

**RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT**  
Oakland, New Jersey 07436  
**REGULAR PUBLIC MEETING MINUTES**  
February 10, 2025

**1. Call to Order - Roll Call 7:00 PM**

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Ms. Ansh      | <input checked="" type="checkbox"/> Ms. Kiel*        | <input checked="" type="checkbox"/> Mr. Valenti             |
| <input checked="" type="checkbox"/> Mr. Bogdansky | <input checked="" type="checkbox"/> Mr. Kinney       | <input checked="" type="checkbox"/> Ms. Mariani, Vice Pres. |
| <input checked="" type="checkbox"/> Mr. DeLaite   | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders, President  |

*\* Remotely via Zoom*

**2. Closed Session 7:00 PM**

**BE IT RESOLVED**, by the Ramapo Indian Hills Regional High School District this 10th day of February 2025 at 7:00 PM as follows:

The Board recessed to closed session in accordance with the Open Public Meetings Law, N.J.S.A.10:4-12b. The general nature of the discussion involved personnel and matters confidential by law, and any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.

These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.

Moved by: Mr. Bogdansky Seconded: Ms. Mariani

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Ms. Ansh      | <input checked="" type="checkbox"/> Ms. Kiel*        | <input checked="" type="checkbox"/> Mr. Valenti             |
| <input checked="" type="checkbox"/> Mr. Bogdansky | <input checked="" type="checkbox"/> Mr. Kinney       | <input checked="" type="checkbox"/> Ms. Mariani, Vice Pres. |
| <input checked="" type="checkbox"/> Mr. DeLaite   | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders, President  |

*\* Remotely via Zoom*

Closed session was concluded at 8:03 PM, at which time the Board recessed and subsequently reconvened into public session at 8:10 PM.

**3. Board President’s Announcement 8:10 PM**

The meeting was called to order by the Board President at 8:10 P.M. Ms. Souders thanked everyone for attending the meeting. She announced that the New Jersey Open Public Meetings Law was enacted to ensure the rights of the public to have advance notice of and to attend meetings of public bodies at which any business affecting their interest is discussed or acted upon. She also announced that in accordance with the provisions of this act, the Interim

Business Administrator/Board Secretary caused notice of this meeting to be published by having the date, time, and place thereof posted 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. She read a public statement advising the public to be aware that employees of the Ramapo Indian Hills Regional High School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. Ms. Souders 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.

**4. Roll Call**

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> ___ Ms. Ansh      | <input checked="" type="checkbox"/> ___ Ms. Kiel*        | <input checked="" type="checkbox"/> ___ Mr. Valenti             |
| <input checked="" type="checkbox"/> ___ Mr. Bogdansky | <input checked="" type="checkbox"/> ___ Mr. Kinney       | <input checked="" type="checkbox"/> ___ Ms. Mariani, Vice Pres. |
| <input checked="" type="checkbox"/> ___ Mr. DeLaite   | <input checked="" type="checkbox"/> ___ Ms. Koulikourdis | <input checked="" type="checkbox"/> ___ Ms. Souders, President  |

\* Remotely via Zoom

**5. Pledge of Allegiance**

Ms. Souders led the Pledge of Allegiance.

**6. Board President’s Report**

Student Board Representatives

*Zareen Admani- Indian Hills High School-* Ms. Admani introduced herself and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, guidance, and student government.

*Micaela Chamberlin- Ramapo High School-* Ms. Chamberlin introduced herself and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, clubs, guidance and student government.

The Board President welcomed the public. She:

- Thanked the board members for contributing to the committee meetings and submitting their board goals.
- Emphasized the importance of focusing on student education.
- Referred to reports to be shared on the district website

**7. Superintendent’s Report**

Ms. DeMarco

- Thanked student representatives for their reports.
- Highlighted the following:
  - Dr. Mauriello’s presentation the prior week on eighth grade transition
  - Preliminary budget adoption date
  - NJSBA training on the CSA Evaluation Tool

- Ms. DeMarco shared a quote of the late Sir Ken Robinson: "Every day our children spread their dreams beneath our feet. We should tread softly." She requested the community keep these words in mind when speaking about the district to promote positivity for students. She addressed the administration's commitment to excellence and reminded the community that the district's offices remain available to receive questions and concerns, as well as feedback from the community on issues of relevance.
- Ms. DeMarco highlighted various agenda items

