



MAHWAH BOARD OF EDUCATION

60 Ridge Road, Mahwah, NJ 07430

Richard DeSilva, Jr.
1st Vice President

Brett Coplin
John Dinice
Trista Daveniero

Prema C. Moorthy, PhD
President

Benjamin A. Kezmarsky
2nd Vice President

Michael Galow
Christopher L. Hughes
Janine Ting Jansen

JANUARY 8, 2025
PUBLIC REORGANIZATION AND
PUBLIC WORK SESSION/ACTION MEETING
7:00 P.M.

AGENDA

PLEASE NOTE

This meeting of the Mahwah Board of Education is open to members of the public to be physically present. Members of the public that attend will be asked to follow the same procedures as all other visitors to our schools. Those procedures can be found on the agenda page of our website. Additionally, the Board meeting will be live streamed for viewing purposes only. Anyone wishing to view the meeting, may do so via Zoom (<https://zoom.us>). The webinar ID for this meeting is **891-6198-9608** and the required password is **150192**.

1. Call to Order
2. Announcement: Adequate notice of agenda of this meeting has been provided to *The Ridgewood News and The Record* specifying that the Mahwah Board of Education will meet on January 8, 2025, in the Administrative Offices, 60 Ridge Road, Mahwah, New Jersey. A copy was filed with the Township Clerk.
3. Salute to the Flag
4. Oath of Office administered by the Board Secretary to the newly elected Board Members: Trista Daveniero, Michael Galow and Benjamin Kezmarsky
5. Roll Call of the 2025 Mahwah Board of Education

REORGANIZATION OF THE BOARD

1. Nominations for President conducted by Board Secretary VOTE _____
New President accepts gavel and presides over the remainder of the meeting.
2. Nominations for 1st Vice President VOTE _____
3. Nominations for 2nd Vice President VOTE _____
4. BOE Remarks

5. Public Questions or Comment

Public participation at Board meetings is in accordance with Bylaw 0167.

At this time, members of the public may ask questions or make a comment on educational issues or school matters of community interest. As a matter of fairness, you are asked to limit your questions to no more than one, and your remarks to no longer than three minutes. If you are here representing a group, please identify yourself, the group and your position in the group. If you are here as an individual, please give us your name and address.

Note: This section of public participation will be limited to fifteen minutes.

6. Motion to open meeting for public comments

MOVED _____ SECONDED _____ VOTE _____

7. Motion to close meeting for public comments

MOVED _____ SECONDED _____ VOTE _____

APPOINTMENTS

1. School Business Administrator/Board Secretary

RESOLVED: that the Mahwah Board of Education appoints Thomas Lambe as the Business Administrator/Board Secretary for the period January 1, 2025 through December 31, 2025.

FURTHER RESOLVED: that the Mahwah Board of Education appoints Thomas Lambe as Qualified Purchasing Agent duly assigned the authority, responsibility, and accountability for the purchasing of the Board and having the power to prepare advertisements, advertise and prepare bids, and to award contracts pursuant to 18A:18A-3-a (bid threshold), 18A:18A-37a (quotation), and 18A:18A-7a (emergency purchases).

FURTHER RESOLVED: that the Mahwah Board of Education maintains the bid threshold at \$44,000 for the Qualified Purchasing Agent.

MOVED _____ SECONDED _____ VOTE _____

2. School Board Attorney

RESOLVED: that the Mahwah Board of Education appoints the law firm of Schenck, Price, Smith & King, LLP of Florham Park, New Jersey to serve as legal counsel for the school district from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

3. School Board Attorney

RESOLVED: that the Mahwah Board of Education appoints the law firm of Scarinci & Hollenbeck, LLC of Lyndhurst, New Jersey to serve as legal counsel for the school district for Special Education and other legal matters on an as needed basis from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

4. School Board Attorney – for Region I Northwest Bergen Council for Special Education

RESOLVED: that the Mahwah Board of Education appoints the law firm of Fogarty & Hara of Fair Lawn, New Jersey to serve as legal counsel for the Region I Northwest Bergen Council for Special Education from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

5. Treasurer of School Monies

RESOLVED: that the Mahwah Board of Education appoints Philip H. Nisonoff, Ed.D., as Treasurer of School Monies through December 31, 2025.

MOVED _____ SECONDED _____ VOTE _____

6. Auditor

RESOLVED: that the Mahwah Board of Education appoints Nisivoccia, LLP of Mt. Arlington, New Jersey, as auditor for the 2025-2026 school year.

MOVED _____ SECONDED _____ VOTE _____

7. District Architect

RESOLVED: that the Mahwah Board of Education appoints Tokarski Millemann Architects, LLC, Brick, New Jersey, as architect of record for the purpose of additions, alterations, and improvements, to serve as financial advisor from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

8. District Architect/Engineer

RESOLVED: that the Mahwah Board of Education appoints LAN Associates, Midland Park, New Jersey, as architect/engineer of record, for the purpose of additions, alterations, and improvements, from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

9. Insurance Consultant – Risk Manager

RESOLVED: that the Mahwah Board of Education appoints the firm of Professional Insurance Associates of Carlstadt, New Jersey, as insurance consultant and risk manager to serve as financial advisor from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

10. School Board Attorney – Bond Counsel

RESOLVED: that the Mahwah Board of Education appoints the law firm of Wilentz, Goldman & Spitzer, P.A. of Woodbridge, New Jersey to serve as bond counsel for the school district on an as needed basis from January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

