

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

REGULAR PUBLIC MEETING MINUTES

February 24, 2020

Ramapo High School, Library

Roll Call – Executive Session

Upon roll call at 7:05 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 7:05 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. Carolan 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. 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 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. 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 Mr. Ilardo, IHHS, Student Board Representative, and Mr. Ferro, RHS, Student Board Representative, to present their reports as follows: Mr. Ferro stated: 1) Winter Sports are doing well; 2) Spring sports teams are preparing for the Spring season; 3) students attended the February 26 Student / Administrative Council Meeting with District administrators; 4) the DECA State Competition is scheduled next week; 5) Pochella is scheduled on May 29; 6) the Gold Masque performances are scheduled on April 30, May 1, and May 2; 7) Cabaret Night is scheduled on February 28 and 8) FLOW Follies performances are scheduled on March 5 - 7. Mr. Ilardo stated: 1) Winter sports are doing well; 2) members of Student Council are designing new merchandise for its Spring fundraisers; 3) 2 IHHS students were recognized by the Bergen County Model UN; 4) IHHS DECA students will be competing next week in Atlantic City; 5) the IHHS Track Team is doing well and 7 student athletes will be moving to the next level of State competition; and 7) the IHHS Cheer Team placed fifth overall in a recent competition.

Mr. Kinney discussed the survey tool that was distributed to the Board members and asked Mr. Ceurvels to discuss the Board survey results.

Mr. Ceurvels stated that 20 candidates have applied for the Interim Superintendent of Schools vacancy.

SUPERINTENDENT'S REPORT

Mrs. MacKay presented the District's 2019-20 School Year, Period 1 Student Safety Data Report.

Mrs. MacKay, Mr. Ceurvels, and Mr. Sutherland discussed the NJ QSAC Placement Results of the County On-site Visitation held on January 15, 2020. As a result of the County On-site Visitation, the District satisfied at least 80% of the weighted indicators in each of the five areas of the NJ QSAC Review and has been designated as a “high performing” District. Mrs. MacKay thanked the District teachers for all they do for the students in the District.

BUSINESS ADMINISTRATOR’S REPORT

Mr. Ceurvels reported on District capital projects/initiatives as follows: 1) the District should receive its State Aid figures following the Governor’s State of the State address; once the District receives its State Aid figures, the members of the Finance Committee will meet on March 6 to discuss the preliminary budget for the 2020-21 School Year; and 2) Resolution OP2 on tonight’s Board Agenda is for Board approval to award the Girls’ Locker Room Project. This Project is scheduled to begin on June 1 and should be completed by August 15.

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 BUTTO to open the meeting to public discussion.

A member of the public addressed the Board regarding her concerns about the quarterly exam grades. Mrs. MacKay thanked her for her comments and stated that she will meet with the supervisor to discuss her concerns.

B. Moved by CAROLAN Seconded BECKER 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: FORTUNATO Seconded: KILDAY

To approve Closed and Reorganization/ Action/Work Session Minutes of January 6, 2020.

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

The following motion was approved by roll call:

Moved by: FORTUNATO Seconded: KILDAY

To approve Closed and Regular Public Meeting Minutes of January 27, 2020.

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

The following motions were approved by roll call: **P1 - PO1**

Moved by: KILDAY Seconded: CAROLAN

PERSONNEL

P1. That, as recommended by the 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 2019-20 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>
Rockie Rhinehart	.85 Security Aide/IHHS	Step 1	10 months	2/25/20 - 6/30/20	\$21,378.35 ^{1/2}

¹Replacement for Emanuel LaTerra

²Pro-rated

- P2. 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 Lauren Gibson, RHS, Art, effective on or about May 21 - June 24, 2020.
- P3. 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 Graziella Lazzara, IHHS, World Languages, effective on or about May 14 - June 24, 2020.
- P4. 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 Michelle Gramazio, IHHS, Special Education, effective on or about February 6 - March 9, 2020, and move to approve an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) effective on or about March 10 – June 9, 2020, and further move to approve an unpaid Childrearing Leave of Absence effective on or about June 10 - 24, 2020.
- P5. To approve, as recommended by the Superintendent of Schools, the following individuals listed below as substitute teachers 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 applicable:

<u>Name</u>	<u>Location</u>
David Bonagura	District
Nicole D’Ascoli	District
Colin Harty	District
Michael Zimmer	District

- P6. 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; and further that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue the proper contracts 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>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Albert DeYoung	Asst. Softball	Substitute	4	\$5,871
Richard Pagano	Asst. Baseball	Substitute	1	4,320
Noel Segarra	Asst. Track	Standard	2	4,784

Ramapo High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Brian Foley	Asst. Boys' Golf	Substitute	1	\$2,057

P7. To approve, as recommended by the Superintendent of Schools, the change in assignment for Michael Michels, IHHS, from Spring Strength & Conditioning Co-Coach, Step 4, \$2,891.50, to Spring Strength & Conditioning Head Coach, Step 4, \$5,783, effective for the 2019-20 School Year.

P8. To approve, as recommended by the Superintendent of Schools, the appointment of Volunteer Athletic 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. 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:

<u>Name</u>	<u>Position</u>
Natalie Carti/IHHS	Girls' Lacrosse
David Hesselgrave/IHHS	Boys' Lacrosse
Douglas Wolfe/RHS	Girls' Lacrosse

P9. To accept, as recommended by the Superintendent of Schools, the resignations of District Athletic Coaches as follows:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Ronald Sparagoski/IHHS	Asst. Track	effective immediately
Thomas Russo/IHHS	Spring Strength & Conditioning Co-Coach	effective immediately

P10. To accept, with regret, as recommended by the Superintendent of Schools, the resignation of Cheryl Porter-Avino, RHS, Social Worker, effective April 12, 2020.

EDUCATION

E1. To approve, as recommended by the Superintendent of Schools, the Harassment, Intimidation, & Bullying student consequences imposed during the 2019-20 School Year as a result of the HIB Investigation for RHS-HIB 2019-006.

E2. To approve, as recommended by the Superintendent of Schools, District student field trips and transportation costs for the 2019-20 School Year as follows:

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Bottagra Restaurant, Hawthorne	RHS Italian	March 5, 2020	\$0
Glen Rock Train Station/ NYC	RHS Fed Challenge	March 11, 2020	\$320
St. Leon Church, Fair Lawn	IHHS Heroes & Cool Kids	March 19, 2020	320
St. Leon Church, Fair Lawn	RHS Heroes & Cool Kids	March 19, 2020	320
Metropolitan Museum of Art	IHHS & RHS History & Art	April 16, 2020	0
Nashville, TN	IHHS & RHS DECA Teams	April 28 - May 3, 2020	0
Thomas Edison National	RHS US History /	May 7, 2020	0

Historical Park, West Orange UP Engineering & Design

- E3. To approve, as recommended by the Superintendent of Schools, a District student field trip and transportation cost for the 2020-21 School Year as follows:

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
East Stroudsburg University, PA	RHS Marching Band	August 1 - 6, 2020	\$2,175

- E4. That, as recommended by the Superintendent of Schools, home instruction for a District student, at the approved hourly rate, be approved as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
423638	RHS	9

- E5. 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 does hereby approve an Agreement with the Region 1/Mahwah Board of Education, a Coordinated Transportation Services Agency, for the purpose of transporting students in accordance with Chapter 53, P.L. 1997 for the 2020-21 School Year. The services to be provided included, but are not limited to, the coordinated transportation of public, nonpublic, and special education students.

BE IT FURTHER RESOLVED that the Ramapo Indian Hills Regional High School District Board of Education agrees to abide by the Transportation Services Agreement as published by the Region I/Mahwah Board of Education and is kept on file in the Office of the Business Administrator/Board Secretary.

