

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

1. Call to Order - Roll Call 7:00 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 type="checkbox"/> Ms. Emmolo, Vice Pres. |
| <input type="checkbox"/> Ms. Kiel | <input type="checkbox"/> Ms. Mariani | <input checked="" type="checkbox"/> Ms. Ansh, President |

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

2. Closed Session 7:00 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 25th day of November, 2024 at 7:00 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"/> 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 type="checkbox"/> Ms. Emmolo, Vice Pres. |
| <input type="checkbox"/> Ms. Kiel | <input type="checkbox"/> Ms. Mariani | <input checked="" type="checkbox"/> Ms. Ansh, President |

Closed session was concluded at 7:56 PM, at which time the Board recessed and subsequently reconvened into public session at 8:02 PM.

3. Board President’s Announcement 8:05 PM

The meeting was called to order by the Board President at 8:05 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. (arrived @ 7:08PM) |
| <input type="checkbox"/> _ Absent Ms. Kiel (arrived @ 7:07 PM)* | <input checked="" type="checkbox"/> _ Ms. Mariani (arrived @ 8:01PM) | |
| <input checked="" type="checkbox"/> _ Ms. Ansh, President | | |
- * Remotely, via zoom

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 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 and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, clubs, guidance and student government.

Ms. Ansh- Thanked the students for their dedication and enthusiasm and thanked the impending retiree. She also commented on numerous accomplishments of the Board. Ms. Ansh concluded by thanking fellow board members, staff, and the public. She wished everyone Happy Holidays and Happy New Year.

7. Superintendent’s Report

- Ms. DeMarco thanked Ms. Ansh and the students for their reports. Ms. DeMarco offered sincere gratitude to the outgoing Board members for their time, service and commitment to the students.
- Ms. DeMarco also offered thanks to those involved in the Program of Studies.
- She also extended gratitude to all who contributed to the proposed drop block schedule.
- Ms. DeMarco highlighted the various agenda items.

- Ms. DeMarco concluded by wishing everyone a happy holiday season and prosperous new year.

8. **Interim Business Administrator's Report**

- Ms. Zeno discussed each of the facilities improvements on the agenda.
- She noted the transportation vendor will be able to accommodate the change in arrival and dismissal times for the ensuing school year at no additional cost.
- She also announced the revised interest rates, which are aligned to Federal Reserve adjustments.

9. **Board Committee Reports**

Athletics, Arts, Extracurriculars & Communications - The committee chair reported that the committee met on December 10, 2024 and highlighted the following:

- Board web page launched
- Visual arts
- Music
- Athletics
- Communications firm
- Logo Contest
- Drop Block Schedule

Education & Personnel - The committee chair reported that the committee met on December 3, 2024 and highlighted the following:

- Projection of Incoming Students
- P3 & P4
- Block Scheduling
- School Calendar
- After school tutoring
- Unit broadcasts

Finance & Facilities - The committee chair reported that the committee met on December 4, 2024 and highlighted the following:

- Capital Reserve Account
- IHHS Athletic Trainer room
- IHHS HVAC in the cafeteria
- RHS Auditorium A/C Units to be replaced
- IHHS 22 classroom HVAC window units- hold of
- RHS lifter pump room
- FCS rooms in both High Schools- will go out to bid
- Thrive wellness room at RHS
- Concession building at IHHS
 - June 2025 completion
- RHS multipurpose wrestling room
 - 3X existing budget HVAC
 - Hold this project
 - Revisit in 2025
- LAN Associates review of all HVAC units as well as Roofs
- Block Scheduling and late start time

- Use of facilities fees resolution
- OPRA log to be included on future Board agendas.
- Long range facilities plan
- Ongoing project status
 - Zero Eyes team
 - Baseball and softball drainages and field netting
- HVAC overall units
 - RHS auditorium
- Thanked the committee for their accomplishments

Negotiations - The chair reported the committee is coordinating future meeting dates.

Policy - The committee chair reported that the committee met on December 5, 2024 and discussed eleven policies and nine regulations.

10. Public Comment 9:00- 9:13PM

Various members of the FLOW community wished happy holidays and thanked the outgoing board members for their service and welcomed the incoming board members.

