

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

**ACTION/WORK SESSION MINUTES**

June 8, 2020

Electronic Public Meeting

Roll Call – Executive Session

Upon roll call at 7 P.M., the Board members responded as follows: Mmes. Kilday, Laforgia, Sullivan, and Zammitti Shaw. Messrs. Becker, Butto, Carolan, Fortunato, and Kinney. Mrs. Beverly MacKay, Superintendent of Schools; and Mr. Frank C. Ceurvels, Business Administrator/Board Secretary; were also present.

The meeting was called to order by the Board president at 7 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. Butto and seconded by Mr. Becker 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 7:37 P.M.

Roll Call – Action/Work Session

Upon roll call at 8 P.M. Board members responded as follows: Mmes. Kilday, Laforgia, Sullivan, and Zammitti Shaw. Messrs. Becker, Butto, Carolan, Fortunato, and Kinney. Mrs. Beverly MacKay, Superintendent of Schools; and Mr. Frank C. Ceurvels, Business Administrator/Board Secretary; were also present.

The meeting was called to order by the Board President at 8 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 stated that Mrs. MacKay has met with Mr. Watson to begin to discuss the transition planning.

Mr. Kinney invited Mr. Ilardi, IHHS, Student Board Representative, and Mr. Ferro, RHS, Student Board Representative, to present their reports as follows: Mr. Ilardi stated: 1) the IHHS Varsity I Club continues to ask for food donations for local charities; 2) all IHHS seniors are looking forward to the in-person Graduation Ceremony; 3) the monetary scholarships were presented to the IHHS seniors on June 10; 4) Project Graduation is planning for a reunion event for seniors in November; 5) the 2020-21 schedules were mailed to the IHHS underclassmen; 6) on behalf of the IHHS student body, Mr. Ilardi congratulated the NHS inductees; and 7) Mr. Ilardi thanked the members of Board for the opportunity to serve as the IHHS Student Board Representative during the 2019-20 School Year. Mr. Ferro stated: 1) Virtual Decision Day was a great event for the RHS seniors; 2) Alumni Day is scheduled on June 9; 3) RHS Student Government elections will be held in the fall; and 3) Mr. Ferro thanked the members of Board for the opportunity to serve as the IHHS Student Board Representative during the 2019-20 School Year.

Mr. Kinney thanked Mr. Ilardi and Mr. Ferro for their reports and wished them the best of luck in their future endeavors.

Mr. Kinney, on behalf of the Board of Education, thanked the 2019-20 retirees for their many years of dedicated service to the District's students. He also congratulated the two Bergen County Teacher Recognition recipients.

### **SUPERINTENDENT'S REPORT**

Mrs. MacKay thanked Mr. Ilardi and Mr. Ferro for their reports and thanked them both for their service as Student Board Representatives during the 2019-20 School Year. Mrs. MacKay also congratulated the 2019-20 retirees and the Bergen County Teacher Recognition recipients and thanked them for their service in the District.

Mrs. MacKay stated that on June 2 a march was held on school grounds, however, this event was an unauthorized use the school property as per the Governor's Executive Order and District Policy.

Mrs. MacKay and Mr. Sutherland provided a status report of the 2019-20 District Goals.

Mrs. MacKay invited Mr. Sutherland to present and discuss the District's Goals for the 2020-21 School Year. Mrs. MacKay thanked Mr. Sutherland for his presentation and stated that these District Goals will be approved by the Board at its June 29, 2020 Regular Public Meeting.

Board discussion followed regarding the 2020-21 District Goals.

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

Mr. Ceurvels reported on District capital projects/initiatives as follows: 1) the Apple Lease Agreement/Resolution OP2 is on tonight's agenda for Board approval; 2) the members of the Facilities Committee met to discuss the renewal of the Agreement with Aramark; the renewal of the contract will be placed on the June 29 Regular Public Meeting Agenda for Board approval; 3) a resolution for Board approval of the District's insurance renewals will be placed on the June 29 Regular Public Meeting; 4) a resolution for the approval to refund parents for subscription bussing will be placed on the June 29 Regular Public Meeting for Board approval; and 5) RFPs were sent to consultants for the development of the District's Long-Range Strategic Plan; the District has received four responses. The members of the Negotiations/Strategic Plan Committee will be meeting to review the responses.

Mr. Ceurvels will continue to update the Board as to the status of these projects/initiatives.

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

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

A member of the public addressed the Board regarding the use of the District's facilities for youth sports.

A member of the public addressed the Board regarding her concerns about the Board's position on the racial issues happening around the country and how this issue affects the mental wellbeing of students. Mr. Kinney thanked her for her comments and stated that the Board has not yet had an opportunity to discuss this matter.

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

### **ACTION ITEMS - ✓ = Yes**

The following motion was removed by roll call: **OP1**

Moved by: CAROLAN Seconded: BUTTO

**OPERATIONS**

OP1. To approve, as recommended by the Superintendent of Schools, the use of the Ramapo Indian Hills Regional High School District facilities for the date(s) indicated in accordance with the rules and regulations governing said use as follows:

*Ramapo High School*

Franklin Avenue Middle School      Graduation; Athletic Field; July 14, 2020; 8 - 11 A.M.  
(Rain Dates: July 15/16, 2020)

**OP1**

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

The following motions were approved by roll call: **P1 – P3; P5 – P6; P8 – P12; P15 – P27; P29 – E2 & OP2 – F3**

Moved by:      KILDAY                      Seconded:      CAROLAN

**PERSONNEL**

P1. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, A.J. Ilardi has served as the Indian Hills High School Student Board Representative for the 2019-20 School Year and has enhanced the communication process between the students of Indian Hills High School and the Board of Education, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that A.J. Ilardi has provided,

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 A.J. Ilardi in recognition of his exemplary service to our school district.

P2. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, Michael Ferro has served as the Ramapo High School Student Board Representative for the 2019-20 School Year and has enhanced the communication process between the students of Ramapo High School and the Board of Education, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Michael Ferro has provided,

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 Michael Ferro in recognition of his exemplary service to our school district.

P3. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, Daniel Keyser has been selected by the Ramapo Indian Hills Regional High School District to represent Indian Hills High School at the 2019-20 Bergen County’s Teacher Recognition Program, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to express appreciation for his

loyalty to the educational goals of the District, his willingness to accept responsibilities, and his high standards of performance. Daniel Keyser serves as an exemplary role model to his colleagues, students, and community.

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 Daniel Keyser in recognition of his exemplary service to our school district.

