

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

ACTION/WORK SESSION MINUTES

November 9, 2020
Electronic Public Meeting

Roll Call – Executive Session

Upon roll call at 7:03 P.M., the Board members responded as follows: Mmes. Laforgia, LeVon, Sullivan, and Zammitti Shaw. Messrs. Becker, Butto, Carolan, Fortunato, and Kinney. Mr. Michael Marano, Acting Superintendent of Schools; was also present.

The meeting was called to order by the Board president at 7:03 P.M. Mr. Kinney announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Mr. Carolan and seconded by Mr. Fortunato 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 8 P.M.

Roll Call – Action/Work Session

Upon roll call at 8:04 P.M. Board members responded as follows: Mmes. Laforgia, LeVon, Sullivan, and Zammitti Shaw. Messrs. Becker, Butto, Carolan, Fortunato, and Kinney. Mr. Michael Marano, Acting Superintendent of Schools, was also present.

The meeting was called to order by the Board President at 8:04 P.M. Mr. Kinney 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. He 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. Mr. Kinney 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

Mr. Kinney invited Ms. Patel, IHHS, Student Board Representative, and Ms. Kologrivov, RHS, Student Board Representative, to present their reports as follows: Ms. Patel stated: 1) Fall sports resumed games this past weekend; 2) Instant Decision Days are scheduled for seniors; 3) Wellness Zoom Groups are held each week for students; 4) a College Information Night is scheduled for the Class of 2022; 5) Jingle Boxes are being delivered as a replacement activity for Holiday Festival; 6) a Relay for Life Meeting will be scheduled soon; 7) a FLOW Forward Meeting will be scheduled during the week of November 16; and 8) Interact is hosting a food drive and a toy drive for charities. Ms. Kologrivov stated: 1) fall sports are doing well; 2) clubs are now active and plans for the Holiday Festival are in process; 3) Interact is holding virtual events; 4) NHS is hosting a fundraiser; 5) the NHS Induction Ceremony will be held virtually on November 12; the WLNHS Induction Ceremony will be a virtual event; 6) the Guidance Department will host a virtual College Information Night on November 10; and 7) Gold Masque has scheduled virtual practices.

Mr. Kinney welcomed Mrs. Carmen LeVon to the Board of Education. Mrs. LeVon will serve as the chairperson of the Personnel/Goals/Evaluation Committee and will serve as a member of the Facilities and Public Relations Committees.

Mr. Kinney congratulated the newly-elected Board of Education Members – Mrs. Vivian King, Ms. Judith Sullivan, Mr. James Setteducato, and Mrs. Helen Koulikourdis.

Mr. Kinney stated that the Board will be approving the appointment of Mr. Anthony Riscica as the Interim Superintendent of Schools tonight. Mr. Riscica's employment

date is December 11, 2020. He will join the Board of Education members at the November 23 Regular Public Meeting. Mr. Kinney thanked the members of the Ad Hoc Search Committee and all Board members for their efforts during the search process.

ACTING SUPERINTENDENT'S REPORT

Mr. Marano thanked Ms. Patel and Ms. Kologrivov for their reports. He welcomed Mrs. LeVon to the Board of Education and thanked Mr. Becker and Mrs. Zammitti Shaw for their years of service to the District.

Mr. Marano presented the Return to Learning Plan. A brief Question and Answer Session followed his presentation.

BUSINESS ADMINISTRATOR'S REPORT

Mr. Kinney invited Ms. Allison Sroka, a representative of Di Cara Rubino, Architects, to present an update on the Locker Rooms Project.

Mr. Kinney thanked Ms. Sroka for her presentation.

PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

- A. Moved by SULLIVAN Seconded FORTUNATO to open the meeting to public discussion.

Members of the public addressed the Board regarding their concerns about the District's Return to Learning Plan.

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

ACTION ITEMS - ✓ = Yes

The following motion was approved by roll call: **P1**

Moved by: BECKER

Seconded: ZAMMITTI SHAW

PERSONNEL

P1. To approve the resolution as follows:

BE IT RESOLVED that the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the "Board") appoints Anthony Riscica (hereinafter referred to as "Riscica"), as the Interim Superintendent of Schools for the Ramapo Indian Hills Regional High School District effective December 11, 2020 and expiring on June 30, 2021.

