

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

**REGULAR PUBLIC MEETING MINUTES**

November 25, 2019

District Conference Room

Roll Call – Executive Session

Upon roll call at 7:30 P.M., the Board members responded as follows: Mmes. Becker, Kilday, Laforgia, and Zammitti Shaw. Messrs. Becker, Bunting, Butto, Kinney, and Lax. 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 7:30 P.M. Mr. Becker announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Mrs. Becker 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 8 P.M.

Roll Call – Regular Public Meeting

Upon roll call at 8 P.M. Board members responded as follows: Mmes. Becker, Kilday, Laforgia, and Zammitti Shaw. Messrs. Becker, Bunting, Butto, Kinney, and Lax. 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. Becker announced that adequate notice of the meeting has been posted and published as required by law. 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. Becker 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. Becker welcomed everyone to the Board Meeting. He wished everyone a very Happy Thanksgiving.

Mr. Becker invited Mr. Ilardo, IHHS, Student Board Representatives, and Mr. Ferro, RHS, Student Board Representative, to present their reports as follows: Mr. Ilardo stated: 1) the Thanksgiving Food Drive has just concluded; 2) the PowerPuff Game raised \$300 for charity; 3) a Toy Drive is ongoing; 4) a fundraiser for an IHHS Student, who is hospitalized, raised \$150 for the family; 5) a Senior Year Recap Video is being planned; 6) UP students are enjoying a Washington, D.C. trip; 7) planning for this year's Holiday Festival is ongoing; 8) plans for a Winter Pep Rally are ongoing; and 9) the IHHS World Languages and National Honor Society Induction Ceremonies were recently held for IHHS students. Mr. Ferro stated: 1) the RHS Football Team continues its winning tradition in the post season; 2) the RHS Holiday Festival is scheduled on December 5; 3) Winter sports tryouts were held on November 25; 4) an Interact Coffee House is scheduled on December 12; 5) members of Student Government are selling phone pockets; 6) plans for the Winter Pep Rally and Spirit Week are ongoing; and 7) the performances of The Heidi Chronicles were held on November 14, 15, and 16.

**SUPERINTENDENT'S REPORT**

Mrs. MacKay presented the District's 2018-19 School Year, Period 2 Student Safety Data Report.

Mrs. MacKay stated that Ms. Jamie Sporn, RHS, English Teacher, and Mr. John Mungiello, IHHS, Art Teacher, have been selected by the Bergen County Superintendent's Office to participate on a Diversity Curriculum Writing Group. She thanked both Ms. Sporn and Mr. Mungiello for volunteering their time and expertise to this State initiative.

Mrs. MacKay expressed her gratitude to District faculty, staff, and students for their assistance during the loss of power at Indian Hills recently.

Mrs. MacKay invited Mr. Sutherland to present the proposed revisions to the District's 2020-21 *Program of Studies*. Mr. Sutherland briefly reviewed the proposed revisions and stated that the 2020-21 *Program of Studies* will be approved by the Board at its December 9 Work Session/Regular Public Meeting.

Mrs. MacKay wished everyone a very Happy Thanksgiving.

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

Mr. Ceurvels reported on District capital projects/initiatives as follows: 1) Resolution OP3 on tonight's Board Agenda is for Board approval of the District's purchase of energy supply through an Online Reverse Auction; 2) Resolution OP2 on tonight's Board Agenda is for Board approval of a provider for a life insurance program for District staff; and 3) the District's Auditor has provided the District with its Audit results; the Auditor will be present at the December 9 Board Meeting to discuss the Audit results.

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 BUTTO Seconded BUNTING to open the meeting to public discussion.

A member of the public addressed the Board regarding the proposed revisions to the 2020-21 *Program of Studies* – specifically Financial Literacy. Mr. Sutherland stated that the credits will be on the student's transcript and will fulfill the State's requirements.

A member of the public addressed the Board about the possibility of podcasting the Board of Education Meetings. Mr. Becker stated that the Board will look into this request, but stated that the Board members prefer to have community members attend Board Meetings.

B. Moved by KILDAY Seconded BUTTO to close public discussion of agenda items and to re-enter the Regular Public Meeting.

### **ACTION ITEMS - ✓ = Yes**

The following motion was approved by roll call:

Moved by: KILDAY Seconded: BECKER

To approve Closed and Action/Work Session Minutes of October 14, 2019.

RC): Becker ✓, Bunting ABSTAIN, Butto ✓, Kinney ✓, Laforgia ✓,  
Lax ✓, Zammitti Shaw ✓, Kilday ✓, Becker ✓

The following motion was approved by roll call:

Moved by: KILDAY Seconded: BECKER

To approve Closed and Regular Public Meeting Minutes of October 28, 2019.