- P5. To approve the reappointment, as recommended by the Superintendent of Schools, of District Administrators, effective for the period July 1, 2020 - June 30, 2021, as per the terms of the *Agreement between the Ramapo Indian Hills Administrators' Association and the Ramapo Indian Hills Regional High School District*, as follows:

<u>Name</u>	<u>Position</u>	<u>Base Salary</u>
Matthew Bushta	Asst. Principal/IHHS	\$119,498
Claudia Dargento	Asst. Principal/RHS	\$151,000
Daniel Guido	Asst. Principal/IHHS	\$141,637

- P6. To approve, as recommended by the 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>
Melissa Shea	MA to MA+15	\$57,588 to \$58,706	September 1, 2020
Kevin Weydig	BA to BA+15	\$27,924 to \$28,391	September 1, 2020

- P8. To approve, as recommended by the Superintendent of Schools, the request for unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) for Kimberly Batti Valovina, IHHS, Art, effective on or about September 1 - November 24, 2020, and further move to approve an unpaid Childrearing Leave of Absence effective on or about November 25, 2020 - June 30, 2021.

- P9. To approve, as recommended by the Superintendent of Schools, the request for an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) for Lauren Gibson, RHS, Art, effective on or about September 1 - November 14, 2020.

- P10. To amend, as recommended by the 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 Graziella Lazzara, IHHS, World Languages, effective on or about June 2 - 16, 2020, and further move to approve an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) effective on or about September 1 - November 20, 2020, and further move to approve an unpaid Childrearing Leave of Absence effective on or about November 23 - December 23, 2020.

- P11. To approve, as recommended by the Superintendent of Schools, the request for an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) for Kaitlin Schutte, RHS, Special Services, effective on or about September 1 - November 24, 2020.

- P12. To approve, as recommended by the 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 Jessica Griffin, IHHS, English, effective on or about November 2 - December 1, 2020; further move to approve an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) effective on or about December 2, 2020 - March 9, 2021; and further move to approve an unpaid Childrearing Leave of Absence effective on or about March 10 - 19, 2021.

P15. To approve the appointment, as recommended by the Superintendent of Schools, of District Head Teachers effective for the period September 1, 2020 - June 30, 2021, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, as follows:

<u>Name</u>	<u>Department</u>
John Fazio	Applied Technology
Robin Crossley	Family & Consumer Science
Donna Harvey	Business
Jacqueline Sarracco	Music

P16. To approve the appointment of Building Head Teachers, effective for the period September 1, 2020 - June 30, 2021, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, as follows:

<u>Name</u>	<u>Department/Building</u>
Leslie Stephen	Physical Education/Health, RHS
Richard Ohren	Physical Education/Health, IHHS

P17. To approve, as recommended by the Superintendent of Schools, the revised Salary Ranges for the District Independent/Unaligned Employees.

P18. To approve, as recommended by the Superintendent of Schools, the revised Coordinator of Facilities & Operations Job Description.

P19. To approve, as recommended by the Superintendent of Schools 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”) hereby approves the reappointment of the following individuals to the designated positions for the period beginning on July 1, 2020 and ending on June 30, 2021 as follows:

Nicholas Amaral	Staff Development Coordinator	\$99,343
Joseph Amatuzzi	Treasurer of School Monies	\$5,877
Ronald Anello	Director of Athletics & Student Activities, RHS	\$158,916
Lorenzo Baratta	Director of Athletics & Student Activities, IHHS	\$158,916
Brian Belthoff	District Information Systems Analyst	\$87,568
Jeff Boltzer	Building Foreman	\$80,436
Kim Carey	Bus Driver	\$37,310
John Chang	Director of Technology	\$130,500
Paul Cusack	Building Foreman	\$79,151
James Dunbar	Coordinator of Instructional Technology	\$85,684
Carrie Fohlinger	Confidential Secretary to the Business	\$83,252

Administrator / Board Secretary		
Cathryn Foschino	Coordinator of Staffing	\$76,875
Michael Marano	District Director of Student Personnel Services	\$175,275
Nancy Marshall	Coordinator of Payroll Services	\$75,000
Adam Nemeth	Coordinator of Multimedia Technologies	\$82,676
Bernice Parrella	Asst. Business Administrator	\$114,622
Denise Pellegrino	Coordinator of Benefits	\$69,700
Daniel Sutherland	District Director of Curriculum, Instruction, & Articulation	\$176,813
Tony Vukicevic	District Transportation Supervisor	\$67,884
Charles Wolff	District Security Coordinator	\$101,827

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board president to execute, on behalf of the Board, the Employment Agreements by and between the Board and the foregoing employees.

†Ten-month Employee / on call during the months of July and August 2020

P20. To confirm, as recommended by the Superintendent of Schools, the reappointment of Lisa Estrella, RHS, Athletic Trainer, first-year, non-tenured, 10 months, \$66,625, effective for the period August 10, 2020 - June 10, 2021.

P21. To confirm, as recommended by the Superintendent of Schools, the reappointment of Karen Karosy, IHHS, Athletic Trainer, first-year, non-tenured, 10 months, \$78,925, effective for the period August 10, 2020 - June 10, 2021.

P22. To approve, as recommended by the Superintendent of Schools, the appointment of Julie Browne, Executive Assistant to the Superintendent, as Board Recorder effective for the period July 1, 2020 - June 30, 2021, at an annual stipend of \$9,000.

P23. To approve the reappointment, as recommended by the Superintendent of Schools, of District ten- and twelve-month, tenured Administrative Assistants, full-time, effective for the 2020-21 School Year, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Grade/Step</u>	<u>Salary</u>
Rosemarie Ambrose	Grade III/Top+1	\$66,145 <sup>†</sup>
Karen Bailey	Grade IV/Top+1	70,570 <sup>†</sup>
Lisa Blackowski	Grade IV/Top+1	70,570
Karen Chamberlin	Grade III/Top+1	66,145 <sup>†</sup>
Barbara Gaveglio	Grade III/Top+1	66,145 <sup>†</sup>
Teona Hargadon	Grade II/Top+1	54,500
Gina Huerta-Caro	Grade II/Top+1	54,500 <sup>†</sup>
Cheryl Kakascik	Grade II/Top+1	54,500 <sup>†</sup>

Daniella Kesting	Grade III/Top+1	\$66,145 <sup>1</sup>
Virginia Labinski	Grace II/Top+1	54,500
Maureen Lambrix	Grade IV/Top+1	70,570 <sup>2</sup>
Jeanette Lynch	Grade III/Top+1	66,145 <sup>3</sup>
Heather Michels	Grade II/Top+1	64,375
Jennifer Mola	Grade III/Top+1	66,145 <sup>3</sup>
Kristen Peterson	Grade III/Top+1	66,145 <sup>3</sup>
Cathy Pezzuti	Grade III/Top+1	66,145 <sup>3</sup>
Sandra Sedlak	Grade II/Top+1	54,500 <sup>4</sup>
Grace Stramiello	Grade II/Top+1	64,375 <sup>4</sup>
Jill Sweeney	Grade IV/Top+1	70,570 <sup>4</sup>
Diane Winters	Grade II/Top+1	54,500 <sup>4</sup>

