

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

November 12, 2024
Ramapo High School Cafeteria
Action to authorize Executive Session
Anticipated Public Session, 8:00 P.M.

1. Call to Order - Roll Call 6:01 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 |

Also present: Ms. DeMarco, Superintendent of Schools; as was Recording Secretary Ms. Demetriou.

2. Closed Session 6:05 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 12th day of November, 2024 at 6:05 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. Mariani

- | | | |
|---|--|--|
| <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 |

Closed session was concluded at 8:00 PM, at which time the Board recessed and subsequently reconvened into public session at 8:12 PM.

3. Board President’s Announcement 8:12 PM

The meeting was called to order by the Board President at 8:12 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. 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 |

5. Pledge of Allegiance

Ms. Ansh led the Pledge of Allegiance.

6. Board President’s Report

Student Board Representatives

Zareen Admani- Indian Hills High School- Ms. Admani introduced herself, while recognizing Veteran’s Day and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, guidance, and student government.

Micaela Chamberlin- Ramapo High School- Ms. Chamberlin introduced herself, while recognizing Veteran’s Day and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, clubs, guidance and student government.

Ms. Ansh recognized the piano donation. She also commented on block scheduling and “kitchen table conversations” scheduled with Ms. DeMarco for January 14th and 15th.

7. Superintendent’s Report

Ms. DeMarco thanked the student representatives for their reports on RHS and IHHS happenings. Ms. DeMarco also reported on the following items:

- Proposed goals for this school year
- Development of the 24-25 school year calendar
- Block scheduling
 - Kitchen table conversations
- AP testing deadline
- Agenda highlights
 - New hires
 - Athletics/Extracurriculars
 - Education Resolutions
 - Field trips
 - Superintendent goals
 - Finance resolutions
 - Professional development
 - Piano donation
 - Policy
- Bi-weekly newsletter

8. Interim Business Administrator’s Report

Ms. Zeno was not present- no report

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - The committee chair reported that the committee has not met since the last meeting.

Education & Personnel - Audrey Souders - The committee chair reported that the committee has not met since the last meeting. They noted that there will be an open house to the University programs on December 2, 2024.

Finance & Facilities - The committee chair reported that the committee has not met since the last meeting.

Negotiations - The committee chair reported that the committee was making progress toward the RIHSA negotiations

Policy - The committee chair reported that the committee has not met since the last meeting, but were working with Ms. DeMarco to continue their progress.

10. Public Comment - 8:29 - 8:38PM

A member of the public, Franklin Lakes read a statement regarding the campaign as well as mental health

A member of the public, Franklin Lakes, thanked Ms. DeMarco regarding the NJSLA testing presentation, administering the test, block scheduling, consulting firms, hiring a permanent business Administrator, capital projects, committee reports, and integrity

A member of the public, Wyckoff, commented on politics, the election, policy 5756, curriculum, tax levy, and social media narratives.

11. Open Board Discussion

A board member asked for a point of information from Ms. DeMarco in regard to policy 5756, to which Ms. DeMarco noted that federal and state law is followed in the best interest of the students. She noted that everyone’s interests have been addressed.

Board members commented on the following:

- Block scheduling
- Capital project regard air conditioning units
- Committee meetings
- Superintendent goals
- Policy 5756
- Past practice and votes

12. Action Items

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

- October 28, 2024 Closed & Regular

Motion by Ms. Ansh, seconded by Mr. Bogdansky

	Yes	No	Abstain	Absent
Mr. Bogdansky	X			
Mr. DeLaite	X			
Ms. Kiel	X			
Ms. Koulikourdis	X			
Dr. Lorenz	X			
Ms. Mariani	X			
Ms. Souders	X			
Ms. Emmolo, Vice President	X			
Ms. Ansh, President	X			

13. Personnel

Motion by Ms. Ansh, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions P1 through P4 , as described below:

A. ADMINISTRATION

B. INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Robert Dolce	Appoint	Teacher, Social Studies	MA+30	RHS	MA+30, Step 17	\$94,626	C. Mayer	01/13/25-06/30/25
b.	Stephen Janiszak	Amend	Instructional Aide	N/A	RHS	From Step 1 to Step 1 Certification Stipend BA Degree Stipend	From \$31,711 to \$31,711 \$500 \$300		12/02/24-06/30/25
c.	Erica Vitale	Approve	6th Period Assignment, Math ASIP (Lab period 5A)	N/A	RHS	Flat Rate	\$6,500		11/13/24-TBD
d.	Guy Bertola	Approve	1-1 Aide, approximately 6 hrs/week	N/A	IHHS	Flat Rate	\$24.90/hr.		12/02/24-05/09/25
e.	Michael Levy	Approve	1-1 Aide, approximately 6 hrs/week	N/A	IHHS	Flat Rate	\$24.90/hr.		11/25/24-02/07/25
f.	Nadia Stampone	Approve	1-1 Aide, approximately 30 minutes/week	N/A	IHHS	Flat Rate	\$24.90/hr.		11/13/24-06/20/25
g.	Brianna	Appoint	Substitute	N/A	District	N/A	\$140/		2024-25

	Poliandro						Diem		
	Employee # 6356	Approve Paid leave	Special Education, Mathematics					Utilizing Personal & Sick time	01/15/25-03/14/25
		Unpaid FMLA (Maternity)							03/15/25-06/13/25
h.	Joyce Trivisani	Appoint	Substitute	N/A	District	N/A	\$140/Diem		2024-25

C. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	William Farfalla	Appoint	Paraprofessional Aide/Coach, Boys' Lacrosse	N/A	IHHS	N/A	N/A		Spring 2024-25
b.	Nicolas Guttuso	Appoint	Weight Room Supervisor	N/A	RHS	Step 4	\$5,783		Winter 2024-25
c.	Brianna Brislin	Appoint	Asst. Coach, Swimming	N/A	RHS	Step 1	\$3,488		Winter 2024-25
d.	Dana Kukol	Appoint	Asst. Coach, Girls' Lacrosse	N/A	IHHS	Step 4	\$5,871		Spring 2024-25
e.	Marisa Frissora	Amend	Teens Needing Teens Advisor	N/A	IHHS	4	From \$3,506 to \$3,056		09/01/24-06/30/25

f.	Suzanne Lucas	Change in Assignment	From Asst. Coach, Swimming To Paraprofessional Aide/Coach, Swimming	N/A	RHS	N/A	N/A		Winter 2024-25
g.	Michael Yasosky	Appoint	Asst. Weight Room Supervisor	N/A	RHS	Step 4	\$2,314		Winter 2024-25

P2. Move to approve, the following staff members as Proctors for Saturday ACT and SAT testing for the period July 1, 2024-June 30, 2025 and will be paid at a rate of \$59.75 per hour as per contract, Appendix B. The District will pay the difference between the honorarium paid by either ACT or SAT and the amount due according to the \$59.75 per hour rate. The rate of pay is not to exceed \$59.75 per hour.

Vincenzina Piccinno

P3. Move to approve, Claudia Dargento as an Educational Leadership Mentor to Casandra Zalarick for her internship in school leadership, effective January 2025 through May 2025.

P4. Move to approve the following volunteer club:

<u>Volunteer Club</u>	<u>Advisor</u>	<u>Location</u>
Red Cross	Leslie Stephen	RHS

14. Education

Motion by Ms. Ansh, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E3 , as described below:

E1. 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>
Bergen Community College	New Horizons	11/21/24	\$436.84
Interstate Shopping Center	New Horizons	12/11/24	\$436.84

Center for Jewish History	US2AP, Law and Human Rights	04/03/25	\$586.84
Bergen Community College	Art	05/16/25	\$436.84
Dey Mansion	APUSH1	11/22/24	\$536.84

E2. Move to approve the resolution as follows:

WHEREAS, a dispute has arisen regarding the special education program for Student No. 427491; and

WHEREAS, Superintendent of Schools, has recommended resolution of this matter pursuant to the terms set forth in a **Settlement Agreement**; and

WHEREAS, the Board finds that resolving this matter pursuant to the terms set forth in the Settlement Agreement is in the best interest of the District.

