

**MINUTES OF THE REORGANIZATION &
REGULAR MEETING
OF THE
BOARD OF EDUCATION**

Pascack Valley Regional High School District

**Monday, January 6, 2025 at 7:30 p.m.
In the Pascack Valley High School Media Center**

Meeting Regulations

The Pascack Valley Regional High School District Board of Education members, district administration, and staff will treat parents/guardians and other members of the public with respect and expect the same consideration in return. The district is committed to maintaining orderly processes for keeping school and district events free from disruption. The Board reserves the right to establish rules for the conduct of its meetings, including such matters as the time at which the public will be heard, if at all, who may speak, and for how long. All such rules shall be monitored by the President unless the majority of the Board present and voting, rule otherwise.

During this regular meeting, two opportunities are provided for citizens to make comments. In order for a citizen to make a comment, they must be physically present at the meeting. During the first opportunity, early on the agenda, comments regarding agenda items are invited. The second opportunity will occur just prior to adjournment, when residents may address general comments to the Board.

Persons wishing to speak must, upon being recognized, rise and state their name and town of residence. Comments shall be limited to issues. If personal remarks or discourteous statements are made, the presiding officer shall require the speaker to sit down.

All regular meetings will be live streamed for viewing purposes only to the Pascack Valley Regional High School District [YouTube](#) channel.

To inspect or obtain a copy of any public record required to be made available under N.J.S.A. 47:1A-1, Examination and Copies of Public Records, please contact Mr. Yas Usami, 28 West Grand Avenue, Suite 2, Montvale, NJ 07645.

Notice: With advance notice, we can provide personal assistance for those with disabilities. Please contact 201-358-7005 x21005.

Copies of all public meeting agendas are online on the district website:

<http://www.pascack.org>

The Vision of the Pascack Valley Regional High School District:

To create a culture of innovation, inquiry, and individuality that promotes achievement and choice by cultivating the skills needed to complete and collaborate as ethical and responsible global citizens.

I. CALL TO ORDER

The meeting was called to order at 7:30 p.m. by Mr. Yas Usami, Business Administrator/Board Secretary

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Mr. Usami led all those present in a salute to the flag.

III. PUBLIC ANNOUNCEMENT BY PRESIDING OFFICER

Adequate notice of this meeting has been provided by mailing copies of said notice to The Record, filing copies of said notice with the municipal clerks of Hillsdale, Montvale, River Vale, and Woodcliff Lake, and publishing said notice in The Record on August 26, 2024.

ORGANIZATION OF BOARD

IV. OATH OF OFFICE AND APPOINTMENT OF OFFICERS AND SERVICES

1. Certification of Election Results for Annual School Board – November 5, 2024

Mr. Yas Usami, Business Administrator/Board Secretary

Board of Education (Three-Year Term)

Gia Guzman - Hillsdale - 4,024 votes

Katie Keller - River Vale - 3,357 votes

Debra Stephans - Montvale - 3,334 votes

2. Oath of Office: Administered to newly elected Board Members by Mr. Yas Usami, Board Secretary:

Gia Guzman - Hillsdale

Katie Keller - River Vale

Debra Stephans - Montvale

3. ROLL CALL

Ms. Elizabeth Calderone

Ms. Gia Guzman

Ms. Stephanie Huang

Ms. Katie Keller

Mrs. Kristin Martin

Mr. James Stankus

Ms. Debra Stephans

Mrs. Gini Varghese

Mr. Michael Weaver

Dr. Sarah Bilotti, Superintendent

Mr. Yas Usami, Business Administrator/Board Secretary

Student Representatives: Andrew Varian – PHHS; Ella Gokhale – PVHS

4. Nomination and Election of President

The Board Secretary will request nominations for the office of President of the Pascack Valley Regional High School District Board of Education, according to board policy code number 0152.

a. A motion is made to nominate candidate(s) for President of the Pascack Valley Regional High School District Board of Education,

Moved By: K Martin for Gini Varghese

If there are no further nominations, may I have a motion that nominations be closed.