<sup>1</sup>Longevity, \$1,000

<sup>2</sup>Longevity, \$1,300

<sup>3</sup>Longevity, \$1,500

<sup>4</sup>Longevity, \$1,800

P24. To approve the reappointment, as recommended by the Superintendent of Schools, of District, of ten- and twelve-month, non-tenured Administrative Assistant, effective for the 2020-21 School Year as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Grade/Step</u>	<u>Salary</u>
Margaret Belger	Grade II/Top+1	\$54,500
Jane Castor	Grade IV/8	66,488
Angela Demetriou	Grade II/8	60,738
Karen Guemeryl (.71)	Grade II/Top+1	38,695
Corrine Jasinski (.71)	Grade II/Step 7	35,623
Jorgelina Moya	Grade II/8	51,563

P25. To approve the reappointment, as recommended by the Superintendent of Schools, of District Technology Support Specialists, effective for the period July 1, 2020 - June 30, 2021 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Step</u>	<u>Salary</u>
David Conca	11	\$71,123 <sup>3</sup>
Joel Reid	11	71,123 <sup>3</sup>
Samuel Salvi	7	61,998

Matthew Zmigrodski 11 \$71,123<sup>1</sup>

<sup>1</sup>Longevity, \$1,000

<sup>2</sup>Longevity, \$1,300

<sup>3</sup>Longevity, \$1,500

<sup>4</sup>Longevity, \$1,800

P26. To approve the reappointment, as recommended by the Superintendent of Schools, of Matthew Zmigrodski, RHS, Head Technician, \$1,692, effective for the period July 1, 2020 - June 30, 2021 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue a contract of employment.

P27. To approve the reappointment, as recommended by the Superintendent of Schools, of District Custodial and Maintenance personnel, twelve-month, tenured and non-tenured, effective for the period July 1, 2020 - June 30, 2021 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Step</u>	<u>Salary</u>
Greg Aug <sup>7</sup>	9	\$69,650 <sup>4</sup>
Mark Aug <sup>7</sup>	9	69,650 <sup>3/4</sup>
Caesar Baldi	9	64,342 <sup>3/4/5</sup>
Vincent Bulzomi <sup>2</sup>	3	51,311 <sup>4/5</sup>
John Carey <sup>7</sup>	7	59,782 <sup>4/5</sup>
Kenneth Doka	9	67,578 <sup>3/4</sup>
Gary Galek	9	73,162 <sup>3/4/6</sup>
Anthony Gesimondo <sup>7</sup>	6	57,502 <sup>4</sup>
Hank Gregory <sup>7</sup>	9	69,650 <sup>3/4</sup>
Kirby Hummel <sup>7</sup>	9	73,162 <sup>3/4</sup>
Thomas Kindergan <sup>7</sup>	9	73,162 <sup>4</sup>
James McBride <sup>7</sup>	5	55,282 <sup>4/5</sup>
John P. Williams <sup>7</sup>	9	64,342 <sup>3/4</sup>

<sup>1</sup>Longevity, \$2,250

<sup>2</sup>Longevity, \$2,700

<sup>3</sup>Longevity, \$3,100

<sup>4</sup>Black Seal License, \$500

<sup>5</sup>Second Shift Bonus, \$250

<sup>6</sup>In-Charge License, \$600

<sup>7</sup>Non-tenured

P29. To approve the reappointment, as recommended by the Superintendent of Schools, of full- and part-time, ten-month Security Aides, effective for the period September 1, 2020 - June 30, 2021 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president

and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Building</u>	<u>Step</u>	<u>Salary</u>
Connie Cheff (.85)	IHHS	4	\$23,984
Rockie Christopher (.85)	IHHS	1	22,071
Barbara Dirk (.43)	IHHS	4	12,133
Robert Jasinski (.85)	IHHS	4	23,984 <sup>1</sup>
Walter Meyers	IHHS	4	28,216 <sup>3</sup>
Kevin Mosca (.85)	IHHS	4	23,894
William Mulcahy (.85)	IHHS	4	23,984 <sup>3</sup>
John Zahn (.85)	IHHS	4	23,984
Salvatore DeSena (.85)	RHS	4	\$23,984
Paul Dispoto (.85)	RHS	4	23,984
Ronald Dubiel (.85)	RHS	4	23,984
William Kirsch (.85)	RHS	4	23,984
Karen Leenstra (.85)	RHS	4	23,984
Linda Lucibello	RHS	4	28,216 <sup>3</sup>
Brian Mosca (.85)	RHS	4	23,984
John Plavier (.85)	RHS	4	23,984

<sup>1</sup>Longevity, \$1,125

<sup>2</sup>Longevity, \$1,350

<sup>3</sup>Longevity, \$1,550

- P30. To approve, as recommended by the Superintendent of Schools, the change in assignment for Susan Ciambriello, RHS, from .6 World Languages, MA+30, Step 6, \$37,327.20, to .8 World Languages, MA+30, Step 6, \$49,769.60, effective for the period June 2 - 16, 2020.
- P31. To approve, as recommended by the Superintendent of Schools, the sixth period teaching assignment for Elisa Britnell, District, World Languages, Period 4, at the contractual stipend of \$9,530, pro-rated, effective for the period June 2 - 16, 2020.
- P32. To approve, as recommended by the Superintendent of Schools, the sixth period teaching assignment for Leonardo Castano, RHS, World Languages, Period 6, at the contractual stipend of \$9,530, pro-rated, effective for the period June 2 - 16, 2020.
- P33. To approve, as recommended by the Superintendent of Schools, the sixth period teaching assignment for Laura Astorina, RHS, World Languages, Period 9, at the contractual stipend of \$9,530, pro-rated, effective for the period June 2 - 16, 2020.
- P34. To approve, as recommended by the Superintendent of Schools, the extended teacher replacement assignment for Erika McGavin, IHHS, World Languages & Family & Consumer Science Supervisor, Period 1, 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 May 29 - June 16, 2020.*

P35. To approve, as recommended by the Superintendent of Schools, the placement of Christopher Liquori, a Manhattan College Student, to complete his School Counseling Internship (300 hours) in the Guidance Department, Ramapo High School, effective for the 2020-21 School Year.

P36. To approve the appointment, as recommended by the Superintendent of Schools, of on-call, substitute custodians at an hourly contracted rate of \$17.85, no benefit coverage, with a schedule limited to less than 30 hours per week as assigned by District administration, for the period July 1, 2020 - June 30, 2021, as follows:

<u>Name</u>	<u>Building</u>
Patrick Regan	District
Salvador Saavedra	District

P37. To approve the appointment, as recommended by the Superintendent of Schools, of District substitute bus drivers, effective for the period September 1, 2020 - June 30, 2021, for a maximum of 35 hours per week, and further move to approve the summer, temporary employment for the period July 1 - August 31, 2021, as follows:

<u>Name</u>	<u>Hourly Rate</u>
Vincent Degennaro	\$25.00
Emanuel Garofalo	25.00
Laurie Lydecker	25.00
Kim Marchese	25.00
Diane Maskley	25.00
Guvan Nuralis	25.00
Nancy Rosa	25.00
David Van Hook	25.00
Dennis Villarie	25.00

P38. To approve, as recommended by the Superintendent of Schools, the summer employment for Kim Sikora and Tereena Elias, RHS, School Nurses, during the months of July and/or August 2020, not to exceed 10 days, at the approved contractual hourly rate.

