



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 30th, 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, Daveniero, and Moorthy
Mr. Coplin, Dinice, Galow, Hughes, Kezmarsky, and DeSilva

ABSENT: n/a

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 Casparian, Student Representative
Fifteen (15) members of the public attended the work session in-person, and about
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 April 30th, 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. Agenda Questions

No agenda questions

6. Motion to open meeting to the public for comments
Motion by Mr. Kezmarsky, seconded by Mr. Hughes, to open the meeting to the public for comments at 7:03 pm. Motion carried 9 ayes, 0 nays
7. Motion to close meeting to the public for comments
Motion by Mr. Galow, seconded by Mr. Hughes, to close the meeting to the public for comments at 7:03 pm. Motion carried 9 ayes, 0 nays.
8. Mahwah Student Representative Report
- *Drama Club hosted Shakespeare Day, where they performed famous Shakespearean skits for the English classes that were in attendance*
 - *Art Club annual design exhibition will take place on May 30th & 31st 2025*
 - *Gems in the Environmental Club attended Science Day at Lenape Meadows and Betsy Ross*
 - *SGA hosting 50 days until Graduation & College Decision Day for graduating seniors*
 - *MHS Winter Guard placed 1st in the Regional Championship*
 - *MHS Indoor percussion placed 3rd in the National Indoor Percussion Competition*
 - *Congratulated Coach Remo for his 13th win as head baseball coach*
 - *Congratulated Elizabeth Frames for her 16th career save*
 - *Congratulated Alexa Shervin for her 100th point*
 - *Congratulated Abby Clark for her 100th goal*
 - *Congratulated all Spring Track & Field athletes on their accomplishments*
 - *MHS Orchestra achieved a gold rating for the North Jersey Regional One Orchestra*
 - *The community fair took place last week*
- TEEEM Presentation
- *The Rambo Ridge TEEEM – Team Empathy Equality Entrepreneurship Mission, presented on their project, ‘Well for Burkina Faso’*
 - *Presented by Jonathan Weinberg, Gabriel Fernandez, Hannah Goldsmith, Leah Mofetta, Maui Rouali, Alan Huffman, Nate Miska, and Barat Singh*
 - *Education of cultural history and modern needs were examined, and then an applicable strategic action plan was implemented; fundraising from local companies and grants was organized to help Burkina Faso’s rural villagers gain access to local, clean water through the construction of a well. Now the youths in Burkina Faso will have time to attend school.*
 - *Students thanked and expressed gratitude to their supportive and inspirational teachers, Ms. Shannon, Ms. Conrad, and Ms. Ray.*
 - *Dr. DeTuro and Dr. Moorthy praised the students for their presentation and efforts, as well as all the staff involved in making this a possibility for both the Mahwah students and the youth of Burkina Faso.*
9. Motion to Recess to Executive Session
Motion by Mr. Kezmarsky, seconded by Mr. DeSilva to recess to executive session at 7:22 pm. Motion carried 9 ayes, 0 nays
10. Motion to Reconvene to Public Action Meeting
Motion by Mr. Kezmarsky, seconded by Mr. Hughes to reconvene to the public action meeting at 8:10 pm. Motion carried 9 ayes, 0 nays
11. Superintendent’s Report – Dr. Michael DeTuro
- *Congratulated Coach Remo on his 300th win; 500th win across all three sports he has coached.*
 - *Joyce Kilmer students presented Oliver Twist; thanked JK HSO for putting this show together.*

- *Strategic Planning Meeting #3 concluded the 2020-2025 plan; we had over 200 participants, and over 1,700 survey responses- when the community asks to be heard, we listen!*
- *Be on the lookout for upcoming dates/meets for the 2025-2030 Strategic Plan.*
- *ITEEA recognition, 2nd time we have been recognized for our STEM program.*
- *Winter Guard placed 1st with a score of 86.82, congratulations to all performers!*
- *MHS Orchestra received Gold Rating at the All Noeth Region 1 Competition.*

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

- *Mr. Lambe presented the 4th and final presentation of the 25-26 financial school budget.*

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

- *Dr. Fare reported on the following:*
- *MHS Robotics Team 1672 competed in their 1st competition and was recognized by the NJ State Senate and General Assembly.*
- *Science Day at Lenape Meadows Elementary School; visit to a 'inhouse' planetarium, made slime, learned about robotics from the MHS Robotics Team, and explored the world of bug and bees.*
- *Book Tasting at George Washington Elementary School, hosted by Ms. Phillips, Ms. Dahan, and Ms. G; encouraged children's joy for reading.*
- *Author of 'Bad Kitty', Nick Rule, visited Betsy Ross Elementary School; Dr. Fare thanked Mahwah Schools Foundation for making this a possibility.*
- *Gifted and Talented Showcase scheduled for May 5th, 2025, will take place at the Mahwah Town Hall's main lobby from 4:30 – 6:00 PM. It will be displayed until June 3rd.*
- *MHS junior, Aarush Borker, has been selected for the Governor's School of Engineering and Technology program. This program is a four-week residential program hosted by Rutgers University and is academically intense and demanding. Focus is rooted in physics and robotics, and programs are supplemented with guest speakers, tours, research, and enrichment activities. The program will conclude with a student symposium, displaying the work achieved by all selected scholars.*
- *Alternative to College Fair hosted on April 4th, 2025; presented alternative paths than the traditional 4-year college track, like the Welding Academy and the Aviation Institute., Eastwick College School Trade, Lincoln Tech, Real Estate schools. Boat Building and Design School, United States Airforce, army, Marine Corps, and Navy. Thanked Ms. Mandel, MHS guidance counselor, who organized this event.*
- *Highlighted retirement announcement of Sheila Sharp and Mary Beth Kakolewski.*
- *Highlighted the recommendation of Jodi Craft for the Director of Curriculum and Instruction, selected out of 110 applicants.*