11. Professional Services Contract

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a professional services contract with Acrisure LLC dba IMAC Insurance Agency to be the broker of record for Health Benefits for the District; medical, prescription and dental, to serve as financial advisor from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

12. Financial Advisor

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education appoint Phoenix Advisors, of Bordentown, New Jersey to serve as financial advisor from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

13. Affirmative Action Officer

RESOLVED: that the Mahwah Board of Education appoints Dr. Dennis M. Fare, Assistant Superintendent, Administrative Offices, 60 Ridge Road, Mahwah, New Jersey, as Affirmative Action Officer from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

14. Title IX Coordinator

RESOLVED: that the Mahwah Board of Education appoints Dr. Dennis M. Fare, Assistant Superintendent, Administrative Offices, 60 Ridge Road, Mahwah, New Jersey, as Title IX Coordinator from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

15. District Anti-Bullying Coordinator

RESOLVED: that the Mahwah Board of Education appoints Lisa Rizzo, Director of Special Services, Administrative Offices, 60 Ridge Road Mahwah, New Jersey, to the position of District Anti-Bullying Coordinator from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

16. Public Agency Compliance Officer (P.A.C.O.)

RESOLVED: that the Mahwah Board of Education appoints Thomas Lambe as the Public Agency Compliance Officer (P.A.C.O.) for the Mahwah Board of Education and to serve in such capacity until the next organizational meeting of the Board. This appointment is made in accordance with N.J.A.C. 17:27-1.1.

MOVED _____ SECONDED _____ VOTE _____

17. Abused, Neglected, Missing, and Homeless Children Liaison

RESOLVED: that the Mahwah Board of Education appoints Lisa Rizzo, Director of Special Services, Administrative Offices, 60 Ridge Road, Mahwah, New Jersey, to the position of Abused, Neglected, Missing, and Homeless Children Liaison from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

18. Section 504 Compliance Officer

RESOLVED: that the Mahwah Board of Education appoints Dr. Dennis M. Fare, Assistant Superintendent, Administrative Offices, 60 Ridge Road, Mahwah, New Jersey, as Section 504 Compliance Officer from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

19. ADA Coordinator

RESOLVED: that the Mahwah Board of Education appoints Gregory Romero, Jr., Supervisor of Buildings and Grounds, Administrative Offices, 60 Ridge Road, Mahwah, New Jersey, as ADA

Coordinator from the reorganization meeting in January 2025 to the reorganization meeting in January 2026.

MOVED _____ SECONDED _____ VOTE _____

APPROVALS

1. Depository of School Funds

RESOLVED: that the Mahwah Board of Education authorizes the Business Administrator to use the TD Bank for deposit of school funds and continues the practice of having the Board President and / or Board Secretary as those persons authorized to sign school warrants. Additionally, warrants from the Public School Fund may be signed by the Business Administrator, Assistant Superintendent or Mahwah High School Principal.

MOVED _____ SECONDED _____ VOTE _____

2. Re-adoption of Existing Bylaws, Policies and Regulations

RESOLVED: that the newly organized Board of Education re-adopts all existing Bylaws, Policies and Regulations as described in the current manuals of Bylaws, Policies and Regulations.

MOVED _____ SECONDED _____ VOTE _____

3. Naming of Official Newspapers

RESOLVED: that the newly organized Board of Education names The Ridgewood News and The Record as official newspapers in which to advertise Board notices.

MOVED _____ SECONDED _____ VOTE _____

4. Signature Facsimiles

RESOLVED: that the Mahwah Board of Education's practice of using facsimile signatures, for the purpose of signing checks, be continued for the Board President and Board Secretary.

MOVED _____ SECONDED _____ VOTE _____

5. Organizational Chart

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Organizational Chart for the 2025 – 2026 school year (Policy 1110).

MOVED _____ SECONDED _____ VOTE _____

6. Job Descriptions

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves all Mahwah Township Public school's job descriptions for the 2025 – 2026 school year (Regulation 1400).

MOVED _____ SECONDED _____ VOTE _____

7. Policy 8330

RESOLVED: that the Mahwah Board of Education, in compliance with N.J.A.C. 6:3-6-3(a) 2, acknowledges the following language on student records in Policy 8330:

“Mandated student records are those records school districts have been directed to compile by State statute, regulations, or authorized administrative directive in accordance with N.J.A.C. 6A:32-7.3.

Permitted student records are those student records not mandated pursuant to N.J.A.C. 6A:32-7.3, but authorized by the Board to promote the student's educational welfare. The Board shall authorize the permitted records to be collected by adopting Policy and Regulation 8330, which will list such permitted records.”

MOVED _____ SECONDED _____ VOTE _____

8. Board Member Code of Ethics

RESOLVED: that, pursuant to N.J.S.A. 18A:12-24.1 and upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves that the Board adopts the following Board Member Code of Ethics:

Board Member Code of Ethics

1. I will uphold and enforce all laws, state board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.
2. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex or social standing.
3. I will confine my board action to policymaking, planning, and appraisal and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
4. I will carry out my responsibility, not to administer the schools, but, together with my fellow board members, to see that they are well run.
5. I will recognize that authority rests with the board of education and will make no personal promises nor take any private action which may compromise the board.
6. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
7. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. But in all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its schools.

