liability; Errors and Omissions	\$56,476.00	NESBIG
Environmental/ Pollution	\$ 4,683.00	NESBIG
Excess Liability Umbrella	\$55,726.00	NESBIG
Cyber Liability	\$24,009.00	NESBIG
Workers Compensation	\$204,228.00	NESBIG
Workers Compensation; Supplemental Indemnity	\$6,230.00	Chubb
Bond: Business Administrator	\$1,400.00	Hanover Insurance Co.
Student Accident	\$89,325.00	Hartford Fire Insurance Co.

- OP5. Move to approve the proposal submitted by LAN Associates for Architecture and Engineer Services to provide the installation of electrical panels, branch circuits, and receptacles to support the new classroom air conditioning units in approximately 22 classrooms at Indian Hills High School in the amount of \$31,500.00.
- OP6. Move to approve the price quote from Open Systems Integrators for the installation/upgrade of the Public Address/Critical Communications Systems improvements at Indian Hills and Ramapo High Schools in the amount of \$454,369.55.

Pricing as per Co-Op#65-MCESCCPS, BID#ESCNJ 23/24-32; term 6/6/24 - 6/5/26 and BID#ESCNJ 23/24-33. Pricing includes equipment, shipping, installation and testing.
Motion Tabled

- OP7. Move to approve the price quote from Open Systems Integrators for Video Surveillance Server Upgrades at Indian Hills and Ramapo High Schools in the amount of \$175,718.56. Pricing as per Co-Op#65-MCESCCPS BID# ESCNJ 23/24-32; term 6/6/24 - 6/5/26. Pricing includes equipment, shipping, installation and testing. Motion Tabled
- OP8. Move to approve the price quote from Open Systems Integrators for Video Surveillance Camera Enhancements at Indian Hills and Ramapo High Schools in the amount of \$493,149.54. Pricing as per Co-Op#65-MCESCCPS BID #ESCNJ 23/24-32; term 6/6/24 - 6/5/26. Pricing includes equipment, shipping, installation, programming and testing. Motion Tabled
- OP9. Move to approve the price quote from Open Systems Integrators for interior and exterior security cameras on five existing buses in the amount of \$75,000. Pricing as per Co-Op #65-MCESCCPS, BID #ESCNJ 23/24-33; term: 6/30/22 - 6/29/23, extended to 6/29/24 and extended to 6/5/26.

16. Finance

Motion by Ms. Ansh, seconded by Ms. Mariani, to accept the recommendation of the Acting Superintendent to approve and adopt motions F1 through F10 as described below:

- F1. Move that the Committed **Purchase Order Report** for the month of **June 2024**, having been audited by the Interim Business Administrator, be approved by the Board.
[Report of Committed Purchase Order June 2024](#)
- F2. Move that the June 24, 2024 **payroll** in the amount of \$1,507,246.87 having been audited by the Interim Business Administrator and previously paid, be ratified by the Board.
- F3. Move that the **additional bills** drawn on the current account for the month of **June 2024** in the total amount of \$1,193,659.50 for materials received and/or services rendered, having been audited by the Interim Business Administrator and previously paid, be ratified by the Board.
[Report of Summary Check Register June 2024](#)
- F4. Move to authorize **approval of bills** drawn on the current account on **July 18, 2024**, in the total amount of \$3,185,227.89 including the **July 15, 2024** payroll, for materials received and/or services rendered having been audited by the Interim Business Administrator.
[Report of Check Summary Register July 2024](#)
- F5. Move to approve **transfers** and to authorize the Interim Business Administrator/ Board Secretary to make additional transfers that would be ratified at the next Board Meeting as necessary to comply with State requirements in accordance with Policy 6422 as per the *Expense Account Adjustment Analysis* for the month of **June 2024**.

[Report of Expense Account Adjustment Analysis June 2024](#)

- F6. Move to approve the 10% Transfer Report for the period July 1, 2023 - June 30, 2024
[Report of 10% Transfers July 1 2023-June 30 2024](#)

- F7. Move to approve the resolution as follows:

[Receipt of Certification from Board Secretary](#)

Pursuant to *N.J.A.C. 6:23A-16.10(c)4*, I, Dora E. Zeno, certify that as of **June 2024**, **no budgetary line item** account has obligations or payments (contractual orders) which in total **exceeds** the amount appropriated by the District Board of Education pursuant to *N.J.S.A. 18A:22-8* and *N.J.S.A. 18A:22-8.1*.

