



MAHWAH BOARD OF EDUCATION

60 Ridge Road, Mahwah, NJ 07430

Richard DeSilva, Jr.
1st Vice President

Brett Coplin
John Dinice
Trista Daveniero

Prema C. Moorthy, PhD
President

Benjamin A. Kezmarsky
2nd Vice President

Michael Galow
Christopher L. Hughes
Janine Jansen

MINUTES OF THE PUBLIC WORK SESSION/ACTION MEETING OF THE MAHWAH BOARD OF EDUCATION held on Wednesday, March 26th, 2025, in the Administrative Offices, 60 Ridge Road, Mahwah, New Jersey.

PLEASE NOTE: This meeting of the Mahwah Board of Education is open to members of the public to be physically present. Members of the public that attend will be asked to follow the same procedures as all other visitors to our schools. Those procedures can be found on the agenda page of our website. Additionally, the Board meeting will be live streamed for viewing purposes only. Anyone wishing to view the meeting, may do so via Zoom (<https://zoom.us>).

1. Call to Order

Dr. Moorthy called the meeting to order at 7:00 pm

2. Roll Call

PRESENT: Ms., Jansen, and Moorthy
Mr. Dinice, Galow, Hughes, and DeSilva

ABSENT: Mr. Coplin and Kezmarsky
Ms. Daveniero

ALSO PRESENT: Michael DeTuro, Ed.D., Superintendent of Schools
Dennis M. Fare, Ed.D., Assistant Superintendent
Thomas Lambe, Business Administrator, Board Secretary
Linda A. Bovino-Romeo, Ph.D., Director of Curriculum & Instruction
Lisa Rizzo, Director of Special Services
Alexis Kasparian, Student Representative
One (1) member of the public attended in-person
Zero (0) members of the public attended via Zoom

3. President's Announcement

Adequate notice of the agenda of this meeting has been provided to *The Ridgewood News and The Record* specifying that the Mahwah Board of Education will meet on March 26, 2025, in the Administrative Offices, 60 Ridge Road, Mahwah, New Jersey. A copy was filed with the Township Clerk.

4. Salute to the Flag

5. Motion to Recess to Executive Session

No executive session

6. Motion to Reconvene to Public Action Meeting

No executive session

7. Agenda Questions

No agenda questions

8. Motion to open meeting to the public

Motion by Mr. Galow, seconded by Mr. DeSilva, to open the meeting to the public for comments at 7:02 pm. Motion carried 6 ayes, 0 nays

9. Motion to close meeting to the public

Motion by Mr. Hughes, seconded by Ms. Jansen, to close the meeting to the public for comments at 7:02 pm. Motion carried 6 ayes, 0 nays.

10. Mahwah Student Representative Report

- *The high school musical, Anything Goes, will begin performing tonight, and will run through Sunday.*
- *The SGA club's executive member placed at the 3D Bridge Competition at NJIT.*
- *The Junior class is gearing up for their junior formal.*
- *The Symphonic Band won gold in their latest competition.*
- *Future Problem Solvers placed 1st in their category; 21 students will go on to Indiana for the international competition.*

11. Superintendent's Report – Dr. Michael DeTuro

- *Congratulated Coach Ben Wagman for receiving the Big North Patriot Coach of the Year (wrestling).*
- *Congratulated Coach Jim Dalessio for receiving the Coach of the Year award (bowling).*
- *Ramapo Ridge Middle School's play, Annie, Jr. began this past weekend.*
- *Reported that the acting and singing in 'Anything Goes' was fantastic! Congratulated all performers and the woodworking students who built the set.*
- *On March 30th George Washington Elementary held SEL Leaning Day; Mahwah high school students led activities alongside the seeing-eye therapy dogs.*
- *Habitat for Humanity began construction in Oradell; Class of 2024 Alumni will take part in the build.*
- *Congratulated Robo T-Birds; currently working on grants to attain a 2nd robot.*
- *Congratulated the Winter Guard for placing 1st and attaining the highest score ever in Mahwah's history.*
- *Highlighted Ava Novello, who is the first female in Mahwah history to earn a spot in the State Championship competition.*

