

**RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT  
BOARD OF EDUCATION  
Oakland, New Jersey**

**ACTION/WORK SESSION MINUTES**

April 12, 2021  
Electronic Public Meeting

Roll Call – Executive Session

Upon roll call at 7 P.M., the Board members responded as follows: Mmes. King, Koulikourdis, Laforgia, and Sullivan. Messrs. Butto, Carolan, Fortunato, Kinney, and Setteducato. Mr. Anthony Riscica, Interim Superintendent of Schools; and Mr. Thomas Lambe, Business Administrator/Board Secretary; were also present.

The meeting was called to order by the Board president at 7 P.M. Mrs. Laforgia announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Mr. Butto and seconded by Mr. Kinney and unanimously carried to move into Closed Executive Session for the purpose of discussing personnel, litigation, and negotiations. Information from the Closed Executive Session will be made public at the discretion of the Board, as per Board Bylaw 0166, Executive Sessions, or as otherwise authorized by law. The Closed Executive Session was adjourned at 7:45 P.M.

Roll Call – Action/Work Session

Upon roll call at 8:05 P.M., the Board members responded as follows: Mmes. King, Koulikourdis, Laforgia, and Sullivan. Messrs. Butto, Carolan, Fortunato, Kinney, and Setteducato. Mr. Anthony Riscica, Interim Superintendent of Schools; and Mr. Thomas Lambe, Business Administrator/Board Secretary; were also present.

The meeting was called to order by the Board President at 8:05 P.M. Mrs. Laforgia announced that due to the current State of Emergency, 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, this Meeting was posted and published as a remote meeting. 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. Mrs. Laforgia 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.

**BOARD PRESIDENT'S REPORT**

Mrs. Laforgia invited Ms. Patel, IHHS, Student Board Representative, and Ms. Kologrivov, RHS, Student Board Representative, to present their reports as follows: Ms.

Kologrivov stated: 1) the Spring sports are doing well; 2) Clubs continue to meet and are busy; 3) National School Library Month is celebrated this month; 4) the Guidance Office is hosting a Scholarship Event for seniors on April 13; 5) the Guidance Office and Student Government is celebrating National Decision Day. Ms. Patel stated: 1) Spring sports are doing well; 2) AP Exams are scheduled in May; 3) the Guidance Office is hosting Scholarship Zoom meetings for seniors; 4) Clubs continue to meet and are busy; 5) DECA National Testing is scheduled this week; 6) nominations for Educator of the Year are being collected; 7) Relay for Life is hosting a cookie fundraiser; 8) the Class of 2023 is hosting a jewelry fundraiser; and 9) a 2021 Event is scheduled for senior next week; and 10) a Spirit Week will be scheduled in June.

Mrs. Laforgia thanked Ms. Patel and Ms. Kologrivov for their reports.

Mrs. Laforgia stated that the Superintendent Search is in process and more information has been posted to the District's website.

### **INTERIM SUPERINTENDENT'S REPORT**

Mr. Riscica reported that a waiver for spring testing has been granted by the US Department of Education.

Mr. Riscica invited Dr. Ernie Palestis and Monica Palestis to present an update to the Special Education Program review. A brief question and answer session followed the presentation.

Mr. Riscica thanked Dr. Palestis and Monica Palestis for their report.

### **BUSINESS ADMINISTRATOR'S REPORT**

Mr. Lambe reported that the District's 2021-22 Preliminary Budget has been approved by the County Office. The Budget Public Hearing is scheduled on Monday, April 26.

Mr. Lambe thanked the members of the Finance Committee and Business Office staff for their efforts in the development of the 2021-22 Budget.

### **PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS**

- A. Moved by CAROLAN Seconded BUTTO to open the meeting to public discussion.

Members of the public addressed the Board regarding their concerns about the reopening of schools as well as the return to school full time in September.

Members of the public addressed the Board regarding their concerns about the Superintendent Search Survey posted to the District's website.

Members of the public addressed the Board regarding the newly-created seating charts and contact tracing.

A member of the public addressed the Board regarding the make up of the focus groups created for the review of the Special Education Program.

- B. Moved by BUTTO Seconded KINNEY to close public discussion of agenda items and to re-enter the Action/Work Session.

### **ACTION ITEMS - ☐ = Yes**

#### **PERSONNEL**

The following motions were approved by roll call vote: **P1 & P3 – PO1**

Moved by: BUTTO Seconded: KINNEY

- P1. That, as recommended by the Interim Superintendent of Schools, the following person be appointed to fill the position for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment; and further that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue the proper contract for the 2020-21 School Year; and move to approve applicant's attestation that she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 *et seq.*, N.J.S.A. 18A:39-17 *et seq.*, N.J.S.A. 18A:6-4.13 *et seq.*, and N.J.S.A. 18A:12-1 *et seq.*, as applicable. Further move to approve the assignment of the appropriate Unique Position Code as required by State Statute.