NOW, THEREFORE, BE IT RESOLVED by the Ramapo Indian Hills Regional School District Board of Education that it hereby approves the Settlement Agreement in this matter.

E3. Move to approve, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention and counseling supports imposed during the 2024-25 School Year as a result of HIB Investigation for the following HIB investigation:

IHHS 001	IHHS 002	RHS 001
----------	----------	---------

E4. Move to approve the following Superintendent Goals for the 2024-25 school year:

Goal #1

The Superintendent will successfully lead the district’s transition to a Block Schedule that implements a Later Student Start Time under a district-wide supervisory structure in order to improve student learning and enhance the overall educational experience by:

- Communicating effectively and efficiently with staff, students and parents to inform, build support, and address concerns in order to achieve optimal community understanding of block scheduling benefits
- Providing comprehensive professional development that fosters staff-to-staff collaboration on innovative instructional strategies that offer immersive learning experiences in all content areas
- Exploring partnerships to expand student programming and instructional opportunities to address current enrollment disparity between schools
- Reviewing, Revising and Updating district personnel documents, such as the organizational chart and job descriptions, to ensure accuracy and currency

Goal #2

The Superintendent will prioritize the district's continued financial stability, prioritize student needs and maintain its position for long-term success by:

- Conducting a thorough search for a permanent School Business Administrator so that the position is filled on July 1, 2025 and a supportive transition experience precedes their start date
- Formulating a long-term technology plan that prioritizes instructional resources, student achievement, and future growth
- Exploring partnerships that have the potential to generate revenue streams and/or serve as an investment in the district's growth
- Strengthening the district's grant writing abilities to increase funding for innovative programs and initiatives that align with the district's mission, vision and goals
- Conducting a comprehensive facility analysis to identify opportunities for optimizing space and resources to enhance teaching and learning experiences and to address the enrollment disparity

Goal #3

The Superintendent will effectively communicate with the district community, build and strengthen relationships and promote the district's mission and vision by:

- Utilizing multiple communication platforms to disseminate timely and accurate information about the district
- Providing opportunities for two-way communication while maintaining the established policies and regulations that relate to district communication and chain of command
- Developing and implementing strategies to enhance the district's reputation and highlight its achievements
- Continuing to foster relationships with FLOW district leaders through regular and routine communication and collaboration

Goal #4

The Superintendent will ensure that the district's policy framework is current, accurate and aligned with the district's mission and vision by:

- Continuing with the policy review in progress that addressed identified updates and revisions to policies and regulations to have all policies current by June 30, 2025
- Creating a maintenance plan that will support the ongoing review of all policies to ensure their accuracy and currency
- Developing a plan for internal communication that ensures that all new and revised policies are explained and implemented, and staff are properly trained
- Establishing a system for regular evaluation of the effectiveness of district policies that incorporates data and feedback to identify areas of improvement

Goal #5

The Superintendent will support smooth and productive negotiation processes that result in agreements to benefit both the Board and District Personnel in their shared interest in district achievement by:

- Establishing healthy working relationships with association representatives and independent personnel to build and strengthen trust and support open, routine communication
- Preparing comprehensive materials during the negotiations process that offer a clear understanding of the district’s financial capabilities, organizational structure, and prioritized needs
- Fostering timely and efficient negotiations processes to avoid disruptions and distractions to the district’s climate, culture and educational process

E5. Move to approve the Agreement between Mindspring Development Service and the Ramapo Indian Hills Regional High School District Board of Education to provide Neuropsychological Evaluations up to \$4,500.00 each. Effective November 13, 2024 - June 30, 2024.