RC): Becker ✓, Bunting ✓, Butto ✓, Kinney ✓, Laforgia ✓,  
Lax ✓, Zammitti Shaw ✓, Kilday ✓, Becker ✓



P6. To amend, as recommended by the Superintendent of Schools, the sixth period teaching assignment for John Mungiello, IHHS, Art, Period 6, at the contractual stipend of \$9,530, pro-rated, effective for the period October 18 - December 16, 2019.

P7. 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>
Emily Reitter	BA to BA+15	\$56,192 to \$56,972	September 1, 2019

P8. To confirm, as recommended by the Superintendent of Schools, the appointment of William Kirsch, RHS, .85 Security Aide, for satisfactorily completing the 90-day probationary period as of November 29, 2019.

P9. To confirm, as recommended by the Superintendent of Schools, the appointment of John Plavier, RHS, .85 Security Aide, for satisfactorily completing the 90-day probationary period as of November 29, 2019.

P10. To confirm, as recommended by the Superintendent of Schools, the appointment of John Zahn, RHS, .85 Security Aide, for satisfactorily completing the 90-day probationary period as of November 29, 2019.

P11. 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 Michelle Gramazio, IHHS, Special Education, effective on or about February 6 - March 13, 2020, and move to approve an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) effective on or about March 16 – June 12, 2020, and further move to approve an unpaid Childrearing Leave of Absence effective on or about June 15 - 24, 2020.

P12. To approve, as recommended by the Superintendent of Schools, the appointment of athletic coaches, subject to all federal, state, county, and local regulations, governing said employment; effective for the 2019-20 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, 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>
Aidan Cole	Asst. Boys' Basketball	Substitute	1	\$4,320
Brian Gelenius	Asst. Softball	Substitute	4	5,871

P13. To amend the Schedule B Stipend for Brian Depersis, RHS, Asst. Baseball, from Step 2, \$4,784 to Step 4, \$5,871, effective for the 2019-20 School Year.

P14. To approve the appointment of Special School Advisors, subject to all federal, state, county, and local regulations, governing said employment, effective for the 2019-20 School Year; and move to approve applicants' attestation that he/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:

Ramapo High School

<u>Advisor</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
Luobin Fan	Chemistry I League	1	\$2,045

Andrew Hogan                      Physics II League                      3                      2,236

P15. To amend, as recommended by the Superintendent of Schools, the appointment of Special School Advisors, subject to all federal, state, county, and local regulations, governing said employment, effective for the 2019-20 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:

Indian Hills High School

<u>Advisor</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
John Mungielo	Art Club	4	\$1,606'
John Mungielo	Literary Magazine - Art	4	3,056'

'Effective October 10 - December 16, 2019

P16. To approve, as recommended by the Superintendent of Schools, the appointment of Volunteer Coaches, effective for the 2019-20 School Year. Authorization for employment is based on prior verification of background check pursuant to the provisions of *N.J.S.A. 18:6-7.1, et. seq., N.J.S.A. 18A:39-17, et. seq., or N.J.S.A. 18:6-4.13 et. seq.* as follows:

<u>Name</u>	<u>Position</u>
Marc DeFilippo	Hockey /RHS
Nicholas Vier	Boys’ Basketball/RHS

P17. To approve, as recommended by the Superintendent of Schools, the following individual listed below as a substitute teacher effective for the 2019-20 School Year; and 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, and N.J.S.A. 18A;12-1 et seq.*, as applicable:

<u>Name</u>	<u>Location</u>
Aidan Cole	District

P18. To approve, as recommended by the Superintendent of Schools, the placement of Nicole D’Ascoli, a William Paterson University Student, to complete her Student Teaching Experience in the IHHS Physical Education/ Health Department, effective for the period January 22 - May 7, 2020.

P19. To approve, as recommended by the Superintendent of Schools, the Field Research Project for Jenna Calderon, RHS, Special Education Teacher, required to complete the New Jersey State Certification requirements.