11. Open Board Discussion

Board members welcomed the incoming board members and thanked the outgoing members for their service. They also commented on board accomplishments.

A board member commented on the cost of upgrades and mentioned tabling agenda items. No motions were made.

12. Action Items

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

- November 25, 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

P1. Motion by Ms. Ansh, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions P1 through P7 , as described below:

A. ADMINISTRATION

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Darren Groh	Amend	Leave Replacement Assistant Principal	N/A	RHS	N/A	\$600/Diem		From 09/23/24-01/24/25 To 09/23/24-03/31/25
b.	Employee # 6987	Approve paid leave	Assistant Principal		RHS			Utilizing Personal & Sick time	09/23/24-10/25/24
		Unpaid FMLA (Maternity)							From 10/28/24-01/24/25 To 10/28/24-03/31/25

B. INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Michael Verdon	Amend	6th Period Assignment, US 1 Honors, Period 2	N/A	RHS	Flat Rate	Prorated \$13,000	C. Mayer	From 12/11/24-01/10/25 to 12/11/24-01/14/25*

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
b.	Pamela Sibilia	Amend	6th Period Assignment, US 1 Honors, Period 3	N/A	RHS	Flat Rate	Prorated \$13,000	C. Mayer	From 12/11/24-01/10/25 to 12/11/24-01/14/25*
c.	Luke Miller	Amend	6th Period Assignment, Sociology, Period 5	N/A	RHS	Flat Rate	Prorated \$13,000	C. Mayer	From 12/11/24-01/10/25 to 12/11/24-01/14/25*
d.	Scott Jackson	Amend	6th Period Assignment, US 1 Honors, Period 6	N/A	RHS	Flat Rate	Prorated \$13,000	C. Mayer	From 12/11/24-01/10/25 to 12/11/24-01/14/25*
e.	Michael Ivanov	Amend	6th Period Assignment, Sociology, Period 8	N/A	RHS	Flat Rate	Prorated \$13,000	C. Mayer	From 12/11/24-01/10/25 to 12/11/24-01/14/25*
f.	Steven DeGennaro	Appoint	Substitute	N/A	District		\$140/Diem		2024-25
g.	Peter Foster	Appoint	Substitute	N/A	District		\$140/Diem		2024-25
h.	Erika McGavin	Appoint	Class coverage, Spanish 3 Honors, Period 1	N/A	IHHS	N/A	\$40/period \$50/period	P. Wehran	12/16/24-01/02/25 01/03/25-02/28/25
i.	Michele Thomas	Appoint	Class coverage, Spanish 5 AP, Period 4	N/A	IHHS	N/A	\$40/period \$50/period	P. Wehran	12/16/24-01/03/25 01/04/25-02/28/25

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
j.	Michele Thomas	Appoint	Class coverage, Spanish 3 Honors, Period 7	N/A	IHHS	N/A	\$40/period \$50/period	P. Wehran	12/16/24-01/03/25 01/04/25-02/28/25
k.	Alexandra Brown	Appoint	6th Period Assignment, Spanish 1 CPE, Period 2	N/A	IHHS	N/A	\$13,000 Prorated	P. Wehran	12/16/24-02/28/25
l.	Priscilla Madera	Appoint	6th period Assignment Spanish 1 CPE, Period 8	N/A	IHHS	N/A	\$13,000 Prorated	P. Wehran	12/16/24-02/28/25
m.	Karli Basilicato	Appoint	6th Period Assignment, Health, Period 1	N/A	RHS	N/A	\$13,000 Prorated	M. Shaara	01/02/25-05/15/25
n.	Karen Szura	Appoint	6th Period Assignment, Health, Period 4	N/A	RHS	N/A	\$13,000 Prorated	M. Shaara	01/02/25-05/15/25
o.	Nicholas Guttuso	Appoint	6th Period Assignment, Physical Education, Period 5	N/A	RHS	N/A	\$13,000 Prorated	M. Shaara	01/02/25-05/15/25
p.	Christopher Anzano	Appoint	6th Period Assignment, Physical Education, Period 7	N/A	RHS	N/A	\$13,000 Prorated	M. Shaara	01/02/25-05/15/25