12. Business Administrator/Board Secretary's Report – Mr. Thomas Lambe

- *Presented the 2nd out of four presentations for the 2025-2026 budget.*

13. Assistant Superintendent's Report – Dr. Dennis M. Fare

- *Highlighted Lukas' progress with his boat construction; visit totalboatonline.com to see pictures of Lukas as a youngster and later as a high school senior; Lukas' goal is to complete the build before the end of the school year.*
- *Highlighted the retirement of both Deborah and George Kayal, husband and wife, who have completed 33 years of service; raised a great family who all attended Mahwah schools. Thank you.*
- *Other retirements: Laura Phillips, thanked for 28 years of dedicated service; Maureen Lynch, thanked for her 9 years in district, but also for the overall 33 years of service in education.*
- *The Bergen County Educator Job Fair will be hosted by the Mahwah High School this April 5th.*

- *The next strategic planning meeting will take place on April 9th at 6 PM, following the board work session, scheduled to begin at 5 PM.*

14. President's Report

- *Remember everyone that the next strategic planning meeting, April 9th, is also the last one in this academic year; thanked all that have participated, while encouraging new participants.*

15. Board Committee Reports

Instructional & Curriculum/Special Education – P. Moorthy (Chair), T. Daveniero, M. Galow, B. Coplin
 Finance & Facilities – M. Galow (Chair), R. DeSilva, B. Kezmarsky, J. Jansen
 Policy – J. Dinice (Chair), R. DeSilva, C. Hughes, J. Jansen
 Community Relations – T. Daveniero (Chair), B. Kezmarsky, B. Coplin, C. Hughes
 Executive/Planning Committee – P. Moorthy (Chair), R. DeSilva, B. Kezmarsky
 Negotiations – J. Jansen (Chair), M. Galow, J. Dinice, B. Coplin
 Bergen County School Boards Liaison – J. Dinice, P. Moorthy, C. Hughes (2-Alt.)
 New Jersey School Boards Legislative Liaison – P. Moorthy
 Mahwah Schools Foundation Liaison – J. Jansen, B. Coplin (Alt.)
 Mahwah Access for All Liaison – M. Galow, T. Daveniero (Alt.)
 Transportation Committee Ad Hoc – B. Coplin (Chair) J. Dinice, C. Hughes, M. Galow
 Board of Education Liaison to Town Council - B. Kezmarsky, B. Coplin (Alt.)

16. Board Member Remarks/Additional Comments on Reports or Other Non-Agenda Items

- Policy- J. Dinice
 - #7430- school safety- abolished because redundant
 - #1581- domestic violence- revised to include the development of an action plan
 - #5111- resident/ non-resident student(s)- revised to include sentences concerning the enrollment of non-resident students
 - #5460- high school graduation- revised to include a new graduation requirement; now required to submit a financial aid submission
 - #5512- harassment/ intimidation and bullying- revised to include parental notifications requirements and guidance for police and school protocol during investigations
 - #5533- student smoking- revised to include language to require schools to report to law enforcement when suspension that electronic smoking devices contain controlled substance or cannabis
 - #7441- electronic surveillance- revised to allow law enforcement the capacity to use live footage during emergency situations
 - #8500- food services- expansion of income eligibility to qualify for free meals and additional parental notifications.
 - #9320- cooperation with law enforcement agencies- revised to allow superintendent to designate a law enforcement unit for the district; to establish a point of contact for students who have witness trauma; replace “controlled/dangerous” with “other drugs”
 - #7101 to #7434- ongoing review- minor language changes, format, and punctuation.
 - #9163- spectator code of conduct- new policy that requires immediate removal of a person at a school event for breaking the established code of conduct

- Finance & Facilities- M. Galow
 - Explained the renewal of laptop leases; this will be the 3rd renewal of the lease.
 - Commented on the success of the strategic planning sessions; stated the following: “it takes a community effort to engage the students”.
- Mahwah Schools Foundation Liaison - J. Jansen
 - MSF is having a gala on April 3rd, 2025; fundraising will support teacher grants.
 - Reminded all that the next T-Bird Talk will take place on May 20th, 2025.
 - Announced a softball opener. It will take place on April 12th at the Mahwah High School; the varsity, JV, and youth teams will participate.

17. Old Business

Resolutions 17a – 17c were moved by Mr. Dinice, seconded by Mr. Galow.

- a. Minutes – March 5, 2025 Public Work Session/Action Meeting
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of the March 5, 2025 Public Work Session/Action Meeting.
- b. Minutes – March 5, 2025 Executive Session Meeting
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of the March 5, 2025 Executive Session Meeting.
- c. Minutes – March 12, 2025 Strategic Planning Meeting
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of the March 12, 2025 Strategic Planning Meeting.

Motion for resolutions 17a- 17b were approved with 5 ayes, 0 nays; Mr. Hughes abstained.