P39. To approve, as recommended by the Superintendent of Schools, the summer employment for Lisa Haas-Wasserman and Donna Garbaccio, IHHS, School Nurses, during the months of July and/or August 2020, not to exceed 10 days, at the approved contractual hourly rate.

P40. To approve the summer employment of Margaret Belger, RHS, and Gina Huerta-Caro, IHHS, Athletics & Student Activities Office, Administrative Assistants, during the months of July and/or August 2020, not to exceed ten (10) days, at the approved contractual rate.

P41. That, as recommended by the 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:

**Indian Hills High School**

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Alex Mella	Asst. Football	Standard	1	\$5,778
George Hill	Asst. Football	Standard	4	7,304

P42. To amend, as recommended by the Superintendent of Schools, the appointment of Cindy Calderon, IHHS, Girls’ Soccer, Step 4, \$8,437, effective for the 2020-21 School Year.

P43. To approve, as recommended by the Superintendent of Schools, the appointment of Bob Connell, IHHS Volunteer Football Coach, 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.

P44. To accept, as recommended by the Superintendent of Schools, the resignation of District Athletic Coaches as follows:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Olivia Heidenfelder	Football Cheerleading	effective immediately
Samantha Shane	Asst. Football Cheerleading	effective immediately

P45. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the “Board”) submitted merit pay criteria for the 2019-20 School Year for Mrs. Beverly MacKay to the Bergen County Interim Executive Superintendent for review on August 27, 2019; and

WHEREAS, the Bergen County Interim Executive Superintendent approved the merit pay criteria for Mrs. MacKay on November 7, 2019; and

NOW, THEREFORE BE IT RESOLVED that the Board hereby certifies that the following qualitative and quantitative criteria that was submitted and approved by the Bergen County Interim Executive Superintendent have been satisfactorily completed by Mrs. MacKay:

***Quantitative***

1. The Superintendent will evaluate Special Education Services and Programs at each high school and make recommendations for 15% improved consistency of the difference in consistency between the two high schools by June of 2020. Value 3.33% of base salary - \$5,933.49
2. The Superintendent will coordinate a “New Faculty” roundtable four times throughout the year to support new teaching staff in the Ramapo Indian Hills Regional High School District. New teachers will increase their understanding of the culture, programs and practices, and classroom procedures by 30% through attendance and involvement in the Roundtables. These focus groups will allow for a feedback forum, questions and answers, current issues, support to promote student achievement, and community resources. Value 3.33% of base salary - \$5,933.49
3. As an outcome and recommendation of the FLOW Leaders Meetings during the 2018-19 School Year, the Superintendent will work collaboratively with the Franklin Lakes, Oakland, and Wyckoff Police Departments to organize a Fall Parent Education Forum on school safety and security including parent roles and responsibilities during an emergency situation. This forum will

raise the level of parent understanding and knowledge by 25% as measured by pre- and post-surveys. Additionally, the Superintendent will send out a newsletter three times during the year - Fall, Winter, and Spring - to raise awareness of parent roles and responsibilities during an emergency situation in the schools. Value 3.33% of base salary - \$5,933.49

**Qualitative**

1. The Superintendent will conduct two comprehensive book study groups with the administrative teams from Ramapo and Indian Hills High Schools, as well as the Central Office. *Multipliers* (Liz Wiseman) will be studied during the Fall with three scheduled meetings and *Leadershift* (John Maxwell) will be studied in the Spring with three scheduled meetings. Value 2.5% of base salary - \$4,454.57
2. In continuing with the “Green Initiative”, the Superintendent will build a catalog of all job descriptions, both certificated and non-certificated, in the District to be posted in the Human Resources Section of the Ramapo Indian Hills Regional High School District website. Value 2.5% of base salary - \$4,454.57

BE IT FURTHER RESOLVED that Mrs. MacKay is entitled to, and shall receive, a merit pay bonus of \$26,709.61, which is equal to 14.99% of her base salary of \$178,182.78; and

BE IT FURTHER RESOLVED, that the Board shall submit the within resolution to the Bergen County Interim Executive Superintendent for review and approval prior to payment being made to Mrs. MacKay.

P46. To accept the retirement, with regret, effective July 1, 2020, as follows:

WHEREAS, Robert Wilson has dedicated himself to the Ramapo Indian Hills Regional High School District for eight years as a Science 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 Robert Wilson 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 Robert Wilson in recognition of his exemplary service to our school district.

**EDUCATION**

- E1. To approve, as recommended by the Superintendent of Schools, the expenditure of \$100 to Alexandra Tomaselli, RHS, and Dan Ferat, IHHS, for educational materials of their choice for use either in their classrooms or the libraries as recipients of the 2019-20 Bergen County’s Teacher / Educational Services Professionals Recognition Award.
- E2. To approve, as recommended by the Superintendent of Schools, the request for a District textbook for the 2020-21 School Year as follows:

<u>Title</u>	<u>Author</u>	<u>Publication &amp; Copyright Date</u>	<u>Course</u>
Stats - Modeling the World	Bock, Bullard, Velleman, DeVaux	Savvas/Pearson, 2019	AP Statistics

**OPERATIONS**

- OP2. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (the “Board”) has determined that it is necessary and advisable to lease purchase laptops from Apple, Inc., through the Educational Services Commission of New Jersey (“ESCNJ”) cooperative pricing system, under Bid Number ESCNJ 18/19-67; and

WHEREAS, Apple, Inc., is offering the lease purchase agreement of such products in the total amount of \$713,907.50, with 0% percent financing for a term of four (4) years, totaling contract sum of \$2,682,890, less a discount of \$95,223.77, for a total contract sum of \$2,587,666.23; and

WHEREAS, the School Business Administrator/ Board Secretary has documented the products necessary and best meets the needs of the School District.

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby approves the lease purchase of the products from Apple, Inc., through the ESCNJ cooperative pricing system under Bid Number ESCNJ 18/19-67, as well as the Lease Purchase Agreement No. 6976132, as amended, together with the Payment Schedule attached hereto.

BE IT FURTHER RESOLVED that the Board President and the Business Administrator/ Board Secretary are hereby authorized to execute the Lease Purchase Agreement, as amended, on behalf of the Board and any other documents necessary to implement the Agreement consistent with this resolution.

BE IT FURTHER RESOLVED that payments under the Lease Purchase Agreements shall be subject to the annual appropriation of funds sufficient to meet the required payments.