14. President's Report

- *Dr. Moorthy summarized the four major goals of the Strategic Plan*
 - *Soaring Scholars (focus= intellectual curiosity and lifelong learning)*
 - *Wings of Wellness (focus=social, emotional, and personal growth)*
 - *Launching Leaders (focus=college career and future ready skills)*
 - *Future Ready Flight (focus= worldclass leaning environments)*
- *Action plans are written up to address each goal in detail, spans over a five-year period*
- *February Top Soaring Thunderbirds, acknowledged for their 'Determination'*
 - *MHS senior student, Miss Tracy Palakunnel*
 - *MHS Special Education teacher, Mr. Matthew Domville*
- *March Top Soaring Thunderbirds, acknowledged for their 'Inspiration and Spirit'*
 - *MHS senior student, Miss Sophia Simone*
 - *MHS Visual and Media Arts teacher, Mr. Andrew Needham*

- *Change in Board Committee assignment*
 - *Mr. Coplin will be taking over Community Relations as chair.*
- *Art & Design Exhibition at MHS hosted on May 30th from 6-9 PM & May 31st 12-2 PM.*
- *Currently in Superintendent Evaluation period, expected to conclude by June 30th, 2025.*

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 – B. Coplin (Chair), B. Kezmarsky, C. Hughes, T. Daveniero
 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

- *Finance & Facilities – M. Galow (Chair)*
 - *Praised Supervisor of Grounds, Gregg Romero, for his continuous dedication and work concerning completed and ongoing projects.*
- *Policy – J. Dinice (Chair)*
 - *The 14 policies addressed on this agenda are part of the committee's continuing review; they all had minor language changes and/or formatting corrections.*
- *Board of Education Liaison to Town Council - B. Kezmarsky*
 - *Recognition of the Winter Guard's success by the Town Hall in their last meeting*
 - *Positive feedback on the District and Town's paving project*
- *All board members wished Mr. Galow a very Happy Birthday!*
- *Mr. Coplin Announced that May 1st is the deadline for most seniors to commit to a college/ university; congratulated all seniors.*

17. Old Business

Resolution 17a was moved by Mr. Kezmarsky, seconded by Mr. Galow.

a. Minutes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of April 9, 2025, Public Work Session/Action/Strategic Planning Meeting.

Motion for resolutions 17a was approved with 9 ayes, 0 nays.

18. New Business – Other

Resolutions 18a – 18dd were moved by Mr. Hughes and seconded by Mr. Coplin.

a. 2025-2026 School Budget

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves submission of the 2025-2026 school district budget to the Executive County Superintendent of Schools, with a total budget of \$83,658,644 with \$73,008,131 to be raised by local tax levy for the General Fund as follows:

2025-2026	General Fund	Capital Outlay	Special Revenue	Debt Service	Total
Appropriations	\$82,019,750	\$879,684	\$759,210	\$0	\$83,658,644
Revenues	\$82,099,434	\$800,000	\$759,210	\$0	\$83,658,644
Local Tax Levy	\$73,008,131	\$0	\$0	\$0	\$73,008,131

BE IT FURTHER RESOLVED that the following is also incorporated into the above:

10	Budgeted Fund Balance	\$	2,875,458
40	Fund Balance	\$	0

BE IT FURTHER RESOLVED, that in accordance with N.J.A.C. 6A:23A-10.3(b), the FY 2025-2026 Budget includes \$1,048,800 of a health waiver and for the purpose of funding costs for benefits, salaries and educational costs that exceed a 2% increase.

b. Withdrawal from Maintenance Reserve

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

BE IT RESOLVED, that in accordance with N.J.A.C. 6A:23A-14.2(d) the general fund appropriations for the 2025-2026 budget include a \$300,000 withdrawal from the Maintenance Reserve Account for use on required maintenance activities for a school facility as reported in the Comprehensive Maintenance Plan (CMP) pursuant to N.J.A.C. 6A:26-20.5.

c. Withdrawal from Emergency Reserve

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

BE IT RESOLVED, that in accordance with N.J.A.C. 6A:23A-14.3, the general fund appropriations for the 2025-2026 budget include a \$200,000 withdrawal from the Emergency Reserve Account for increases in health benefits.

d. Withdrawal from Capital Reserve

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

BE IT RESOLVED that, 2025-2026 budget includes on general fund appropriations, budget line 620, a withdrawal from Capital Reserve – Other Capital projects - in the amount of \$800,000 for Other Capital Project costs related to HVAC and roofing projects.

e. Travel Expenditures for 2025-2026

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

WHEREAS, pursuant to N.J.S.A. 18A:11-12, in each pre-budget year, the Mahwah Board of Education is required to establish a maximum travel expenditure amount for the budget year which may not be exceeded; and

WHEREAS, the board of education has determined that the maximum travel expenditure amount includes all travel that is supported by State and local funds; and

WHEREAS, the board of education has not elected to exclude travel expenditures supported by federal funds from the maximum travel expenditure amount;

WHEREAS, the board of education allocated \$58,000 for the 2024-2025 school year travel expenditures and to date the actual travel expenditures are \$40,962;

RESOLVED, that the Mahwah Board of Education hereby establishes the maximum travel expenditure amount for the 2025-2026 school year as \$58,000.

f. 2025-2026 SEMI CAP

Upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following resolution:

WHEREAS, per N.J.A.C. 6A:23A-5.3(f), an action plan is required for those school districts that did not meet at least 90 percent parental consent response and/or 100 percent of budgeted revenue by the end of the fiscal year; and

WHEREAS, The Mahwah Board of Education, as required, will submit the NJSEMI Corrective Action Plan with the 2025-2026 budget submission;

NOW, THEREFORE, The Board of Education approves the NJ SEMI Corrective Action Plan for the (FY) 2026 SEMI program performance.

g. Bid Award – Roofing Project at Mahwah High School (40% ROD Grant Funded)

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

WHEREAS, the Mahwah Board of Education (hereinafter referred to as the “Board”) wishes to Restore Roofs 2 and 7 and Replace Roof Area 1 at Mahwah High School, in accordance with the plans and specifications developed by the Board’s architect (hereinafter referred to as the “Project”); and