P20. To accept, as recommended by the Superintendent of Schools, the retirement, with regret, effective February 1, 2020, as follows:

*WHEREAS, Thomas Kersting has dedicated himself to the Ramapo Indian Hills Regional High School District for 19 years as a Student Assistance Coordinator, TNT Advisor, and Anti-Bullying Specialist; 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 Thomas Kersting 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 Thomas Kersting in recognition of his exemplary service to our school district.*

- P21. To accept, as recommended by the Superintendent of Schools, the retirement, with regret, effective June 30, 2020, as follows:

*WHEREAS, Helen Hughes has dedicated herself to the Ramapo Indian Hills Regional High School District for 19 years as a Family & Consumer 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 Helen Hughes 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 Helen Hughes in recognition of her exemplary service to our school district.*

**EDUCATION**

- E1. To approve, as recommended by the Superintendent of Schools, District student field trips scheduled for the 2019-20 School Year as follows:

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Weis Ecology Center	IHHS Wellness	December 6, 2019	\$0
South Middle School, Newburgh, NY	RHS Interact	December 17, 2019	0
St. Luke’s Theatre, NYC	IHHS English IV CP	December 18, 2019	0
DNA Learning Center, Sleepy Hollow, NY	RHS AP Biology	January 14, 2020	0
Princeton University	IHHS AP US History	January 28, 2020	560
Liberty Science Center	IHHS Anatomy / Physiology	April 28, 2020	0
Bergen Community College	RHS Art Department	May 15, 2020	320
Bergen Community College	IHHS Art Department	May 15, 2020	320

- E2. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

*WHEREAS, Palestis Educational Consultants has the expertise and experience to provide professional services to the Board of Education (hereinafter referred to as the "Board"); and*

*WHEREAS, the Board is desirous of appointing Palestis Educational Consultants to provide professional services to the Board;*

*NOW, THEREFORE, BE IT RESOLVED that the Board appoints Palestis Educational Consultants to conduct a Special Education Program Review in*

accordance with the terms and conditions set forth in the Proposal which is attached hereto and made a part thereof. The Board President and the Board Secretary are hereby authorized to execute the Proposal and any and all other documents necessary to effectuate the terms of this resolution. The Board Secretary is hereby directed to publish a notice of this Award in the official newspaper of the Board.

LEGAL NOTICE  
 RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT  
 BOARD OF EDUCATION  
 COUNTY OF BERGEN, STATE OF NEW JERSEY

PLEASE TAKE NOTICE that the Ramapo Indian Hills Regional High School District Board of Education took action at its public meeting on November 25, 2019 to appoint Palestis Educational Consultants to conduct a Special Education Program Review. The appointment qualifies as a professional service for which the Board is not required to publicly advertise for bids in accordance with N.J.S.A. 18A:18A-5. The firm will provide consulting services to the Board of Education in the amount of \$30,000. The resolution appointing Palestis Educational Consultants and the terms of the appointment are on file and available for public inspection at the District offices at 131 Yawpo Avenue, Oakland, New Jersey 07436.

- E3. That home instruction for District students, as recommended by the Superintendent of Schools, at the approved hourly rate, be approved as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
422401	IHHS	10
421547	IHHS	11

- E4. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

BE IT RESOLVED by the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the "Board") that the terms, stipulations and conditions as established in the Addendum to the Settlement Agreement and Release (hereinafter referred to as "Agreement") between the Board and the Parents of a student whose name is on file in the Superintendent's Office, and which Agreement is located in the student's file, are hereby adopted and approved by the Board. The Board President and Business Administrator/ Board Secretary are hereby authorized and directed to execute the Agreement, and any other documents necessary to effectuate the Agreement.

- E5. To approve, as recommended by the Superintendent of Schools, the *Update to the Uniform State Memorandum of Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Law Enforcement Officials, 2019 Revisions*, effective for the 2019-20 School Year.

- E6. To authorize, as recommended by the Superintendent of Schools, the amendment of the District's IDEA 2020 Application to include a carryover amount of \$88,113, and further move to accept the Grant Award of Funds in the amount of \$518,642.

- E7. To approve, in accordance with Chapter 46, Title 18A, New Jersey Statutes, and on the recommendation of the 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 2019-20 School Year as follows:

<u>Student No.</u>	<u>Placement</u>	<u>Tuition</u>
030704	Chancellor Academy	\$50,181.00
072503	Sage Day	44,037.25

- ¹Tuition is pro-rated for 129 days at \$389/day
- ²Tuition is pro-rated for 127 days at \$346.75/day

## **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:

### Indian Hills High School

Infinite Motion	Pre-season Stage/Spacing Rehearsal; Auditorium;
Performing Arts Academy	January 25 & 26, 2020; 10 A.M. - 10 P.M.

### Ramapo High School

Wyckoff Recreation	Wrestling Practice; Gymnasium; December 3, 2019 - February 27, 2020 (as available); 6 - 9 P.M.
Wyckoff Recreation	Basketball Games; Gymnasium; December 8, 2019 - March 1, 2020 (as available); 12 - 5:30 P.M.
Dance Designs	Dance Recital Dress Rehearsal; Auditorium; May 27, 2020; 4 - 9 P.M.
Dance Designs	Dance Recital; Auditorium; May 31, 2020; 12 - 5 P.M.