Motion for resolution 17c approved with 4 ayes, 9 nays; Mr. DeSilva and Ms. Jansen abstained.

18. New Business – Other

Resolutions 18a – 18x were moved by Mr. Hughes and seconded by Mr. Galow.

- a. Financial Report
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of bills for the period of (February 19, 2025) to (March 20, 2025).

General Current Expense	Fund 11	\$4,439,449.14
Capital Outlay	Fund 12	\$124,896.65
Special Revenue Funds	Fund 20	\$52,759.47
Region I	Fund 52	\$11,314.99
Region I-Contracted Trans.	Fund 53	\$1,598,678.58
Total of All Checks		\$6,227,098.83

- b. Secretary’s Report
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts, and affixes to the minutes, the Secretary’s Report for December 2024.

c. Treasurer’s Report

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts, and affixes to the minutes, the Treasurer’s Report for December 2024.

d. Budget Transfers

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves budgetary transfers from October 2024 through February 2025, as per attached.

e. Technology Lease

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a 39-month lease agreement with Hewlett-Packard Financial Services for 1,302 laptops and 641 Chromebooks from MRA International, as per the attached quote numbers Q-062321 and Q-062315, with 3 annual payments as follows:

Date	Lease Payment
7/1/25	\$ 578,793.04
7/1/26	\$ 578,793.04
7/1/27	\$ 578,793.04

BE IT FUTHER RESOLVED, that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education authorizes MRA International to provide both the laptops and the Chromebooks under State of New Jersey Contact # (NVP-PC) MO483-24-TELE-72087.

f. Transportation Contract Renewals Mahwah – 2025-2026 – D&M Tours

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the renewal prices for transportation contracts with D&M Tours, Inc. for the 2025-2026 school year at the current CPI (3.57%) as follows:

Contract	Route #	Route	Per Hour (4 hr. min.)	Each 1/2 hour additional
9072	Various	Field/Athletic Trips outside normal school hours: Yellow School Bus 54-passenger	\$102.36	\$107.03

g. Transportation Contract Renewals Mahwah – 2025-2026 – Lenoirs Transportation

RESOLVED: that upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the renewal prices for transportation contracts with Lenoirs Transportation, Inc. for the 2025-2026 school year at the current CPI (3.57%) as follows:

Contract	Route #	Route	Per Diem
Mahwah Ath 2	Various	Field/Athletic Trips outside normal school hours:	
		Yellow School Bus 16-Passenger	\$127.79
		Yellow School Bus 17-25 Passenger	\$153.12
		Minimum 48-Pass, Coach Bus	\$186.39

- h. Transportation Contract Renewals – Mahwah – 2025-2026 – Scholastic Bus Company
 RESOLVED: that upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the renewal prices for transportation contracts with Scholastic Bus Company for the 2025-2026 school year at the current CPI (3.57%) as follows:

Contract	Route #	Route	Per Annum	Per Diem
1	H1A	Mahwah High School	\$22,147.80	
1	H2A	Mahwah High School	\$22,147.80	
1	H3A	Mahwah High School	\$22,147.80	
1	H6A	Mahwah High School	\$22,147.80	
1	H1P	Mahwah High School	\$23,794.91	
1	H2P	Mahwah High School	\$23,794.91	
1	H3P	Mahwah High School	\$23,794.91	
1	H6P	Mahwah High School	\$23,794.91	
1	JK1A	Joyce Kilmer	\$20,094.45	
1	JK4A	Joyce Kilmer	\$20,094.45	
1	JK1P	Joyce Kilmer	\$20,094.45	
1	JK4P	Joyce Kilmer	\$20,094.45	
1	R1A	Ramapo Ridge	\$26,792.60	
1	R2A	Ramapo Ridge	\$26,792.60	
1	R3A	Ramapo Ridge	\$26,792.60	
1	R4A	Ramapo Ridge	\$26,792.60	
1	R5A	Ramapo Ridge	\$26,792.60	
1	R6A	Ramapo Ridge	\$26,792.60	
1	R7A	Ramapo Ridge	\$26,792.60	
19	L8	Lenape Meadows	\$56,950.31	
107	R1P	Ramapo Ridge		\$179.11
107	R2P	Ramapo Ridge		\$179.11
107	R3P	Ramapo Ridge		\$179.11
107	R4P	Ramapo Ridge		\$179.11
107	R5P	Ramapo Ridge		\$179.11
107	R6P	Ramapo Ridge		\$179.11
107	R7P	Ramapo Ridge		\$179.11
R12	R12	Ramapo Ridge	\$62,258.18	
R13	R13	Ramapo Ridge		\$301.42
S809	BR16	Betsy Ross		\$335.02
S809	G2	George Washington		\$252.52
S809	JK7	Joyce Kilmer		\$252.52
S809	L4	Lenape Meadows		\$252.52
Scholastic 2023	G1	George Washington	\$53,695.11	
Scholastic 2023	G3	George Washington	\$53,695.11	
Scholastic 2023	G5	George Washington	\$53,695.11	
Scholastic 2023	BR5	Betsy Ross	\$53,695.11	