WHEREAS, the Board may by resolution and without advertising for bids, provide for the purchase of goods or services through a cooperative purchasing program pursuant to N.J.S.A. 18A:18A-11; and

WHEREAS, the Educational Services Commission of New Jersey Cooperative System (“ESCNJ”) is a recognized cooperative system in New Jersey approved by the New Jersey State Department of Community Affairs to develop specifications and award contracts to responsible bidders; and

WHEREAS, Weatherproofing Technologies, Inc. (WTI) submitted proposals dated April 3, 2025, for total amount of \$960,224.94, with cost breakout as per below:

Mahwah High School Roofs 2 & 7 Restoration	\$ 279,963.07
Contingency 10%	\$ 28,000.00
Subtotal including Contingency	\$ 307,963.07
Mahwah High School Roof Area 1 Replacement	\$ 592,963.52
Contingency 10%	\$ 59,296.35
Subtotal including Contingency	\$ 652,259.87
Total Base Project Cost	\$ 872,926.59
Total Contingency	\$ 87,286.35
Total Project Cost	\$ 960,222.94

WHEREAS, the Board and its Architect determined that the acquisition of said goods and services best meets the requirements of the Board, in that the goods and services meet or exceed the requirements of the specifications for the Project; and

WHEREAS, The Project has been approved for ROD grant funding, DOE Project # 2900-050-23-R501 and SDA Project # 2900-050-23-G5LK, with 40% reimbursement, not to exceed \$413,500.40, from the New Jersey Department of Education, School Development Authority;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby awards a contract to Weatherproofing Technologies, Inc. (WTI) in the amount of \$ 960,223.81 pursuant to a bid awarded by the ESCNJ to Restore Roofs 2 and 7 and Replace Roof Area 1 at Mahwah High School in accordance with ESCNJ Bid Contract # Roofing & Envelope Services Bid #ESCNJ 23/24-30, Co-op # 65MCESCCPS.

h. Bid Award – Walk-In Freezer Replacement at Mahwah High School

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

WHEREAS, pursuant to N.J.S.A. 18A:18A-1, et seq., the Mahwah Board of Education advertised and received bids on April 22, 2025 at 11:00 am for a project entitled "Walk-In Freezer Replacement at Mahwah High School;" and

WHEREAS, the lowest responsive bid received was from Wallkill Group Inc. with a total bid of \$213,213.00; and

WHEREAS, the Project Architect has reviewed the bid and recommends awarding the project to Wallkill Group Inc. and

WHEREAS, the Board Attorney has reviewed Wallkill Group Inc.'s bid for legal sufficiency and has determined that Wallkill Group Inc. is the lowest responsible and responsive bidder; and

NOW, THEREFORE BE IT RESOLVED, that the Mahwah Board of Education hereby awards a contract to Wallkill Group Inc. for the base bid of \$213,213.00.

i. Transportation Reimbursement

RESOLVED: that, upon recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the parent of students with local identification numbers 38843 and 38844 to be reimbursed for Extended School Year transportation from school-to-home and home-to-school at a

rate of \$200.00 per day for the period of July 1, 2025 – August 30, 2025.

j. Transportation Reimbursement

RESOLVED; that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the parent of student with local identification number 39280 be reimbursed for transportation of school to home and home to school at a rate of \$50.00 per day for the period July 1, 2025 – August 30, 2025.

k. Transportation Bid – Region I

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

Contract No.	Contractor	Bus Type	Rate (2 hr. Minimum)	Each additional ¼ hour
FirstStuAth	First Student	25-54 pass yellow school bus	\$290.03	\$25.00
FirstStuAth	First Student	16-24 pass yellow school	\$290.03	\$25.00

l. Transportation Renewal- Region 1

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

Route	Contractor	Per diem	Aide
4ESS	Scholastic Bus Co.	\$530.16	\$150.00

m. 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 25, 2025.

Fund	Fund Description	Total
11	General Current Expense	\$7,187,806.42
12	Capital Outlay	\$228,315.18
20	Special Revenue Funds	\$105,578.29
30	Capital Projects Funds	\$10,925.00
50	Enterprise Fund	\$22.72
52	Region I	\$29,953.30
53	Region I Contracted Transport	\$1,926,595.76
54	Region I Summer School	\$230.32
	Total For All Checks Listed	\$9,489,426.99

n. Financial Report- Payroll Agency

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Payroll Agency checks 8017 to 8022 from January 1, 2025 through March 31, 2025, for a total of \$41,697.30.

o. Financial Report- Unemployment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Unemployment check numbers 1273 to 1274 from January 1, 2025 through March 31, 2025, for a total of \$23,484.81.

p. Financial Report- Cafeteria

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Cafeteria checks numbers 2936 to 2948 from January 1, 2025 to March 31, 2025 for a total of \$339,311.26.

q. Financial Report- Public School Fund

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Public-School Fund checks 35247 to 35595 from January 1, 2025 to March 31, 2025 for a total of \$244,534.65.

r. 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 January 2025.

s. 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 January 2025.

t. 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 January 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 January 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

u. 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
Dennis	Jarvis	NJSELA Spring Roundtable	5/9/2025	N/A
Danielle	Drejman	Literacy Development for your Multilingual Learners	5/14/2025	\$45.00
Elissa	Cording	Bergen County AP English Workshop	5/28/2025	N/A