- 8. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
- 9. I will support and protect school personnel in proper performance of their duties.
- 10. I will refer all complaints to the chief administrative officer and will act on such complaints at public meetings only after failure of an administrative solution.

MOVED _____ SECONDED _____ VOTE _____

- 9. Motion to Adjourn Reorganization Meeting

MOVED _____ SECONDED _____ VOTE _____

**JANUARY 8, 2025
PUBLIC ACTION MEETING
7:00 p.m.**

AGENDA

PLEASE NOTE

This meeting of the Mahwah Board of Education is open to members of the public to be physically present. Members of the public that attend will be asked to follow the same procedures as all other visitors to our schools. Those procedures can be found on the agenda page of our website. Additionally, the Board meeting will be live streamed for viewing purposes only. Anyone wishing to view the meeting, may do so via Zoom (<https://zoom.us>). The webinar ID for this meeting is **891-6198-9608** and the required password is **150192**.

6. Call to Order

7. Roll Call

8. President's Announcement: Adequate notice of agenda of this meeting has been provided to *The Ridgewood News and The Record* specifying that the Mahwah Board of Education will meet on January 8, 2025, in the Administrative Offices, 60 Ridge Road, Mahwah, New Jersey. A copy was filed with the Township Clerk.

9. Salute to the Flag

10. Motion to Recess to Executive Session under Chapter 231, P.L. (Sunshine Law), which authorizes a public body to discuss personnel, negotiations and legal matters.

Personnel matters
Confidential Student Matters
Legal Update

MOVED _____ SECONDED _____ VOTE _____

11. Motion to Reconvene to Public Action Meeting to take action on matters discussed in Executive Session

MOVED _____ SECONDED _____ VOTE _____

12. Agenda Questions

Please limit your questions, at this time, to resolutions under New Business on this agenda. As a matter of fairness, you are asked to limit your questions to no more than one, and your remarks to no longer than three minutes. If you are here representing a group, please identify yourself, the group and your position in the group. If you are here as an individual, please give us your name and address. This section of public participation will be limited to fifteen minutes. Please specify the resolution you are referring to in your question.

13. Motion to open meeting to the public

MOVED _____ SECONDED _____ VOTE _____

14. Motion to close meeting to the public

MOVED _____ SECONDED _____ VOTE _____

15. Mahwah Student Representative Report

16. Superintendent’s Report – Dr. Michael DeTuro

17. Business Administrator/Board Secretary’s Report – Mr. Thomas Lambe

- Board committees to be established by the second board meeting in January

18. Assistant Superintendent’s Report – Dr. Dennis M. Fare

19. President’s Report

20. Board Committee Reports

- Final Reports by chairpersons from the 2024 year

21. Board Member Remarks/Additional Comments on Reports or Other Non-Agenda Items

22. New Business – Other

a. Financial Report

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of bills for the period of December 7, 2024 through January 3, 2025.

General Current Expense	Fund 11	\$	1,626,244.41
Capital Outlay	Fund 12	\$	40,300.00
Special Revenue Funds	Fund 20	\$	74,253.84
Region I	Fund 52	\$	238.73
Region I-Contracted Trans.	Fund 53	\$	1,239,311.20
Total of All Checks		\$	2,980,348.18

MOVED _____ SECONDED _____ VOTE _____

b. Financial Report – Cafeteria

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Cafeteria checks 2933 to 2937 for a total of \$128,934.36.

MOVED _____ SECONDED _____ VOTE _____

c. Conferences/Workshops

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves attendance at the following conferences/workshops that are deemed to be educationally appropriate and for the benefit of the school district including conference/workshop fees and necessary travel expenses:

First	Last	Conference/Workshop	Date	Amount
Morgan	Ridgway	Global Development Conference TEEEM	1/9/2025	N/A
Dennis	Jarvis	Safer STEM Science Supervisor Online Certification Training	01/09/2025 03/28/2025 05/30/2025 06/30/2025	\$379
Donna	Conrad	Global Development Conference	1/9/2025	N/A
Cristen	Shannon	TEEM Global Development Conference	1/9/2025	N/A
Kaitlyn	Dawson	Augmentative and Alternative Communication: A Means for Equity and Inclusion for Individuals with Communication Disorders	1/10/2025	\$44
Faisal	Sheikh	Mandatory Training for Spring 2025 New Jersey Student Learning Assessments (NJSLA) and New Jersey Graduation Proficiency Assessment (NJGPA)	1/14/2025	N/A
Dennis	Jarvis	Mandatory Training for Spring 2025 New Jersey Student Learning Assessments (NJSLA) and New Jersey Graduation Proficiency Assessment (NJGPA)	1/14/2025	N/A
Talya	Cole	Making Vocabulary Instruction Practical, Powerful, and Playful, All Across the Day	1/16/2025	\$150
Eimy	Londoño	2024-2025 Virtual Workshop # 4 - Differentiation and DEI in the Language Classroom: Meeting Every Learner Where They Are - Joshua Cabral	1/16/2025	\$20
Joseph	Charles	Role of the School Climate Team	1/17/2025	N/A
Natalie	Labrada	Improve ELL Students' Learning Using Multisensory Vocabulary Instruction	1/24/2025	\$295
Keri	Parrella	Camp Nejeda Diabetes Education Seminar	1/27/2024	\$350
Kaitlyn	Dawson	Blank Center CARE Model	1/27/2025	N/A
Cathryn	Traphagen	Blank Center's CARE (Communication, Advocacy, Resiliency, and Education) Free Stuttering course	1/27/2025	N/A
Christina	Natale	Augmentative and Alternative Communication: A Means for Equity and Inclusion for Individuals with Communication Disorders #e320	1/27/2025	\$44
Christina	Natale	Balancing Ethics and Technology: Integrating Artificial Intelligence in Speech-Language Pathology #e317	1/27/2025	\$29