Contract	Route #	Route	Per Annum	Per Diem
Scholastic 2023	BR6	Betsy Ross	\$53,695.11	
Scholastic 2023	BR14	Betsy Ross	\$53,695.11	
Scholastic 2023	L1	Lenape Meadows	\$53,695.11	
Scholastic 2023	L2	Lenape Meadows	\$53,695.11	
Scholastic 2023	L3	Lenape Meadows	\$53,695.11	
Scholastic 2023	L5	Lenape Meadows	\$53,695.11	
Scholastic 2023	JK2	Joyce Kilmer	\$53,695.11	
Scholastic 2023	JK3	Joyce Kilmer	\$53,695.11	
Scholastic 2023	JK8	Joyce Kilmer	\$53,695.11	
Scholastic 2023	JK9	Joyce Kilmer	\$53,695.11	
Scholastic 2023	JK10	Joyce Kilmer	\$53,695.11	
Scholastic 2023	JK15	Joyce Kilmer	\$53,695.11	
Scholastic 2023	R9	Ramapo Ridge	\$53,695.11	
Scholastic 2023	MUSIC #1	Mahwah High School	\$17,599.07	
Scholastic 2023	MUSIC #2	Mahwah High School	\$17,599.07	

i. Transportation Contract – Region I – 2024-2025 – Miscellaneous

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education awards the following special education transportation routes for the 2024-2025 school year as per quote:

Route	Contractor	Per diem	Inc/Dec	Aide
Q642	D&R Transportation	\$190.00	\$3.00	\$50.00
Q643	Dinar School Trans	\$145.00	\$5.00	\$75.00
Q644	ProTrans School Trans	\$165.00	\$5.00	\$75.00
Q645	Shaddai Transportation	\$175.00	\$0.89	\$45.00
Q646	Safe Journey	\$108.00	\$2.50	\$50.00

j. Transportation Contract Renewals – Region I – 2025-2026

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the renewal prices for transportation contracts for the 2025-2026 school year at the current CPI (3.57%) as per the attached.

k. Transportation Contract Region I – 2025-2026 – Gloucester County SSSD

RESOLVED: that, upon recommendation of the Superintendent of Schools, the Region 1/Mahwah Board of Education does hereby approve an agreement with Gloucester County Special Services School District, an approved Coordinated Transportation Services Agency, for the purposes of transporting students in accordance with Chapter 53, P.L. 1997 for the time period 2025-2026 school year. The services to be provided include, but are not limited to, the coordinated transportation of nonpublic, out of district special education, vocational and summer programs.

BE IT FURTHER RESOLVED: that the Region 1/Mahwah Board of Education agrees to abide by the Transportation Services Agreement as published by Gloucester County Special Services School District and attached to this resolution.

l. Certification

RESOLVED: that, upon the recommendation of the Superintendent of Schools, as per New Jersey Administrative Code and New Jersey Statutes Annotated legislation and requirements, the following statement is approved:

Pursuant to N.J.A.C. 6A:23-2.11(c), I certify that as of February 2025 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of Education pursuant to N.J.S.A. 18A:22-8 and 18A:22-8.1, and

Pursuant to N.J.A.C. 6A:23-2.11(c), I certify that as of February 2025 no budgetary line item account has been over-expended in violation of N.J.A.C. 6:20-2.12(a).