Moved by: Keller Seconded by: Martin

VOTE									
Bd. Mbr.	Aye	Nay	Abs.	N/P	Bd. Mbr.	Aye	Nay	Abs.	N/P
Calderone	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stankus	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guzman	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stephans	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Huang	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Weaver	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keller	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Varghese	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Martin	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

Nominations have been closed. I will call for a vote.

All in favor of Gini Varghese.

Moved by: Weaver Seconded by: Huang

VOTE									
Bd. Mbr.	Aye	Nay	Abs.	N/P	Bd. Mbr.	Aye	Nay	Abs.	N/P
Calderone	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stankus	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guzman	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stephans	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Huang	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Weaver	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keller	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Varghese	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Martin	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

Mrs. Varghese thanked everyone. She appreciated it.

Mrs. Varghese read the Code of Ethics.

6. **N.J.S.A. 18A:12-24.1 Code of Ethics for School Board Members**

The President will read aloud the following code of ethics which applies to all School Board Members:

School Board Members shall abide by the following Code of Ethics for School Board Members:

I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.

I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social Standing.

I will confine my board action to policy making, 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.

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.

I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board.

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.

I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. 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 school.

I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.

I will support and protect school personnel in proper performance of their duties.

I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative Solution.

Consent Agenda for Items 7 – 22

7. Appointment of Professional Services

WHEREAS, the Pascack Valley Regional High School District Board of Education requires the professional services and

WHEREAS, the nature of the services to be performed meet the definition of “professional services” set forth in the Public School Contract Law, and

WHEREAS, funds are available to obtain such professional services, and

WHEREAS, the Public School Contract Law N.J.S.A. 18A: 18A-5 authorizes the awarding of contracts for professional services by resolution of the Board of Education without publicly advertised competitive bids.

ACCORDINGLY, the Pascack Valley Regional High School District Board of Education authorizes the award of the following professional services appointments and contracts, pending and subject to an RFP process:

- a. That the firm of Fogarty & Hara, Counselors at Law, Fair Lawn, NJ, be appointed Board of Education attorneys to provide legal services, at fees negotiated for each individual project, and as per the following hourly rates: \$185 for a partner and \$165 for an associate.
- b. That the firm of Nisivoccia LLP, Mt. Arlington, NJ, be appointed Board of Education auditors and accountants to provide auditing and accounting services, The fee for the audit is \$53,000.
- c. That the firm of AHERA Consultants, Inc, Oceanville, NJ be appointed Board of Education asbestos consulting service, at fees negotiated for each individual project, at the following hourly rates: \$125.00 for asbestos inspector, \$100 for project designer and \$160 for Certified Indoor Environmental Consultant.
- d. That the firm of KSI Consulting Engineers, LLC, Farmingdale, NJ, be appointed Board of Education consulting engineers, at fees negotiated for each individual project, at the following hourly rates: \$220 for principal consultant and \$165 project manager/senior engineer.
- e. That the firm of KSI Professional Engineers, LLC, Farmingdale, NJ, be appointed Board of Education professional engineers, at fees negotiated for each individual project, at the following hourly rates: \$220 for principal consultant, \$175 for project executive, \$155 for senior project manager and \$125 for senior project engineer.

- f. That the firm of Wilentz, Goldman & Spitzer, P.A, Woodbridge, NJ, be appointed Board of Education bond counsel, at fees negotiated for each individual project, at the following hourly rate: \$200 for attorney time.
- g. That the firm of Edwards Engineering Group of Somerville, NJ, be appointed Board of Education Engineer of Record, at fees negotiated for each individual project, at the following hourly rates: \$180 for principal professional engineer, \$150 for project manager and \$140 for professional engineer.
- h. That the firm of FKA Architects of Oakland, NJ, be appointed Board of Education Architect of Record, at fees negotiated for each individual project, at the following hourly rates: \$175 for principal, \$145 for associate and \$110 for project manager.
- i. That Robert Donahue, Parsippany, NJ be appointed Board of Education Alternate Architect of Record, at the rate of \$1,000 per project.
- j. That Dr. Michelle Mayer, Woodcliff Lake, NJ be appointed Board of Education school physician, at the yearly fee of \$10,000.
- k. That Dr. Oscar Vazquez, Hoboken, NJ be appointed Board of Education school athletic physician at PHHS, at the yearly fee of \$3,000.