First	Last	Conference/Workshop	Date	Amount
Christina	Natale	Blank Center's CARE (Communication, Advocacy, Resiliency, and Education) Model™ Stuttering PD	1/27/2025	N/A
Gabrielle	Zimmer	Blank Center CARE Model	1/27/2025	N/A
Lauren	Culkin	Augmentative and Alternative Communication: A Means for Equity and Inclusion for Individuals with Communication Disorders	1/27/2025	\$44
Lauren	Culkin	Blank Center CARE Stuttering PD	1/27/2025	N/A
Nicole	Kuhrt	Stuttering PD presented by Dr. Werle from UT at Austin	1/27/2025	N/A
Nicole	Kuhrt	Augmentative and Alternative Communication: A Means for Equity and Inclusion for Individuals with Communication Disorders	1/27/2025	\$44
Nicole	Kuhrt	Balancing Ethics and Technology: Integrating Artificial Intelligence in Speech-Language Pathology	1/27/2025	\$29
Kristen	Oroszlany	Ethics and Artificial in Intelligence in Speech Pathology	1/27/2025	\$21
Kristen	Oroszlany	AAC, Equity and Inclusion	1/27/2025	\$33
Cathryn	Traphagen	Balancing Ethics and Technology: Integrating Artificial Intelligence in Speech-Language Pathology	1/27/2025	\$21
Cathryn	Traphagen	Augmentative and Alternative Communication: A Means for Equity and Inclusion for Individuals with Communication Disorders	1/27/2025	\$33
Gabrielle	Zimmer	Balancing Ethics and Technology: Integrating Artificial Intelligence in Speech-Language Pathology #e317	1/27/2025	\$21
Kaitlyn	Dawson	Balancing Ethics and Technology: Integrating Artificial Intelligence in Speech-Language Pathology	1/27/2025	\$29
Gabrielle	Zimmer	Augmentative and Alternative Communication: A Means for Equity and Inclusion for Individuals with Communication Disorders #e320	1/27/2025	\$33
Dennis	Jarvis	Nonfiction Comprehension Strategies Across the Curriculum	1/28/2025	N/A
Courtney	Carrelha	Workshop Details–Nonfiction Comprehension Strategies Across the Curriculum	1/28/2025	N/A
Maureen	Lynch	Nonfiction Comprehension Strategies Across the Curriculum	1/28/2025	N/A
Nikki	Van Ess	Nonfiction Comprehension Strategies	1/28/2025	N/A

First	Last	Conference/Workshop	Date	Amount
Stephanie	Engstrom	NJIDA PRESENTS WIFFT: Winter Institute Food for Thought	2/01/2025 2/02/2025 2/26/2025 2/27/2025	\$180
Talysa	Cole	Reading Test Prep Workshop: Preparing for the Demands of High-Stakes ELA Tests Across the Country	2/6/2025	\$150
Cristen	Shannon	Mid-Year Workshop for TEEEM	2/12/2025	N/A
Maureen	Lynch	ELA Supervisors' Roundtable	02/27/2025 06/26/2025	N/A
Justin	Jaskot	Northern NJ PE/Health & Coaching Conference	3/7/2025	\$149
Nikki	Van Ess	Empowering Educators	3/7/2025	\$34.31
Eimy	Londoño	2024-2025 Workshop Series #5 - In-Person - Teaching Grammar in Proficiency-Based Classrooms - Catherine Ritz	5/8/2025	\$149

MOVED _____ SECONDED _____ VOTE _____

d. Field Trips

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following field trips:

Group/Destination	Date(s)	School	# of Students
Mock Trial (9-12) to Bergen County Court House, Hackensack, NJ	1/15/25	MHS	11
Winter Guard Competitions: West Milford High School, West Milford, NJ	1/18/25	MHS	14
West Orange High School, West Orange, NJ	1/25/25	MHS	14
Mock Trial (9-12) to Bergen County Court House, Hackensack, NJ	1/27/25	MHS	11
Mock Trial (9-12) to Bergen County Court House, Hackensack, NJ	1/30/25	MHS	11
Academic Decathlon (9-12) to Ramapo High School, Franklin Lakes, NJ	2/1/25	MHS	25
Winter Guard Competitions to Lakeland Regional High School, Wanaque, NJ	2/8/25	MHS	14
Academic Decathlon (9-12) to Kinnelon High School, Kinnelon, NJ	2/5/25	MHS	20
Mock Trial (9-12) to Bergen County Court House, Hackensack, NJ	2/5/25	MHS	11
Social Studies to Fairleigh Dickinson, Madison, NJ	2/12/25	RR	4
Orchestra (9-12) to Mahwah Public Library, Mahwah, NJ	2/13/25	MHS	52
Winter Percussion to John F Kennedy Memorial High School, Iselin, NJ	2/15/25	MHS	25