<u>Name</u>	<u>Position</u>	<u>Degree</u>	<u>Basis of Employment</u>	<u>Employment Date</u>	<u>Annual Salary</u>
Claire Davanzo	English/RHS	MA, Step 5	10 months	4/13/21 - 6/30/21	\$ 57,588 <sup>1/2</sup>

<sup>1</sup>Prorated

<sup>2</sup>Replacement for Jenny Shannon

- P3. To approve, as recommended by the Interim Superintendent of Schools, the appointment of Steven DeGennaro, IHHS, Social Studies, Temporary Leave Replacement Teacher for Michael Paravati, not accruing tenure in the position, MA, Step 1, \$294.62/diem, effective on/about April 19 - June 25, 2021, pending successful completion of the NJ Criminal History Review Process, and subject to all federal, state, county and local regulations, governing said employment; and further move to approve applicant's attestation that he has not been convicted of

any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.*

- P4. To amend, as recommended by the Interim Superintendent of Schools, the request for a paid Maternity Leave of Absence (Presumptive Period of Disability), utilizing unused sick leave as allowed by law, for Lauren Damstrom, IHHS, Math, effective on or about March 3 - April 20, 2021; and further move to approve an unpaid Family Leave of Absence pursuant to The Family and Medical Leave Act (FMLA), effective on or about April 21 - June 30, 2021.
- P5. To approve, as recommended by the Interim Superintendent of Schools, the salary adjustment for achieving a higher degree level for District staff as follows:

<u>Name</u>	<u>Degree</u>	<u>Salary</u>	<u>Effective Date</u>
Sean Quirk	MA to MA+15	\$77,492 to \$79,018	February 1, 2021

- P6. To approve, as recommended by the Interim Superintendent of Schools, a sixth period teaching assignment for Maria LaBarbiera, IHHS, Special Education, Period 2, at the contractual stipend of \$9,530, prorated, effective for the period April 12 - June 30, 2021.
- P7. To approve, as recommended by the Interim Superintendent of Schools, a sixth period teaching assignment for Deborah Scanlon, IHHS, Special Education, Period 3, at the contractual stipend of \$9,530, prorated, effective for the period April 12 - June 30, 2021.
- P8. To approve, as recommended by the Interim Superintendent of Schools, a sixth period teaching assignment for Maryann Kopp, IHHS, Special Education, Period 5, at the contractual stipend of \$9,530, prorated, effective for the period April 12 - June 30, 2021.
- P9. To approve, as recommended by the Interim Superintendent of Schools, a sixth period teaching assignment for Christina Berens, RHS, World Languages, Period 4, at the contractual stipend of \$9,530, prorated, effective for the period April 12 - June 30, 2021.
- P10. To approve, as recommended by the Interim Superintendent of Schools, a sixth period teaching assignment for Olivia de Diego, IHHS, World Languages, Period 5, at the contractual stipend of \$9,530, prorated, effective for the period April 12 - June 30, 2021.
- P11. To approve, as recommended by the Interim Superintendent of Schools, the appointment of District staff to serve as a mentor for the 2020-21 School Year in

accordance with the Agreement between the RIHEA and the Board of Education, stipend to be prorated up to \$450 for the full term of the mentorship, as follows:

<u>Staff Member/Department</u>	<u>Mentor</u>
<u>Ramapo High School</u>	
Robert Zitelli	Giuseppina Monterey

- P12. To approve, as recommended by the Interim Superintendent of Schools, the change in assignment for Angela Demetriou, District, from Administrative Assistant, Grade II, Step 8, \$60,738, to Executive Assistant to the Superintendent of Schools, \$75,000, prorated, effective May 1 – June 30, 2021.
- P13. To confirm the appointment of Robert Lynn, District, Custodian, effective for the period January 11 - June 30, 2021, for satisfactorily completing the 90-day probationary period as of April 11, 2021.
- P14. To approve, as recommended by the Interim Superintendent of Schools, the appointment of an athletic coach, subject to all federal, state, county and local regulations, governing said employment; effective for the 2020-21 School Year; and move to approve applicant's attestation that she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.* as follows:

Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Christopher Mayer	Asst. Track	Standard	4	\$5,871

- P15. To approve the District Director of Special Education position.
- P16. To approve the District Director of Special Education Job Description.

## **EDUCATION**

- E1. To approve, in accordance with Chapter 46, Title 18A, New Jersey Statutes, and on the recommendation of the Interim Superintendent of Schools, District Director of Student Personnel Services, and District Child Study Team that tuition and/or related services be paid for the students listed below to attend the schools indicated and at the tuition costs indicated for the 2020-21 School Year as follows:

<u>Student No.</u>	<u>Placement</u>	<u>Tuition</u>
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420063	Turning Point Program	\$6,659.00
420299	Turning Point Program	\$6,000.00
421711	BCSS/New Bridges	\$31,212.00 <sup>1</sup>

<sup>1</sup>Prorated for 68 days @ \$459.00

## **FINANCE**

F1. That, as recommended by the Interim Superintendent of Schools, bills in the District Cafeteria Fund in the total amount of \$24,553.34 having been duly audited and approved by the Business Administrator/Board Secretary, be approved by the Board as follows:

RIH District Cafeteria Fund	\$393.25	January Student Lunches
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ARAMARK	\$23,877.34	February Operations
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RIH District Cafeteria Fund	\$282.75	February Student Lunches
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## **POLICY**

PO1. To approve, as recommended by the Interim Superintendent of Schools, the first reading of District Policy 1648, Restart and Recovery Plan.