BE IT FURTHER RESOLVED that the School Business Administrator/ Board Secretary is hereby directed to file the Agreement with the Executive County Superintendent pursuant to N.J.A.C. 6A:26-10.

**FINANCE**

F1. To approve, as recommended by the Superintendent of Schools, the hourly rates for the 2020-21 School Year as follows:

Substitute Custodian	\$17.85
Substitute Administrative Assistant	\$20.76
Substitute Bus Driver - First Year	\$17.68
Substitute Bus Driver - Second Year	\$19.73
Substitute Bus Driver - Third Year	\$25.00
In-Sub Teacher	\$24/period

F2. To approve, as recommended by the Superintendent of Schools, a revision to the Nancy Collins Memorial Scholarship, as per Board of Education Policy 6650, as follows:

Effective for the period June 2020, two (2) individual scholarships, in the amount of \$2,500 each, will be awarded to two (2) Indian Hills High School graduating Seniors and effective for the period June 2021, one (1) final award of \$600 will be awarded to one Indian Hills High School graduating Senior.

F3. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, District employees have submitted requests for reimbursement for work-related travel that is directly related to and within the scope of the employee’s current work responsibilities; and

WHEREAS, the Board has previously authorized such work-related travel, and the District’s school business administrator or designee has reviewed the documentation submitted by the employee and found same to be in compliance with the Board’s policy provisions and approval requirements; and

WHEREAS, the travel request listed below specifies for each item of reimbursement the specific promotion of delivery of instruction or furtherance of the efficient operation of the school district, and the amount of each listed reimbursement does not exceed State travel reimbursement guidelines;

NOW, THEREFORE, BE IT RESOLVED, in accordance with the provisions of Board Policy and *N.J.A.C. 6A:23B-1.1 et seq.*, that the Board of Education hereby approves work-related travel reimbursement to its employees as set forth below:

<u>Req. No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
IH19-66	Levine	ELL Summit Online	June 8, 2020	\$149.00
R19-67	K. Carolan	Physics 1 - APSI Online	June 22-25, 2020	\$675.00

**P1 – P3; P5 – P6; P8 – P12; P15 – P27; P29 – E2 & OP2 – F3**

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

The following motion was approved by roll call: **P4**

Moved by: KILDAY                      Seconded: CAROLAN

**PERSONNEL**

P4. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, Alexandra Tomaselli has been selected by the Ramapo Indian Hills Regional High School District to represent Ramapo High School at the 2019-20 Bergen County’s Teacher Recognition Program, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to express appreciation for her loyalty to the educational goals of the District, her willingness to accept responsibilities, and her high standards of performance. Alexandra Tomaselli serves as an exemplary role model to her colleagues, students, and community.

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 Alexandra Tomaselli in recognition of her exemplary service to our school district.

**P4**

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓, Laforgia ✓, Sullivan **ABSTAIN**, Zammitti Shaw ✓, Kilday ✓, Kinney ✓

The following motion was approved by roll call: **P7**

Moved by: KILDAY                      Seconded: CAROLAN

**PERSONNEL**

P7. To approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District staff, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and

directed to issue contracts of employment, effective for the period September 1, 2020 - June 30, 2021, as follows:

<u>Name</u>	<u>Department</u>	<u>School</u>	<u>Level/Step</u>	<u>Salary</u>
Annmarie Anderson	Science	IHHS	BA+15/16	\$76,687 <sup>A</sup>
Kim Angerson	Science	RHS	MA/19	92,796 <sup>A</sup>
Staci Anson	Social Studies	RHS	MA+30/20	104,061 <sup>B</sup>
Christopher Anzano	Physical Education & Health	RHS	MA/8	63,165
Mark Aramburu	Physical Education & Health	IHHS	MA/20	97,504 <sup>B/3</sup>
Lee Barber	Mathematics	RHS	MA/19	92,796 <sup>B/3</sup>
Marisa Barnes	Science	RHS	BA/16	73,437 <sup>B/1</sup>
Pierre Barreau	World Languages	District	MA+30/20	104,061 <sup>B/2</sup>
Thomas Basili	English	RHS	BA+15/13	68,314 <sup>A</sup>
Karli Basilicato	Health	RHS	BA/15	70,437 <sup>A</sup>
Kenneth Bellottie	Mathematics	IHHS	MA+30/16	85,221 <sup>A</sup>
Joanne Braun	Science	IHHS	MA+30/20	104,061 <sup>B/2</sup>
Elisa Britnell	World Languages	District	MA+30/18	95,636 <sup>A</sup>
Julie Buccino	Physical Education & Health	IHHS	MA/9	65,255 <sup>A</sup>
Hanna Cantwell	Mathematics	IHHS	MA+30/10	69,553 <sup>A</sup>
Leonardo Castano	World Languages	RHS	MA+30/16	85,221 <sup>A</sup>
Matthew Caulfield	Mathematics	District	MA/9	65,255
Elizabeth Cericola	.8 Business	IHHS	BA/20	68,770 <sup>A</sup>
Luz Ciprian	World Languages	RHS	BA/12	64,287 <sup>A</sup>
Michele Clancy	Special Education	IHHS	MA/20	97,504 <sup>B/2</sup>
Marc Conley	Special Education	IHHS	MA+15/16	82,768 <sup>B</sup>
Christopher Cornetto	Science	IHHS	MA+30/18	95,636 <sup>A</sup>
Teresita Crane	Social Studies	RHS	MA+30/15	81,018 <sup>B/2</sup>
Robin Crossley	Family & Consumer Science	District	MA+30/19	99,736 <sup>B/3</sup>
Lauren	Mathematics	IHHS	MA+30/9	68,131 <sup>A</sup>

## Damstrom

Laura Dantoni	Family & Consumer Science	District	BA/14	\$67,537
Tanushree Desai	Special Education	RHS	MA+30/6	62,767
Angela DiBlasio-Funk	Social Studies	IHHS	BA+15/19	86,224 <sup>B/1</sup>
Jennifer Dinan	Mathematics	IHHS	MA+30/14	76,823 <sup>B</sup>
Laura Dondero	Guidance	RHS	MA/8	63,165
Alyssa Durfee	.6 Social Studies	IHHS	MA/15	46,495 <sup>B/2</sup>
Ornella Eustice	English	RHS	MA/20	97,504 <sup>B/3</sup>
Jill Fackelman	Physical Education & Health	IHHS	MA+15/20	99,476 <sup>A</sup>
Gale Fanale	Business	IHHS	MA+30/20	104,061 <sup>B/3</sup>
John Fazio	Applied Technology	IHHS	MA+30/18	95,636 <sup>A</sup>
Dan Ferat	English	IHHS	MA+30/15	81,018 <sup>B/2</sup>
Melissa Ferro	Ed Media Specialist	RHS	MA+30/19	99,736 <sup>B/2</sup>
Mark Friedman	Music	District	BA/20	85,962 <sup>B/1</sup>
John Gaccione	Mathematics	RHS	MA+30/20	104,061 <sup>B</sup>
Donna Garbaccio	School Nurse	IHHS	BA/18	79,537
Katherine Gaspar	Family & Consumer Science	RHS	MA+30/20	104,061 <sup>B/2</sup>
Drew Gibbs	Physical Education	RHS	BA+15/20	89,804 <sup>B/1</sup>
Lauren Gibson	Art	RHS	MA+30/12	73,259 <sup>A</sup>
Michael Glodava	.6 Applied Tech/SLE	RHS	MA/6	35,434
	.271 Social Studies Supplemental	RHS	MA/6	16,005
Sandra Gordon	Physical Education & Health	RHS	MA+30/12	73,259 <sup>A</sup>
Michelle Gramazio	Special Education	IHHS	MA/9	65,255 <sup>A</sup>
Debora Greene	Business/Math	IHHS	MA+30/16	85,221 <sup>B/2</sup>
Hailee Gregory	Social Studies	RHS	MA/5	57,588
Nicholas Guttuso	Physical Education & Health	RHS	MA+30/9	68,131 <sup>A</sup>