## 8. Interim Business Administrator's Report

Ms. Zeno reported on the following agenda items

- Closeout of the IHHS Thrive/Wellness Classroom improvements
- Authorization to prepare a comprehensive feasibility study/master to better assess and prioritize district facilities needs

## 9. Board Committee Reports

**Athletics, Arts, Extracurriculars & Communications** - The committee will meet on February 27th.

**Education & Personnel** - The committee chair reported that the committee met on February 4, 2025 and highlighted the following:

- Highlights from Dr. Mauriello's meeting in regard to special education
- SEPAG parent social on February 12th at Portobellos in Oakland 6:00 PM
- Unit Broadcast
- Block scheduling
- Next meeting March 4th

**Finance & Facilities** - The committee chair reported that the committee met and highlighted the following:

- LAN's comprehensive report
- Transparency and legal fees related to OPRA requests

**Negotiations** - The committee chair reported that supervisor negotiations are ongoing.

**Policy** - The committee chair reported that the committee met on February 5, 2025 reviewed numerous policies.

## 10. Public Comment 8:35 - 8:38 PM

- A member of the public commented on OPRA requests, lawsuits, appeals, and correlating costs.

## 11. Open Board Discussion

A board member requested an update on ESIP as well as investment income. Ms. Zeno was able to provide an update on projected interest income through June 2025. She also noted the

solar panels still need to be tested by the utility company but the snow accumulation on the panels is delaying the testing and ultimately is affecting the final implementation.

Board Goals

Each Board member proposed three to four goals. The Board agreed to create an Ad-Hoc committee with Mr. Kinney as the chair to collaborate and condense the goals. They will be brought forward at the next Board meeting.

**12. Action Items**

Move to approve the following Meeting **Minutes**:

- January 27, 2025 Closed & Regular

Motion by Ms. Souders, seconded by Mr. Bogdansky

	Yes	No	Abstain	Absent
Ms. Ansh	X			
Mr. Bogdansky	X			
Mr. DeLaite	X			
Ms. Kiel*	X			
Mr. Kinney	X			
Ms. Koulikourdis	X			
Mr. Valenti	X			
Ms. Mariani, Vice President	X			
Ms. Souders, President	X			

\* Remotely via Zoom

**13. Personnel**

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions P1 through P2 , as described below:

P1. Move to approve the following:

**A. ADMINISTRATION**

**B. INSTRUCTIONAL**

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
--	------	------------------	-------	------------------------------------	----------	------------	--------	-----------	----------------

C. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Steven Palmieri	Appoint	Asst. Coach Boys' Tennis	N/A	RHS	4	\$4,867		2024-25
b.	Nicholas Guttuso	Appoint	Head Supervisor , Spring Weight Room	N/A	RHS	4	\$5,783		2024-25
c.	Nicholas Chabuel	Appoint	Asst. Supervisor , Spring Weight Room	N/A	RHS	4	\$2,314		2024-25
d.	Richard Burton	Appoint	Paraprofessional Aide/ Coach Girls' Lacrosse	N/A	RHS	N/A	N/A		2024-25
e.	Trevor Ivanow	Appoint	Paraprofessional Aide/ Coach Boys' Lacrosse	N/A	RHS	N/A	N/A		2024-25
f.	Christi Mulder	Appoint	Head Coach Girls' Lacrosse	N/A	RHS	4	\$8,437		2024-25

g.	Danielle Perneti	Appoint	Asst. Coach Girls' Lacrosse	N/A	RHS	4	\$5,871		2024-25
h.	Michael Menzella	Appoint	Asst. Coach Girls' Lacrosse	N/A	IHHS	4	\$5,871		2024-25
i.	Ruth Hillas	Resignation	Security Aide	N/A	RHS				12/20/24
j.	Saul Gondelman	Amend	Asst. Coach Boys' Lacrosse	N/A	IHHS	3	\$5,293		2024-25
k.	Dennis Rowley	Appoint	Spring Athletic Aide	N/A	RHS	Flat Rate	\$4,144		2024-25

P2. Move to approve the sidebar agreement between Ramapo Indian Hills Regional High School District Board of Education and the Ramapo Indian Hills Education Association that designates the process and compensation for the internal management of the caseload of a Child Study Team member during their leave.