OP2. To approve, as recommended by the Superintendent of Schools, the implementation of New York Life's Voluntary Guaranteed Issue Whole Life Insurance program and to designate New York Life as a voluntary provider for the Ramapo Indian Hills Regional High School District. All plans will be offered at no cost to the District through payroll deduction.

The Board President and Business Administrator are hereby authorized to execute the attached Agreement and all other documents necessary to effectuate the terms of this resolution.

OP3. 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 (hereinafter referred to as the "Board") is authorized to purchase energy supply through an online reverse auction approved by the State of New Jersey Department of Community Affairs Division of Local Government Services (hereinafter referred to as the "Division") pursuant to P.L. 2001, c.30; and

WHEREAS, the Board has determined that purchasing energy supply through an online reverse auction will result in energy cost savings to the Ramapo Indian Hills Regional High School District; and

WHEREAS, the Board has contracted with Premier Energy Group (hereinafter referred to as "PEG") to serve as a consultant to the Board for the online reverse auction process, to develop specifications for the purchase of energy supply and to conduct the online auction; and

WHEREAS, PEG is approved by the Division as a provider of online reverse auctions; and

WHEREAS, PEG has advised the Board that due to the nature of the energy market it is necessary for the Board to enter into a contract with the lowest bidder as soon as possible in order to secure the rate offered by the bidder; and

WHEREAS, the Board has determined that it is not feasible for the Board to immediately approve the contract award after the online reverse auction; and

WHEREAS, the Division recommends that governing bodies authorize their purchasing agent to award the contract shortly after bidding if the price is below a set amount.

NOW, THEREFORE, BE IT RESOLVED that the Board authorizes the purchase of energy supply at a rate not to exceed an average per kilowatt hour supply cost of \$0.085 consistent with the terms and guidelines of the Bid Specifications, which are attached hereto and made a part of, by way of an online auction for energy supply conducted by PEG on December 17, 2019.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board Secretary to negotiate, enter into, execute, and deliver any documents necessary to effectuate the terms of this resolution that, in the judgement of the board attorney are necessary, advisable, and in the best interest of the Board.

OP4. To amend, 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

American Cancer Society /Relay for Life	Athletic Fields (and surrounding fields); Concession Stand; May 8, 2020; 8 A.M. & May 9, 2020; 7 A.M. ( <i>Request for a Waiver of Building Use Fees.</i> )
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**FINANCE**

- F1. That, as recommended by the Superintendent of Schools, the financial report of the business administrator and the treasurer of school monies for the month of September 2019, including a cash report for that period, be approved and ordered filed.
- F2. To approve, as recommended by the Superintendent of Schools, the *Committed Purchase Order Report* for the month of October 2019, having been duly audited by the business administrator and the chairperson of the Finance Committee.
- F3. To ratify, as recommended by the Superintendent of Schools, the October 31, 2019 Payroll in the amount of \$1,416,731.18 having been duly audited and previously paid. (Amount was not available for October 28, 2019 Regular Public Meeting).
- F4. To authorize, as recommended by the Superintendent of Schools, approval of bills drawn on the current account in the total amount of \$3,853,372.36 for materials received and /or services rendered, including the November 15, 2019 payroll, having been duly audited by the business administrator and the chairperson of the Finance Committee.
- F5. To approve, as recommended by the Superintendent of Schools, transfers and to authorize the Superintendent and Business Administrator / Board Secretary to make additional transfers that would be ratified at the next Board Meeting as necessary to comply with State requirements in accordance with Policy 6422 as per the attached *Expense Account Adjustment Analysis* for the month of October 2019.
- F6. That, as recommended by the Superintendent of Schools, bills in the District Cafeteria Fund in the total amount of \$165,639.56 having been duly audited and approved by the business administrator / board secretary, and previously paid, be approved by the Board as follows:

ARAMARK	\$163,885.06	October Operations
RIH District Cafeteria Fund	\$1,488.50	October Student Lunches

F7. That pursuant to *N.J.A.C. 6:23A-16.10(c)4*, we certify that as of September 30, 2019 after review of the Secretary’s monthly financial report (Appropriations Section)

and upon consultation with the appropriate District officials, to the best of our knowledge no major account or fund has been over-expended in violation of *N.J.A.C. 6A:23A-16.10(b)* and that sufficient funds are available to meet the District’s financial obligations for the remainder of the fiscal year.