Lisa Haas-Wasserman	School Nurse	IHHS	BA/19	\$82,637
James Hague	Physical Education & Health	RHS	BA/20	85,962 <sup>B/1</sup>
Donna Harvey	Business	RHS	MA+30/19	99,736 <sup>B/3</sup>
Carly Hausch	Mathematics	IHHS	MA+30/14	76,823 <sup>B</sup>
Susan Heerema	Music	IHHS	BA/17	76,437 <sup>B/1</sup>
Ronald Heusser	Social Studies	IHHS	MA+30/20	104,061 <sup>B/3</sup>
Lisa Higbie	Art	RHS	BA+15/15	74,628
George Hill	Physical Education & Health	IHHS	MA/20	97,504 <sup>B/4</sup>
Kevin Hogan	Special Education	IHHS	MA+30/8	66,263 <sup>A</sup>
Gregory Hudak	Science	RHS	BA+15/20	89,804 <sup>B/1</sup>
Michael Ivanov	Social Studies	RHS	BA+15/7	59,432
Scott Jackson	Social Studies	RHS	MA/19	92,796 <sup>B/3</sup>
Thomas Jaeger	Science	RHS	MA/11	67,993 <sup>A</sup>
Samantha Janiszak	Special Education	IHHS	MA+15/9	66,542
Elizabeth Johnson	Social Studies	IHHS	MA+30/14	76,823 <sup>B</sup>
Christopher Jolin	Science	IHHS	MA/20	97,504 <sup>B/3</sup>
Christine Kamper	Social Studies	District	BA+15/10	64,256
Peter Kanefke	Science	RHS	MA+30/20	104,061 <sup>B/3/6</sup>
Christine Kelly	Special Education	IHHS	MA+30/9	68,131 <sup>A</sup>
Daniel Keyser	English	IHHS	BA/9	60,272 <sup>A</sup>
Karen Klingner	Guidance	IHHS	MA+30/20	104,061 <sup>B/2</sup>
Christine Koons	Physical Education & Health	IHHS	BA/20	85,962 <sup>B/1</sup>
Laurie Kusma	Family & Consumer Science	District	BA/17	76,437 <sup>A</sup>
Sarah Kvyat	Mathematics	IHHS	MA+15/5	58,706
Maria LaBarbiera	Special Education	IHHS	MA+30/20	104,061 <sup>B/2</sup>
Edith LaChac	Ed Media Specialist	IHHS	MA+30/ 8	66,263
Daniel Laner	Social Studies	RHS	BA/11	62,787 <sup>A</sup>

Cari Laughman	Special Education	RHS	MA/7	\$61,073
Graziella Lazzara	World Languages	IHHS	BA+15/13	68,314
Karen Lereah	Special Education	IHHS	MA+30/20	104,061 <sup>B/2</sup>
Kimberly LoBello	Psychology	RHS	MA+15/15	79,018 <sup>A</sup>
Susan Loccke	English	RHS	MA/20	97,504 <sup>A</sup>
Shannon Luke	Social Studies	IHHS	BA/9	60,272 <sup>A</sup>
Corrin Manzo	English	RHS	MA+30/16	85,221 <sup>B/2</sup>
Heather Manzo	English	RHS	MA/15	77,492 <sup>B/2</sup>
William Manzo	English	RHS	MA+30/18	95,636 <sup>B/3</sup>
Jutta Marateo-Gonzalez	Science	IHHS	MA+15/20	99,476 <sup>B</sup>
Jill Matcovich	Special Education	RHS	MA+15/8	64,407 <sup>A</sup>
Christopher Mayer	Social Studies	District	MA+30/7	64,395
Courtney McDonough	Science	IHHS	MA+30/13	74,989 <sup>A</sup>
Sarah McGowan	Mathematics	IHHS	MA+30/20	104,061 <sup>A</sup>
Cheri McLaughlin	World Languages	IHHS	MA+30/18	95,636 <sup>B/2</sup>
Michael Michels	Science	IHHS	MA+30/20	104,061 <sup>B/3</sup>
Danielle Migliacci	Business	RHS	BA/18	79,537 <sup>B/1</sup>
Kathleen Miller	Science	IHHS	MA+30/12	73,259 <sup>A</sup>
Dominic Mulieri	Physical Education & Health	IHHS	MA/5	57,588
John Mungiello	Art	IHHS	MA/5	57,588
John Murphy	Social Studies	IHHS	BA/9	60,272
Keri Myones	English	RHS	MA+15/11	69,345 <sup>A</sup>
Michael Nangle	Social Studies	RHS	MA/16	81,147 <sup>B/2</sup>
Vincent Nguyen	Science	RHS	MA+30/9	68,131 <sup>A</sup>
Meredith Noah	Social Studies	RHS	MA+30/20	104,061 <sup>B/3</sup>
Matthew	Mathematics	RHS	MA/8	63,165

