

RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT

Oakland, New Jersey 07436

REGULAR PUBLIC MEETING MINUTES

May 12, 2025

1. Call to Order - Roll Call 7:02 PM

☒ Ms. Ansh	☒ Ms. Kiel	☒ Mr. Valenti (@ 7:02 pm)
☒ Mr. Bogdansky	☒ Mr. Kinney (@ 6:23 PM)	☒ Ms. Mariani, Vice Pres.
☐ Absent Mr. DeLaite	☒ Ms. Koulikourdis	☒ Ms. Souders, President

2. Closed Session 7:02 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 12th day of May 2025 at 7:02 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

☒ Ms. Ansh	☒ Ms. Kiel	☒ Mr. Valenti
☒ Mr. Bogdansky	☒ Mr. Kinney	☒ Ms. Mariani, Vice Pres.
☐ Absent Mr. DeLaite	☒ Ms. Koulikourdis	☒ 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

☒ Ms. Ansh	☒ Ms. Kiel	☒ Mr. Valenti
☒ Mr. Bogdansk	☒ Mr. Kinney	☒ Ms. Mariani, Vice Pres.
☐ Absent Mr. DeLaite	☒ Ms. Koulikourdis	☒ Ms. Souders, President

5. Pledge of Allegiance

Ms. Souders led the Pledge of Allegiance.

6. Board President's Report

There were no student reports for this meeting.

The Board President thanked the board members for their participation in the CSA evaluation process. She also acknowledged the retirement of two staff members.

7. Superintendent's Report

Ms. DeMarco

- Thanked all for their attendance.
- Highlighted the following:
 - The prohibition of participation in the Senior Assassin game
 - Wished everyone a happy extended Memorial Day weekend
 - Various agenda items

8. Interim Business Administrator's Report

Ms. Zeno highlighted agenda items related to Operations and Finance.

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - The chair reported the committee will meet on May 15, 2025

Education & Personnel - The chair reported the committee met on May 6, 2025 and highlighted the following:

- Update on Special Education from Dr. Mauriello
- Update from Mr. Groh on scheduling
- Update from Ms. DeMarco on block Scheduling
- Sidebar agreement
- Next meeting June 3, 2025

Finance & Facilities - The chair reported the committee will meet this Wednesday, May 14, 2025

Negotiations - The chair reported the committee will meet on May 27, 2025

Policy - The chair reported the committee met on May 8, 2025 and highlighted the following:

- Various policies and regulations reviewed

10. Public Comment 8:17-8:31 PM

RIHEA president, thanked the BOE and Superintendent for efforts in communication and partnership with the staff as it related to the implementation of the new block schedule, as well as negotiations. She noted their hard work, dedication and leadership is appreciated.

- Members of the public commented on the following:
 - Encouraged additional instructional programs related to CTE Trades
 - Upcoming Relay for Life Activities and timelines
 - Retirement of a staff member
 - Ongoing capital projects
 - Outcome of Board Attorney interviews and appointment
 - Appreciation of outgoing Board Attorney

11. Open Board Discussion

- The Board President echoed the RIHEA's comments for appreciation of Superintendent DeMarco. She also thanked the community and commented on the base being built for the district.
- A board member expressed their recognition and appreciation for all the effort that goes into creating the district budget.
- A board member commented on the retirement of a staff member and thanked the law firm, Porzio.

12. Action Items

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

- April 24, 2025, Closed & Regular
- April 28, 2025, Closed & Regular

13. Personnel

Motion by Ms. Souders, seconded by Ms. Koulikourdis, to accept the recommendation of the Superintendent to approve and adopt motions P1 through P22 as described below:

A. INSTRUCTIONAL

B. INSTRUCTIONAL

P1. Move to approve the following reappointments of Fourth-Year Non-Tenured Certificated Staff, Approaching Tenure for the 2025-26 School Year:

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Dennis Rowley	Guidance	MA	RHS	MA/10	\$70,646	09/01/25- 06/30/26
b.	Emily Biunno	Mathematics	MA	RHS	MA/6	\$67,234	09/01/25- 06/30/26
c.	Aaron Kalman	Mathematics	MA+30	RHS	MA+30/1 2	\$77,303	09/01/25- 06/30/26
d.	Jongwon (Kevin) Park	Mathematics	BA	RHS	BA/8	\$65,441	09/01/25- 06/30/26
e.	Sylvana Budesheim	Special Education	MA+15	RHS	MA+15/1 5	\$83,362	09/01/25- 06/30/26
f.	Shelly Storzum	Nurse	MA	IHHS	MA/14	\$77,320	09/01/25- 06/30/26

P2. Move to approve the following reappointments of Third-Year Non-Tenured Certificated Staff for the 2025-26 School Year:

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Nicole Mitchell	Business	BA+15	District	BA+15/20	\$94,648	09/01/25- 06/30/26
b.	Aidan Cole	Business	BA	RHS	BA/4	\$61,041	09/01/25- 06/30/26
c.	Yasette Rodriguez	English	MA+30	IHHS	MA+30/17	\$95,956	09/01/25- 06/30/26
d.	Elizabeth Michels	English	MA+15	RHS	MA+15/17	\$90,775	09/01/25- 06/30/26
e.	Sean Maldonato	Health & Physical Education	BA	RHS	BA/5	\$61,991	09/01/25- 06/30/26
f.	Erica Vitale	Mathematics	MA+30	RHS	MA+30/9	\$73,522	09/01/25- 06/30/26
g.	Hana Yoon	Mathematics	MA+30	RHS	MA+30/14	\$81,167	09/01/25- 06/30/26
h.	Eric Sloezen	Music	BA	RHS	BA/4	\$61,041	09/01/25- 06/30/26
i.	William DiMauro	Science	MA+15	RHS	MA+15/20	\$104,320	09/01/25- 06/30/26
j.	Stephen	Social	MA+15	RHS	MA+15/20	\$104,320	09/01/25- 06/30/26