First	Last	Conference/Workshop	Date	Amount
Shawn	Daly	Executive Functioning: Research & Practices to Reduce Stress & Build Resiliency in the Classroom -	6/3/2025	\$60.00
Danielle	Drejman	Improving Morphemic Awareness through Advanced Word Study in the OG Lesson	6/10/2025	\$45.00
Shawn	Daly	Improving Morphemic Awareness through Advanced Word Study in the OG Lesson	6/10/2025	\$45.00
Danielle	Drejman	The Brain and Reading	6/23/2025	\$45.00
Danielle	Drejman	Phoneme & Morpheme Graphic Organizers and their Role in the Classroom	6/24/2025	\$45.00
Shawn	Daly	Orton Gillingham Revisited	7/21/2025	\$45.00
Shawn	Daly	The Importance of Teaching Text Structure for Comprehension	7/22/2025	\$60.00

v. 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
Concert Choir (10-12) to Ramapo Ridge Middle School, Mahwah, NJ	5/2/25	MHS	21
Honors Marketing to IKEA, Paramus, NJ	5/21/25	MHS	16
Visual Arts (9-12) to Bergen Community College, Paramus, NJ	5/21/25	MHS	10
TSA Club (11-12) to Ramsey Pool, Ramsey, NJ	5/21/25	MHS	6
Spanish Honor Society to Lenape Meadows School, Mahwah, NJ	6/2/25	RR	30
Orchestra (Grade 6) to Joyce Kilmer School, Mahwah, NJ	6/4/25	RR	6
Orchestra (Grade 8) to Mahwah High School, Mahwah, NJ	6/5/25	RR	21
Robotics (9-12) to UPS, Mahwah, NJ	6/10/25	MHS	22

w. First Reading of Policies and Regulations

R7420 Handling and Disposal of Body Wastes and Fluids

P7435 Alcoholic Beverages on School Premises

P7436 Drug Free Workplace

P7440 School District Security

P7446 School Security Program

P7460 Energy Conservation

P7481 Unmanned Aircraft Systems

P7490 Animals on School Property

R7510 Use of School Facilities

P7520 Loan of School Equipment

P7522 School District Provide Technology Devices to Staff Members

P7523 School District Provided Technology to Students

R7610 Vandalism

P7650 School Vehicle Assignment, Use, Tracking, Maintenance, and Accounting

x. Change in Placement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of

Education approves student with local identification number 37785 change placements and attend the Rutgers Day School. This placement is retroactive to April 7, 2025 and the prorated tuition cost is \$24,930.00.

y. Renewal- Frontline Education

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the renewal of the following modules through Frontline Education for the 2025 - 2026 School year:

Module	Fee
Evaluations (MyLearningPlan)	\$16,423.31
Absence and Substitute Teacher Management System (Aesop)	\$14,798.27
Application Portal (Applitrack)	\$4,296.10

z. Principal Evaluation Instrument: 2025-2026

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Multidimensional Principal Performance Rubric, to be utilized to evaluate those in a principal or assistant principal role, and which is aligned to the Professional Standards for Educational Leaders and AchieveNJ requirements, for the 2025-2026 school year.

aa. Supervisor Evaluation Instrument: 2025-2026

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Mahwah School District Supervisor Evaluation Instrument, to be utilized in evaluating those in supervisory roles, and which is aligned to the Professional Standards for Educational Leaders and AchieveNJ requirements, for the 2025-2026 school year.

bb. Teacher Evaluation Instrument: 2025-2026

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Charlotte Danielson: The Framework for Teaching (2011 Edition) Evaluation Instrument, to be utilized in evaluating those in teaching roles, and which is aligned to the Professional Standards for teaching staff and AchieveNJ requirements, for the 2025-2026 school year.

cc. Renewal – Thompson Reuters Clear Proflex

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves renewal with Thompson Reuters to provide access to Clear Proflex software for residency research and confirmation; retroactive from February 1, 2025, to January 31, 2026; at an annual cost of \$4,628.76.

dd. Contract Renewal - ESS Northeast, LLC

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the contract renewal with ESS Northeast, LLC; to provide substitute staffing services for the period of July 1, 2025 through June 30, 2026.

Motion for items 18a- 18dd were approved with 9 ayes, 0 nays.; Mr. Galow abstained from check #119254, #119382, #119451, and #119506 on agenda item 18m; Mr. Kezmarsky abstained from check #119398 on agenda item 18m.

19. New Business – Personnel

Resolution 19a was moved by Mr. Kezmarsky, seconded by Mr. Galow to table 19a.

a. Increment Withholding

RESOLVED, pursuant to N.J.S.A. 18A:29-14, that the Board hereby withholds the increment of Employee ID #8603, if renewed for the 2025-2026 school year; and

BE IT FURTHER RESOLVED, that said employee's increment will not be restored in future years unless and until formal action is taken by the Board; and

BE IT FINALLY RESOLVED, that within ten (10) days, the Superintendent shall notify the employee of this action and the reasons for same.

Motion to table item 19a was approved with 9 ayes, 0 nays.

Resolution 19b –19c was moved by Mr. Hughes, seconded by Ms. Jansen to approve items 19b- 19c.

b. Retirement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Sheila Sharp, 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 24 years and 2 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 Mary Beth Kakolewski, certificated school nurse, at Mahwah High 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 21 years of dedication and service to the Mahwah Public Schools.

Motion for items 19b- 19c were approved with 9 ayes, 0 nays.

Resolution 19d –19III was moved by Mr. Coplin, seconded by Mr. Hughes to approve items 19d- 19III.

d. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Nicole Kuhrt, speech-language specialist, at George Washington School, effective June 30, 2025.

e. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Victoria Tropeano, teacher of grade 5, at Joyce Kilmer School, effective June 30, 2025.

f. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Jodie Craft, as Director of Curriculum and

Instruction, for Mahwah Township Public Schools, from July 1, 2025 – June 30, 2026; salary to be \$183,000; pending employment verification.

g. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Courtney Deloughery, as school counselor, at Ramapo Ridge Middle School, from September 1, 2025 – June 30, 2026; salary to be Column D, Step 3, \$65,736; pending employment verification.

h. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Maria Lo Piccolo, as teacher of special education, grade 4, at Joyce Kilmer School, from September 1, 2025 – June 30, 2026; salary to be Column D, Step 1, \$64,736; pending certification, and employment verification.

i. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Michelle Bombace, as teacher of special education, grade 5, at Joyce Kilmer School, from September 1, 2025 – June 30, 2026; salary to be Column D, Step 1, \$64,736; pending certification, and employment verification.

j. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Julia Cavaliere, as teacher of physical education, at Ramapo Ridge Middle School, from September 1, 2025 – June 30, 2026; salary to be Column A, Step 3, \$59,891; pending employment verification.

k. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Anthony D'Angelo, as teacher of mathematics, at Ramapo Ridge Middle School, from September 1, 2025 – June 30, 2026; salary to be Column B, Step 2, \$60,056; pending certification and employment verification.

l. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Mary Anne Kavanagh, as instructional paraprofessional, 5.5 hours per day, at Joyce Kilmer School, effective retroactive to April 21, 2025 - June 30, 2025; salary to be Step 1, \$21,032.88 pro-rated; pending employment verification.

m. Appointment

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

n. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Lisa Rizzo, in her capacity as a certificated

learning disability teacher-consultant (L-DTC); to provide support and feedback, as needed, during parent and individualized education plan (IEP) meetings for the 2025-2026 school year.