Thomas Lambe, Business Administrator/Board Secretary

m. Conferences/Workshops

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves attendance at the following conferences/workshops that are deemed to be educationally appropriate and for the benefit of the school district including conference/workshop fees and necessary travel expenses:

First	Last	Conference/Workshop	Date	Amount
Benjamin	Wagman	Treblinka: A Case Study in Resistance and Survival	3/21/2025	N/A
Bryan	Near	NJASBO Purchasing	3/27/2025	\$200.92
Bryan	Near	NJASBO Audit Review	4/10/2025	\$200.92
Rayhan	Jalil	Counselor Visit Days at SUNY Binghamton	05/08-05/09/2025	N/A
Michael	DeTuro	NJASA/NJASPA Spring Leadership Conference 2025	05/14-05/16/2025	\$800.00

n. Field Trips

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following field trips:

Group/Destination	Date(s)	School	# of Students
Self-Contained to Primo Hoagies, Mahwah, NJ	4/1/25 Rain Date 4/10/25	LM	16
Honors Marketing to Meadowlands Plaza Suite, East Rutherford, NJ	4/2/25	MHS	16
Orchestra (6-8) to Mahwah High School, Mahwah, NJ	4/9/25	RR	75
GEMS Club (9-12) to Betsy Ross, Mahwah, NJ	4/25/25	MHS	10
TSA Club (9-12) to TCNJ, Ewing Township, NJ	5/3/25	MHS	30
8 th Grade Chorus to Joyce Kilmer, Mahwah, NJ	5/19/25	RR	27
5 th Grade to Ramapo Ridge, Mahwah, NJ	5/22/25	RR	204
3 rd Grade to Joyce Kilmer, Mahwah, NJ	6/11/25	BR	76
3 rd Grade to Joyce Kilmer, Mahwah, NJ	6/11/25	LM	77

o. Self-Contained Field Trips

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves field trips for the self-contained program K-5 functional skills within the greater Mahwah community for the 2024-2025 school year.

p. Policy & Regulation Abolished

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the abolishment of the following policy:

P&R7430 – School Safety

q. First Reading

P1581 – Domestic Violence
P5111 – Eligibility of Resident/Nonresident Students
P5460 – High School Graduation
P5512 – Harassment Intimidation, or Bullying
P5533 – Student Smoking
P & R7441 – Electronic Surveillance in School Buildings and On School Grounds
P8500 – Food Services
P&R9320 – Cooperation with Law Enforcement Agencies
P&R7101 – Educational Adequacy of Capital Projects
R7102 – Site Selection and Acquisition
P7130 – School Closing
P&R7230 Gifts, Grants, and Donations
P7250 – School and Facility Names
P7300 – Disposition of Property
R7300.2 - Disposition of Real Property
R7300.3 - Disposition of Personal Property
R7410 - Maintenance and Repair
P7420 – Hygiene Management
P&R7425 – Lead Testing of Water in Schools

- R7420.1 – Bloodborne Pathogen Exposure Control Plan
- R7420.2 – Chemical Hygiene
- R7421 – Indoor Air Quality Standards
- R7422 – School Integrated Pest Management Plan
- R7430.1 – School Safety in the Science Lab
- R7432 – Eye Protection
- P7433 – Hazardous Substances
- P7434 – Smoking in School Buildings and on School Grounds
- P9163 – Spectator Code of Conduct for Interscholastic Events

r. Vendor

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Laura Bishop Communications, LLC to provide communications services; for the remainder of the 2024-2025 school year, and to support communication efforts in the upcoming 2025-2026 school year at a rate of \$2,900 per month until June 30, 2026.

s. Establishment of Class/Program

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Board establish a class/program for kindergarten to grade 3 children with disabilities and autism. This full-time applied behavioral analysis-based program will be located at the Lenape Meadows School effective September 4, 2025.

t. Contract Agreement – Bergen County Special Services – Operation of Autistic Program

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the agreement between the Mahwah Board of Education and Bergen County Special Services to operate a Pre-K to grade 3 Autistic Programs at Lenape Meadows Elementary School at a cost of \$847,767 for approximately 12 students for the 2025-2026 school year.

u. Curriculum Writing

RESOLVED; that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a stipend for curriculum writing to adhere to the updates and standards set forth by the Department of Education, at the contractual amount for curriculum work per Schedule K of the MEA contract.

Curriculum Writer	Hours Requested	To be Written	Course
Heather Tirino	20	Spring/Summer	AP Economics
Heather Tirino	15	Spring/Summer	Mindfulness, Resilience, & Wellness
Justin Saputski	10	Spring/Summer	Social Media in Business
Matthew Surich	10	Spring/Summer	Business and Personal Law
Timothy Culloty	10	Spring/Summer	Entrepreneurship
Randall Fuchs	10	Spring/Summer	AP European History

- v. Consulting Service Agreement Contract – Alludo
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the contract with Alludo, at a cost of \$15,750.00, utilizing Title II & Title III funding for the period of July 1, 2025 through June 30, 2026.
- w. Consulting Service Agreement Contract - LinkIt!
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the contract with LinkIt! at a cost of \$ 37,604.50, utilizing partial Title IV part A funding for the period of July 1, 2025, through June 30, 2026.
- x. Consulting Service Agreement Contract - Curriculum Associates
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the contract with Curriculum Associates, at a cost of \$115,078.00, utilizing partial Title IV part A funding for the period of July 1, 2025, through June 30, 2026.

