

RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT
Oakland, New Jersey 07436
REGULAR PUBLIC MEETING MINUTES
April 7, 2025

1. Call to Order - Roll Call 6:01 PM

- | | | |
|---|--|---|
| <input checked="" type="checkbox"/> ___ Ms. Ansh | <input checked="" type="checkbox"/> ___ Ms. Kiel (Arrived 6:05 PM) | <input checked="" type="checkbox"/> ___ Mr. Valenti |
| <input checked="" type="checkbox"/> ___ Mr. Bogdansky | <input checked="" type="checkbox"/> ___ Mr. Kinney (Arrived 6:23 PM) | <input checked="" type="checkbox"/> ___ Ms. Mariani, Vice Pres. |
| <input checked="" type="checkbox"/> ___ Mr. DeLaite | <input type="checkbox"/> ___ Absent ___ Ms. Koulikourdis | <input checked="" type="checkbox"/> ___ Ms. Souders, President |

2. Closed Session 6:02 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 7th day of April 2025 at 6:02 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 type="checkbox"/> ___ Absent ___ Ms. Koulikourdis | <input checked="" type="checkbox"/> ___ Ms. Souders, President |

Closed session was concluded at 7:55 PM, at which time the Board recessed and subsequently reconvened into public session at 8:05 PM.

3. Board President’s Announcement 8:05 PM

The meeting was called to order by the Board President at 8:05 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. DeLaité	<input type="checkbox"/> Absent Ms. Koulikourdis	<input checked="" type="checkbox"/> Ms. Souders, President

5. Pledge of Allegiance

Ms. Souders led the Pledge of Allegiance.

6. Board President’s Report

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.

Matthew Lee, NJSBA-CSA Evaluation- Mr. Lee provided a presentation to the Board members on the Chief School Administrator Evaluation process.

7. Superintendent’s Report

Ms. DeMarco

- Thanked all for their attendance and the student representative for her report
- Highlighted the following:
 - The Class of 2025 Valedictorians and Salutatorians for each school
 - Graduation, June 23, 2025
 - RHS- 4:30 PM
 - IHHS- 6:30 PM
 - Various agenda items

8. Interim Business Administrator’s Report

Ms. Zeno highlighted agenda items related to Operations.

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - The chair reported the committee met on March 20, 2025 and highlighted the following:

- District Art Show
- Music Department spring performances
- IHHS Wall of Fame to be completed over Spring break
- Golf Outing June 26, 2025

Education & Personnel - The chair reported that the committee met on April 1, 2025 and highlighted the following:

- Special education FLOW transition process for students with 504 plans
- In addition to 2.5 credit Course Financial Literacy, AP Economics will also satisfy the graduation requirement of at least 2.5 credits in financial, economic, business and entrepreneurial literacy, as indicated in Policy 5460 and N.J.A.C 6A:8-5.1. (E6), will satisfy the credit requirements for graduation
- May 23, 2025 give back emergency closing day that was not used
- May 6, 2025 next committee meeting

Finance & Facilities - The chair reported that the committee will meet on April 11, 2025
Negotiations - No report

Policy - The chair reported that the committee will meet on April 10, 2025

Ad-hoc Board Goals - The committee chair thanked Ms. DeMarco and the Board for this accomplishment and noted that the Board Goals are on the agenda for adoption.

10. Public Comment 8:51 PM- 9:09 PM

- Members of the public commented on the following:
 - Commended the Board for greater collegial collaboration.
 - Commended the Board's transparency as it related to OPRA logs and the cost of legal claims.
 - Commented on school rankings, enrollment, culture and school choice.
 - Commented on legal claims and Board members defending former board members.
 - Commented on course offerings.
 - Asked questions related to the proposed 2025-2026 budget such as legal reserves and estimated revenue calculations.
 - Inquired about questions posed during public comments requesting responses.
 - Thanked board members for developing board goals.
 - Referred to accounting and business classes not being offered at IHHS as well as too much focus on UP programs and trades.

11. Open Board Discussion

A board member had questions on policies and regulations 2425 & 5308 on the agenda for approval of their second read. Ms. DeMarco noted that these were mandated policies but deferred to the Board. As a result of this discussion the Board took action to table those policies and regulations as follows:

Ms. Ansh made a motion, seconded by Ms. Mariani, to table the policies and regulations 2425 & 5308, which was unanimously approved.