- o. Appointment- Mahwah Extended School Year (ESY)/ Self- Contained Summer Program:
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following teachers for the 2025 Mahwah Extended School Year (ESY) program, to be held from June 30, 2025 – July 24, 2025; from 9:00 a.m. – 12:30 p.m. on Mondays, Wednesdays, and all Thursdays except Thursday, July 24, 2025, and 9:00 a.m. – 3:00 p.m. on all Tuesdays and Thursday, July 24, 2025, **with no school on Friday, July 4, 2025.**; stipend to be \$5,016. Additional staff members may need to be added, based on student need and enrollment, to be addressed on future Board of Education agenda:

Teaching Staff

First Name	Last Name
Valentina	Castaldo
Sara	Cino
Juliann	Couciero
Darrele	Dunbar
Danielle	Dworak
Keri	Lakawicz
Katerina	Maltzan
Kaetlyn	Torchia

- p. Appointment – Mahwah Extended School Year/Self-Contained Summer Program Support Planning
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves 5 hours of instructional planning time for the following staff members for the Mahwah Extended School Year/Self-Contained Summer Program, to be paid their hourly rate:

First Name	Last Name
Valentina	Castaldo
Juliann	Couceiro
Sara	Cino
Darrele	Dunbar
Danielle	Dworak
Keri	Lakawicz
Katerina	Maltzan
Kaetlyn	Torchia
Christina	Natale

- q. Appointment – Mahwah Extended School Year (ESY)/Self-Contained Summer Program:
RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following paraprofessionals for the 2025 Mahwah Extended School Year (ESY) program, to be held from June 30, 2025 – July 24, 2025; from 9:00 a.m. – 12:30 p.m. on Mondays, Wednesdays, and all Thursdays except Thursday,

July 24, 2025, and 9:00 a.m. – 3:00 p.m. on all Tuesdays and Thursday, July 24, 2025, **with no school on Friday, July 4, 2025**; stipend to be \$2,393. Additional staff members may need to be added, based on student need and enrollment, to be addressed on future Board of Education agenda:

Paraprofessional Staff

First Name	Last Name
Lisa	Bozetti
Crystal	Bracciodieta
Wendy	Brooks
Catherine	Buckleysmith
Kristi	DeFreese
Hialeah	Dennison
Rebecca	Genardi
Justin	Genardi
Jeanette	Gibney
Michelle	Irie
Tatjana	Klanke
Jacqueline	Johansen
Lisa	LaMontagne
Michelle	Mariani
Loran	McKenna
Laurie	Rosen
Lori	Stewart-Crames
Sandra	Steinberg
Janice	Tesseyman
Mindy	Vesia
Mojda	Wahidi
Jeanine	Whitmore

- r. Appointment – Mahwah Extended School Year (ESY)/Self-Contained Summer Program: RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following paraprofessionals to provide bus supervision for the 2025 Mahwah Extended School Year (ESY) program, to be held from June 30, 2025 – July 24, 2025; from 9:00 a.m. – 12:30 p.m. on Mondays, Wednesdays, and all Thursdays except Thursday, July 24, 2025, and 9:00 a.m. – 3:00 p.m. on all Tuesdays and Thursday, July 24, 2025, **with no school on Friday, July 4, 2025**; to be paid their hourly rate; for hours worked via a submitted voucher:

First Name	Last Name
Loran	McKenna
Justin	Genardi
Mindy	Vesia
Michelle	Irie

- s. Appointment – Extended School Year (ESY) Field Trip and Substitute School Nurse

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Kirsteen Diaz-Pinto, as field trip and substitute nurse for the 2025 Mahwah Extended School Year (ESY) and Booster program; salary to be the home instructor hourly rate, \$70 per hour, to be paid via submitted voucher for hours worked.

t. Appointment –Extended School Year (ESY) and Summer Booster Programs:

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following speech staff members, servicing the 2025 Mahwah Extended School Year (ESY) Summer Booster programs, to be held from June 30, 2025 – July 25, 2025, with no school on Friday, July 4, 2025; stipend to be \$5,016.

Speech-Language Services

First Name	Last Name
Christina	Natale

u. Appointment – Booster Program (formerly Title I and ESL Summer School)

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointments of the following staff for the 2025 Booster Camp (formerly Mahwah Title I and ESL Summer School), to be held June 30, 2025 – July 25, 2025, with no school on Friday, July 4, 2025, from 8:30 a.m. to 10:30 a.m.; stipend to be \$3,692. Additional staff members, based on student need and enrollment, may be included in this list on a future Board of Education agenda:

Teaching Staff

Grades K - 8

Name	Grade/Subject
Ana Rossig	ELA – Kindergarten
Regina Bussinelli	Math – Kindergarten
Emily Doughan	ELA – Grade 1
Tracy Fiorilla	ELA – Grade 1
Angela Duffy	Math – Grade 1
Gabrielle Cueto	ELA – Grade 2
Eric Pragdat	Math – Grade 2
Jennifer Kobay	ELA – Grade 3
Kathleen Altomare	ELA – Grade 3
Walker Larsen	Math – Grade 3
Christina Yi	ELA/Math – Grade 4
Charles Rapp	Math – Grade 4
Julia Greenwald	Ela – Grade 5
Robert Rufo	Math – Grade 5
Catherine Scudiere	ELA – Grade 6
Lauren Erickson	Math – Grade 6
Nicole Jacobson	ELA – Grade 7 & 8