Group/Destination	Date(s)	School	# of Students
Grade 11-12 to Federal Reserve Bank, NYC, NY	2/21/25	MHS	16
Winter Guard Competition to South Brunswick High School, South Brunswick, NJ	2/22/25	MHS	14
Winter Percussion to West Milford High School, West Milford, NJ	2/22/25	MHS	25
Self-Contained (6-8) to Holiday Bowl, Oakland, NJ	2/28/25	RR	14
Winter Percussion to Old Bridge High School, Matawan, NJ	3/1/25	MHS	25
Academic Decathlon (9-12) to Westwood High School, Washington Township, NJ	3/1/25	MHS	25
Winter Guard Competition to Bridgewater-Raritan High School, Bridgewater Township, NJ	3/8/25	MHS	14
Academic Decathlon (9-12) to Hackensack High School, Hackensack, NJ	3/10/25	MHS	20
Science (11-12) to NJIT, Newark, NJ	3/21/25	MHS	5
Winter Guard Competition to Hunterdon Central Regional High School, Flemington, NJ	3/22/25	MHS	14
Winter Percussion to Fair Lawn High School, Fair Lawn, NJ	3/29/25	MHS	25
Winter Percussion to South Brunswick, South Brunswick, NJ	4/5/25	MHS	25
Winter Guard Competition to Brick Memorial High School, Brick, NJ	4/5/25	MHS	14
Winter Guard Competition to Stabler Arena @Lehigh University, Bethlehem, PA	4/12/25	MHS	14
Grade 1 to Turtle Back Zoo, West Orange, NJ	5/1/25	GW	43
Self-Contained (6-8) to Rockland Boulders, Pomona, NY	6/4/25	RR	14
Grade 3 to Maritime Aquarium, Norwalk, CT	6/5/25	GW	55

MOVED _____ SECONDED _____ VOTE _____

e. Second Reading and Adoption of Policy & Regulation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the second reading and adoption of the following:

- P & R1240 – Evaluation of Superintendent
- P1260 – Incapacity of Superintendent
- P1320 – Duties of School Business Administrator/Board Secretary
- P1331 – Evaluation of Board Secretary
- R1400 – Job Descriptions
- P1511 – Board of Education Website Accessibility

MOVED _____ SECONDED _____ VOTE _____

f. Out of District Placement

RESOLVED, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves student with local identification number 39898 be placed at the High Point School of Bergen County, effective retroactive to December 16, 2024, at a tuition rate of \$40,029.28.

MOVED _____ SECONDED _____ VOTE _____

g. 2025 Board of Education Meeting Calendar

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the 2025 board of education meeting calendar.

MOVED _____ SECONDED _____ VOTE _____

h. 2025 – 2026 District School Calendar

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves 2025-2026 district school calendar.

MOVED _____ SECONDED _____ VOTE _____

i. Professional Learning Day

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a stipend for staff to provide a teacher workshop on January 27, 2025, at the stipend amount of \$250 per session (stipend shared for joint presentations).

Staff Member	Workshop	Session Qty
Christiane Lange	Instructional Groups & Small Group Instruction (6-12)	0.5
Danielle Drejman	Instructional Groups & Small Group Instruction (6-12)	0.5
Faisal Sheikh	Small Group Instruction Application in the Secondary Classroom (6-12)	1.0
Beth Ruggiero	Differentiation Strategies with AI: Adapting Content and Activities for Small Group Instruction (6-12)	1.0
Christiane Lange	Finding Substance in Stories: Navigating Films, TV, and Books for Meaningful Exploration (6-12)	1.0
Lynn Morneweck-Fuld	Kinesthetic Learning - Learning Through Movement (6-12)	1.0
Caitlin Yeck	Educator Wellness Experience: Wellness Session to Emotionally Sustain and Support Educators (6-12)	1.0
Morgan Ridgway	TEEEMS (The Empathy, Equality, Entrepreneurship Mission) in Action (6-12)	0.333
Donna Conrad	TEEEMS (The Empathy, Equality, Entrepreneurship Mission) in Action (6-12)	0.333