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
q.	Sean Maldonato	Appoint	6th Period Assignment, Physical Education, Period 8	N/A	RHS	N/A	\$13,000 Prorated	M. Shaara	01/02/25-05/15/25
r.	Employee # 6625	Approve Paid leave	Special Services					Utilizing Personal & Sick time	02/06/25-04/02/25
		Unpaid FMLA (Maternity)							04/03/25-06/30/25

* Amended dates to cover two transition days for new hire

C. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Yomarie Burgos	Appoint	Bus Driver	N/A	District	N/A	\$45,000	N. Rosa	01/05/25-06/30/25
b.	Nicholas Bernard	Appoint	Fall Drama-Set & Design/Construction	N/A	RHS	Flat Rate	\$1,500		2024-25
c.	Nicholas Bernard	Appoint	Fall Drama-Lighting Designer	N/A	RHS	Flat Rate	\$2,000		2024-25
d.	Nicholas Bernard	Appoint	Spring Drama-	N/A	RHS	Flat Rate	\$1,500		2024-25

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
			Set & Design/ Construction						
e.	Nicholas Bernard	Appoint	Spring Drama-Lighting Designer	N/A	RHS	Flat Rate	\$2,000		2024-25
f.	Mackenzie Miller	Appoint	Spring Drama Assistant-Music Director	N/A	RHS	Flat Rate	\$2,116		2024-25
g.	Juliana Friedman	Appoint	Spring Assistant Director/Choreographer	N/A	RHS	Flat Rate	\$2,116		2024-25
h.	Rebecca Corrado	Appoint	Drama Awards	N/A	RHS	Flat Rate	\$500		2024-25
i.	Wally Darwish	Appoint	Paraprofessional Aide/Coach, Wrestling	N/A	RHS	N/A	N/A		2024-25
j.	Joseph Verdon	Appoint	Varsity I Club Advisor	N/A	IHHS	4	\$1,606 Prorated		January 2025- June 2025
k.	Etienne Fougnes	Appoint	Head Coach, Boy's Tennis	N/A	RHS	2	\$5,601		2024-25
l.	Olivia Fournasieri	Appoint	Spring Drama Assistant	N/A	RHS	Flat Rate	\$2,116		2024-25
m.	Elizabeth Johnson	Appoint	Junior Class Advisor	N/A	IHHS	4	\$5,711 prorated		01/15/25-06/30/25

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
n.	John Sebastian	Rescind	Paraprofessional Aide/ Coach Wrestling	N/A	RHS	N/A	N/A		Winter 2024-25
o.	Jenna Calderon	Appoint	Assistant Debate Team Advisor	N/A	RHS	1	\$1,965		2024-25
p.	Natalie DeLuca	Appoint	Assistant Coach, Indoor Track	N/A	IHHS	4	\$4,867		2024-25
q.	Kyle Cao	Appoint	Spring Drama Vocal Coach	N/A	IHHS	Flat Rate	\$500		2024-25
r.	Kyle Cao	Appoint	Spring Drama Orchestra Conductor	N/A	IHHS	Flat Rate	\$500		2024-25
s.	Kyle Cao	Appoint	Spring Drama Assistant Director	N/A	IHHS	Flat Rate	\$2,116		2024-25
t.	Emily Biunno	Amend	Junior Class Advisor	N/A	RHS	From Step 4 to Step 3	\$5,478		09/01/24-06/30/25
u.	Laura Astorina	Amend	Junior Class Advisor	N/A	RHS	From Step 4 to Step 3	\$5,478		09/01/24-06/30/25
v.	Karen Spiridakis	Appoint	District Coordinator of Payroll Services	N/A	District	N/A	\$88,000		02/01/25-06/30/25
w.	Etienne	Appoint	Assistant	N/A	RHS	1	\$4,320		2024-25

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
	Fougnyes		Coach, Boys' Fencing						

P2. Move to approve payment at the rate of \$69.14 per hour for the following faculty for teaching in the After School Academic Assistance Program providing small group and 1 to 1 tutoring for RIH students in the 2024-25 school year.

