



## 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, April 9<sup>th</sup>, 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 5:02 pm

2. Roll Call

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

ABSENT: 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  
Four (4) members of the public attended the work session in-person, and about  
Thirty (30) members of the public attended the Strategic Planning session

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 April 9<sup>th</sup>, 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 for comments

**Motion by Mr. Kezmarsky, seconded by Mr. DeSilva, to open the meeting to the public for comments at 5:02 pm. Motion carried 8 ayes, 0 nays**

9. Motion to close meeting to the public for comments

**Motion by Mr. Kezmarsky, seconded by Mr. Galow, to close the meeting to the public for comments at 5:02 pm. Motion carried 8 ayes, 0 nays.**

10. Mahwah Student Representative Report

- *No report*

11. Superintendent's Report – Dr. Michael DeTuro

- *Dr. DeTuro introduced Mr. Matthew Lee, our NJSBA representative, who conducted an overview of the CSA Evaluation Training.*

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

- *Mr. Lambe gave a presentation on the 2025-2026 Preliminary Budget.*

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

- *Dr. Fare introduced Mr. O'Hara, who will assume the Director of Guidance position. Dr. Fare explained Mr. O'Hara's credentials, experience, and the overall vetting and hiring process that was undergone.*
- *Dr. Fare also introduced Ms. Caroline Krueger, who will assume the role of Supervisor of Language Arts 6-12 and Supervisor of Performing Arts 9-12.*

14. President's Report

- *No report*

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

- *Transportation Committee Ad Hoc – B. Coplin (Chair)*
  - *Thanked Mr. Lambe and Ms. Spindler for meeting with the committee*
  - *The 24/25 legal process has been deemed unnecessary; produced greater workload and found no efficiencies, so it will be discontinued for the 25/26 SY.*
  - *Courtesy letters will be sent in April notifying 5<sup>th</sup> and 8<sup>th</sup> grade students whose mileage criteria will result in a loss of transportation for the following year.*
- *Instructional & Curriculum/Special Education – P. Moorthy (Chair)*
  - *Updated the public on the Reflective Practice Program (mentioned in the February 19<sup>th</sup>, 2025, BOE meeting) - teachers have found a benefit in watching back their self-recordings and have been able to learn and enhance their teaching skills and approach as a result.*
  - *BCCS' K-3 Autistic Program that will be implemented at Lenape Meadows Elementary School.*
  - *Extension of our Pre-K program*
  - *Transfer of the self-contained program back to George Washington Elementary*
  - *Highlighted the spring roll out of an additional reading program; K-12 special education reading course; focused intervention program for students that are facing difficulty reading; aims to help with their word coding, enhance writing skills, and reading confidence.*

17. Old Business

**Resolutions 17a – 17b were moved by Ms. Jansen, seconded by Mr. Hughes.**

a. Minutes – Public Work Session/Action Meeting – March 26, 2025

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of the March 26, 2025 Public Work Session/Action Meeting.

b. Minutes – Executive Session Meeting – March 26, 2025

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of the March 26, 2025 Executive Session Meeting.

**Motion for resolutions 17a- 17b were approved with 6 ayes, 0 nays; Mr. Coplin and Mr. Kezmarsky abstained.**

18. New Business – Other

**Resolutions 18a – 18m were moved by Mr. Galow and seconded by Ms. Jansen.**

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 March 21, 2025 to April 3, 2025.

General Current Expense	Fund 11	\$774,181.82
Capital Outlay	Fund 12	\$228,595.64
Special Revenue Funds	Fund 20	\$53,565.99
Capital Projects Funds	Fund 30	\$10,925.00
Region I	Fund 52	\$765.29
Region I-Contracted Trans.	Fund 53	\$1,911,159.30
Total of All Checks		\$2,979,193.04

b. Change Order – Water Main Replacement Project at Mahwah High School

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a change order in the net amount of \$21,695.94 for PO #502270 to Mike Fitzpatrick Contractors for the Water Main Replacement project at Mahwah High School, as follows:

<b>Change Order #</b>	<b>\$ Amount</b>	<b>Description</b>
1	\$ 27,064.26	Removal of underground rock discovered during construction
2	\$ (5,368.62)	deduction to repair underground conduit damaged during construction
<b>Total</b>	<b>\$ 21,695.64</b>	

c. Copier Lease

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a 60-month lease with Ricoh, USA, for the use of copy machines and service from Atlantic/Tomorrow's Office at a cost of \$6,445.00 per month, from State Contact #25-COMG-99562, as per the attached agreement.

d. 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:

<b>First</b>	<b>Last</b>	<b>Conference/Workshop</b>	<b>Date</b>	<b>Amount</b>
Christine	Hartigan Miller	FEA LEGAL ONE Gifted and Talented Education Institute – Day #4 How to Meet the Challenges of K-2 and High School Gifted and Talented Education Identification and Programming	4/30/2025	N/A
Benjamin	Wagman	Ramapo College Holocaust Education Roundtable (continued)	5/12/2025	N/A
Taylor	Kanderis	Yearbook Spring Work Day	5/15/2025	N/A
Benjamin	Wagman	"Belonging: Reconsidering Antisemitism, Islamophobia, and other Racisms"	5/20/2025	N/A
Mary	Rosen	Belonging: Reconsidering Antisemitism, Islamophobia, and other Racisms	5/20/2025	N/A
Michael	Doris	AP Reading for AP Statistics	05/31 - 06/03/2025	\$26.41
Fang	Bian	The Middlebury College Summer Total Immersion Program	06/24 - 06/25/2025	N/A

e. Field Trips

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

<b>Group/Destination</b>	<b>Date(s)</b>	<b>School</b>	<b># of Students</b>
PE (6-8) to Mahwah High School, Mahwah, NJ	4/10/25	RR	297
PE (6-8) to Mahwah High School, Mahwah, NJ	4/11/25	RR	310
Robotics to George Washington School, Mahwah, NJ	4/22/25	MHS	10
Robotics to Lenape Meadows School, Mahwah, NJ	4/25/25	MHS	10
Adv. Industrial Studies to Lenape Meadows, Mahwah, NJ	4/25/25	MHS	12
Spanish (6-8) to Lenape Meadows, Mahwah, NJ	4/28/25	RR	20
	4/29/25	RR	28
Gifted & Talented (Grade 4 & 6) to NJ Law Center, New Brunswick, NJ	5/15/25	RR	20
FPS (6-12) to Indiana University, Bloomington, IN	6/4-	RR & MHS	4
	6/8/25		28

f. Second Reading and Adoption of Policies & Regulations

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the second reading and adoption of the following:

- 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

g. 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
Carolyn Ferguson	20	Spring/Summer/Fall	Education as Career

h. Summer Camp

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approved a contract with the National Inventors Hall of Fame to provide Camp Invention for the summer at a cost of \$24,523, for the period of August 4 – August 8, 2025.

i. Donation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts a generous donation from Orange & Rockland for \$5,000 - \$7,000 of material and labor to create a sensory garden at Betsy Ross School. The goal of the project is to revitalize the area with locally native shrub and herbaceous species that provide critical floral and nectar resources to various pollinating animals and birds, including the monarch butterfly. The project will also include the addition of sensory-related items, including site, sound, and smell, which will be used to support emotional, spiritual, and physical well-being of those who utilize the space.

j. Development of Comprehensive Equity Plan\

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education authorizes the district's Affirmative Action Team (AAT), to conduct the needs assessment and, subsequently, to develop the Comprehensive Equity Plan for school years 2025-2026 through 2027-2028, based on those identified district needs.

k. Submission of Comprehensive Equity Plan

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

WHEREAS, the Department of Education requires New Jersey School Districts to submit the Comprehensive Equity Plan for school years 2025-2026 through 2027-2028,

NOW THEREFORE BE IT RESOLVED; that the Mahwah Board of Education hereby authorizes the assistant superintendent to submit the attached Comprehensive Equity Plan for the Mahwah Board of Education in compliance with Department of Education requirements which will take effect September 1, 2025.

l. Therapy Dog

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves The Seeing Eye, to provide therapy dog services to students, at George Washington School, in May 2025; at no cost to the district.

m. Therapy Dog

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves Bright and Beautiful Therapy Dog Organization, to provide therapy dog services to students, at Joyce Kilmer School, in May 2025; at no cost to the district.