BE IT FURTHER RESOLVED that the Employment Agreement has been submitted to and approved by the Interim Executive County Superintendent according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18A:7-8(j).

BE IT FURTHER RESOLVED that the Board approves the Employment Agreement with Riscica for the position of Interim Superintendent of Schools for the foregoing period of appointment, which Employment Agreement is attached to the Resolution and made a part thereof.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Business Administrator/Board Secretary to execute, on behalf of the Board, the Employment Agreement by and between the Board and Riscica.

P1

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓, LeVon ✓
Laforgia ✓, Sullivan ✓, Zammitti Shaw ✓, Kinney ✓

The following motions were approved by roll call: **P2 – PO2**

Moved by: FORTUNATO

Seconded: BECKER

- P2. That, as recommended by the Acting 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>
Lucy George Lekunze	Special Education/ IHHS	MA+30, Step 7 ¹	10 months	1/8/21 - 6/30/21	\$64,395 ^{2/3}

¹Plus Doctorate Stipend, \$1,871²Pro-rated³Replacement for Michelle Gramazio

- P3. To approve, as recommended by the Acting Superintendent of Schools, the request for an unpaid Family Leave of Absence, utilizing The Family and Medical Leave Act (FMLA) for Ivy Urdang, IHHS, Social Studies, effective for the period October 26 - December 31, 2020.
- P4. To amend, as recommended by the Acting Superintendent of Schools, the change in assignment for Danielle Ferrara, IHHS, from .2 Special Education, MA, Step 2, \$11,336, and .4065 Social Studies Supplemental, MA, Step 2, \$23,040, to .6 Special Education, MA, Step 2, \$34,006.80, .271 Social Studies Supplemental, MA, Step 2, \$15,359.50, and a fifth period teaching assignment, \$5,165, pro-rated, effective for the period October 5 - December 23, 2020.
- P5. To amend, as recommended by the Acting Superintendent of Schools, the sixth period teaching assignment for Elizabeth Johnson, IHHS, Social Studies, Period 6, at the contractual stipend of \$9,530, pro-rated, effective for the period October 5 - December 23, 2020.
- P6. To amend, as recommended by the Acting Superintendent of Schools, the sixth period teaching assignment for John Murphy, IHHS, Social Studies, Period 8, at the contractual stipend of \$9,530, pro-rated, effective for the period October 5 - December 23, 2020.
- P7. To amend, as recommended by the Acting Superintendent of Schools, the extended teacher replacement assignment for Keely Leggour, IHHS, UP & Social Studies Supervisor, Period 7A, at the contractual rate of \$24/class for the first six days of the assignment, and beginning on the seventh day of the assignment, at the contractual rate of \$50/class, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Board of Education and the Ramapo Indian Hills Supervisors' Association*, effective for the period October 8 - December 23, 2020.
- P8. To amend the appointment, as recommended by the Acting Superintendent of Schools, of Alexandra Austin, RHS, Art, Long-term, Temporary Replacement Teacher, Maternity Leave Replacement for Lauren Gibson, a non-tenured position, not accruing tenure in the position, MA, Step 1, \$294.62/diem, effective for the period September 22 - November 16, 2020, 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.

P9. To approve, as recommended by the Acting Superintendent of Schools, the sixth period teaching assignment for Vanessa Reisinger, RHS, Science, Periods 2A and 8A, at the contractual stipend of \$9,530, pro-rated, effective for the period October 27 - December 17, 2020.

P10. To approve, as recommended by the Acting 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 pro-rated 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>	
Lindsey DeLillo	Kathleen Whaley

P11. To approve, as recommended by the Acting Superintendent of Schools, the appointment of Special School Advisors, subject to all federal, state, county, and local regulations, governing said employment, effective for the 2020-21 School Year; and move to approve applicants' 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., or N.J.S.A. 18A:6-4.13 et seq., as follows:

Ramapo High School

<u>Advisor</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
Kevin Carolan	Physics League I	1	\$2,045
Kevin Carolan	Physics League II	1	2,045

P12. To approve, as recommended by the Acting Superintendent of Schools, the appointment of Fall Production Staff, effective for the 2020-21 School Year. Further move to approve the applicants' 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., as follows:

Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Stipend</u>
Adam Nemeth	Lighting Designer	\$1,400
John Fazio	Set Designer & Construction	1,000

P13. That, as recommended by the Acting Superintendent of Schools, the following persons be approved as athletic coaches, subject to all federal, state, county and local regulations, governing said employment; effective for the 2020-21 School Year; and move to approve applicants' 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. as follows:

Ramapo High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Sean Larson	Asst. Girls' Fencing	Substitute	2	\$4,784

Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
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Noel Segarra	Asst. Indoor Track	Substitute	2	\$3,951
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P14. To approve, as recommended by the Acting Superintendent of Schools, the appointment of Volunteer Coaches, effective for the 2020-21 School Year. Authorization for employment is based on prior verification of background check 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:

<u>Name</u>	<u>Position</u>
Ron Sparagowski	Indoor Track/IHHS
Andrew Litchult	Wrestling/IHHS
Jason Duncan	Bowling/IHHS
David Chen	Ice Hockey/RHS

P15. To accept, with regret, the resignation of Olivia Heidenfelder, RHS, Special Education, effective December 26, 2020.

P16. To accept retirement, with regret, effective December 31, 2020, as follows:

WHEREAS, Ivy Urdang has dedicated herself to the Ramapo Indian Hills Regional High School District for 19 years and 4 months as a Social Studies Teacher, Mock Trial Advisor, and Amnesty International Advisor; 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 Ivy Urdang 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 Ivy Urdang in recognition of her exemplary service to our school district.

EDUCATION

E1. That, as recommended by the Acting Superintendent of Schools, home instruction for District students, at the approved hourly rate, be approved as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
424548	RHS	9
421625	RHS	12

FINANCE

F1. To approve, as recommended by the Acting Superintendent of Schools, the resolution as follows:

WHEREAS, a District employee has submitted a request for reimbursement for work-related travel that is directly related to and within the scope of the employees’ 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 employee as set forth below:

<u>Req. No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
IH20-05	Davidson	Conference for English Leadership	November 22-23, 2020	\$90

POLICY

PO1. To approve, as recommended by the Acting Superintendent of Schools, the second and final reading of District Policies as follows:

<u>Policy Title</u>	<u>Policy No.</u>
Gifted and Talented Students/Honors/ Accelerated Instruction	2464
Administration of Medication	5330

PO2. To approve, as recommended by the Acting Superintendent of Schools, Regulation 5330, Administration of Medication.

P2 – PO2

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓, LeVon ✓
Laforgia ✓, Sullivan ✓, Zammitti Shaw ✓, Kinney ✓

COMMITTEE REPORTS

Mr. Butto reported that a Finance Committee Meeting is scheduled on November 11.

Mrs. LeVon stated that as Chairperson of the Personnel/Goals/Evaluation Committee, she would like to begin to conduct student and parent surveys.

Mr. Carolan reported that members of the Negotiations Committee will be meeting with representatives of the RIHEA on November 12. He also stated the a Strategic Planning Committee Meeting will be scheduled.

Mr. Fortunato stated that a Facilities Committee Meeting will be scheduled later this month.

Mr. Becker reported that an Education Committee Meeting is scheduled on November 12.

BOARD COMMENTS

Members of the Board congratulated the newly-elected Board members.

Members of the Board thanked the public for discussing their insights regarding the District’s Return to Learning Plan.

Mr. Carolan and Ms. Sullivan thanked Mr. Becker and Mrs. Zammitti Shaw for their service to the District.

Members of the Board thanked Mr. Marano for serving as the Acting Superintendent of Schoools.

PUBLIC DISCUSSION

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

Members of the public discussed their concerns regarding contact tracing, substitute teachers, and the percentage of students who have opted to go virtual.

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

ANTICIPATED FUTURE MEETING DATES

Mr. Kinney announced anticipated future meeting dates as follows:

Monday, November 23, 2020, Regular Public Meeting, Electronic Meeting, 8 P.M.

ADJOURNMENT

Moved by BUTTO Seconded: BECKER to adjourn at 10:48 P.M.

John Kinney
Board President

Julie Browne
Board Secretary Pro-tem