

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

September 23, 2024  
Indian Hills High School Cafeteria  
*Action to authorize Executive Session*  
Public Session, 8:27 P.M.

**1. Call to Order - Roll Call 7:00 PM**

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

\*Arrived 7:01 PM

**Also present:** MS. DeMarco, Superintendent of Schools; Ms. Zeno, Interim Business Administrator/ BoardSecretary, Ms. Kerri Wright, Board Counsel; as was Recording Secretary Ms. Demetriou.

**2. Closed Session 7:02 PM**

**BE IT RESOLVED**, by the Ramapo Indian Hills Regional High School District this 23th day of September, 2024 at 7:02 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: Ms. Koulikourdis Seconded: Mr. Bogdansky

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

Closed session was concluded at ~~7:57~~ 8:19 PM, at which time the Board recessed and subsequently reconvened into public session at ~~8:08~~ 8:27 PM.

**3. Board President’s Announcement 8:27 PM**

The meeting was called to order by the Board President at 8:27 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. DeLaité   | <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

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

*Zareen Admani- Indian Hills High School-* Ms. Admani introduced herself and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, BTSN, guidance, and student government.

Ms. Ansh apologized for the delay in approving the minutes and highlighted the successful events related to the 60th anniversary celebration of IHHS. She thanked all who planned, volunteered and donated to the activities.

## 7. Superintendent's Report

Ms DeMarco highlighted the 60th anniversary celebration at Indian Hills High School and thanked everyone who supported the event. In addition Ms. DeMarco reported on the following agenda items:

- P1. Non-instructional advisors and co-advisors
- P3. District Anti-bullying Coordinator
- E5. The Whole Learner LLC
- E6 & E7. NJCTL for Physics coverage until staff is hired

Presentation by Dr. Melissa Quackenbush/ACCESS & DLM Assessment Report

Dr. Quackenbush, Director of Curriculum, Articulation, and Instruction along with Ms. Thomas, District Supervisor of World Language & MLL, and Ms. Confrancisco, District Supervisor of Special Education Programming provided a presentation on the ACCESS & DLM Assessment Results. This report is posted on the district website.

## 8. Interim Business Administrator's Report

Ms. Zeno noted the following Finances & Facilities updates:

- The Annual audit is underway and early indicators are that the district operations continue its pattern of excellent fiscal oversight
- Roof replacement plan from three years ago needs to be updated due to the pattern in recent years of torrential rain storms which have exacerbated some of the roof conditions.
- Storms have also affected the athletic field drainage.
- She commended the maintenance and custodial staff in getting the schools ready for students and staff.

## 9. Board Committee Reports

**Athletics, Arts, Extracurriculars & Communications** - The committee reported that they met and discussed the following:

- District Website
- Visual Arts
- District art show March 27 - April 24, 2025 at Indian Hills Art Gallery
- Applied Arts- work based learning program, senior experience
- Music
- Athletics
  - Dance Team
  - Clubs
  - Fall Sports
  - Athletic handbooks
- IHHS 60th anniversary
- Communications firm- Jaffe
- New logo discussion

**Education & Personnel** - The Committee Chair reported that the committee has not met since the earlier September meeting.

**Finance & Facilities** - The committee met and discussed the following:

- HVAC at both schools

- \$900k budgeted for HVAC projects
- Future roofing projects
- Field drainage concerns at both schools
- ESIP project update- January 2026 to see the savings
- IHHS concession building update

**Negotiations** - The Committee Chair reported that the committee will meet this week.

**Policy** - The committee met and discussed the following:

- 6 policies and 4 regulations

**10. Public Comment 9:15 PM**

There was no public comment

**11. Open Board Discussion**

- A board member inquired about the number of online courses, to which Ms. DeMarco responded that she will follow up on this inquiry.
- Various Board members commended the 60th Anniversary celebration at Indian Hills and thanked all for their support and participation.
- Various Board members commented on the Board minutes and process.
- Board members commented on the online courses and inquired if there were other alternatives to teaching these courses, to which Ms. DeMarco noted that specific certifications were required.

**12. Action Items**

Move to approve 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
- July 22, 2024 Closed & Regular
- August 7, 2024 Closed & Regular
- August 26, 2024 Closed & Regular
- September 9, 2024 Closed & Regular

Motion by Ms. Ansh, seconded by Ms. Mariani

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

Ms. Emmolo, Vice President	X			
Ms. Ansh, President	X			

DeLaitte Abstain 6/24, 6/27, 9/9 Closed & Regular; No to closed and public minutes - 7/1, 7/11, 7/22, 8/7, & 8/26

Koulikourdis No to all closed session minutes 6/24, 6/27, 7/1, 7/11, 7/22, 8/7, 8/26, 9/9

Lorenz No to all closed session minutes 6/24, 6/27, 7/1, 7/22, 8/7, 8/26, 9/9, Abstain 7/11