These professional services contracts are made and awarded without competitive bidding as the services will be rendered by persons experienced in the practice of a process requiring specialized knowledge and resources.

BE IT FURTHER RESOLVED that a brief notice of this action shall be printed once in *The Record* as required by law, within ten (10) days of its passage, stating its nature, duration, service, and amount and that the resolution and contract are on file in the office of the Board of Education in the following form:

This resolution and contracts are on file and available for public inspection at the Board of Education’s office, located at 28 West Grand Avenue, Suite 2, Montvale, NJ.

8. Appointments and Contracts

RESOLVED, that the following be appointed to continue in the position listed until the next reorganization meeting of the Pascack Valley Regional High School District:

Insurance Agency	Burton Agency, Inc.
Student Accident Insurance	Robert McCloskey Insurance
Flexible Spending Account	Wex (Discovery Benefits)
Tax Shelter Plans	The Omni Group
Continuing Disclosure Agent & Municipal Advisors	Phoenix Advisors, LLC
Broker of Record	Brown & Brown Benefit Advisors

Supplemental Insurance	Aflac
Nursing Services to Non-Public Students	Catapult Learning
One to One Nursing Services	Bayada Home Health Care Inc.
One to One Nursing Services and School Nurse Staffing Agreement	Preferred Home Health Care & Nursing Services, Inc.
Business Administrator/Board Secretary	Yas Usami
Custodian of Records	Yas Usami
Public Agency Compliance Officer	Yas Usami
Assistant Business Administrator/ Assistant Board Secretary	Cynthia Kirk
Data Coordinator	Maria Valentino
District 504 Officer/ Title II ADA	Sean Struncis
Anti-Bullying Coordinator	Sean Struncis
Title IX Civil Rights Coordinator	Doreen Babis
Title IX Student Athlete Issues	Steven Papa, PHHS William VanKersen, PVHS
Title IX Student Curricular	Doreen Babis
Title IX Employee Disability	Dyane Guardino
McKinney-Vento Homeless Education Coordinator	Jonathan Hesney
Substance Awareness	Jennifer Zimmermann, PHHS Margaret Montenare, PVHS Steven Papa, PHHS William VanKersen, PVHS
Anti-Bullying Specialists	Jennifer Zimmermann, PHHS Margaret Montenare, PVHS David Giraldo, Park Academy
Attendance Officers	Lillian Murray, PHHS Janet Murray, PVHS
American Disabilities Act Coordinator	Jonathan Hesney
Affirmative Action Officer	Doreen Babis

BTAM Coordinator	Jonathan Hesney
School Safety Specialist	Barry Bachenheimer
School district liaisons to law enforcement for potentially missing, abused, or neglected children	John Puccio - PVHS Tim Wieland - PHHS
Toxic Hazard Preparedness Officer	Robert Donahue
Health and Safety Officer Indoor Air Quality Integrated Pest Management Right to Know	Robert Donahue
Qualified Purchasing Agent	Yas Usami
Treasurer of School Monies	Kathryn Brancato
Legal Newspapers	The Record & Community Life
Bidding Services	Educational Data Services

9. **Legal Depositories – Bank for Deposits/Withdrawals/Safe Deposit Box**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, authorize the Business Administrator to invest school district funds within statutory limitations.