- | | |
|------------------------|--------------------|
| Hana Yoon | Carly Hausch |
| Emily Biunno | Joseph Verdon |
| Kevin Park | Jennifer Dinan |
| Cassandra Zalarick | Meredith McCambley |
| Kathleen Miller | Nicole Fischetto |
| Sylvana Budesheim | Jason Funabashi |
| Jill Matcovich | Carolyn Ross |
| Michelle Patrickio | Courtney McDonough |
| Lauren Damstrom | John Gaccione |
| Jutta Marateo-Gonzalez | Jamie Sporn |
| Kim Angerson | Ashley Murphy |
| | Tiffany Mendez |

P3. Move to approve the revised job description for the School Business Administrator/Board Secretary.

P4. Move to approve the revised job description for the Coordinator of Facilities.

P5. Move to approve Christy Kicinski as the chaperone to accompany the ski racers to their competitions at the contractual rate of \$118.60/trip.

P6. Move to approve the following volunteer clubs:

<u>Volunteer Club</u>	<u>Advisor</u>	<u>Location</u>
Girls State Club	Hailee Gregory	RHS
The Creative Writing Club	Catherine Copeland	RHS
Ramapo Fashion Club	Leslie Lesly	RHS

<u>Volunteer Club</u>	<u>Advisor</u>	<u>Location</u>
Food Allergy Awareness Club	Aaron Kalman	RHS
Healthcare Club	Tereena Elias	RHS
Women in Law	Dr. Carolyn Ross	RHS

- P7. To approve the appointment of Leave Replacement **Services for Students with Disabilities Testing Coordinator** effective for the January 15, 2025- June 13, 2025, at the approved contracted rate of the agreement between the Ramapo Indian Hills Board of Education and the Ramapo Indian Hills Education Association.

Kevin Weydig	Indian Hills High School
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- P8. Move to accept **retirement**, with regret, effective June 30, 2025, as follows:

***WHEREAS**, Karen Szura has dedicated herself to the Ramapo Indian Hills Regional High School District for 27 years and as a Health and Physical Education Teacher, displaying an unselfish commitment to our children; exemplifying the ideals of professionalism and the standard of excellence, and*

***WHEREAS**, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Karen Szura has provided our children,*

***NOW, THEREFORE, BE IT RESOLVED THAT** the Ramapo Indian Hills Regional High School District Board of Education does hereby extend its appreciation and gratitude to Karen Szura in recognition of her exemplary service to our school district.*

14. Education

Motion by Ms. Ansh, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E9, 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>
State House, Trenton	Click, Clack, Front, and Back	01/06/25-06/19/25 (TBD)	0
Orlando, FL	Competition Cheer	02/01/25	0
Museum of Modern	Art	02/11/25	0

Art			
Six Flags	Click, Clack, Front, and Back	05/22/25	0
Princeton University	Ice Hockey	01/17-18, 2025	\$4,140
Skylands Ice World	Ice Hockey	02/04/25	\$755.26

- E2. Move that, home instruction for a District student at the approved hourly rate, effective for the 2024-25 School Year, be approved as follows:

<i>Student No.</i>	<i>School</i>	<i>Grade</i>
425203	IHHS	12
427197	IHHS	10
425128	RHS	12
426257	RHS	11

- E3. Move to approve student S.L., a student who is homeschooled and resides in the Ramapo Indian Hills Regional High District, participation in the Interscholastic Athletics program at Ramapo High School.
- E4. Move to approve the 2025-2026 Program of Studies.
- E5. Move to approve the 2025-2026 Student Calendar.
- E6. Move to approve the proposed Rotating Drop Block Schedule and Proposed Daily Bell schedule for the 2025-26 school year.
- E7. Move to approve the revised Athletics handbook.
- E8. 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:

RHS 002	RHS 003
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E9. Move to approve, the resolution as follows:

WHEREAS, a dispute has arisen regarding the special education program for Student No. 422623; 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.