O'Neill				
Matthew Occhipinti	Special Education	RHS	MA/20	\$97,504 <sup>B/2</sup>
Richard Ohren	Physical Education & Health	IHHS	MA+30/18	95,636 <sup>B/3</sup>
Hugo Ospina	World Languages	RHS	MA+30/17	91,487 <sup>B/2</sup>
Lona Ozrek	Mathematics	RHS	BA/15	70,437
Pamela Pappas	Mathematics	RHS	BA+15/20	89,804 <sup>B/1</sup>
Michael Paravati	Social Studies	IHHS	MA+30/6	62,767
Michelle Patrickio	English	IHHS	MA/14	72,976 <sup>B</sup>
Dianna Peller	English	IHHS	MA/15	77,492 <sup>A</sup>
Ronald Petherbridge	Science	IHHS	BA+15/19	86,224 <sup>B/1</sup>
Vincenzina Piccinno	Guidance	RHS	MA+30/20	104,061
Daniel Poalillo	Science	District	BA/13	65,887 <sup>A</sup>
Sean Quirk	Art	RHS	MA/15	77,492 <sup>A</sup>
Vanessa Reisinger	Science	RHS	BA/6	56,747
Emily Reitter	Music	RHS	BA+15/7	59,432
Angela Rodriguez	World Languages	RHS	MA+30/15	81,018 <sup>B</sup>
David Russell	Science	RHS	MA/20	97,504 <sup>B/2</sup>
Thomas Russo	Physical Education & Health	IHHS	MA+30/10	69,553 <sup>A</sup>
Cynthia St. Clair	English	IHHS	MA+15/18	90,063 <sup>B/3</sup>
Jonathan Samarro	English	RHS	MA/20	97,504 <sup>B/3</sup>
Jacqueline Sarracco	Music	RHS	MA/20	97,504 <sup>B/3</sup>
Susan Sautner	.542 English Supplemental	IHHS	MA/16	43,982 <sup>S</sup>
Deborah Scanlon	Special Education	IHHS	BA+15/14	71,078 <sup>A</sup>
Allison Schachtel	Guidance	IHHS	MA+30/7	64,395
John Schilstra	Applied Technology	RHS	BA/17	76,437 <sup>A</sup>
Kaitlin Schutte	Special Education	RHS	MA+15/9	66,542 <sup>A</sup>
Deborah	English	RHS	MA+30/15	81,018 <sup>A</sup>

## Schwarz

Melissa Shea	Art	IHHS	MA+15/5	\$58,706
Eileen Shemon	.4 Physical Education	RHS	MA/14	29,190 <sup>^</sup>
Jennifer Sherry	Guidance	IHHS	MA+30/20	104,061 <sup>B/2</sup>
Pamela Sibia	Social Studies	RHS	MA+30/16	85,221 <sup>B/2</sup>
Kimberly Sikora	School Nurse	RHS	BA+15/19	86,224 <sup>^</sup>
Diana Silva	Guidance	RHS	MA+30/11	71,203 <sup>^</sup>
Nicoletta Slovinski	Mathematics	RHS	MA+30/18	95,636 <sup>^</sup>
Lauren Smalley	Social Studies	IHHS	MA+30/11	71,203 <sup>^</sup>
Jamie Sporn	English	RHS	MA+30/17	91,487 <sup>B/2</sup>
Margaret Stanczak	English	IHHS	BA/20	85,962 <sup>B/1</sup>
Kathleen Steier	English	RHS	MA+30/10	69,553 <sup>^</sup>
Leslie Stephen	Physical Education & Health	RHS	MA/20	97,504 <sup>B/5</sup>
Rosemarie Sturm	.542 English Supplemental	IHHS	BA/17	41,429 <sup>7</sup>
Karen Szura	Physical Education & Health	RHS	MA+30/20	104,061 <sup>B/4</sup>
Ellen Tarlowe	School Psychologist	IHHS	MA+30/20	104,061 <sup>B/4</sup>
Alexandra Tomaselli	Mathematics	RHS	BA+15/9	62,611 <sup>^</sup>
Josephine Trigo Kelly	World Languages	RHS	MA+30/20	104,061 <sup>B/3</sup>
Ivy Urdang	Social Studies	IHHS	MA+30/20	104,061 <sup>B/2/6</sup>
Linea Van Dyke	Mathematics	RHS	MA+30/20	104,061 <sup>B/2</sup>
David Van Hook	Physical Education & Health	RHS	MA+30/19	99,736 <sup>B/2</sup>
Cynthia VanderMolen	Social Studies	RHS	MA/13	70,943 <sup>B</sup>
Joseph Verdon	English	IHHS	BA+15/9	62,611
Reina Viruet	World Languages	IHHS	MA/20	97,504 <sup>^</sup>
Marc Vogel	Science	RHS	MA+30/17	91,487
Timothy Walkowich	Science	IHHS	MA+15/7	62,271
Michael Walty	Guidance	RHS	MA+30/14	76,823 <sup>^</sup>

Patricia Wehran	World Languages	IHHS	MA+15/18	\$90,063 <sup>B/3</sup>
Kathleen Whaley	English	RHS	MA+30/20	104,061 <sup>B/2</sup>
Thomas Witterschein	Social Studies	RHS	MA+30/20	104,061 <sup>B/3</sup>
Allison Wittlinger	Special Education	IHHS	BA+15/17	79,724 <sup>B/1</sup>
Michael Yasosky	Physical Education & Health	RHS	MA+15/19	94,657 <sup>B/3</sup>
Elba Zakrzewski	Guidance	IHHS	MA+30/20	104,061 <sup>B/2</sup>

<sup>A</sup>Longevity, Step A, \$1,625

<sup>B</sup>Longevity, Step B, \$2,400

<sup>1</sup>Longevity, Tier 1/BA, \$4,300

<sup>2</sup>Longevity, Tier 2/MA, \$5,000

<sup>3</sup>Longevity, Tier 3/MA, \$5,500

<sup>4</sup>Longevity, Tier 4/MA, \$6,000

<sup>5</sup>Longevity, Tier 5/MA, \$7,560

<sup>6</sup>Doctorate Stipend, \$1,871

<sup>7</sup>Longevity, Step A, \$875

<sup>8</sup>Longevity, Step B, \$950

**P7**

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓, Laforgia ✓, Sullivan **ABSTAIN**, Zammitti Shaw ✓, Kilday ✓, Kinney ✓

The following motion was approved by roll call: **P13**

Moved by: KILDAY                      Seconded: CAROLAN

**PERSONNEL**

P13. To approve, as recommended by the Superintendent of Schools, the reappointment of certificated District Subject Supervisors effective for the period September 1, 2020 - June 30, 2021, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Supervisors’ Association and the Ramapo Indian Hills Regional High School District Board of Education* effective for the period July 1, 2019 through June 30, 2021, as follows:

Ramapo High School

Nancy Blomquist, English & Media Center	MA+30, Step 20, \$104,061; \$2,400 & \$5,000, Longevity; SS Step 4, \$25,116; Summer Stipend, \$7,080
Joseph DelBuono, Social Studies & Music	MA+30, Step 20, \$104,061; \$2,400 & \$5,500, Longevity; SS Step 4, \$25,116; Summer Stipend, \$7,100
Michael Kaplan, Business & Math	MA+30, Step 20, \$104,061; \$1,625, Longevity; SS Step 4, \$25,116; Summer Stipend, \$6,780
Louisa Martone, UP & Science	MA+30, Step 20, \$104,061; \$2,400, Longevity; SS Step 4, \$25,116; Summer Stipend, \$6,820
Jennifer Perry, Guidance	MA+30, Step 16, \$85,221; \$2,400, Longevity; SS Step 4, \$25,116; Summer