Staff Member	Workshop	Session Qty
Cristen Shannon	TEEEMS (The Empathy, Equality, Entrepreneurship Mission) in Action (6-12)	0.333
Morgan Ridgway	Incorporating SEL Into Content-Driven Instruction (6-12)	1.0
Fang Bian	Harmony in Motion 2.0: Cultivating Social & Emotional Learning Through Tai Chi (6-12)	1.0
Erin Baker	Viable Arguments in a Science Classroom: Claim Evidence Reasoning (6-12)	1.0
Dennis Jarvis	LinkIt Mastery Banks: Enhancing Assessment and Student Performance (6-12)	1.0
Michael McCabe	LinkIt Interactive Q&A - Report Creation (6-12)	1.0
Nikki Van Ess	LinkIt Interactive Q&A - Report Analysis (6-12)	1.0
Courtney Carrelha	i-Ready Playground: Exploring Tools to Meet Students Where They Are (6-12)	1.0
Courtney Carrelha	Data & Incentives Think Tank: Engaging Students with a Data-Driven Mindset! (6-12)	1.0
Julie Henehan	Lift and Learn: Supporting Multilingual Learners Together (6-12)	1.0
Connor O'Brien	Artificial Intelligence Chatbots (6-12)	1.0
Elizabeth Lefford	No Red Ink and Quill to Support Grammar Instruction (6-12)	1.0
Elizabeth Lefford	Magic School's Custom Chatbot to Enhance Instruction and Facilitate Review (6-12)	1.0
Christine Hartigan-Miller	Exploring Information Literacy & Media Bias (6-12)	1.0
Christine Hartigan-Miller	Secondary Gifted & Talented Teaching Practices (6-12)	1.0
Robert Kalman	The EdTech Tool with a Growth Mindset: Supporting Myriad Classroom Activities with Canva (6-12)	1.0
Alexandra Graff	Adult Wellness and SEL for Teachers (6-12)	1.0
Michele Madio	Brisk in Action: AI-Powered Tools to Support Every Student (6-12)	1.0
Andrew Beutel	Project-Based Learning: Breaking Down the How and Why (6-12)	0.5
Lauren Saviet	Project-Based Learning: Breaking Down the How and Why (6-12)	0.5
Jennifer Mazzola	Classroom Management That Works (6-12)	1.0
Julia Conde	Differentiation using Diffit (6-12)	1.0
Mary Schubert	Empowering Paraprofessionals: Supporting Students in the MS Life Skills Classroom (6-8)	0.5

Staff Member	Workshop	Session Qty
Lorie Teggart	Empowering Paraprofessionals: Supporting Students in the MS Life Skills Classroom (6-8)	0.5
Shawn Daly	Empowering Paraprofessionals: Supporting Students in the HS Life Skills Classroom (9-12)	1.0
Eimy Londoño	High Engagement, Low Prep Activities for the Student-Centered Classroom (6-12)	0.5
Valerie Fraenkel	High Engagement, Low Prep Activities for the Student-Centered Classroom (6-12)	0.5
Alison Malone	Reading & Pre-Reading Strategies (6-12)	1.0
Sarah Guzinski	The Digital SAT (6-12)	1.0
David Torosian	Penning Precision: Crafted Guidance for Targeted Writing Instruction (6-12)	1.0
Matthew Miller	Using Bloom's Taxonomy to Differentiate Questions and Tasks for Small Group Instruction (6-12)	1.0
Jennifer Chung	Motivating Students with iReady: Integrating SEL, Data Chats, and Positive Reinforcement for Success (6-12)	1.0
Sarah Meakem	Tips & Tricks for Using Video in Your Classroom (6-12)	0.5
Julie Henehan	Tips & Tricks for Using Video in Your Classroom (6-12)	0.5
Alex Masnaghetti	Learn It, LinkIt, Love It: Learning to use LinkIt as a Tool to Apply Benchmarks to Inform Instruction and Love the Results	0.5
Kelly De Bello	Learn It, LinkIt, Love It: Learning to use LinkIt as a Tool to Apply Benchmarks to Inform Instruction and Love the Results (6-12)	0.5
Gina Migliore	Building Relationships (6-12)	1.0
Michele Giannattasio	Using AI to Work Smarter, Not Harder (PreK-5)	1.0
Emily Shapiro	Building Computational Fluency in Grades K-2 Using Number Talks and Quick Images (PreK-5)	1.0
Courtney Dodd	i-Ready, Set, Chat! Boosting Learning One Conversation at a Time (PreK-5)	0.5
Brian Donovan	i-Ready, Set, Chat! Boosting Learning One Conversation at a Time (PreK-5)	0.5
Jillian Laurice	The Regulation Station: Make & Take for Your Calm Corner (PreK-5)	1.0
Talysa Cole	Reading Foundational Skills (PreK-5)	1.0
Talysa Cole	High Impact Vocabulary Instruction (PreK-5)	1.0

Staff Member	Workshop	Session Qty
Jennifer Hogan	Math Magic: Engaging Strategies for Building Strong Number Sense in K-2 Classrooms (PreK-5)	1.0
Jennifer Hogan	SOLVED: A Step-By-Step Framework for Conquering Word Problems (PreK-5)	1.0
Jennifer Fitzgerald	Fun in a FLASH! (PreK-5)	1.0
Allison Bowden	Executive Functioning (PreK-5)	1.0
Craig Alfano	Shifting Our Energy- A Different Approach to Working with Challenging Behaviors (PreK-5)	0.333
Kyla Murphy	Shifting Our Energy- A Different Approach to Working with Challenging Behaviors (PreK-5)	0.333
Diana Capani	Shifting Our Energy- A Different Approach to Working with Challenging Behaviors (PreK-5)	0.333
Alysa Cipriano	Recognizing and Supporting Diverse Cognitive Strengths in Your Classroom (PreK-5)	1.0
Kaelah Steenstra	Tech Tools: Empowering Paraprofessionals to Support K-5 Learners (PreK-5)	1.0
Kaelah Steenstra	AI for Educators: Enhancing Lessons and Boosting Productivity with Brisk (PreK-5)	1.0
Robert Kalman	Paraprofessional Technology Workshop (PreK-5)	1.0
Beth Clark	SEL: Mindfulness and Yoga (PreK-5)	1.0
Natalie Labrada	Strategies for Multilingual Learners and Talking Points (PreK-5)	1.0
Dawn Savastano	Special Area Teachers: Creating an Inclusive Environment (PreK-5)	1.0
Courtney Neglia	The Data Chat Pack (PreK-5)	1.0