Souders Abstain closed & regular 6/24

### 13. Personnel

Motion by Ms. Ansh, seconded by Ms. Mariani, 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.	Michael Miello	Appoint	Substitute	N/A	District	N/A	\$140/Diem	N/A	2024-25
b.	Kristin Colucci	Amend	Special Education, Mathematics	From MA to MA+30	RHS	From MA/ Step 20 to MA+30/Step 20	From \$100,793 to \$107,350	M. Bernardo	On or about 10/27/24-06/30/25
c.	Meredith McCambley	Rescind	6th Period Assignment, English ASIP (Lab)	N/A	IHHS	Flat Rate	\$6,500		09/01/24-TBD
d.	Kerri Myones	Rescind	N/A	N/A	IHHS	Longevity (MA Tier)	\$5,000		09/01/24-06/30/25
e.	Employee # 6675	Approve Paid leave	Health & Physical Education					Utilizing Personal & Sick time	01/02/25 02/06/25
		Unpaid							02/07/25-

		FMLA (Maternity)							05/15/25
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C. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacin g	Effective Date
a.	Thomas Basili	Appoint	Movie Club Co-Advisor	N/A	RHS	1	\$704.50		2024-25
b.	Sylvana Budesheim	Appoint	Movie Club Co-Advisor	N/A	RHS	1	\$704.50		2024-25
c.	Jenna Calderon	Appoint	Gay/Straight Alliance Co-Advisor	N/A	RHS	1	\$1,022.50		2024-25
d.	Erica Vitale	Appoint	Gay/Straight Alliance Co-Advisor	N/A	RHS	1	\$1,022.50		2024-25
e.	Dan Ferat	Appoint	Gay/Straight Alliance Co-Advisor	N/A	IHHS	4	\$1,166		2024-25
f.	Steven Palmieri	Appoint	Fall Intramurals	N/A	RHS	4	\$1,606		2024-25
g.	Laura Astorina	Appoint	Spanish Club Advisor	N/A	RHS	2	\$1,473		2024-25
h.	Alexandra	Appoint	Assistant	N/A	RHS	4	\$2,284		2024-25

	Fylstra		Interact Advisor						
i.	Edith LaChac	Appoint	Assistant Festival Advisor	N/A	IHHS	Flat Rate	\$1,606		2024-25
j.	James Dunbar	Appoint	Fall Intramurals	N/A	IHHS	4	\$1,606		2024-25
k.	Dennis Rowley	Appoint	Athletic Aide	N/A	RHS	Flat Rate	\$4,144		2024-25
l.	Aidan Cole	Rescind	Fall Intramurals	N/A	RHS	2	\$1,473		09/01/24-06/30/25
m.	Christina Berens	Rescind	Spanish Club Advisor	N/A	RHS	4	\$1,606		09/01/24-06/30/25
n.	Sandra Gordon	Amend	Fall Asst. Coach Strength & Conditioning	N/A	RHS	From Step 1 to Step 4	From \$1,687 to \$2,314		2024-25
o.	Angela Rodriguez	Rescind	Holiday Festival Advisor	N/A	RHS	4	\$3,056		09/01/24-06/30/25
p.	Aleksander Nushi	Appoint	Custodial / Bus Driver	N/A	RHS	5	\$60,657		10/28/24-06/30/25
						Black Seal License	\$750	N/A	
q.	Frank Rocchio	Amend	From Volunteer Assistant Boys' Soccer to Paraprofessional Aide/Coach	N/A	RHS	N/A	N/A		2024-25

P2. Move to approve the **salary adjustment** for achieving a **higher degree** level for District staff as follows:

	Name	Degree/Step	Salary	Effective Date
a.	Jordana Tarlowe	BA+15 / Step 3	\$60,061	09/01/24 - 06/30/25
b.	Rosemarie Sturm	BA+15 / Step 20	\$93,093	09/01/24 - 06/30/25
c.	Stephen Harvey	MA+15 / Step 19	\$97,871	09/01/24 - 06/30/25

P3. Move to approve, the appointment of District officer(s) for the period September 24, 2024 through to the date of the 2025 Reorganization Meeting as follows:

Shauna DeMarco      District Anti-Bullying Coordinator

P4. Move to approve the sidebar agreement between the Board of Education of the Ramapo Indian Hills Regional High School District and the Ramapo Indian Hills Education Association, changing the Schedule B, Strength & Conditioning title to Weight Room Supervisor.

### 14. Education

Motion by Ms. Ansh, seconded by Ms. Mariani, 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	10/18/24	\$ 368.42
Storm King	Art	10/23/24	0
Montclair University	English	10/25/24	0
Kirby Theater	English	11/15/24	0
Met Museum	Art	12/10/24	0
Six Flags	Cross Country	09/28/24	\$1,975.00

E2. Move to approve home instruction for district students, effective for the 2024-25 School Year at the approved hourly rate as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
428334	Indian Hills High School	9

E3. Move to approve the resolution as follows:

**WHEREAS**, a dispute has arisen regarding the special education program for Student No. 425071; 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.