15. Operations

Motion by Ms. Ansh, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion OP1 through OP5 as described below:

OP1. Move to approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (“the Board”) advertised for bids for the **Athletic Trainer Room Renovation at Indian Hills** (“the Project”) ; and

WHEREAS, on November 19, 2024, the Board received three bids for the Project, as reflected on the attached bid tabulation sheet, and

WHEREAS, the bids are excessive as to price, as they substantially exceed the cost estimate for this service and, as such, is unreasonable as to price;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby **rejects** the bids received for the Project pursuant to N.J.S.A. 18A:18A-22(a), as the bids substantially exceed the cost estimate and, as such, is unreasonable as to price on the basis of the cost estimate prepared by the Board. [Bid Tabulation November 19 2024](#)

OP2: Move to approve the following resolution:

WHEREAS, the District is moving towards implementing a Block Schedule effective with the 2025-2026 school year; and

WHEREAS, other facilities improvement needs have emerged as priorities and in consideration of recommendations made by Administration and consensus by the Finance & Facilities Committee to focus improvements on common spaces;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby accepts the recommendations of Administration and the Finance & Facilities Committee to **rescind** the following projects:

- Indian Hills High School Improvements to the Athletic Trainer Space
- Ramapo High School Multi-purpose Wrestling Room

BE IT FURTHER RESOLVED that the Capital Reserve Funds designated funds to these projects, together with the HVAC funds included in the 2024-2025 budget of \$925,000 be reallocated to other emerging facilities improvements; and

BE IT FURTHER RESOLVED that once bids are received for the recommended facilities projects detailed in OP3 and OP4, an additional transfer from Capital Reserve of approximately \$260,000 be made.

OP3. Move to approve the following resolution:

WHEREAS, The Ramapo Indian Hills Regional High School District Board of Education (the “Board”) has determined a need to undertake the following Project:

Cafeteria HVAC Upgrades at Indian Hills High School (“Project”) and;

WHEREAS, the District is desirous of moving forward with Proposal for Architectural and Engineering Services for this Project; and

WHEREAS, the Board desires to retain LAN Associates (“Architect”) to provide Architectural and Engineering Services in connection with the Project, and authorizes the Architect to submit, if applicable, project applications and schematic plans and educational specifications to the Bergen County Superintendent of Schools and the New Jersey Department of Education for approval of this Project. This Project is designated “Other Capital” and the Board is not seeking state funding; and

WHEREAS, the school administration and such other officers and agents of the Board received a proposal for the Project in the amount of \$83,500 to provide Architectural and Engineering Services, plus construction and other soft costs in the amount of \$906,775 for a total project cost of \$990,275; and

WHEREAS, the Board believes that the proposal from LAN Associates best meets the needs of the District; and

WHEREAS, the proposal from LAN Associates may be awarded without public bidding as a contract for professional services pursuant to N.J.S.A. 18A:18A-5(a)(1); and

WHEREAS, the Board authorizes applications, schematic plans and educational specifications be submitted to the NJDOE Office of School Facilities for approval of the Project and Long Range Facilities Plan (“LRFP”) amendments, if necessary, for the Cafeteria HVAC Upgrades at Indian Hills High School; and

WHEREAS, the Board intends to finance the cost of up to \$990,275 for this Project through the use of capital reserve as part of the District’s LRFP; and

WHEREAS, the school administration and such other officers and agents of the Board as are necessary, including the Board attorney and Architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this Resolution, including the submission of information to the New Jersey Department of Education.

NOW, THEREFORE, BE IT RESOLVED by the Ramapo Indian Hills Regional High School District Board of Education that the Board President and Board Secretary/Business Administrator are hereby authorized and directed to enter into an Agreement with LAN Associates and to execute any other documents necessary to effectuate the terms of this resolution.

OP4. Move to approve the following resolution:

WHEREAS, The Ramapo Indian Hills Regional High School District Board of Education (the "Board") has determined a need to undertake the following Project:

Auditorium HVAC Upgrades at Ramapo High School ("Project") and;

WHEREAS, the District is desirous of moving forward with Proposal for Architectural and Engineering Services for this Project; and

WHEREAS, the Board desires to retain LAN Associates ("Architect") to provide Architectural and Engineering Services in connection with the Project, and authorizes the Architect to submit, if applicable, project applications and schematic plans and educational specifications to the Bergen County Superintendent of Schools and the New Jersey Department of Education for approval of this Project. This Project is designated "Other Capital" and the Board is not seeking state funding; and