Name	Grade/Subject
Jennifer Chung	Math – Grade 7 & 8

Grades 9 - 12

Name	Grade/Subject
Elizabeth Lefford	ELA
David Torosian	ELA
Diana Burkel	Math
Bethany Giuliani	Math

ML

Name	Grade/Subject
Natalie Labrada	ML – Grades K – 3
Jennifer Harris	ML – Grades 4 – 8

v. Appointments – Booster Program (formerly Title I Summer School)

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointments of the following paraprofessional, to support the 2025 Booster Camp (formerly Title I and ESL Summer School Programs), to be held June 30, 2025 – July 25, 2025, with no school on Friday, July 4, 2024, from 8:30 a.m. to 10:30 a.m.; stipend to be based on be their hourly rate. Additional staff members, based on student need and enrollment, may be included in this list on a future Board of Education agenda:

Paraprofessionals

First Name	Last Name
Luisa	Gonzalez
Diane	Wiener
Allison	Schlackman
Maria	Capello
Yvonne	Ramirez
Casey	Sementilli

w. Appointment – Kindergarten Kickstart

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following teachers for the 2025 Kindergarten Kickstart Summer program, to be held from August 4, 2025 – August 8, 2025, from 9:30 a.m. to 11:30 a.m.; stipend to be \$1,093.

Teaching Staff

First Name	Last Name
-------------------	------------------

Mary	DiRienzo
Mariann	Odierno
Isabelle	Scordo
Kelly	Smith

x. Appointment – Camp Invention

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following teachers for the 2025 Camp Invention Summer program, to be held from August 4, 2025 – August 8, 2025, from 9:00 a.m. to 3:30 p.m.; stipend to be \$1,846. Additional staff members may need to be added, based on student need and enrollment, to be addressed on a future Board of Education agenda:

First Name	Last Name
Zoe	Delohery
Alex	Masnagheti
Charles	Rapp
Robert	Rufo
Bradford	Segall
Kimberly	Loesch

y. Appointment – Kindergarten Kickstart

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following paraprofessionals, for the 2025 Kindergarten Kickstart Summer program, to be held from August 4, 2025 – August 8, 2025, from 9:30 a.m. to 11:30 a.m.; stipend to be \$437.

Paraprofessionals

First Name	Last Name
Wendy	Brooks
Catherine	BuckleySmith
Lori	Stewart Crames
Allison	Schlackman

z. Appointment – Kindergarten Kickstart

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following speech-language specialists, servicing the 2024 Kindergarten Kickstart Program to be held from August 4, 2025 – August 8, 2025, from 9:30 a.m. to 11:30 a.m., at the home instruction rate, pro-rated based on hours worked, via a submitted voucher:

Speech-Language Specialist

First Name	Last Name
Lauren	Culkin
Catheryn	Traphagen
Gabrielle	Zimmer

aa. Appointments – Self-Sustaining Summer Music Program Teacher

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

Name	Position
Gregory Baker	Teacher
Julianne Correa	Teacher
Mario Correa	Teacher
Wendy Campbell	Teacher

bb. Appointment – Extended School Year (ESY) and Booster School Nurse

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Emily Brinson, as summer school nurse for the 2025 Extended School Year and Summer Booster programs, to be held June 30, 2025 – July 25, 2025, with no school on Friday July 4, 2025; at the stipend rate of \$5,411.

cc. Appointments – Summer Transportation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following bus drivers to provide district transportation services from June 30, 2025 – August 31, 2025; to be paid their hourly rate, via a submitted voucher for hours worked:

Last Name	First Name
Cortez	Vanessa
Gabriel	Jean
Montes	Mariel
Radican	Roy

dd. Appointment – Booster Program Bus Driver

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education appoints the following licensed CDL driver to provide transportation for the district's Booster Summer program to be held June 30, 2025 – July 25, 2025, with no school on Friday, July 4, 2024; to be paid her hourly rate, via a submitted voucher for hours worked.

First Name	Last Name
Lisa	LaMontagne

ee. Appointment – Assistant Cheer Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Shannon Mulkeen, to the position of assistant cheer coach for the 2025 - 2026 season; stipend to be \$8,361.

ff. Appointment Revision – 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 12, 2025 and May 29, 2025 - June 30, 2025; salary to be Column D, Step 1, \$61,718, pro-rated; pending certification and employment verification.

gg. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Laura Landesman, special education teacher, from Betsy Ross School, to a special education teaching position at Betsy Ross School and Lenape Meadows School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

hh. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Laura Wigginton, special education teacher, from Lenape Meadows School, to a special education teaching position at Joyce Kilmer School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

ii. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Nicole DiVivo, special education teacher, from Joyce Kilmer School, to a general education teaching position at Lenape Meadows School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

jj. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Lauren Sullivan, reading specialist, from Betsy Ross School, to a reading specialist position at Betsy Ross School and Lenape Meadows School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

kk. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Emily Shapiro, mathematics interventionist, from Betsy Ross School and George Washington School, to a mathematics interventionist position at Betsy Ross School, George Washington School, and Lenape Meadows School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

ll. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Denise Varricchio, mathematics interventionist, from Lenape Meadows School and Joyce Kilmer School to a grade 5 teacher of mathematics position at Joyce Kilmer School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

mm. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Isabelle Scordo, general education teacher of grade 3, from Betsy Ross School, to a general education grade 3 position at Lenape Meadows School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

nn. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Emma Oppido, special education teacher, from George Washington School, to a special education teacher position at Lenape Meadows School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

oo. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Valentina Castaldo, teacher of self-contained, from Lenape Meadows School, to a self-contained teaching position at George Washington School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

pp. Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a transfer and change in assignment for Keri Lakawicz, teacher of self-contained, from Lenape Meadows School, to a self-contained teaching position at George Washington School, in order to fill a vacant position; effective September 1, 2025 – June 30, 2026.