BE IT FURTHER RESOLVED that the Pascack Valley Regional High School District Board of Education designate Valley Bank as the bank for deposits and withdrawals for the following accounts: Payroll, Agency, Unemployment, General Fund, Cafeteria, e-Learning, Capital Projects, and Student Activities until the next reorganization meeting.

BE IT FURTHER RESOLVED that the Pascack Valley Regional High School District Board of Education approve the following designated signatures on the above accounts; business administrator, board president, school treasurer, Pascack Valley High School principal and Pascack Hills High School principal.

10. **District Organization Chart**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, adopt the district organization chart (attached) for the 2024-2025 and 2025-2026 school years.

11. **Adoption of Existing Curriculum**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, adopt the existing curricula contained in the 2025-2026 Pascack Valley Regional Program of Studies for the 2025-2026 school year.

12. **Adoption of Existing Textbooks**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, adopt the existing textbooks referenced in the 2025-2026 curricula for the 2025-2026 school year.

13. **Annual Approval of Board Expenses for NJSBAC and BCSBA**

WHEREAS, the NJ School Boards Association Conference (hereinafter referred to as “NJSBAC”) will be held in October and Bergen County School Boards Association (Hereinafter referred to as “BCSBA”); and

WHEREAS, the Pascack Valley Regional High School District Board of Education (hereinafter referred to as the “Board”) has determined that Board member participation in the NJSBAC and BCSBA is both educationally necessary and fiscally prudent; and

WHEREAS, the Board has determined that Board member participation in the NJSBAC and BCSBA promotes the delivery of instruction and furthers the efficient operation of the Pascack Valley Regional High School District; and

WHEREAS, the travel and related expenses particular to the NJSBAC and BCSBA is expected to exceed the state travel guidelines established by the Department of Treasury in the NJ Office of Management and Budget (NJOMB) circular letter 06-02.

NOW THEREFORE BE IT RESOLVED that the Board finds any travel and related expenses related to Board member attendance at the NJSBAC and BCSBA in October and for the 2025-2026 school year, as well as reimbursement for same; and

BE IT FURTHER RESOLVED that the Board finds any travel and related expenses particular to the NJSBAC and BCSBA which exceed the State travel guidelines established by the Department of Treasury in NJOMB circular letter 06-02 to be necessary and unavoidable; and

BE IT FURTHER RESOLVED that the Board finds any such necessary and unavoidable expenses related to attendance at the NJSBAC and BCSBA to be justified and therefore reimbursable.

NOW THEREFORE BE IT RESOLVED that the aforementioned district employees will be reimbursed for travel related expenses at the designated 2025-2026 payment periods, in compliance with state statutory and federal regulatory requirements.

14. Approval of Purchases Utilizing State Contracts

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, authorize the procurement of goods and services through state agency for the 2025-2026 school year.

WHEREAS, Title 18A:18A-10 provides that the Board of Education without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, and

WHEREAS, the Pascack Valley Regional High School District Board of Education has the need, on a timely basis, to purchase goods and services utilizing the following state contracts:

- Bergen County Purchasing Cooperative/New Jersey Cooperative Purchasing Alliance
- Camden County Educational Services Commission
- Educational Services Commission of New Jersey
- Hunterdon County Educational Services Commission
- Monmouth-Ocean Educational Services Commission
- New Jersey State Contracts/NJSTART
- NJ EDGE
- NJSBA Cooperative Pricing System

WHEREAS, the Pascack Valley Regional High School District Board of Education desires to authorize its purchasing agent until the next reorganization meeting as follows:

NOW THEREFORE BE IT RESOLVED by the Pascack Valley Regional High School District Board of Education does, hereby authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the State of the Division of Purchase and Property utilizing various vendors.

15. Purchases Exceeding Bid Threshold of \$44,000

RESOLVED by the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, that pursuant to State Law N.J.S.A. 18A:18A-5 all purchases and contracts exceeding the bid threshold of \$44,000, shall be awarded by board resolution at a public meeting including all State Contract purchases that exceed \$44,000; therefore, the Board hereby authorized purchases in excess of \$44,000 via State Contract with the vendors.