MOVED _____ SECONDED _____ VOTE _____

j. Grant Amendments

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves an amendment to the 24/25 ESEA allocations to represent carryover funds from the 23/24 allocation as follows:

Program	Amount
Title IA	\$ 1,650.00
Title III	\$ 10,548.00
Title III Immigrant	\$ 941.00
Title IV	\$ 10,989.00

MOVED _____ SECONDED _____ VOTE _____

k. Region I-Jointure Agreement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Region 1/ Mahwah Board of Education approves the Transportation Services Agreement to serve as Coordinating Transportation Services Agency (CTSA) for the Boards of Education of Allendale, Emerson, Fair Lawn, Franklin Lakes, Glen Rock, Ho-Ho-Kus, Midland Park, Northern Highlands, Oakland, Paramus, Park Ridge, Pascack Valley, Ramapo Indian Hills, Ramsey, Region II/Pascack Valley, Region III/ Northern Valley Regional School District, Region V Council for Special Education, Ridgewood, Saddle River, South Bergen Jointure Commission, Upper Saddle River, Waldwick, Westwood, Woodcliff Lake and Wyckoff. The Mahwah Board of Education will provide, through contracts with various transportation contractors, pupil transportation effective July 1, 2025 through June 30, 2026.

MOVED _____ SECONDED _____ VOTE _____

23. New Business – Personnel

a. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Nicole Sweeney, assistant to business administrator, at Central Office, effective February 7, 2025.

MOVED _____ SECONDED _____ VOTE _____

b. Resignation - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation update of Nicholas Weiss, teacher of social studies, at Mahwah High School, effective January 24, 2025.

MOVED _____ SECONDED _____ VOTE _____

c. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Nicholas Lupo, as teacher of social studies, at Mahwah High School, from January 27, 2025 – June 30, 2025; salary to be Column A, Step 2, \$56,973, pro-rated; pending certification and employment verification.

MOVED _____ SECONDED _____ VOTE _____

d. Appointment – Leave Replacement Extension

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment extension of Euri Kim, as leave replacement for Employee #4476, pursuant to New Jersey Statute 18A:16-1.1, from September 1, 2024 – June 25, 2025; salary to be Column A, Step 1, \$55,873.

MOVED _____ SECONDED _____ VOTE _____

e. Appointment – Assistant Baseball Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Justin Grippo, to the position of assistant baseball coach for the 2024 - 2025 season; stipend to be \$7,861.

MOVED _____ SECONDED _____ VOTE _____

f. FMLA Leave of Absence

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence for Employee #5312, effective retroactive on December 16, 2024 – December 20, 2024, using 5 sick days and FMLA concurrently, from December 16, 2024 – December 20, 2024.

MOVED _____ SECONDED _____ VOTE _____

g. NJFLA/Childcare/Maternity Leave of Absence - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence update for Employee #4476, using 40 sick days and taking FMLA concurrently, effective September 24, 2024 – November 22, 2024, taking NJFLA from November 25, 2024 – February 21, 2025, and taking an unpaid leave of absence from February 24, 2025 – June 30, 2025.

MOVED _____ SECONDED _____ VOTE _____

h. NJFLA/Childcare/Maternity Leave of Absence - Revision

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence revision for Employee #5132, using 21 sick days and 4 personal days, effective April 7, 2025 – May 16, 2025, and taking FMLA from May 19, 2025 – October 10, 2025.

MOVED _____ SECONDED _____ VOTE _____

i. Tutoring

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following teachers to tutor students, before school, after school, and during the lunch/recess period, from January 13, 2025 – May 9, 2025; to be paid their hourly rate.

Betsy Ross School

Teacher	Hours/Week	# Students (Approximate)	Total Hours
Lauren Sullivan	3	3 – 8	51
Katerina Maltzan	3	3 – 8	51

Lenape Meadows

Teacher	Hours/Week	# Students (Approximate)	Total Hours
Billy Bryan	1	3 – 8	17
Brianna Finelli	3	3 – 8	51
Valentina Castaldo	2	3 – 8	34
Jennifer Koby	1.5	3 – 8	26
Denise Varricchio	3	3 – 8	51
Julie Contey	1	3 – 8	17
Carra Tangredi	1	3 – 8	17

George Washington School

Teacher	Hours/Week	# Students (Approximate)	Total Hours
Emily Doughan	0.5	3 – 8	9
Angela Duffy	0.5	3 – 8	9
Natalie Labrada	0.5	3 – 8	9
Emma Oppido	1	3 – 8	17
Cathleen Scarpelli	1	3 – 8	17
Emily Shapiro	1	3 – 8	17

Joyce Kilmer School

Teacher	Hours/Week	# Students (Approximate)	Total Hours
Pamela MacFarland	1.5	3 – 8	26
Jennifer Talkowski	1	3 – 8	17
Donald Chiossi	2	3 – 8	34
Charles Rapp	2	3 – 8	34
Kathleen Dolan	2	3 – 8	34
Sheila Sharp	2	3 – 8	34
Kathleen Altomare	1.5	3 – 8	26
Kimberly Lorusso	1.5	3 – 8	26
Denise Varricchio	2	3 – 8	34
Courtney Dodd	2	3 – 8	34
Robert Rufo	2	3 – 8	34
Christina Yi	1	3 – 8	17

*Number of students per session will be determined based on student needs and parental consent.