Motion for items 18a- 18q were approved with 6 ayes, 0 nays

Motion for item 18r was approved with 5 ayes, 0 nays; Mr. Hughes abstained.

Motion for items 18s- 18x were approved with 6 ayes, 0 nays.

19. New Business – Personnel

Resolutions 19a – 19d were moved by Mr. Dinice, seconded by Mr. Hughes.

- a. Retirement
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Deborah Kayal, teacher of special education, at Joyce Kilmer School, for the purpose of retirement; with a final date of employment June 30, 2025.

FURTHER RESOLVED, that the Mahwah Board of Education expresses its sincere appreciation for her 33 years of dedication and service to the Mahwah Public Schools.
- b. Retirement
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of George Kayal, teacher of science, at Ramapo Ridge Middle School, for the purpose of retirement; with a final date of employment June 30, 2025.

FURTHER RESOLVED, that the Mahwah Board of Education expresses its sincere appreciation for his 33 years and 3 months of dedication and service to the Mahwah Public Schools.
- c. Retirement
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Maureen Lynch, Supervisor of English Language Arts and performing arts, grades 6 – 12, at Ramapo Ridge Middle School and Mahwah High School, for the purpose of retirement; with a final date of employment September 1, 2025.

FURTHER RESOLVED, that the Mahwah Board of Education expresses its sincere appreciation for her 9 years and 2 months of dedication and service to the Mahwah Public Schools.

d. Retirement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Laura Phillips, teacher of grade 2, at George Washington School, for the purpose of retirement; with a final date of employment June 30, 2025.

FURTHER RESOLVED, that the Mahwah Board of Education expresses its sincere appreciation for her 28 years of dedication and service to the Mahwah Public Schools.

Motion for items 19a- 19d were approved with 6 ayes, 0 nays

Resolutions 19e – 19ff were moved by Mr. Hughes, seconded by Mr. Galow.

e. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Wafa Mustafa, instructional paraprofessional, at Joyce Kilmer School, effective retroactive to March 6, 2025.

f. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Joanne Cislo, instructional paraprofessional, at Lenape Meadows School, effective retroactive to March 7, 2025.

g. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Roger Griffith, maintenance worker, at Mahwah Township Public School, effective retroactive to March 24, 2025.

h. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Mary Ann Pagliaroli, as instructional paraprofessional, 5.5 hours per day, at Lenape Meadows School, effective April 7, 2025 – June 30, 2025; salary to be Step 1, \$21,032.88 prorated; pending employment verification.

i. Appointment – Leave Replacement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Alivia Beatty, as leave replacement for Employee #4317, pursuant to New Jersey Statute 18A:16-1.1, from May 5, 2025 – June 30, 2025; salary to be Column A, Step 1, \$55,873, pro-rated, pending certification and employment verification.

j. Appointment – Leave Replacement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Daria Pontone, as leave replacement for Employee #2038, pursuant to New Jersey Statute 18A:16-1.1, from May 5, 2025 – June 30, 2025; salary to be Column A, Step 1, \$55,873, pro-rated, pending certification and employment verification.

k. Appointment – Booster Camp (formerly Mahwah Title I Summer & ESL School) Director - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment update of Kalliopi Triantafillakis, to the position of Director of the 2025 Booster Camp (formerly Mahwah Title I and ESL summer school program), to be held June 30, 2025 – July 25, 2025 (staff and students), with no school on Friday, July 4, 2025; stipend to be \$5,261.