E4. Move to approve, as recommended by the Superintendent of Schools, the Indian Hills High School and the Ramapo High School Nursing Services Plan, in accordance with *N.J.A.C. 6A:16-2.1 through 2.5*, effective for the 2024-25 School Year.

E5. Move to approve the increased professional development program activities for teachers and administrators provided by The Whole Learner LLC at a cost of \$4,100 to exhaust ARP ESSER carryover funds.

E6. Move to approve the Memorandum of Agreement (MOA), between New Jersey Center for Teaching and Learning (NJCTL) and Ramapo Indian Hills Regional High School District (District), effective October 7, 2024, through November 8, 2024 in the amount of \$9,500 for instructional coverage of Science classes due to staffing changes.

E7. Move to approve the Memorandum of Agreement (MOA), between New Jersey Center for Teaching and Learning (NJCTL) and Ramapo Indian Hills Regional High School District (District), effective October 14, 2024, through June 13, 2025, in the amount of \$76,000 for instructional coverage of Science classes. This agreement may be canceled with 30 days notice upon the successful employment of a certified teacher.

## 15. Operations

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

OP1. Motion to authorize LAN Associates to conduct a roofing study at each high school to identify roof replacement prioritization schedule in the amount of \$1,800.

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>	
Ramapo Lacrosse	Free FLOW Rec Lacrosse Clinic; Athletic Field; Sunday, October 13, October 20, October 27, 2024 and November 17, 2024; 8 A.M. - 12 P.M.

## 16. Finance

Motion by Ms. Ansh, seconded by Ms. Mariani, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F11 , as described below:

- F1. Move that the **Financial Report** of the Interim Business Administrator and the Report of the Cash Reconciliation for the month of **August 2024**, including a cash report for that period, be approved by the Board and ordered filed.  
[Report of Board Secretary August 2024](#)  
[Report of Cash Reconciliation August 2024](#)  
[Report of Cash Summary August 2024](#)  
[Report of Board Secretary August 2024](#)
- F2. Move that the Committed **Purchase Order Report** for the month of **August 2024** in the amount of \$5,824,206.82 having been audited by the Interim Business Administrator, be approved by the Board.  
[Report of Committed Purchase Orders August 2024](#)
- F3. Move that the **additional bills** drawn on the current account for the month of **August 2024** in the total amount of \$208,642.42 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 August 2024](#)
- F4. Move to authorize **approval of bills** drawn on the current account on **September 17, 2024**, in the total amount of \$3,634,666.38 for materials received and/or services rendered, including the September 6, 2024 payroll, having been audited by the Interim Business Administrator.  
[Report of Summary Check Register September 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 **August 2024**.  
[Report of Expense Account Adjustment August 2024](#)
- F6. 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 **August 31, 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 August 2024](#)

- F7. In accordance with District Policy #7230, Gifts, Grants and Donations, move to accept the donation from Oakland Borough in the amount of \$2,000 to support the 60th anniversary of the Indian Hills High School celebration.
- F8. In accordance with District Policy #7230, Gifts, Grants and Donations, move to accept the Grant from the Italian American Committee on Education (IACE) in the amount of \$8,000.00 to support educational materials for the World Language Program at Indian Hills High School.
- F9. 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>
R25-03	Patricia Eichenlaub	NJALC Fall Symposium	10/24/24-10/25/24	\$291.58
IH25-01	Jill Fackelman	NJASHPERD Drivers Ed Conference	11/11/24	\$ 10.25

- F10. Move to Rescind the following work-related travel reimbursement:

<u>Req. No.</u>	<u>Board Member</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
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D25-07	Audrey Souders	NJSBA Workshop	10/21/24- 10/24/24	\$500.00
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F11. In accordance with District Policy #7230, Gifts, Grants and Donations, move to accept the donation from Franklin Lakes Borough in the amount of \$2,000 to support the 60th anniversary of the Indian Hills High School celebration.

**17. Policy**

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

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

<u>Policy Title</u>	<u>Policy Number</u>
Comprehensive Equity Plan	P 1523
Educational Equity Policies/ Affirmative Action	P 1140
Examination for Cause	P 4161
Eligibility of Resident/Non Resident	P 5111
Eligibility of Resident/Non Resident	R 5111
Education of Homeless Children and Youths	P 5116
Education of Homeless Children and Youths	R 5116
Attendance	P 5200
Attendance	R 5200
Substance Abuse	R 5530

**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 Ms. Mariani

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

*DeLaite No Finance Ck # 61112- Porzio*

*Lorenz No Finance Ck # 61112- Porzio*

**18. Public Comment 9:35 PM**

There were no public comments

**19. Board Comments**

There were no comments

**20. Anticipated Future Meeting Dates**

- Monday, October 14, 2024 Regular Public Meeting, Ramapo High School Cafeteria.

**21. Adjournment**

Moved by Mr. Bogdansky Seconded: Ms. Mariani to adjourn at 9:35 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