16. Annual Review & Adoption of Bylaws, Policies and Regulations

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve the annual review and adoption of all

electronic bylaws, policies, and regulations found on the district website for the 2025-2026 school year.

17. Approval of Maximum Travel and Related Expenditures

WHEREAS, pursuant to N.J.S.A. 18A:11-12, in each pre-budget year, the Pascack Valley Regional High School District Board of Education is required to establish a maximum travel expenditure amount for the budget year which may not be exceeded; and

WHEREAS, the Board of Education has determined that the maximum travel expenditure amount includes all travel that is supported by state and local funds; and

WHEREAS, the Board of Education had previously established a maximum amount for the pre-budget year 2024-2025 as \$180,000.

WHEREAS, the Board of Education has expended \$32,586 of the maximum amount for the pre-budget year to date; and

RESOLVED, that the Pascack Valley Regional High School District Board of Education hereby establish the maximum travel expenditure amount for the 2025-2026 school year as \$180,000.

18. Annual Travel Pre-Authorization

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve pre-authorization of travel expenses for the following:

Teachers who travel between schools as required by their job description will be reimbursed for their mileage at the end of the term at the NJOMB Circular established rate;

Teachers who travel to free conferences and workshops sponsored by the New Jersey Department of Education, or educational associations, will be reimbursed for their mileage at the NJ OMB Circular established rate;

Supervisors who travel to meetings and other events as required by their job description will be reimbursed for their mileage at the NJOMB Circular established rate;

Administrators who travel to meetings and other events as required by their job description will be reimbursed for their mileage at the NJOMB Circular established rate;

Child Study Team members who travel to meetings and other events as required by their job description will be reimbursed for their mileage at the NJOMB Circular established rate;

Technology Department employees who travel to meetings and other events as required by their job description will be reimbursed for their mileage at the NJOMB Circular established rate;

Region II employees who travel to meetings and other events as required by their job description will be reimbursed for their mileage at the NJOMB Circular established rate;

NOW THEREFORE BE IT RESOLVED, that the aforementioned district employees will be reimbursed for travel related expenses at the designated 2025-2026 payment periods, in compliance with state statutory and federal regulatory requirements, not to exceed \$1,500 per employee for regular business travel.

19. Tax Shelters

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve the following companies to provide Tax Shelter Annuity salary reduction agreements for the 2025-2026 school year.

AXA Equitable	Legends	MetLife
Oldham	Valic	Vanguard
Security Benefit	Lincoln Investment Planning	National Life Group

20. Authorize Participation in the New Jersey State Health Benefits Program

A RESOLUTION to authorize participation in the State Health Benefits Program and/or School Employees' Health Benefits Program of the State of New Jersey.

BE IT RESOLVED:

1. The Pascack Valley Regional Board of Education hereby elects to participate in the Health Program provided by the New Jersey State Health Benefits Act of the State of New Jersey (N.J.S.A. 52:14-17.26 and N.J.S.A. 52:14-17.46.2) and to authorize coverage for all the employees and their dependents thereunder in accordance with the statute and regulations adopted by the State Health Benefits Commission and/or School Employees' Health Benefits Commission.

2. We elect to participate in the Employee Prescription Drug Plan defined by N.J.S.A. 52:14-17.25 et seq. and authorize coverage for all employees and their dependents in accordance with the statute and regulations adopted by the State Health Benefits Commission and/or School Employees' Health Benefits Commission.

3. We elect 30 hours per week (average) as the minimum requirement for full-time status in accordance with N.J.A.C. 17:9-4.6.

decided on FKA based on their work and responsiveness. He did mention that others were good, but FKA was better.

Mr. Weaver asked if the FKA was the same architect who discussed the referendum.

Mr. Usami indicated that there were two presentations related to a referendum.