[Report of DOE Budget June 2024](#)

- F8. Move that **bills** in the District **Cafeteria Fund** in the total amount of \$131,474.54 having been audited and approved by the Interim Business Administrator/Board Secretary be approved by the Board as follows:

Food Services	June 2024 Operations	\$130,090.04
Food Services	June 2024 Student Meals	\$ 1,384.50

- F9. Move to accept a donation to Indian Hills High School Music Program/Band in the amount of \$10,000 from the Park family.

- F10 . Move to approve the following resolution:

WHEREAS, District employees have submitted requests for reimbursement for **work-related travel** that is directly related to and within the scope of the employee's current work responsibilities; and

WHEREAS, the Board has previously authorized such work-related travel, and the District's school business administrator or designee has reviewed the documentation submitted by the employee and found same to be in compliance with the Board's policy provisions and approval requirements; and

WHEREAS, the travel request listed below specifies for each item of reimbursement the specific promotion of delivery of instruction or furtherance of the efficient operation of the school district, and the amount of each listed reimbursement does not exceed State travel reimbursement guidelines;

NOW, THEREFORE, BE IT RESOLVED, in accordance with the provisions of Board Policy and *N.J.A.C. 6A:23B-1.1 et seq.*, that the Board of Education hereby approves work-related travel reimbursement to its employees as set forth below:

<u><i>Req. No.</i></u>	<u><i>Employee</i></u>	<u><i>Conference</i></u>	<u><i>Date</i></u>	<u><i>Expenses</i></u>
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R25-01	Traci Maturo	The Art of Education NOW Summer Conference	07/31/24-08/02/24	\$149.00
R25-02	Trevor Hedges	Drew University AP Online Summer Institute	08/05/24-08/08/24	\$775.00

17. Policy

Motion by Ms. Ansh, seconded by Ms. Mariani, to accept the recommendation of the Acting Superintendent to approve and adopt motion PO1 as described below:

PO1. Move to approve, the second and final reading of District Policies and Regulations as follows:

<u>Policy/Regulation Title</u>	<u>Policy Number</u>
Examination for Cause (Teaching Staff)	P 3161
Examination for Cause (Support Staff)	P 4161
Right of Privacy	P 4324
Education of Homeless Children and Youths	P 5116
Education of Homeless Children and Youths	R 5116
School District Security	P 7440
School Security Program	P 7446

Motion to approve all motions, including addenda, contained in agenda sections as follows: Personnel, Education, Operations, Finance, and Policy as a Consent vote, EXCEPT for Minutes, OP6, OP7, and OP8, which were Tabled:

Moved by Ms. Ansh Seconded by Ms. Mariani

	Yes	No	Abstain	Absent
Mr. Bogdanskyy	X	See Below		
Mr. DeLaite	X	See Below		
Ms. Kiel*	X			
Ms. Koulikourdis	X	See Below		
Dr. Lorenz	X	See Below		
Ms. Mariani	X			
Ms. Souders	X			

	Yes	No	Abstain	Absent
Ms. Emmolo, Vice President	X			
Ms. Ansh, President	X			

**Remote Via Zoom*

Bogdanský No- P1, No F6

DeLaite No- P1, No F6

Koulikourdis No- P1, No F6

Lorenz No- P1, No F3, F4, F5, F6

18. Public Comment - 10:30

- Members of the public commented on the following items: management of tax dollars; leaks of confidential information; ability of the district to attract qualified candidates; management of OPRA requests; board member collaboration and disagreement.

19. Board Comments

- Members of the Board made the following general comments: support for the vote outcome among board members; different opinion being healthy; need for respect and avoidance of personal attacks; Director of Curriculum; and prior Superintendent.

20. Anticipated Future Meeting Dates

- Monday, August 26, 2024 Proposed Curriculum Changes Public Hearing/Regular Public Meeting, Indian Hills High School Auditorium
- Monday, September 9, 2024 Regular Public Meeting, Ramapo High School Auditorium

21. Adjournment

Motion to adjourn the Monday, July 22, 2024 Regular Public Meeting

Moved by Mr. Bogdanský Seconded: Ms. Mariani to adjourn at 10:36 P.M.

<input checked="" type="checkbox"/> Mr. Bogdanský	<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 Pres.
<input checked="" type="checkbox"/> Ms. Kiel*	<input checked="" type="checkbox"/> Ms. Mariani	<input checked="" type="checkbox"/> Ms. Ansh, President

**Remote Via Zoom*

Respectfully submitted,

Dora E. Zeno

Interim School Business Administrator