**14. Education**

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E4 , as described below:

E1. Move to approve District **student field trips and transportation costs** for the 2024-25 School Year as follows:

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Orlando, FL	Girls' Lacrosse	03/13/25 - 03/16/25	0
Class of 1952 Stadium, Princeton University	Boys' Lacrosse	03/08/25	0
Great Swamp Conservation Mgmt. Area	Environmental Science	03/24/25	0
Indian Hills HS	UP Science	04/22/25	\$567.00

(in-school trip)			
------------------	--	--	--

E2. Move to approve 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 Region 1/Mahwah Board of Education, a **Coordinated Transportation Services Agency**, to transport students in accordance with Chapter 53, P.L. 1997 for the 2025-26 School Year. The services to be provided include, 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 1/Mahwah Board of Education and is kept on file in the Office of the Business Administrator/Board Secretary.

E3. Move that, home instruction for a District student at the approved hourly rate, effective for the 2024-25 School Year, be approved as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
427099	RHS	10

E4. Move to approve, in accordance with Chapter 46, Title 18A, New Jersey Statutes, and 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 2024-25 School Year as follows:

<u>Student No.</u>	<u>Placement</u>	<u>Tuition</u>
426222	Paradigm Therapeutic Day School	\$34,427.43 <sup>1</sup>

<sup>1</sup> Prorated for 81 days at \$425.03 per day

## 15. Operations

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion OP1 through OP3 as described below:

OP1. Move to approve 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:

<u>Indian Hills High School</u>	
Bergen’s Best Soccer Camp	Soccer Camp; Athletic Field; July 14-17, 2025 (Rain date July 18, 2025); 8:30 A.M. - 2:30 A.M.

<u>Ramapo High School</u>	
One Goal Lax	FLOW Youth Lacrosse Camp; Athletic Field, Snack Stand; Lacrosse Goals; July 7-11, 2025; 9 A.M. - 2 P.M.

OP2. Move to approve **Change Order Nos. 2, 3 & 4**, from Premier Building & Construction Management Inc., for the Wellness Room Renovation at Indian Hills High School project as described below:

<i>Change Order</i>	<i>Description</i>	<i>Amount</i>
002	Supply of Door Hardware for 6 Doors & Frames	-\$ 8,900.00
003	Credit back to Contract Sum for unused Allowance # 1 (Contingency)	+\$36,513.00
003	Credit back to Contract Sum for unused Allowance #2 (Door Hardware)	+ \$4,100.00
004	Credit Back to Contract Sum for School Custodial OT hours	+ 1,646.01

\*The Original Contract Sum amount was \$487,000. The total amount of Change Orders is \$42,259.01. The New Contract Sum is \$444,740.99.

OP3. Move to accept and approve the proposal from LAN Associates, dated January 31, 2025 to prepare a comprehensive survey and report of the current Physical Condition of each high school, in the amount of \$23,500 per school, for a total amount of \$47,800, which includes a presentation to the Board.

[LAN Associates Proposal](#)

**16. Finance**

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion F1, as described below:

F1. Move to approve the following resolution:

**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>
D25 - 19	Nancy Blomquist	8th Annual Women's Leadership Conference 2025	04/07/25-04/08/25	\$622.00
D25 - 20	Richard Burton	Education Interview Day and Career Fair at William Paterson University	02/28/25	\$ 75.00
D25 - 21	Karen Davidson	8th Annual Women's Leadership Conference 2025	04/07/25 - 04/08/25	\$579.00
D25 - 22	Angela Manzi	8th Annual Women's Leadership Conference 2025	04/07/25 - 04/08/25	\$555.23
D25 - 23	Amanda Zielenkiewicz	LEGAL ONE Affirmative Action Officer (AAO) Certificate Program	02/28/25 - 03/04/25	\$500.00
D25 - 24	Amanda Zielenkiewicz	Addressing Renewal, Nonrenewal, Staff Evaluation, Tenure Rights and CAPs	04/9/25	\$125.00
D25 - 25	Amanda Zielenkiewicz	LEGAL ONE: Addressing Staff Recruitment, Interviewing, Hiring, and Onboarding	05/14/25	\$125.00
IH25 -08	Andrea Saladino	Harassment, Intimidation or Bullying (HIB) Training Program ~ Winter 2025	01/22/25	\$145.00