12. Action Items

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

- March 17, 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			

13. Personnel

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions P1 through P5 , as described below:

P1. Move to approve the following:

A. ADMINISTRATION

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
a.	Employee # 6987	Approve Unpaid CRLOA	Assistant Principal		RHS				01/27/25-04/11/25
b.	Amanda Zielenkiewicz	Appoint	Leave Replacement Asst. Principal	N/A	RHS	N/A	\$175.00 Add'l Stipend / Diem	#6987	04/01/25 - 04/11/25

B. INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Margo Quiriconi	Appoint	Substitute Nurse	N/A	District	N/A	\$275/Diem		2024-25
b.	Timothy Brown	Appoint	Substitute	N/A	District	N/A	\$140/Diem		2024-25
c.	Employee # 5998	Approve CRLOA						Unpaid CRLOA	09/01/25 - 06/30/26
d.	Erin Dittamo	Resignation	Teacher, Science		RHS				06/30/25
e.	Lei Huang	Resignation	Teacher, World Language-Chinese		RHS				06/30/25

C. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Nicholas Chabuel	Appoint	Paraprofessional Aide/Coach Flag Football	N/A	RHS	N/A	N/A		2024-25
b.	Kathleen Miller	Appoint	Advisor, Volunteer Club, Forensics & Criminology	N/A	IHHS	N/A	N/A	O. Ross	2024-25

- P2. Move to approve the job description for the Extended School Year Coordinator.
- P3. Move to approve the Revised Holiday Schedule for the 12-Month Custodial/Maintenance personnel for the 2024-25 school year, to reflect an unused emergency closing day not used, which will be restored on May 23, 2025.
- P4. Move to approve the Revised Holiday Schedule for the 12-Month Administrative Personnel, Technology Support personnel, and Administrative Assistant personnel for the 2024-25 school year, to reflect an unused emergency closing day not used, which will be restored on May 23, 2025.
- P5. Move to accept **retirement**, with regret, effective June 30, 2025, as follows:

WHEREAS, Patricia Wehran has dedicated herself to the Ramapo Indian Hills Regional High School District for 25 years and as a World Language, Spanish Teacher, as well as maintaining the School Treasure position, displaying an unselfish commitment to our children; exemplifying the ideals of professionalism and the standard of excellence, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Patricia Wehran has provided our children,

NOW, THEREFORE, BE IT RESOLVED THAT the Ramapo Indian Hills Regional High School District Board of Education does hereby extend its appreciation and gratitude to Patricia Wehran in recognition of her exemplary service to our school district.

14. Education

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E8, 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>
NJ Transit Glen Rock Bus Station	New Horizons	05/05/25	0
Willow & Whisk, Wyckoff	New Horizons	05/09/25	0
Fair Lawn Train Station	New Horizons	05/14/25	\$218.42
West Point	AP US History	05/16/25	0

- E2. Move to accept, nonresident tuition students into the Ramapo Indian Hills Regional High School District for the 2025-26 School Year as per Policy 5111, Eligibility of Resident/ Nonresident Students as follows:

<u>Student No.</u>	<u>School/Grade</u>	<u>Tuition Amount</u>
427017	RHS / 11	\$4,904.50
427048	RHS / 11	\$4,904.50
426478	RHS / 12	0
426569	RHS / 12	0
426570	RHS / 12	0
428556	RHS / 10	0
429270	RHS / 9	0
427485	IHHS / 11	0
428471	IHHS / 10	0
429790	IHHS / 9	0
429289	IHHS / 9	0

- 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>
427330	IHHS	10
425330	IHHS	12

- E4. Move to approve the AP Saturday Hours for April and May 2025 at the rate of \$69.14 per hour, as follows:

Teacher Name	Number of Hours
Kimberly Batti Valovina	2
Leonardo Castano	2

Matt Caulfield	4
Chris Cornetto	4
Kim Deamer	6
Jen Dinan	2
Daniella Ferrara	2
Debora Green	2
Hailee Gregory	6
Susan Heerema	2
Elizabeth Johnson	2
Peter Kanefke	2
Jutta Marateo-Gonzalez	2
Sarah McGowan	4
John Murphy	2
Meredith Noah	4
Michael Paravati	4
Kevin Park	4
Emily Reitter	2
Pamela Sibia	2
Nicoletta Slovinski	4
Cynthia VanderMolen	2
Dan VanderMolen	4
Erica Vitale	6

- E5. Move to approve, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention and counseling supports imposed during the 2024-25 School Year as a result of HIB Investigation for the following HIB investigations:

RHS 007	RHS 008
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- E6. Move to approve a revision to the RIH Program of Studies for the 2025-2026 school year to indicate that, in addition to Financial Literacy CP, AP Economics will also satisfy the graduation requirement of at least 2.5 credits in financial, economic, business, and entrepreneurial literacy as indicated in Policy 5460 and N.J.A.C 6A:8-5.1.