15. Operations

Motion by Ms. Ansh, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion OP1 through OP2 as described below:

OP1. Move to approve the appointment of PRZimmer, LLC. to perform **payroll functions** effective December 1, 2024 on an as needed basis at the rate of \$55.00/hour.

OP2. 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>Ramapo High School</u>	
Franklin Lakes PBA 150	Toy Collection Charity Event/Pictures with Santa; Senior Commons; December 14, 2024; 9 A.M. - 12 P.M.

16. Finance

Motion by Ms. Ansh, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F2 , as described below:

F1. Move that **bills** in the District **Cafeteria Fund** in the total amount of \$150,978.65 having been audited and approved by the Interim Business Administrator/Board Secretary be approved by the Board as follows:

Food Services	October 2024 Operations	\$149,148.90
Food Services	October 2024 Student Lunches	\$ 1,829.75

F2. 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>Req. No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
D25-21	Dr. Melissa Quackenbush	Legal One Affirmative Action Officer Training	12/3/24	\$500.00
D25-12	Dr. Melissa Quackenbush	NJ Association of School Administrators Regional Women’s Educational Leadership Forum & Breakfast	12/4/24	\$55.00
D25-13	Dr. Melissa Quackenbush	LEGAL ONE: The Law, G&T Program Equity Audits and District Programming	12/12/24	\$75.00
D25-17	John Chang	Tinkering & Creating with AI	11/14/24	\$237.42
D25-18	Nancy Blomquist	Tinkering & Creating with AI	11/14/24	\$188.58
D25-19	Michele Thomas	Tinkering & Creating with AI	11/14/24	\$188.58
D25-20	Rich Burton	NJASHPERD Convention 2024	2/24 - 2/25/25	\$316.36


R25-04	Tom Witterschein	The New Jersey Council for History Education History Conference at Princeton	11/22/24	\$149.05
R25-05	Melissa Ferro	New Jersey Open Libraries Tour	11/21/24	\$55.00

F3. In accordance with District Policy #7230, Gifts, Grants and Donations, move to accept the donation to Indian Hills High School from The Community Presbyterian Church, Ringwood, New Jersey for an upright 45" Baldwin Hamilton piano, valued at \$2,500.

17. Policy

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

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

<i>Policy Title</i>	<i>Policy Number</i>
Examination for Cause (Teaching Staff)	P 3161  P 3161 Revised.docx.pdf

Motion to approve all resolutions, contained in agenda sections as follows: Personnel, Education, Operations, Finance, and Policy as a Consent vote.

Moved by Ms. Ansh Seconded by Mr. Bogdansky

	Yes	No	Abstain	Absent
Mr. Bogdansky	X			
Mr. DeLaite	X			
Ms. Kiel	X			
Ms. Koulikourdis	X			
Dr. Lorenz	X			
Ms. Mariani	X			
Ms. Souders	X			
Ms. Emmolo, Vice President	X			
Ms. Ansh, President	X			

18. Public Comment 8:57 PM

No public comment.

19. Board Comments

Various board members commented on the following:

- Minutes
- Prior meeting board comments
- Robert’s Rules of Order
- Strategic Plan
- Support of the Superintendent
- Election outcome

Ms. DeMarco thanked the board members and noted the positivity in working individually and collectively with the board members. She also noted that she is responsible for working with the administration, staff, students and families. She thanked all for their support and feedback.

20. Anticipated Future Meeting Dates

- Monday, November 25, 2024 Regular Public Meeting, Indian Hills High School Cafeteria.

21. Adjournment

Moved by Mr. Bogdansky Seconded: Ms. Mariani to adjourn at 9:20 P.M.

- | | | |
|---|--|--|
| <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 |

Respectfully submitted,

Dora E. Zeno, Interim School Business Administrator