Mr. Weaver said it was the most recent one and Westwood was cited.

Mr. Usam and Dr. Bilotti confirmed that it was FKA. Mr. Usami added that FKA was involved with Westwood’s and Montvale’s referendum.

Mr. Weaver asked what the difference is between 7j (school physician) and 7k (school athletic physician), and he did not see one for Valley.

Mrs. Varghese asked for the Valley athletic physician to be removed. She said that Dr. Mayer handles physicals and other tasks for the district.

REGULAR MEETING AGENDA

V. COMMENTS FROM THE PUBLIC

Citizens are invited to make comments regarding agenda items and are limited to three minutes, according to the Pascack Valley Regional High School District Board of Education policy number 0167. Persons wishing to speak must, upon being recognized, rise, sign in and state their name, town of residence, and which agenda item(s) they are referencing.

None

VI. POLICY

Consent Agenda for Items 1-2

1. Harassment, Intimidation or Bullying Executive Report

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, affirm the findings of the following Harassment, Intimidation or Bullying incident:

- a. HIB 284524 (attached)
- b. HIB 269830
- c. HIB # 284103 (attached)

2. Harassment, Intimidation, or Bullying Reports

RESOLVED that the Pascack Valley Regional High School District Board of Education approve action taken pursuant to HIB Reports:

- a. HIB # 273634 (attached)

Moved by:

Calderone ▾

Seconded by:

Stankus ▾

VOTE

Bd. Mbr.	Aye	Nay	Abs.	N/P	Bd. Mbr.	Aye	Nay	Abs.	N/P
Calderone	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stankus	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guzman	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stephans	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Huang	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Weaver	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Keller	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Varghese	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Martin	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

VII. HUMAN RESOURCES

WHEREAS, the superintendent, after considering the recommendation of her administrative staff which included consideration of experience, credentials, and references for the following candidates for employment in the school district, has determined that the appointment of these individuals is appropriate and in the best interest of the school district,

BE IT HEREBY RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, appoint the following individuals to the positions indicated, as provided by the budget, in accord with terms of the employment specified:

Note: Appointment of new personnel to the district is provisional subject to:

- 1. Authorization from the State Department regarding a criminal background check and/or authorization from the Bergen County Superintendent’s Office for emergent hiring; and
- 2. A medical examination including satisfactory results of the Mantoux tuberculin skin test; and
- 3. Valid certification appropriate for his/her employment or assignment in New Jersey; and
- 4. Disclosure and review of applicants’ employment history within the statutory time period.

Consent Agenda for Items 1 - 3

1. Resignations

- a. RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, accept, with regret, the resignation of Christine Back, Art Teacher at Pascack Valley High School, for the purpose of retirement (attached), effective July 1, 2025.
- b. RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, accept, with regret, the resignation of Borislav Bilash, Science Teacher at Pascack Valley High School, for the purpose of retirement (attached), effective July 1, 2025.
- c. RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, accept, with regret, the resignation of Andrew Lewis, World Language Teacher at Pascack Valley High School, for the purpose of retirement (attached), effective July 1, 2025.
- d. RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, accept, with regret, the resignation of Lillian Murray, General Secretary/Attendance Officer at Pascack Hills High School, for the purpose of retirement (attached), effective July 1, 2025.

2. **Substitute**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve the following substitute for the 2024-2025 school year:

Name	Position	Type
Eliza Alpern	Classroom Substitute Teacher	New

3. **Athletic Appointment**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve the following athletic appointment for the 2024-2025 school year:

Name	Team	Position	Stipend/Step
Brandon Stein	PHHS Freshman Baseball	Assistant Coach	\$3,669 (.50)/Step 3

Moved by:

Weaver

Seconded by:

Keller

VOTE

Bd. Mbr.	Aye	Nay	Abs.	N/P	Bd. Mbr.	Aye	Nay	Abs.	N/P
Calderone	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stankus	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guzman	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stephans	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Huang	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Weaver	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keller	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Varghese	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Martin	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