R25 - 14	Carolyn Ross	NJ Council of Teachers of English Spring Conference 2025	03/20/25	\$161.66
D25- 26	Frank Primiani	NJSBGA 2025 Annual Conference	03/23/25-03/26/25	\$350.00
IH25-09	Gale Fanale	DECA State Career Development Conference 2025	03/03/25-03/06/25	\$983.00
IH25-10	Connie Cheff	DECA State Career Development Conference 2025	03/03/25-03/06/25	\$836.66
IH25-11	Michelle Patrickio	DECA State Career Development Conference 2025	03/03/25-03/06/25	\$390.00
IH25-12	Angela Diblasio-Funk	DECA State Career Development Conference 2025	03/03/25-03/06/25	\$390.00
IH25-13	Edith LaChac	DECA State Career Development Conference 2025	03/03/25-03/06/25	\$390.00







### 17. Policy

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions PO1 through PO2 as described below:

PO1. Move to approve, the first reading of District Policies/Regulations as follows:

<u>Policy Title</u>	<u>Policy Number</u>
P 5330 Administration of Medication	P 5330  P 5330 Administration of Medication Re...
P 9320 Cooperation with Law Enforcement Agencies	P 9320  P 9320 Cooperation with Law Enforcem...
R 9320 Cooperation with Law Enforcement Agencies	R 9320  R 9320 Cooperation with Law Enforcem...
P 5710 Student Grievance	P 5710  P 5710 Student Grievance Revised.pdf
P 9163 Spectator Code of Conduct	P 9163  P 9163 Spectator Code of Conduct Inersc...

PO2. Move to approve, the second and final reading of District Policies/Regulations as follows:

<u>Policy Title</u>	<u>Policy Number</u>
Harassment, Intimidation, or Bullying	P 5512  P 5512 Harassment, Intimidation, or Bul...
Student Smoking	P 5533  P 5533 Student Smoking Revised .pdf
Student Smoking	R 5533  R 5533 Student Smoking Revised .pdf
Electronic Surveillance In School Buildings and on School Grounds	P 7441  P 7441 Electronic Surveillance in School ...
Electronic Surveillance In School Buildings and on School Grounds	R 7441  R 7441 Electronic Surveillance in School ...
High School Graduation	P 5460  P 5460 High School Graduation Revised ...

**Motion to approve all resolutions, contained in agenda sections as follows: Personnel, Education, Operations, Finance, and Policy as a Consent vote.**

Moved by Ms. Souders Seconded by Mr. Bogdansky

	Yes	No	Abstain	Absent
Ms. Ansh	X			
Mr. Bogdansky	X			
Mr. DeLaite	X			
Ms. Kiel*	X			
Mr. Kinney	X			
Ms. Koulikourdis	X			
Mr. Valenti	X			
Ms. Mariani, Vice President	X			
Ms. Souders, President	X			

\* Remotely via zoom

**18. Public Comment 9:11- 9:15 PM**

- A member of the public commented on the enrollment disparity and inquired if students have the option to attend either school

- A member of the public commented on board goals and strategic plan, administrative v. Board roles and permanent administrative candidates.

### 19. Board Comments

Board members commented on board responsibility and administrative roles.

### 20. Anticipated Future Meeting Dates

- Monday, March 3, 2025, Regular Public Meeting, Ramapo High School Auditorium.
- Monday, March 17, 2025, Adoption of Tentative Budget/Regular Public Meeting, Indian Hills High School Auditorium.

### 21. Adjournment

Moved by Mr. Bogdansky    Seconded: Ms. Koulikourdis adjourned the meeting at 9:17 P.M.

<input checked="" type="checkbox"/> ___ Ms. Ansh	<input checked="" type="checkbox"/> ___ Ms. Kiel*	<input checked="" type="checkbox"/> ___ Mr. Valenti
<input checked="" type="checkbox"/> ___ Mr. Bogdansky	<input checked="" type="checkbox"/> ___ Mr. Kinney	<input checked="" type="checkbox"/> ___ Ms. Mariani, Vice Pres.
<input checked="" type="checkbox"/> ___ Mr. DeLaité	<input checked="" type="checkbox"/> ___ Ms. Koulikour dis	<input checked="" type="checkbox"/> ___ Ms. Souders, President

\* *Remotely via Zoom*

Respectfully submitted,

Dora E. Zeno, Interim School Business Administrator