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

Julie Haledjian’s Basketball Camp	Girls’ Basketball Camp; Gymnasium; June 9 - 12, 2020; 3:45 - 6:45 P.M.
Franklin Avenue Middle School	Graduation & Graduation Practice; Auditorium, Cafeteria & Library; June 22, 2020; 12:45 - 2:30 P.M. & June 24, 2020; 9 A.M. - 12 P.M. & 5 - 8 P.M.
RYSA Wildcats	Soccer Games; Athletic Fields; March 8, 15, 22 & 29, 2020 and April 5, 12, 19 & 26, 2020 and May 3, 10, 17, 24 & 31, 2020 and June 7, 14, 21 & 28, 2020; 10 A.M. - 5 P.M.
RYSA Wildcats	Soccer Games; Athletic Fields (as available); April 11, 18 & 25, 2020 and May 2, 9, 16, 23 & 30, 2020 and June 6, 2020; 6:30 - 8 P.M.
RYSA Wildcats Junior Wildcats	Soccer Clinic for 4 – 8-year olds; Athletic Fields; April 11, 18, & 25, 2020 and May 2, 9, 16, & 30, 2020; 4 - 6 P.M.

Ramapo High School

Sandy Gordon All Girls’ Basketball Camp	Basketball Camp; Gymnasiums; July 6-10, 2020; 9 A.M. - 2 P.M.
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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”) advertised for bids for the Girls’ Locker Room Renovation Project at Ramapo High School and Indian Hills High School (“the Project”); and

WHEREAS, on February 19, 2020, the Board received bids for the Project; and

WHEREAS, the lowest bid for this Project (Contract C – both schools) was submitted by APS Contracting, Inc. (“APS Contracting”) with a base bid in the amount of \$1,787,000, together with Alternate No. 1a in the amount of \$7,500, Alternate No. 1b, in the amount of \$7,500, for a total contract sum of \$1,802,000; and

WHEREAS, the bid submitted by APS Contracting is responsive in all material respects and it is the Board’s desire to award the contract for the Project to APS Contracting.

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

The Board hereby awards the contract for the Project to APS Contracting in a total contract sum of \$1,802,000.

This award is expressly conditioned upon the contractor furnishing the requisite insurance certificate and labor and materials/performance bond as required in the project specifications, together with an AA201-Project Manning Report, and executed AIA Agreements, as prepared by the Board Attorney, within ten (10) days of the date hereof.

BE IT FURTHER RESOLVED that the Board Attorney is hereby directed to draft the agreement with the successful bidder consistent with this Resolution and with the terms contained in the bid documents approved by the Board for the Project. The Board President and the Board Secretary are hereby authorized to execute such agreement and any other documents necessary to effectuate the terms of this Resolution.

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 December 2019, including a cash report for that period, be approved and ordered filed.
- F2. To authorize approval, as recommended by the Superintendent of Schools, of the *Committed Purchase Order Report* for the month of January 2020, having been duly audited by the business administrator and the chairperson of the Finance Committee.
- F3. To authorize approval, as recommended by the Superintendent of Schools, of bills drawn on the current account in the total amount of \$2,386,763.84 for materials received and/or services rendered, having been duly audited by the business administrator and the chairperson of the Finance Committee.
- F4. That, as recommended by the Superintendent of Schools, the additional bills paid in January 2020 and drawn on the current account in the total amount of \$6,539.80 for materials received and/or services rendered, having been duly audited by the business administrator and the chairperson of the Finance Committee, be ratified by the Board.
- F5. To ratify, as recommended by the Superintendent of Schools, the January 31, 2020 Payroll in the amount of \$1,411,641.50 having been duly audited by the business administrator and the chairperson of the Finance Committee, and previously paid, approved by the Board. (Amount was not available for the January 27, 2020 Regular Public Meeting.)
- F6. That, as recommended by the Superintendent of Schools, bills in the District