F8. To approve the resolution as follows:

Receipt of Certification from Board Secretary

Pursuant to *N.J.A.C. 6:23A-16.10(c)4, I*, Frank C. Ceurvels, certify that as of September 30, 2019, no budgetary line item account has obligations or payments (contractual orders) which in total exceeds the amount appropriated by the District Board of Education pursuant to *N.J.S.A. 18A:22-8* and *N.J.S.A. 18A:22-8.1*.

F9. To approve, as recommended by the Superintendent of Schools, the 2020-21 Budget Development Calendar.

F10. To approve, as recommended by the Superintendent of Schools, the resolution as follows:

BE IT RESOLVED, that the amount of District taxes needed to meet the obligations of this Board from January - June 2020 is \$26,779,650 divided as follows:

- \$9,837,312 Borough of Franklin Lakes
- \$6,321,307 Borough of Oakland
- \$10,621,031 Township of Wyckoff

F11. 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 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 requests 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>
IH19-43	Ferat	NJCTE Spring Conference	March 28, 2020	\$76.58
IH19-44	Peller	NJCTE Spring Conference	March 28, 2020	86.00
IH19-45	Garbaccio	CPR for Health Care Professionals	December 2, 2019	65.00
IH19-46	Deming	FL Educators of New Jersey	December 5, 2019	178.00
IH19-47	LaChac	Book Expo 2020	May 28, 2020	149.00

IH19-48	Viruet	Increasing Motivation & Learning	January 23, 2020	\$286.00
R19-38	Martone	NJECC Annual Conference	January 14, 2020	125.00
R19-39	Blomquist	NJECC Annual Conference	January 14, 2020	110.00
R19-40	Saladino	ASAP-NJ	February 26-28, 2020	749.50

**P1 – F11**

RC): Becker ✓, Bunting ✓, Butto ✓, Kinney ✓, Laforgia ✓,  
Lax ✓, Zammitti Shaw ✓, Kilday ✓, Becker ✓

**COMMITTEE REPORTS**

Mrs. Kilday stated that a Policy Committee Meeting is scheduled on December 9.

Mrs. Becker reported that the members of the Personnel/Goals/Evaluation Committee met earlier to discuss the status of Board's Goals for the 2019-20 School Year.

Mr. Butto stated that the members of the Extracurricular Committee will meet in the near future.

Mrs. Laforgia stated that the October 15 Crisis Management Committee Meeting was cancelled. She also stated that a School Safety and Vaping Program was held on November 19 and thanked Mr. Wolff for facilitating the Program.

Mr. Bunting reported that the members of the Finance Committee met on November 18 to discuss the District's Audit results.

Mr. Kinney reported that members of the Negotiations Committee met on November 19 with representatives of the RIHSA to continue its discussions of a successor agreement.

**BOARD COMMENTS**

Members of the Board wished the RHS Football student athletes good luck and wished everyone a very Happy Thanksgiving.

Mrs. Becker stated that the IHHS Fall performance of Steel Magnolias was outstanding and congratulated the students and staff who were involved in the performances.

Mr. Butto thanked the members of the Franklin Lakes community who supported his candidacy for Board Trustee on the Ramapo Indian Hills Board of Education.

Mr. Lax thanked Mr. Sutherland for his presentation of the proposed revisions to the 2020-21 *Program of Studies*.

Mrs. Zammitti Shaw stated that she attended the RHS World Languages/National Honor Society Induction Ceremony and congratulated the students inducted into the Honor Societies and congratulated those students who performed during the Induction Ceremony.

Mr. Becker stated that he attended the IHHS Fall performance of Steel Magnolias and congratulated the students and staff for an excellent performance.

Mr. Becker also congratulated the new Trustees elected to the Board of Education.

**PUBLIC DISCUSSION**

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

A member of the public addressed the Board regarding the Special Education Program Review. Mrs. MacKay stated that the District is performing a review of the Special Education services offered in order to provide better services to District students.

A member of the public addressed the Board regarding the vaping sensors. Mrs. MacKay stated that these devices should be installed within the next few weeks.

A member of the public addressed the Board regarding the hacking incidents other school districts have experienced recently. Mr. Ceurvels stated that the District periodically performs security reviews of its system to ensure that the appropriate securities are in place.

B. Moved by KINNEY Seconded BECKER to re-enter the Regular Public Meeting.

### **ANTICIPATED FUTURE MEETING DATES**

Mr. Becker announced anticipated future meeting dates as follows:

Monday, December 9, 2019, Work Session/Regular Public Meeting, District Conference Room, 8 P.M.

### **ADJOURNMENT**

Moved by KINNEY Seconded: KILDAY to adjourn at 8:45 P.M.