MOVED _____ SECONDED _____ VOTE _____

j. Stipend – Tiered Paraprofessionals

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following stipend for the 2024-2025 school year, to be awarded to

instructional paraprofessionals who provide specialized services, as stipulated in the Mahwah Education Association contract; in consultation with building administration and determined by the Child Study Team, upon completion of the school year's assignment, and to be pro-rated, if applicable:

Employee ID	% of Stipend	Dates
5278	50%	9/1/24 - 6/30/25
5285	100%	9/1/24 - 6/30/25
4804	40%	9/1/24 - 6/30/25
7909	100%	9/1/24 - 6/30/25
4797	100%	9/1/24 - 6/30/25
4134	100%	9/1/24 - 6/30/25
5236	100%	9/1/24 - 6/30/25
4203	100%	9/1/24 - 6/30/25
5517	100%	9/30/24 - 6/30/25
5286	100%	9/1/24 - 6/30/25
5117	100%	9/1/24 - 6/30/25
5513	79%	9/30/24 - 6/30/25
5312	100%	9/1/24 - 6/30/25
4543	100%	11/25/24 - 6/30/25
4948	100%	9/1/24 - 6/30/25
7965	100%	9/1/24 - 6/30/25
4392	100%	9/1/24 - 6/30/25
9726	100%	9/1/24 - 6/30/25
5388	100%	9/1/24 - 6/30/25
9294	100%	9/1/24 - 6/30/25
5257	100%	9/1/24 - 6/30/25
5504	30%	9/1/24 - 6/30/25
2260	100%	9/1/24 - 6/30/25
4512	100%	9/1/24 - 6/30/25
5518	100%	10/2/24 - 6/30/25
5519	100%	10/2/24 - 6/30/25
4398	100%	9/1/24 - 6/30/25
7869	100%	9/1/24 - 6/30/25
4933	100%	9/1/24 - 6/30/25
8515	100%	9/1/24 - 6/30/25

MOVED _____ SECONDED _____ VOTE _____

k. Increase in Hourly Wage: Substitute Paraprofessionals

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the increase in hourly wage for substitute paraprofessionals, from \$16 per hour to \$18 per hour; effective January 9, 2025 – June 30, 2025.

MOVED _____ SECONDED _____ VOTE _____

l. Appointment – Volunteers

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following community members to mentor and volunteer periodically at robotics building sessions and competitions during the 2024 – 2025 robotics season at no cost to the district.

First Name	Last Name
Ashlee	Maravilla
Tanvi	Patel
Jeff	Balcof

MOVED _____ SECONDED _____ VOTE _____

m. Reimbursement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reimburses Lauren Gaul \$350.00 for professional dance workshop provided to the cast of Anything Goes musical; funds to be paid from the Mahwah High School drama club public school account.

MOVED _____ SECONDED _____ VOTE _____

n. Clinical Internship Site

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following clinical internship site for the 2026 fall semester, for the following school program, at the following colleges/universities:

College/University	Supervising Staff Member
Saint Elizabeth’s University: Speech-Language Pathology Program	Nicole Kuhrt, CCC-SLP Speech-Language Specialist

MOVED _____ SECONDED _____ VOTE _____

24. Public Questions or Comment

Public participation at Board meetings is in accordance with Bylaw 0167.

At this time, members of the public may ask questions or make a comment on educational issues or school matters of community interest. As a matter of fairness, you are asked to limit your questions to no more than one, and your remarks to no longer than three minutes. If you are here representing a group, please identify yourself, the group, and your position in the group. If you are here as an individual, please give us your name and address.

Note: This section of public participation will be limited to fifteen minutes.

25. Motion to open meeting to the public

MOVED _____ SECONDED _____ VOTE _____

26. Motion to close meeting to the public

MOVED _____ SECONDED _____ VOTE _____

27. Motion to Recess to Executive Session under Chapter 231, P.L. (Sunshine Law), which authorizes a public body to discuss personnel, negotiations and legal matters.

- Personnel matters
- Confidential Student Matters
- Legal Update

MOVED _____ SECONDED _____ VOTE _____

28. Motion to Reconvene to Public Action Meeting to take action on matters discussed in Executive Session

MOVED _____ SECONDED _____ VOTE _____

29. Motion to Adjourn

MOVED _____ SECONDED _____ VOTE _____

Upcoming Events

1/14	Joyce Kilmer HSO meeting 12:00 p.m. (Zoom)
1/22	Lenape Meadows HSO meeting 2:30 p.m.
1/23	Ramapo Ridge HSO meeting 7:00 p.m. (Zoom)
2/3	Mahwah High School HSA 7:00 p.m.
2/11	Joyce Kilmer HSO meeting 12:00 p.m.
2/11	Betsy Ross HSO meeting 7:00 p.m. (Zoom)
2/12	George Washington HSO meeting 6:00 p.m.
2/26	Lenape Meadows HSO meeting 7:00 p.m.
2/27	Strategic Planning meeting 6:00 p.m.
3/11	Joyce Kilmer HSO meeting 7:30 p.m.
3/12	George Washington HSO meeting 6:00 p.m. (Zoom)
3/14	Betsy Ross HSO meeting 12:15 p.m.
3/18	Lenape Meadows HSO meeting
3/20	Ramapo Ridge HSO meeting 9:00 a.m.