qq. 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 #9917, effective on May 5, 2025 – June 25, 2025, using 33 sick days, 2 personal days, and FMLA concurrently, from May 5, 2025 – June 25, 2025.

rr. 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 #1998, effective retroactive on March 31, 2025 – April 25, 2025, using 10 sick days and FMLA concurrently, from March 31, 2025 – April 25, 2025.

ss. 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 #5062, using 17 sick days and taking FMLA concurrently, effective September 3, 2025 – September 26, 2025, and taking NJFLA from September 29, 2025 – December 19, 2025.

tt. 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; April 8, 2025; April 21, 2025 (0.5) - April 22, 2025 (0.5); April 28, 2025.

uu. 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; April 28, 2025; May 2, 2025.

vv. Training – CPR/First Aid Training

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a stipend for Victor James to provide CPR and/or first aid training to district staff; as needed, during the 2025-2026 school year; stipend to be his hourly rate, to be paid via a submitted voucher for hours worked.

ww. Reemployment– Non-tenured Certificated Staff

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys the following non-tenured certificated staff for the 2025-2026 school year; salaries to be in accordance with each individual’s negotiated contractual agreement.

First Name	Last Name	Location Name	Position
Timothy	Adase	Mahwah High School	Teacher
Kathleen	Altomare	Joyce Kilmer School	Teacher
Jennifer	Blackford	Betsy Ross School	School Nurse
Jessika	Bohon	Mahwah High School	French
Gianna	Bologna	Lenape Meadows School	Teacher
Brittany	Bonanno	Joyce Kilmer School	Teacher
Elena	Bottiglieri	Lenape Meadows School	Child Study Team
Emilie	Brinson	Joyce Kilmer School	School Nurse
Jamie	Brisby	Lenape Meadows School	Teacher
Diana	Capani	K-3 School Buildings	School Counselor
Natasha	Carrera	Lenape Meadows School	Assistant Principal
Valentina	Castaldo	George Washington School	Teacher
Jennifer	Chung	Ramapo Ridge Middle School	Teacher
Alyssa	Cipriano	Betsy Ross School	Child Study Team
Emma	Conroy	Betsy Ross School	Teacher
Gabrielle	Cueto	Lenape Meadows School	Teacher
Timothy	Culloty	Mahwah High School	Teacher
Kelly	De Bello	Ramapo Ridge Middle School	Teacher, Gifted and Talented
Michelle	Del Rey	Mahwah High School	Teacher
Rachel	Dillon	Mahwah High School	Teacher
Mary	DiRienzo	Lenape Meadows School	Teacher
Nicole	DiVivo	Lenape Meadows School	Teacher
Courtney	Dodd	Joyce Kilmer School	Teacher
Matthew	Domville	Mahwah High School	Teacher
Darrele	Dunbar	Lenape Meadows School	Teacher
Brianna	Finelli	Lenape Meadows School	Teacher
Tracy	Fiorilla	Lenape Meadows School	Teacher
Giuseppe	Fusco	Ramapo Ridge Middle School	Teacher

First Name	Last Name	Location Name	Position
Julia	Greenwald	Ramapo Ridge Middle School	Teacher
Brian	Gregson	Mahwah High School	School Counselor
Michael	Hagopian	George Washington School	Principal
Jennifer	Harris	Ramapo Ridge Middle School	Teacher
Michael	Henzel	Betsy Ross School	Principal
William	Hix	Mahwah High School	Teacher
Jennifer	Hogan	Central Office	Instructional Coach
Alexander	Hufford	Mahwah High School	Teacher
Craig	Jandoli	Mahwah High School	Assistant Principal
Justin	Jaskot	Mahwah High School	Teacher
Taylor	Kanderis	Mahwah High School	Teacher
Ofeer	Kearns	K-5 School Buildings	Supervisor, Elementary PreK-5
Ermira	Kyle	Mahwah High School	Teacher
Keri	Lakawicz	George Washington School	Teacher
Thomas	Lambe	Central Office	Business Administrator
Alexandra	Lazar	Mahwah High School	Teacher
Arianna	Lee	Mahwah High School	Teacher
Sarah	Levi	Joyce Kilmer School	Teacher
Zackary	Marck	Mahwah High School	Teacher
Alex	Masnaghetti	Ramapo Ridge Middle School	Teacher
Michael	McCabe	Mahwah High School	Assistant Principal
Jessica	McClain	Ramapo Ridge Middle School	Teacher
Lauren	Michel	Mahwah High School	Athletic Trainer
Shannon	Mulkeen	Ramapo Ridge Middle School	Teacher
Kyla	Murphy	K-3 School Buildings	School Counselor
Christina	Natale	Lenape Meadows School	Child Study Team
Jaclyn	Nelson	Mahwah High School	Teacher
Michelle	Oates	Joyce Kilmer School	Library Media Specialist
Bryan	Oldewurtel	Mahwah High School	Teacher
Emma	Oppido	Lenape Meadows School	Teacher
Amanda	Orlandino	Mahwah High School	Child Study Team
Karli	Phillips	Mahwah High School	Teacher
Bridget	Powers	Mahwah High School	Teacher
Andreia	Ribau	Ramapo Ridge Middle School	Teacher
Brian	Rice	Mahwah High School	Teacher
Brittany	Ritterman	Betsy Ross School	Child Study Team
Courtney	Roach	Mahwah High School	Teacher
Amy	Rogers	Betsy Ross School	Teacher
Ana	Rossig	Lenape Meadows School	Teacher
Megan	Schaffner	Mahwah High School	Teacher
Isabelle	Scordo	Lenape Meadows School	Teacher
Catherine	Scudiere	Ramapo Ridge Middle School	Teacher
Christen	Shannon	Ramapo Ridge Middle School	Teacher
Emily	Shapiro	George Washington School	Teacher
Faisal	Sheikh	6-12 School Buildings	Supervisor of Mathematics 6-12
Kelly	Smith	Betsy Ross School	Teacher