**Motion for items 18a- 18m were approved with 8 ayes, and 0 nays; Mr. Galow abstained from check #119254 and check # 119382 on item 18a.**

19. New Business – Personnel**Resolutions 19a – 19k were moved by Mr. Kezmarsky, seconded by Mr. DeSilva.**a. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Kaitlyn Jones, teacher of physical education, at Ramapo Ridge Middle School, effective June 25, 2025.

b. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Christina Korcak, teacher of grade two, at Lenape Meadows School, effective June 30, 2025.

c. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Caroline Krueger, as Supervisor of English Language Arts, Grades 6-12, and Supervisor of Performing Arts, Grades 9-12, at Ramapo Ridge Middle School and Mahwah High School, effective July 1, 2025 – June 30, 2026; salary to be \$104,000; pending employment verification.

d. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of James O’Hara, as Director of Guidance, for Mahwah Township Public Schools, from July 1, 2025 - June 30, 2026; salary to be \$175,000; pending employment verification.

e. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Anita Vasti, as instructional paraprofessional, 5.5 hours per day, at Lenape Meadows School, effective April 21, 2025 - June 30, 2025; salary to be Step 1, \$21,032.88 pro-rated; pending fingerprinting and employment verification.

f. Appointment- Revised

RESOLVED, that upon recommendation of the Superintendent of Schools, The Mahwah Board of Education revises the appointment of Ana Rossig, Pre-Kindergarten Teacher at Lenape Meadows School; for the 2024-2025 School Year, originally appointed on May 1, 2024 with a salary of \$66,011; to allocate 27% of the salary, or \$17,823 to be paid from Title I funds; Account #20-231-100-100-9926; with the remaining \$48,188 to be paid from the operating budget.

g. Appointment- Leave Replacement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Sydney Bavaro, as leave replacement for Employee #7050, pursuant to New Jersey Statute 18A:16-1.1, on May 15, 2025 and May 29, 2025 - June 30, 2025; salary to be Column D, Step 1, \$61,718, pro-rated; pending certification and employment verification.

h. 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 #7050, effective on May 28, 2025 - June 25, 2025; using FMLA from May 28, 2025 - June 25, 2025.

i. 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 #4487, using 20 sick days and taking FMLA concurrently, effective September 4, 2025 - October 3, 2025, and taking NJFLA from October 6, 2025 – December 26, 2025.

j. NJFLA Leave of Absence- Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence update for Employee #5590, effective on March 10, 2025 - April 22, 2025, using 27 sick days and NJFLA concurrently, from March 10, 2025 – April 22, 2025.

k. 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 #4124; from May 1, 2025 – May 16, 2025, at 1/5<sup>th</sup> of their salary; pro-rated, per diem, for designated periods; to be paid via submitted voucher:

Name	Designated Period	Total # of Days
Taylor Kanderis	Period 2	8
Taryn Browne	Period 3	12
Alexandra Lazar	Period 6	12
Christina Behnan	Period 8	12

**Motion for items 19a- 19k were approved with 8 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. Galow, seconded by Mr. Hughes to open the meeting for public comments at 5:54 pm. Motion carried 8 ayes, 0 nays.**

22. Motion to close meeting to the public

**It was moved by Mr. Kezmarsky, seconded by Mr. Coplin to close the meeting for public comments at 5:54 pm. Motion carried 8 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.

*No executive session was held.*

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

*No executive session was held.*

25. Strategic Plan Meeting #3 Work Session (starting at 6:00 p.m.) – see attached work session agenda

*Dr. DeTuro and Mr. Matthew Lee led the participants and staff through the 3D Strategic Planning Meeting: Determination, Dream and Dstiny by Design.*

26. Motion to Adjourn

**It was moved by Ms. Jansen, seconded by Mr. DeSilva to adjourn the meeting at 7:13 pm.  
Motion carried 8 ayes, 0 nays.**

Upcoming Events

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