Cafeteria Fund in the total amount of \$126,147.85 having been duly audited and approved by the business administrator/board secretary, and previously paid, be approved by the Board as follows:

ARAMARK	\$ 125,192.35	January Operations
RIH District Cafeteria Fund	\$ 955.50	January Student Lunches

F7. 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>
IH19-59	Greene	DECA States	3/2-4/20	\$357.00
IH19-60	Lereah	NJCEC Spring Conference	3/16/20	115.00
D19-14	Kindergan	NEC Conference	3/9-13/20	761.30

POLICY

PO1. To approve, as recommended by the Superintendent of Schools, the first reading of new and revised District Policies as follows:

<u>Policy Title</u>	<u>Policy No.</u>
Earned Sick Leave Law	1642
Practice & Pre-Season Heat-Acclimation for Interscholastic Athletes	2431.3
School District Security	7440

P1 – PO1

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

COMMITTEE REPORTS

Mr. Fortunato stated that the March 9 Facilities Committee Meeting may be re-scheduled.

Mrs. Zammitti Shaw reported that the members of the Policy Committee met on February 11 to review and discuss District policies and regulations. The Committee continues to review Policy and Regulation 4218.

Mr. Becker stated that an Education Committee Meeting is scheduled on March 5.

Mrs. Kilday reported that a Personnel/Goals/Evaluation Committee Meeting is scheduled on February 28.

Mr. Butto reported that a Finance Committee Meeting is scheduled on March 6.

Mrs. Laforgia reported that the members of the Crisis Management/Public Relations Committee met earlier to discuss agenda items as follows: 1) renaming the Board Committee to Community Relations; 2) the District's website to include Board Member bios; 3) recording of Board of Education Meetings; 4) scheduling a FLOW Leaders Meeting.

Mr. Carolan reported that the members of the Negotiations Committee met to discuss agenda items as follows: 1) the District's Strategic Plan. A Negotiations Committee Meeting is scheduled on March 4.

BOARD COMMENTS

Mr. Fortunato stated that he completed a walkthrough with Mr. Ceurvels to discuss the current building projects.

Mrs. Kilday stated that she will be attending the IHHS Hall of Fame Luncheon scheduled on March 1.

PUBLIC DISCUSSION

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

A member of the public addressed the Board to discuss the timeline of the Special Services Review. Mrs. MacKay stated that the consultants will provide a report to the Board in May 2020. She also stated that parent letters will be sent to parents and focus groups with parents and staff will be scheduled.

B. Moved by CAROLAN Seconded KILDAY to re-enter the Regular Public Meeting.

ANTICIPATED FUTURE MEETING DATES

Mr. Kinney announced anticipated future meeting dates as follows:

Thursday, February 27, 2020, Executive Session, District Conference Room, 6 P.M.

Monday, March 2, 2020, Executive Session, District Conference Room, 6 P.M.

Monday, March 9, 2020, Action/Work Session, District Conference Room, 8 P.M.

Tuesday, March 10, 2020, Executive Session, District Conference Room, 6 P.M.

Monday, March 23, 2020, Regular Public Meeting, RHS, Library, 8 P.M.

Recess

Upon motion of Mr. Carolan, seconded by Mr. Becker and carried, the Board recessed the Regular Public Meeting at 9:15 P.M. to enter into Executive Session for the purpose of discussing the candidates for the position of Interim Superintendent of Schools and the Search Process. No action will be taken.

Reconvene

Upon motion of Mrs. Kilday, seconded by Mr. Butto the Regular Public Meeting was reconvened at 10:30 P.M. by Mr. Kinney.

ADJOURNMENT

Moved by KILDAY Seconded: BUTTO to adjourn at 10:30 P.M.

John Kinney
Board President

Frank C. Ceurvels
Business Administrator/Board Secretary