VIII. **FINANCE**

Consent Agenda for Items 1 – 7

1. **Approval of Bills (attached)**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve bills as follows:

Budget Expenditures as of January 6, 2025	\$23,415.95
Payroll as of December 20, 2024	\$1,784,785.18
Total	\$1,808,201.13

2. **Rescind Care Plus Bergen, Inc. Addendum - Substance Abuse Testing Services**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, rescind the addendum between the Board and Care Plus Bergen, Inc. for Substance Abuse Testing Services that was approved at the board meeting on December 16, 2024.

3. **Rescind Care Plus Bergen, Inc. Addendum - Behavioral Health Outpatient Program**
RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, rescind the addendum between the Board and Care Plus Bergen, Inc. for Behavioral Health Outpatient Program for Psychiatric Evaluation and Clearance that was approved at the board meeting on December 16, 2024.

4. **Capital Reserve Withdrawal - 63 Patterson Street, Hillsdale, NJ**
RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve a capital reserve withdrawal in the amount of \$4,064.20 for additional cost to purchase property at 63 Patterson Street, Hillsdale, NJ. for lost rent on the second floor.

5. **Submission to State DOE - PV Repaving of the Parking Lot Project**
RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve the submission of the Repaving of the Parking Lot Project at Pascack Valley to the State Department of Education.

6. **Travel Pre-Authorizations**
RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, approve the pre-authorization travel expenses for professional development or school trips (attached):

Name	Professional Development or School Trip
Doreen Babis	Legal One Affirmative Action Officer Online Certificate Program
Sarah Bilotti	NJASA TECHSPO 2025
Thomas Gallione	Strauss Esmay - HIB Training Program
Vita Guardabascio	NJTESOL/NJBE, Inc. Spring Conference
Lena Leacock	Seminar - Whats new in young adult literature and how to use it in your program
Tracy Leigh	NJASA TECHSPO 2025
Margaret Montenare	Strauss Esmay - HIB Training Program
Megan Pettigano	Seminar - Whats new in young adult literature and how to use it in your program
John Puccio	Strauss Esmay - HIB Training Program
Michelle Ramirez	NJASA TECHSPO 2025
Noemi Rodriguez	NECTFL (Northeast Conference on Teaching of Foreign Languages) Annual Conference Presenter: Represent district as "Best of NJ" to share AI Tools for the world language classroom.

Sean Struncis	Strauss Esmay - HIB Training Program
Maria Valentino	NJASA TECHSPO 2025
Tim Wieland	Strauss Esmay - HIB Training Program
Craig Yaremko	NJMEA (New Jersey Music Educators Association) State Conference
Jennifer Zimmermann	Strauss Esmay - HIB Training Program

7. **Donation**

RESOLVED that the Pascack Valley Regional High School District Board of Education, at the recommendation of the superintendent, accept the following donation:

Date	Donor	Amount	Club or Group
12/18/24	NU Products Seasoning Co.	2,000	PH Robotics

Moved by:

Stephans

Seconded by:

Martin

VOTE

Bd. Mbr.	Aye	Nay	Abs.	N/P	Bd. Mbr.	Aye	Nay	Abs.	N/P
Calderone	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stankus	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guzman	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stephans	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Huang	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Weaver	x	<input type="checkbox"/>	x	<input type="checkbox"/>
Keller	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Varghese	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Martin	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

Mr. Weaver abstained to Item 6.

IX. **OLD BUSINESS**

Monthly Suspension Report (attached)

Mrs. Martin asked if every effort could be made to have all items on the agenda available on Thursday or Friday when they receive it for an upcoming meeting.

Mrs. Varghese said that for this meeting it was HIB cases. She asked Dr. Bilotti if there is a timeline and if any could be pushed to the following meeting.