### **P1 & P3 – PO1**

RC): Carolan ☐, Fortunato ☐, King ☐, Kinney ☐, Koulikourdis ☐, Setteducato ☐, Sullivan ☐, Butto ☐, Laforgia ☐

The following motion was approved by roll call vote: **P2**

Moved by: BUTTO                      Seconded: KINNEY

P2. To approve, as recommended by the Interim Superintendent of Schools, the appointment of Deborah Southwood-Smith, IHHS, .4 English, Temporary Leave Replacement Teacher for Lauren Bergrin, non-tenured position, not accruing tenure in the position, MA, Step 1, \$117.85/diem, effective for the period April 12 - June 25, 2021, plus two transition days, and subject to all federal, state, county and local regulations, governing said employment; and further move to approve applicant's attestation that she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, or *N.J.S.A. 18A:6-4.13 et seq.*

**P2**

RC): Carolan ☐, Fortunato ☐, King ☐, Kinney ☐, Koulikourdis ☐, Setteducato ☐, Sullivan ☐, Butto ☐, Laforgia **ABSTAIN**

**Recess**

Upon motion of Ms. Sullivan, seconded by Mr. Butto and carried the Board recessed at 10:22 P.M.

**Reconvene**

Upon motion of Mr. Butto, seconded by Mr. Carolan the Action/Work Session was reconvened at 10:26 P.M. by Mrs. Laforgia.

**COMMITTEE REPORTS**

Mr. Carolan reported that the members of the Education Committee met on March 30 to discuss agenda items as follows: 1) unified sports; 2) Curriculum revisions – all Board members are to review the proposed revisions prior to the August 2021 Board Meeting; 3) ESEA Grants; 4) CARES Grant; 5) District Assessments; 6) Seal of Biliteracy Tests; 7) SAT/ACT Test dates; 8) Rate of pay for District Proctors; and 9) the Master Schedule.

Ms. Sullivan reported that the members of the Policy Committee met to review the final revisions made to Policy 1648 for a first reading. A Policy Committee will be scheduled in the near future.

Mr. Fortunato reported that the members of the Negotiations Committee met on April 8 and will meet again on April 15.

Mrs. Koulikourdis reported that members of the Communications Committee met on March 29 to discuss agenda items as follows: 1) a promotional video featuring the District and student involvement; and 2) the Superintendent Search “Tab” for the District’s website. A Communications Committee Meeting is scheduled on April 14.

Mr. Setteducato reported that the members of the Personnel/Goals/Evaluation Committee met to discuss agenda items as follows: 1) District Director of Special Education position and job description; and 2) the timeline for the Superintendent Search Surveys.

Mrs. King reported that a Facilities Committee Meeting is scheduled on April 13 to discuss agenda items as follows: 1) Reopening of schools; 2) outdoor eating area; 3) the estimate for a Pavilion; and 4) the September Plan for reopening schools.

Mr. Kinney stated that a District Strategic Plan Committee Meeting will be scheduled in the near future to continue discussions regarding the District’s Strategic Plan.

Mr. Butto stated that a Finance Committee Meeting will be scheduled in the near future.

### **BOARD COMMENTS**

Mr. Carolan thanked Mrs. Koulikourdis and Mrs. King for their communications regarding the Superintendent Search Surveys.

Ms. Sullivan thanked the Borough of Oakland for their communications regarding the Superintendent Search Surveys.

Mr. Butto thanked Ms. Patel and Ms. Kologrivov for their student reports. He also thanked the staff members of the Business Office for their efforts in the development of the District's Budget.

### **PUBLIC DISCUSSION**

- A. Moved by BUTTO Seconded KINNEY to open the meeting to public discussion.

Members of the public addressed the Board regarding the reopening of schools.

A member of the public addressed the Board regarding the Superintendent Search Survey.

Members of the public addressed the Board regarding their concerns about contact tracing and classroom seating charts.

- B. Moved by CAROLAN Seconded BUTTO to re-enter the Action/Work Session.

### **ANTICIPATED FUTURE MEETING DATES**

Mrs. Laforgia announced the anticipated future meeting dates as follows:

Monday, April 26, 2021, Budget Public Hearing/Regular Public Meeting, Electronic Meeting, 8 P.M.

### **ADJOURNMENT**

Moved by KINNEY Seconded: BUTTO to adjourn at 10:45 P.M.



Filomena Laforgia  
Board President

Thomas Lambe  
Business Administrator/Board Secretary