	Stipend, \$5,840
Michele Hill Thomas, Family & Consumer Science and World Languages	MA+30, Step 20, \$104,061; \$2,400 & 5,000, Longevity; SS Step 4, \$25,116; Summer Stipend, \$7,080
<u>Indian Hills High School</u>	
Linda Bergrin, Special Services	MA+30, Step 20, \$104,061; \$2,400 & \$6,000, Longevity; SS Step 4, \$25,116; Summer Stipend, \$7,130
Karen Davidson, English & Media Center	MA+30, Step 19, \$99,736; \$2,400 & \$5,500, Longevity; SS Step 3, \$22,741; Summer Stipend, \$6,760
Keely Leggour, UP & Social Studies	MA+30, Step 17, \$91,487; \$2,400 & \$5,000, Longevity; SS Step 4, \$25,116; Summer Stipend, \$6,430
Angela Manzi, UP & Science	MA+30, Step 20, \$104,061; \$2,400 & \$6,000, Longevity; SS Step 4, \$25,116; Summer Stipend, \$7,130
Erika McGavin, Family & Consumer Science and World Languages	MA+30, Step 20, \$104,061; \$2,400 & \$5,000, Longevity; SS Step 4, \$25,116; Summer Stipend, \$7,080
Kathleen Robinson, Guidance	MA+30, Step 19, \$99,736; \$1,625, Longevity; SS Step 4, \$25,116; Summer Stipend, \$6,550
Amanda Zielenkiewicz, Business & Math	MA+30, Step 13, \$74,989; \$1,625, Longevity; SS Step 4, \$25,116; Summer Stipend, \$5,270
<u>District</u>	
Richard Burton, Physical Education & Art	MA+30, Step 20, \$104,061; \$1,625, Longevity; SS Step 4, \$25,116; Summer Stipend, \$6,780

**P13**

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓, Laforgia ✓, Sullivan **ABSTAIN**, Zammitti Shaw ✓, Kilday ✓, Kinney ✓

The following motion was approved by roll call: **P14**

Moved by: KILDAY                      Seconded: CAROLAN

**PERSONNEL**

P14. To approve, as recommended by the Superintendent of Schools, the appointment of Stuart Barudin, RHS, Interim CST Supervisor, Long-term, Temporary Replacement, a non-tenured position, not accruing tenure in the position, \$625/diem, effective for the period September 1, 2020 - June 30, 2021, plus ten (10) summer days, subject to all federal, state, county and local regulations, governing said employment, and move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue a contract of 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., as applicable.

**P14**

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓, Laforgia ✓, Sullivan **ABSTAIN**, Zammitti Shaw ✓, Kilday ✓, Kinney ✓

The following motion was approved by roll call: **P28**

Moved by: KILDAY                      Seconded: CAROLAN

**PERSONNEL**

P28. To approve the reappointment, as recommended by the Superintendent of Schools, of Instructional Aides, effective for the period September 1, 2020 - June 30, 2021 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Building</u>	<u>Step</u>	<u>Salary</u>
Guy Bertola	IHHS	4	\$30,151
Bettina Curtiss	IHHS	4	30,151
Anna Egan	IHHS	4	30,151
Heather Johnson	IHHS	4	30,151 <sup>1</sup>
Michael Levy (.79)	IHHS	4	23,819
Donna Luberger	IHHS	4	30,151 <sup>3</sup>
Tiffany Mendez	IHHS	4	30,151
Kathryn Munley	IHHS	4	30,151
Laurie Restieri	IHHS	4	30,151
Deborah Rioux-Van Dine	IHHS	4	30,151 <sup>3</sup>
Nadia Stampone (.79)	IHHS	4	23,819
Jordana Tarlowe	IHHS	4	30,151
Jenna Calderon (.4)	RHS	4	12,060
Catherine Copeland (.39)	RHS	4	11,759
Madeline Dalie	RHS	4	30,151
Scott Dempster	RHS	4	30,151
Anna Frodella	RHS	4	30,151
Brian Gibbs	RHS	4	30,151
Colleen Langlois	RHS	4	30,151
Laurie Lydecker	RHS	4	30,151 <sup>3</sup>
Joseph Piparo	RHS	4	30,151
Raymond Soff	RHS	4	30,151

<sup>1</sup>Longevity, \$300

<sup>2</sup>Longevity, \$600

<sup>3</sup>Longevity, \$900

**P28**

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓, Laforgia ✓, Sullivan **ABSTAIN**, Zammitti Shaw ✓, Kilday ✓, Kinney ✓

**COMMITTEE REPORTS**

Mrs. Kilday reported that the members of the Personnel/Goals/Evaluation Committee met on June 5 to discuss the proposed 2020-21 Board Goals.

Mr. Butto reported that members of the Finance Committee met on May 26 to discuss agenda items as follows: 1) the Apple Lease; and 2) the transportation/bus refunds for parents.

Mrs. Laforgia reported that the members of the Public Relations Committee met tonight to discuss the changes to the District website.

Mr. Carolan thanked the members of the Negotiations/Long-Range Strategic Committee for their work in reviewing the RFPs submitted by consultants. A Committee Meeting will be scheduled in the near future.

Ms. Sullivan stated that an Extracurricular Committee Meeting is scheduled on June 16.

Mr. Fortunato reported that the members of the Facilities Committee met earlier to discuss agenda items as follows: 1) the IHHS and RHS Girls' Locker Rooms; 2) the Aramark Contract renewal; and 3) the IHHS Window Project.

Mrs. Zammitti Shaw stated that the members of the Policy Committee will be meeting in the near future.

Mr. Becker reported that the members of the Education Committee met on June 4 to discuss agenda items as follows: 1) 2019-20 District Goals; 2) 2020-21 District Goals; 3) Title I and II Grant Allocations; and 4) mailing of the 2020-21 Student Schedules.

**BOARD COMMENTS**

Members of the Board thanked Mr. Ilardi and Mr. Ferro for the service as Student Board Representatives for the 2019-20 School Year.

Members of the Board thanked the retirees for the many dedicated years of service in the District.

Mrs. Laforgia read a prepared statement regarding her attendance, as a Board Member, at the Indian Hills and Ramapo graduation ceremonies and offered her seat to a family member who wishes to attend a ceremony to honor their graduating senior.

**PUBLIC DISCUSSION**

A. Moved by KILDAY Seconded BECKER to open the meeting to public discussion.

A member of the public addressed the Board regarding the use of the District's facilities for camps and youth sports.

A member of the public addressed the Board regarding racial diversity. Mr. Kinney thanked her for her comments and stated that the Board takes this issue very seriously.

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

**ANTICIPATED FUTURE MEETING DATES**

Mr. Kinney announced anticipated future meeting dates as follows:

Monday, June 29, 2020, Regular Public Meeting, Electronic Meeting, 8 P.M.

**ADJOURNMENT**

Moved by CAROLAN Seconded: BUTTO to adjourn at 10:17 P.M.

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John Kinney  
Board President

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Frank C. Ceurvels  
Business Administrator/Board Secretary