WHEREAS, the school administration and such other officers and agents of the Board received a proposal for the Project in the amount of \$68,600 to provide Architectural and Engineering Services, plus construction and other soft costs in the amount of \$701,500 for a total project cost of \$770,100; and

WHEREAS, the Board believes that the proposal from LAN Associates best meets the needs of the District; and

WHEREAS, the proposal from LAN Associates may be awarded without public bidding as a contract for professional services pursuant to N.J.S.A. 18A:18A-5(a)(1); and

WHEREAS, the Board authorizes applications, schematic plans and educational specifications be submitted to the NJDOE Office of School Facilities for approval of the Project and Long Range Facilities Plan ("LRFP") amendments, if necessary, for the Auditorium HVAC Upgrades at Ramapo High School; and

WHEREAS, the Board intends to finance the cost of up to \$770,100 for this Project through the use of capital reserve as part of the District's LRFP; and

WHEREAS, the school administration and such other officers and agents of the Board as are necessary, including the Board attorney and Architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this Resolution, including the submission of information to the New Jersey Department of Education.

NOW, THEREFORE, BE IT RESOLVED by the Ramapo Indian Hills Regional High School District Board of Education that the Board President and Board Secretary/Business Administrator are hereby authorized and directed to enter into an Agreement with LAN Associates and to execute any other documents necessary to effectuate the terms of this resolution.

- OP5. Motion to accept the proposal from Sal Electric Co., Inc. to replace the water damaged electric panel located at the Ramapo High School Lifter Pump Room at a cost of \$82,107, under EDS Bid Contract #12197 Pkg. #11 12/1/23 - 12/1/25, which will be funded by a transfer from the district's Maintenance Reserve Account.

16. Finance

Motion by Ms. Ansh, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F10, 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 **November 2024**, including a cash report for that period, be approved by the Board and ordered filed.
[Report of Cash Summary November 2024](#)
[Report of Cash Reconciliation November 2024](#)
[Report of Board Secretary November 2024](#)
- F2. Move that the Committed **Purchase Order Report** for the month of **November 2024** in the amount of \$680,375.67 having been audited by the Interim Business Administrator, be approved by the Board.
[Report of Committed Purchase Orders November 2024](#)
- F3. Move that the **additional bills** drawn on the current account for **November 26-30, 2024** in the total amount of \$1,668,941.93 for materials received and/or services rendered including the November 30, 2024, payroll having been audited by the Interim Business Administrator and previously paid, be ratified by the Board.
[Report of Summary Check Register November 26-30 2024](#)
- F4. Move to authorize **approval of bills** drawn on the current account on **December 12, 2024**, in the total amount of \$4,138,318.66 materials received and/or services rendered, including the December 15, 2024 payroll, having been audited by the Interim Business Administrator and previously paid, be ratified by the Board.
[Report of Summary Check Register December 1-12, 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 **November 2024**.

[Report of Expense Account Adjustment November 2024](#)

F6. Move to approve the following resolution:

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 **November 30, 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 November 2024](#)

F7. Move to approve the disposal of the WM Knabe & Co. grand piano.

F8. Move to **transfer** \$82,107 from the **Maintenance Reserve** Account to cover the cost of replacement and relocation of the electrical panel currently located in the Ramapo High School Lifter Pump Room.

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:

<i>Req. No.</i>	<i>Employee</i>	<i>Conference</i>	<i>Date</i>	<i>Expenses</i>
D25-19	Shauna DeMarco	NJASA TECHSPO Conference 2025	01/29-31, 2025	\$1,136.00
D25-20	John Chang	NJASA TECHSPO Conference 2025	01/29-30, 2025	\$ 975.00

D25-21	Marla Burns	NJASA TECHSPO Conference 2025	01/30-31, 2025	\$ 885.00
D25-14	Dr. Melissa Quackenbush	LEGAL ONE: Gifted and Talented Update: Multilingual Learners and G&T	01/14/25	\$ 75.00
R25-06	Kim Angerson	AP STEM Roundtable	01/10/25	\$ 24.35
R25-07	Jamie Sporn	NJ AI Literacy Summit	12/09/24	\$ 26.32

F10. Move to approve the resolution as follows:

WHEREAS, the Board approved an amendment to Regulation 7510, Use of School Facilities at its Board meeting on May 30, 2024; and

WHEREAS, the Board’s approved amendment to Regulation 7510, Use of School Facilities increased the fees outlined in the Regulation under Section F – Fee Schedule for the use of District facilities; and

WHEREAS, the amended Regulation 7510 immediately took effect, without notification to Franklin Lakes, Oakland, and/or Wyckoff (“the FLOW Township Recreation Programs”); and


WHEREAS, the Board wishes to provide reasonable notice to the FLOW Township Recreation Programs in order to permit them to appropriately budget for the increased cost of recreation programing under Regulation 7510; and

















NOW, THEREFORE, BE IT RESOLVED that, the Board hereby suspends the newly amended fee schedule enumerated in Regulation 5710 updated on May 30, 2024, for the FLOW Township Recreation Programs, and reverts back to the fee schedule contained in Regulation 5710 prior to May 30, 2024 for the FLOW Township Recreation Programs retroactively to May 30, 2024 and continuing until June 30, 2025, at said time the updated fee schedule will take effect. The fee schedule in the May 30, 2024 version of Regulation 5710 shall continue to apply to all other entities other than the FLOW Township Recreation Programs.




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 first reading of District Policies/Regulations as follows:

<u>Policy Title</u>	<u>Policy Number</u>
Curriculum Content	P 2200  BOE Policy Committee Verision of P 220...

School and Classroom Practices	P 2260  BOE Policy Committee Version of P 226...
Comprehensive Health and Physical Education	P 2422  BOE Policy Committee Version of P 242...
Instructional Supplies	P 2520  BOE Policy Committee Version of P 252...
Physical Examination of Teaching Staff Members	P 3160  BOE Policy Committee Version of P 316...
Professional Development for Teachers and School Leaders	P 3240  BOE Policy Committee Version of P3240...
Physical Examination of Support Staff Members	P 4160  BOE Policy Committee Version of P 416...
Educational Opportunity	P 5750  BOE Policy Committee Version P 5750 - ...
Sexual Harassment of Students	P 5751  BOE Policy Committee Version of P5751...
Harassment, Intimidation, or Bullying	P 5512  BOE Policy Committee Version of Policy...
Site Selection and Acquisition	P 7102  BOE Policy Committee Version P 7102 - ...
School and Classroom Practices Complaint Procedure	R 2260  BOE Policy Committee Version of R 226...
Instructional Supplies	R 2520  BOE Policy Committee Version of R 252...
Physical Examination of Teaching Staff Members	R 3160  BOE Policy Committee Version of R 316...
Physical Examination of Support Staff Members	R 4160  BOE Policy Committee Version of R 416...
Sexual Harassment of Students	R 5751  BOE Policy Committee Version of R 575...
Home Instruction Due to Health Condition	R 2412  BOE Policy Committee Version of R2412...

Professional Development for Teachers and School Leaders	R 3240  BOE Policy Committee Version of R3240...
Site Selection and Acquisition	R 7102  BOE Policy Committee Version of R7102...
Crowd Control	R 9161  BOE Policy Committee Version R 9161 - ...

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	See Below		
Ms. Koulikourdis	X			
Dr. Lorenz	X	See Below		
Ms. Mariani	X		See Below	
Ms. Souders	X	See Below		
Ms. Emmolo, Vice President	X		See Below	
Ms. Ansh, President	X		See Below	

Kiel- No OP3 & OP4

Lorenz- No OP3 & OP4

Souders- No OP3 & OP4

Mariani- Abstain F4, ck # 58622

Emmolo- Abstain F4, ck # 61869

Ansh- Abstain F4, ck# 61814

18. Public Comment 9:24PM

No comments

19. Board Comments

Board members thanked outgoing members for their service and contributions while on the board. They also welcome the newly elected board members.

20. Anticipated Future Meeting Dates

- Monday, January 6, 2025 Annual Reorganizational Meeting, Indian Hills High School Auditorium.

21. Adjournment

Moved by Mr. Bogdanskuy Seconded: Ms. Mariani to adjourn at 9:44 P.M.

<input checked="" type="checkbox"/> _ Mr. Bogdanskuy	<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