- l. Appointment – Thunderbird Academic and Career Internship Program Coordinator
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Estania Noel, as coordinator, of the Thunderbird Academic and Career Internship Program, to be held July 7, 2025 – August 8, 2025, at the stipend rate of \$5,901.
- m. Appointment – Thunderbird Externship Career Pathway Exploration Program and Job Shadowing Coordinator
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Brian Gregson, as coordinator, of the Thunderbird Externship Career Pathway Exploration Program & Job Shadowing, to be held July 7, 2025 – August 8, 2025, at the stipend rate of \$5,016.
- n. Appointment – Assistant Boys Lacrosse Coach
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Donald Magner, to the position of assistant boys lacrosse coach for the 2024 - 2025 season; stipend to be \$7,861.
- o. FMLA Leave of Absence
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence for Employee #4286, effective retroactive on March 17, 2025 – March 28, 2025, taking FMLA from March 17, 2025 – March 28, 2025.
- p. NJFLA Leave of Absence
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence for Employee #4689, using taking 10 sick days and NJFLA concurrently, effective November 10, 2025 – November 21, 2025.
- q. NJFLA Leave of Absence
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence for Employee #4309, effective on June 2, 2025 – June 25, 2025, using 18 sick days and NJFLA concurrently, from June 2, 2025 – June 25, 2025.
- r. NJFLA Leave of Absence
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence for Employee #5110, effective retroactive on March 24, 2025 – April 25, 2025, using NJFLA from March 24, 2025 – April 25, 2025.
- s. FMLA/NJFLA/Childcare/Maternity Leave of Absence
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence for Employee #2038, using 17 sick days, from May 12, 2025 – June 6, 2025, taking FMLA, effective June 9, 2025 – October 3, 2025, and taking NJFLA from October 6, 2025 – December 23, 2025.
- t. FMLA/NJFLA/Maternity/Child Care Leave of Absence – Extension
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves an unpaid leave of absence extension for Employee #4476, effective September 1, 2025 – June 30, 2026.

u. NJFLA Intermittent Leave of Absence – Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves an intermittent leave of absence update for Employee #5396, effective retroactive and during the following dates: October 23, 2024 – October 25, 2024; November 4, 2024; November 6, 2024; January 17, 2025; January 22, 2025 – January 24, 2025; February 19, 2025 – February 21, 2025; March 5, 2025; March 10, 2025; March 14, 2025; March 18, 2025; March 26, 2025 – March 27, 2025; March 31, 2025.

v. NJFLA Intermittent Leave of Absence - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves an intermittent leave of absence update for Employee #9776, effective retroactive and during the following dates: January 22, 2025 – January 23, 2025; January 27, 2025 – January 28, 2025; February 10, 2025; March 24, 2025 – March 25, 2025.

w. Additional Teaching Period – Internal Coverage

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following staff members to teach a sixth period to provide class coverage for Employee #4309; from June 2, 2025 – June 25, 2025, at 1/5th of their salary; pro-rated, per diem, for designated periods; to be paid via submitted voucher:

Name	Designated Period
Gabriel Castro	Period 2
Valerie Fraenkel	Period 3
Jhony Kuwent	Period 7
Eimy Londono	Period 8
Maria Weinpel	Period 9

x. Additional Teaching Period - Revised

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following staff members to provide internal class coverage; effective March 28, 2025 – June 25, 2025, at 1/5th of their salary; pro-rated, per diem, to teach various periods to cover Employee #4315; to be paid via submitted voucher:

Teacher	# of Days
Timothy Adase	41
Gwenael Calvez	22
William Hix	56
Catherine Schwartz	59
Stephanie Delpiu	67
Jaclyn Nelson	11
Bryan Oldewurtel	18

y. Booster Camp (formerly Title I Mahwah Summer School & ESL Program) – Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Booster Camp Summer Program update; to be held June 30, 2025 - July 25, 2025, with no school on Friday, July 4, 2025, as described in the No Child Left Behind (NCLB) application. There is no tuition cost for these programs. Students are invited

to participate based upon academic need and teacher recommendation. All program staff appointments will be adjusted to the program dates outlined in this resolution.

z. Summer Music Program - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Self-Sustaining Summer Music Program update; to be held June 30, 2025 - July 17, 2025; classes to be run Monday through Thursday; from 8:00 a.m. - 12:00 p.m.; at no cost to the district.

aa. Safety Town Program - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Safety Town program for children entering kindergarten in September 2025, to be held June 26, 2025 – July 2, 2025; from 9:15 a.m. - 11:00 a.m.

bb. Tutoring - Revised

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following teachers to tutor students, before school, after school, and during the lunch/recess period, from January 13, 2025 – May 9, 2025; to be paid her hourly rate.