First Name	Last Name	Location Name	Position
Kaelah	Steenstra	Betsy Ross School	Library Media Specialist
Matthew	Surich	Mahwah High School	Teacher
Skylar	Teats	George Washington School	Teacher
Kaetlyn	Torchia	Lenape Meadows School	Teacher
Cathryn	Traphagen	Lenape Meadows School	Child Study Team
Amanda	Van Dunk	Lenape Meadows School	Teacher
Josie	VanPuttenVink	Joyce Kilmer School	Teacher
Maria	Weinpel	Mahwah High School	Teacher
Laura	Wigginton	Joyce Kilmer School	Teacher
Christopher	Willem	Ramapo Ridge Middle School	Teacher
Paul	Wyka	Lenape Meadows School	Principal
Christina	Yi	Joyce Kilmer School	Teacher
Gabrielle	Zimmer	Betsy Ross School	Child Study Team

xx. Reemployment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys Bryan Near as Assistant to the School Business Administrator, effective July 1, 2025 – June 30, 2026.

yy. Reemployment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys Linda Graziosi, as payroll specialist; effective July 1, 2025 – June 30, 2026.

zz. Reemployment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys Rosanna Diaz, as 0.5 bookkeeper; effective July 1, 2025 – June 30, 2026.

aaa. Reemployment– Non-Certified School Nurses

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys the following non-certified school nurses for the 2025-2026 school year:

First Name	Last Name	School
Kirsteen	Diaz-Pinto	Lenape Meadows School
Keri	Parrella	District
Kelly	Duffield	Ramapo Ridge Middle School

bbb. Reemployment – Non-tenured Administrative Assistant/Clerical Staff

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys the following non-tenured secretarial/clerical members for the 2025-2026 school year; salaries to be in accordance with each individual's contractual agreement.

First Name	Last Name	School
Mary Jane	Baldi	Joyce Kilmer School
Alyson	Bongiorni	Joyce Kilmer School
Filomena	Bonura	Central Office
Rosemarie	Pfister	George Washington School

First Name	Last Name	School
Lucrezia	Rack	Region I

ccc. Reemployment – Transportation/Van/Bus Driver Staff

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys the following transportation/van/bus driver staff for the 2025-2026 school year; salaries to be in accordance with each individual's contractual agreement.

First Name	Last Name	Location
Vanessa	Cortez	Central Office
Jean	Gabriel	Central Office
Roy	Radican	Central Office

ddd. Reemployment – Substitute Bus Driver

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys staff as a substitute bus driver for the 2025-2026 school year.

First Name	Last Name	Location
Mariel	Montes	Central Office
Sung Hoon	Lee	Central Office

eee. Reemployment - Bus Driver

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education appoints the following licensed CDL driver to provide transportation for the district's self-contained instructional program for the 2025-2026 school year; salary to be step 5, \$36.83 per hour, to be paid via a submitted voucher for hours worked.

First Name	Last Name
Lisa	LaMontagne

fff. Reemployment – Custodial Staff

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys the following custodial staff for the 2025-2026 school year; salary to be in accordance with each individual's contractual agreement.

First Name	Last Name	School
Donald	Keene	Joyce Kilmer School

ggg. Reemployment – Maintenance Staff

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys the following maintenance staff for the 2025-2026 school year; salaries to be in accordance with each individual's contractual agreement.

First Name	Last Name	Location
Mardoqueo	Alvarado	Central Office
Amaurys	Garcia	Central Office
James	Griffith	Central Office
Richard	Kunz	Central Office
Feris	Roci	Central Office

First Name	Last Name	Location
Harry	Rush	Central Office

hhh. Reemployment - School Physician

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education appoints Dr. Everett Schlam as the school physician for the 2025 - 2026 school year; at an annual cost of \$23,800.

iii. Reemployment – Treasurer of School Monies

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education reemploys Philip Nisonoff, as treasurer of school monies, for the 2025 – 2026 school year; at an annual cost of \$4,000.

jjj. Appointment - Extra Service Positions Revised

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the extra service positions for the 2024-2025 school year at the negotiated stipend rate, as shown on Schedules L of the MEA contract.

Joyce Kilmer School

Name	Dates	Position	Stipend
Kimberley Lorusso	9/5/24 – 5/22/25	PM Dismissal	\$1,909 – Pro-rated for time of service
Sydney Bavaro	5/29/25 – 6/24/25	PM Dismissal	\$1,909 – Pro-rated for time of service

kkk. Job Description

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

- Bus Driver

lll. Practicum Placement

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

Student Name	College/University	Supervising Staff Member
Dylan Blanset	William Paterson University	John Pascale (Principal of Mahwah High School)

Motion for items 19d-19lll were approved with 9 ayes, 0 nays.

20. Motion to open meeting to the public

**Motion by Mr. Galow, seconded by Mr. DeSilva to open the meeting for public comments at 9:01 pm.
Motion carried 9 ayes, 0 nays.**

21. Public Questions or Comment

No questions or comments made.

22. Motion to close meeting to the public

Motion by Mr. Kezmarsky, seconded by Ms. Jansen to close the meeting for public comments at 9:01 pm. Motion carried 9 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.

Motion by Mr. Galow, seconded by Mr. Coplin to recess to executive session at 9:01 pm. Motion carried 9 ayes, 0 nays

24. Motion to Reconvene to Public Action Meeting

Motion by Mr. Kezmarsky, seconded by Mr. Hughes to reconvene to the public action meeting at 9:18 pm. Motion carried 9 ayes, 0 nays

25. Motion to Adjourn

Motion by Mr. DeSilva, seconded by Mr. Galow to adjourn the meeting at 9:19 pm. Motion carried 9 ayes, 0 nays.

Upcoming Events

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.

4/30/2025

Respectfully submitted,

A handwritten signature in black ink that reads "Thomas Lambe". The signature is written in a cursive style with a large, prominent 'T' and 'L'.

Thomas Lambe
Business Administrator/Board Secretary