Dr. Bilotti commented that there was a technical issue with HIBster, the program used for HIB cases. It caused a delay getting the information out to the members and the cases needed to be reported today. Other items were requested changes. She indicated that they try to be mindful of not adding things.

X. **NEW BUSINESS**

Ms. Calderone said she read that teachers will no longer be required to take the praxis exam. What does that mean for the district?

Dr. Bilotti indicated that there is a GPA requirement and a skills test in subject areas. She mentioned that this has been eliminated in the state, so as not to discourage those not going into teaching. However there are metrics in place to ensure they are well prepared in the latter part for those wanting to be teachers.

Mrs. Huang understood that music honors should start in September 2025.

Dr. Bilotti indicated that she is meeting some teachers tomorrow and the department on Thursday to have a plan in place.

Mr. Stankus asked if Tri-M is still running and Dr. Bilotti said it's very active. She added that Dr. Safari acted as an interim for the department and Noemi Rodriguez has returned.

Mrs. Huang asked if this would not penalize the GPA.

Dr. Bilotti said it's not that simple, but it will provide an option to be counted as an honors class. She said it's not necessarily penalizing the students. The GPA issue will be addressed.

XI. **COMMENTS FROM THE PUBLIC**

Citizens are invited to make comments and are limited to three minutes, according to the Pascack Valley Regional High School District Board of Education policy number 0167. Persons wishing to speak must, upon being recognized, rise, sign in and state their name and town of residence.

Elizabeth Gloeggler of Montvale thanked the Board since the music curriculum will be examined and the possibility of honors music will enhance the music program and the kids.

Dr. Bilotti thanked both of them since they are at all the games supporting the music students.

Mrs. Varghese commented that students may be discouraged to take these courses if they do not have a positive effect on their GPA. She asked if SCOIR can be used to see the effect of certain classes on their GPAs.

Dr. Bilotti said theoretically yes, but asked the student reps.

Ella Gokhale said she looks at SCOIR for GPA first and then Genesis. Dr. Bilotti confirmed that is the way to use them.

Andrew Varian said that students check SCOIR a couple of times a day.

Mrs. Varghese would like input from guidance to see if students are satisfied with SCOIR.

Mr. Stankus commented that he had four children go to Valley and all were in marching band and took music. He said he understood the part about GPA. He indicated that the courses need to be sold/told to the colleges during interviews. He mentioned that colleges look for consistency to gauge dedication. He indicated that they may not reflect in GPA and they're time consuming, but they pay dividends when writing an application. He cited how Robotics pays dividends. He said to make the essay/interview who you are.

Mrs. Huang brought up the personalized path for each student. She said the surveys focus on two and four year colleges. She referenced a PFA meeting where they discussed a personalized survey that guidance provides to each student. She wanted to know if that is accurate.

Ella Gokhale commented that she had not had her meeting to develop that yet.

Dr. Bilotti said when students go into their Junior Meetings, students and parents are asked what their goals are and they are broad. She mentioned that guidance and administration is looking to revamp it. She mentioned that the building administration has heard from parents that they would like to have a meeting before the individual student one. Dr. Bilotti said the freshmen receive a survey through SCOIR that is interest driven for potential career assessment. She indicated that Naviance and SCOIR have middle school student surveys. This could have kids start to think about it. These surveys can assist counselors and students see where the students interested lie and possibly give them direction.

XIII. **ADJOURNMENT**

A motion was made by Ms. Stephans to adjourn the public meeting at 8:22 p.m. Ms. Calderone seconded the motion, which was unanimously carried.

Moved by: Stephans

Seconded by: Calderone

VOTE

Bd. Mbr.	Aye	Nay	Abs.	N/P	Bd. Mbr.	Aye	Nay	Abs.	N/P
Calderone	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stankus	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guzman	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stephans	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Huang	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Weaver	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keller	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Varghese	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Martin	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

Respectfully,



Yas Usami
Business Administrator/Board Secretary