Joyce Kilmer School

Teacher	Hours/Week	# Students (Approximate)	Total Hours
Pamela MacFarland	2	3 – 9	34
Jennifer Talkowski	3	3 – 9	45
Kathleen Altomare	2	3 – 9	34

*Number of students per session will be determined based on student needs and parental consent.

cc. Reimbursement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reimburses following individuals for professional music services rendered in the pit orchestra, rehearsals and performances, for the Spring 2025 musical Anything Goes; funds to be paid from the Mahwah High School drama club public school account:

Name	Position
Anna Maria Alcaro	District Staff
Josie VanPuttenVink	District Staff
Jeffrey Bittner	District Staff
Matt Bilyk	Outside Musician
Joseph Christianson	Outside Musician
Tim Jedlika	Outside Musician
Rena Rothman	Outside Musician

dd. Job Description

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following job descriptions:

- School Security Officer
- Technology Coach

ee. Practicum Field Experience

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following practicum field experience placement for the 2025 spring semester, for the following student, attending the following colleges/universities:

Student Name	College/University	Supervising Staff Member
Rebecca Genardi	Centenary University	Paul Wyka (Principal of Lenape Meadows School)

ff. Paraprofessional Substitutes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following paraprofessional substitutes for the 2024-2025 school year:

LAST NAME	FIRST NAME	CITY
Decker*	Linnette	Mahwah

*Effective retroactive to 3/5/25

Motion for items 19e- 19ff were approved with 6 ayes, 0 nays.

20. Public Questions or Comment

No questions or comments made.

21. Motion to open meeting to the public

It was moved by Mr. DeSilva, seconded by Mr. Galow to open the meeting for public comments at 7:49 pm. Motion carried 6 ayes, 0 nays.

22. Motion to close meeting to the public

It was moved by Mr. Hughes, seconded by Ms. Jansen to close the meeting for public comments at 7:49 pm. Motion carried 6 ayes, 0 nays.

23. Motion to Recess to Executive Session under Chapter 231, P.L. (Sunshine Law), which authorizes a public body to discuss personnel, negotiations, and legal matters.

- Personnel Matters
- Confidential Student Matters
- Legal Update

It was moved by Mr. DeSilva, seconded by Mr. Hughes to recess to the executive session at 7:49 pm. Motion carried 6 ayes, 0 nays.

24. Motion to Reconvene to Public Action Meeting to take action on matters discussed in Executive Session

It was moved by Mr. Hughes, seconded by Mr. DeSilva to reconvene to the public action meeting at 8:09 pm. Motion carried 6 ayes, 0 nays.

25. Motion to Adjourn

It was moved by Mr. Hughes, seconded by Mr. DeSilva to adjourn the meeting at 8:09 pm. Motion carried 6 ayes, 0 nays.

Upcoming Events

3/28	Betsy Ross HSO meeting 2:00 p.m.
4/7	Mahwah High School HSA meeting 7:00 p.m.
4/8	Betsy Ross HSO Zoom meeting 7:00 p.m.
4/8	Joyce Kilmer HSO Zoom meeting 12:00 p.m.
4/9	George Washington HSO meeting 6:00 p.m.
4/9	Mahwah Board of Education meeting 5:00 p.m. Strategic Planning meeting 6:00 p.m.
4/10	Lenape Meadows HSO meeting 2:30 p.m.
4/24	Ramapo Ridge HSO Zoom meeting 7:00 p.m.
4/30	Mahwah Board of Education meeting/Budget Hearing 7:00 p.m.
5/6	Lenape Meadows HSO meeting 7:00 p.m.
5/13	Joyce Kilmer HSO meeting Zoom 12:00 p.m.
5/14	George Washington HSO meeting 11:30 a.m.
5/16	Betsy Ross HSO meeting 12:15 p.m.
5/19	Mahwah High School HSA meeting 7:00 p.m.
5/21	Mahwah Board of Education meeting 7:00 p.m.
6/5	Joyce Kilmer HSO meeting Zoom 12:00 p.m.
6/11	Mahwah Board of Education meeting at Lenape Meadows 7:00 p.m.
6/11	George Washington HSO meeting 6:00 p.m.
6/11	Lenape Meadows HSO meeting 2:30 p.m.
6/12	Ramapo Ridge HSO Zoom meeting 9:00 a.m.
6/17	Betsy Ross HSO meeting 9:00 a.m.
7/9	Mahwah Board of Education meeting (Personnel Only 9:00 a.m.)
7/23	Mahwah Board of Education meeting 7:00 p.m.
8/6	Mahwah Board of Education meeting (Personnel Only 9:00 a.m.)
8/27	Mahwah Board of Education meeting 7:00 p.m.

Respectfully submitted,



Thomas Lambe
Business Administrator/Board Secretary