- E7. Move to approve the Revised Student Calendar for the 2024-2025 school year, to reflect an unused emergency closing day not used, which will be restored on May 23, 2025.
- E8. Move to approve, the Agreement between Bayada Home Health Care, Inc. and the Ramapo Indian Hills Regional High School District Board of Education to provide Nursing Services at the rate of \$68.00 per hour for RN or LPN, for the period of April 8, 2025 - June 30, 2025.

15. Operations

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion OP1 through OP6 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:

<i>Indian Hills High School</i>	
North Jersey Concert Band, Inc.	Spring Concert; Auditorium; June 13, 2025; 5:30 - 9:30 P.M.

<i>Ramapo High School</i>	
Wyckoff Recreation	Lacrosse Games; Athletic Field; May 18, 2025; 12:30-9:30 P.M.

OP2. Move to approve, the renewal of the Transportation Contracts for daily to/from school routes and student-related activities with the allowable CPI of 3.57% increase over the 2024-25 costs with First Student, Inc. for the 2025-26 School Year.

<u>Route Number</u>	<u>Route Cost</u>	<u>Aide Cost Per Diem</u>
300	\$400.24	\$120.00
301	\$400.24	\$120.00
303	\$400.24	\$120.00
304	\$400.24	\$120.00
305	\$400.24	\$120.00
307	\$400.24	\$120.00

308	\$400.24	\$120.00
62	\$411.83	\$120.00
400	\$411.83	\$120.00
401	\$411.83	\$120.00
402	\$411.83	\$120.00
403	\$411.83	\$120.00
404	\$411.83	\$120.00
405	\$411.83	\$120.00
407	\$411.83	\$120.00
408	\$411.83	\$120.00
412	\$411.83	\$120.00

	Up to 16 Passenger Vehicle	17-24 Passenger Vehicle	25-35 Passenger Vehicle	36-54 Passenger Vehicle
<u>Two Hour Minimum</u>	\$226.22	\$226.22	\$226.22	\$226.22
<u>Four Hour Minimum</u>	\$452.44	\$452.44	\$452.44	\$452.44
<u>Six Hour Minimum</u>	\$678.75	\$678.75	\$678.75	\$678.75
<u>Each Add'l Half Hour</u>	\$50.00	\$50.00	\$50.00	\$50.00
<u>Per Aide (if applicable)</u>	\$200.00	\$200.00	\$200.00	\$200.00

OP3. Move to approve **Change Order Nos. 2, 3 & 4**, from Northeastern Interior Services, LLC. for the Athletic Trainer and Boys Team Room Renovation at Ramapo High School project as described below:

<i>Change Order</i>	<i>Description</i>	<i>Amount</i>
02	District Asbestos Testing Charges &	-\$ 11,850.00

	Additional Abatement in Lower Level (Allowance #3**)	
03	Pipe Freeze and Isolation Valves (Allowance #1*)	-\$21,538.00
04	Added Framing to hide plumbing. Added Demo and Patching in Lower Level (Allowance #1*)	-\$15,608.00
05	Roof Drain/Code Compliance (Allowance #1*)	-\$26,580.00
06	Varsity Locker TV upsize (Allowance #1*)	-\$3,650.00

*The Original Allowance No. 1 amount was \$150,000 for unforeseen conditions. The Allowance No. 1 value will be decreased by Change Orders 03, 04, 05 and 06 by \$67,376. The updated Allowance No. 1 balance is \$82,624.00. ***The Original Allowance No. 3 was \$40,000.00 for asbestos abatement. The Allowance No. 3 value will be decreased by Change Order 02 by \$11,850.00. The updated Allowance No. 3 balance is \$28,150.00. **The Original Contract Sum of \$2,765,000 remains unchanged.**

OP4. Move to approve the updated Shared Services Agreements, between the Ramapo Indian Hills Regional High School District Board of Education and the Borough of Franklin Lakes to provide a Class III SLEO Officer during the school year 2025-2026.

OP5. Move to approve the updated Shared Services Agreements, between the Ramapo Indian Hills Regional High School District Board of Education and the Borough of Oakland to provide a Class III SLEO Officer during the school year 2025-2026.

OP6. Move to approve, as recommended by the Board of Education the following Board goals for the 2025-2026 school year:

RIH Board of Education Goals 2025-26

- Goal #1: Educational Excellence and Student Achievement
- Goal #2: Moving district forward with innovative options at each high school to balance enrollment
- Goal #3: Fiscal Responsibility and Strategic Planning
- Goal #4: Governance, Communication, and Community Engagement

16. Finance

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F2, as described below:

F1. Move that the **additional bills** drawn on the current account for **March 12 - March 31, 2025** in the total amount of \$6,614,962.71 for materials received and/or services rendered including the March 14 and 30, 2025, payrolls having been audited by the Interim Business Administrator and previously paid, be ratified by the Board.
[Report of Check Summary Register March 12-31, 2025](#)

F2. 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:

<i>Req. No.</i>	<i>Employee</i>	<i>Conference</i>	<i>Date</i>	<i>Expenses</i>
IH25-15	Ferat, Dan	SUPA Spring ENG Seminar	4/25/25	\$ 17.80
R25-22	Kesenheimer, Ralph	2025 NJ SBGA Conference & Expo	3/23 - 3/26/25	\$1,040.72
D25-28	Robinson, Kathleen	Multi-Tiered Systems of Support: 4rd Annual Effective Practices Statewide Summit PSEL Standards: 1,4,6	5/16/25	\$ 125.00
IH25-16	Johnson, Elizabeth	Washington, D.C. UP ISB/SMR	5/19 - 5/21/25	\$ 899.00
IH25-17	Murphy, John	Washington, D.C. UP ISB/SMR	5/19 - 5/21/25	\$ 899.00
IH25-18	Mc Donough, Courtney	Washington, D.C. UP ISB/SMR	5/19 - 5/21/25	\$ 965.00

IH25-19	Murphy, Ashley	Washington, D.C. UP ISB/SMR	5/19 - 5/21/25	\$ 965.00
D25-29	Mauriello, Dr. Frank	NJASA / NJAPSA SPRING LEADERSHIP CONFERENCE 2025 "Uniting, Empowering, Celebrating: Education Matters"	5/14 - 5/16/25	\$ 671.46
IH25-20	Ashley Murphy	HOSA International Leadership Conference	06/19-06/22/25	\$2,678.43
IH25-21	Connie Cheff	HOSA International Leadership Conference	06/19-06/22/25	\$2,678.43
IH25-22	Michelle Patrickio	International Career Development Conference 2025	04/25/25-04/30/25	\$2,632.30

17. Policy

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

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

<u>Policy Title</u>	<u>Policy Number</u>
Emergency Virtual or Remote Instruction Program (Tabled)	P 2425 ☰ P 2425 Emergency Virtual or Remote Ins...
Emergency Virtual or Remote Instruction Program (Tabled)	R 2425 ☰ R 2425 Emergency Virtual or Remote Ins...
Student Enrollments/ Enrollment Accounting	P 8140 ☰ P 8140 - Revised
Student Enrollments/ Enrollment Accounting	R 8140 ☰ R 8140 - Revised
Student Records	P 8330 ☰ P 8330 Revised

Student Records	R 8330 ☰ R 8330 Revised
Student Health Records (Tabled)	P 5308 ☰ P 5308 Revised
Student Health Records (Tabled)	R 5308 ☰ R 5308 Revised
(Abolish) Public Relations	P 9100 ☰ P 9100 Public Relations (Current)- ABO...
Citizens Advisory Committee	P 9140 ☰ P 9140 Revised
(Abolish) Citizens Advisory Committee	R 9140 ☰ R 9140 Citizens Advisory Committees (...)

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

Moved by Ms. Souders Seconded by Mr. Bogdansky

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

Ansh- NO P1(B)(b), E5
 Bogdansky- NO P1(B)(b)
 Kiel- Abstain P1(B)(b)
 Valenti- NO P1(B)(b)
 Mariani- NO P1(B)(b), E5
 Souders- NO P1(B)(b)

18. Public Comment 9:22 PM- 9:25 PM

Members of the public made the following comments:

- Commented on budget related questions not being answered.
- Commented on the projection budget detail, policy and student safety.

- Thanked the BOE for their service and commented on the wrestling mats donated last year.

19. Board Comments

- In response to a question from the Board President, Ms. Zeno noted the budget document is available on the district website. As for the other questions posed by members of the public, the budget documentation was not brought to this Board meeting and thus not readily available. A Board member suggested that the budget questions be emailed so that responses could be made.
- A Board member commented on policy.

20. Anticipated Future Meeting Dates

- April 28, 2025 Regular Public Meeting and Budget Hearing, Indian Hills High School
- May 12, 2025 Regular Public Meeting, Ramapo High School Auditorium

21. Adjournment

Moved by Mr. Bogdansky Seconded: Ms. Ansh adjourned the meeting at 9:30 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. DeLaite	<input type="checkbox"/> Absent Ms. Koulikourdis	<input checked="" type="checkbox"/> Ms. Souders, President

Respectfully submitted,

Dora E. Zeno, Interim School Business Administrator