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
	Harvey	Studies					
k.	Monica Archer	Special Services	MA+15	IHHS	MA+15/6	\$68,476	09/01/25- 06/30/26
l.	Jordana Tarlowe	Special Education	BA+15	IHHS	BA+15/4	\$61,821	09/01/25- 06/30/26
m.	David Babuska	Special Services	MA+15	RHS	MA+15/6	\$68,476	09/01/25- 06/30/26
n.	Daniel D'Amico	Special Services	MA	RHS	MA/6	\$67,234	09/01/25- 06/30/26

P3. Move to approve the following reappointments of Second-Year Non-Tenured Certificated Staff for the 2025-26 School Year:

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Keri Myones	English	MA+30	IHHS	MA+30/18	\$100,205	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
b.	Trevor Hedges	English	MA	RHS	MA/19	\$97,565	09/01/25- 06/30/26
c.	Leslie Lesly	Family & Consumer Science	BA+15	IHHS	BA+15/17	\$84,193	09/01/25- 06/30/26
d.	Melissa Liebau	Family & Consumer Science	BA	District	BA/18	\$84,106	09/01/25- 06/30/26
e.	Etienne Fougnyes	Science	BA	RHS	BA/7	\$64,291	09/01/25- 06/30/26
f.	Edward Salaski	Science	MA+30	RHS	MA+30/17	\$95,956	09/01/25- 06/30/26
					Doctorate Stipend	\$1,871	09/01/25- 06/30/26
g.	Andrew	Special Services	MA+30	IHHS	MA+30/11	\$75,107	09/01/25- 06/30/26

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
	Dimetrosky						
h.	Meredith McCambley	Special Services	MA+30	IHHS	MA+30/16	\$89,590	09/01/25- 06/30/26
i.	Luke Miller	Special Services	MA+30	RHS	MA+30/19	\$104,505	09/01/25- 06/30/26
j.	Priya Basak	Special Services	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
k.	Patti Eichenlaub	Special Services	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
l.	Alexandra Brown	World Languages	MA+15	District	MA+15/20	\$104,320	09/01/25- 06/30/26

P4. Move to approve the following reappointments of First-Year Non-Tenured Certificated Staff for the 2025-26 School Year:

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Christina Canonaco	Science	BA+15	IHHS	BA+15/7	\$66,630	09/01/25- 06/30/26
b.	Kristin Colucci		MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
c.	Maria Garo	English	MA	District	MA/17	\$89,091	09/01/25- 06/30/26
d.	Brittany Hudson	Special Services	MA	IHHS	MA/14	\$77,320	09/01/25- 06/30/26
e.	Tracy Ismalovski	Special Services	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
f.	Amber Liebau	Special Services	BA	IHHS	BA/6	\$63,141	09/01/25- 06/30/26
g.	Lisamarie Sanchez	Science	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
h.	Blair Kim	Mathematics	MA	RHS	MA/7	\$69,274	09/01/25- 06/30/26
i.	Carolyn Ross	English	MA+30	RHS	MA+30/17	\$95,956	09/01/25- 06/30/26

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Doctorate Stipend	\$1,871	
j.	Christy Kicinski	Family & Consumer Science	MA+30	RHS	MA+30/11	\$75,107	09/01/25- 06/30/26
k.	Nicholas Guttuso	Health & Physical Education	MA+30	RHS	MA+30/18	\$100,205	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
l.	Steve Gilgur	Science	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
m.	Anna Rubenchik	Science	MA+30	RHS	MA+30/18	\$100,205	09/01/25- 06/30/26
n.	Kylie Klimek	School Nurse	BA+15	RHS	BA+15/18	\$87,438	09/01/25- 06/30/26
o.	Robert Dolce	Social Studies	MA+30	RHS	MA+30/18	\$100,205	09/01/25- 06/30/26

P5. Move to approve the following reappointments of Instructional Aides for the 2025-26 School Year:

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Guy Bertola	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
b.	Nina Calvin	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					Associates Degree Stipend	\$200	
c.	Bettina	Special	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
	Curtiss	Services					
					Certification Stipend	\$500	09/01/25- 06/30/26
					BA Degree Stipend	\$300	
d.	Jaclyn Fearon	Special Services	N/A	RHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					Associates Degree Stipend	\$200	
e.	Anna Frodella	Special Services	N/A	RHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					BA Degree Stipend	\$300	
f.	Michael Levy	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					BA Degree Stipend	\$300	
g.	Stephen Janiszak	Special Services	N/A	District	Step 2	\$33,742	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					BA Degree Stipend	\$300	
h.	Laurie Lydecker	Special Services	N/A	RHS	Step 4	\$35,442	09/01/25- 06/30/26
					Longevity	\$900	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
i.	Brian Macchiarelli	.60 Special Services	N/A	IHHS	Step 2	\$20,245.20	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					BA Degree Stipend	\$300	
j.	Tiffany Mendez	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
k.	James Miller	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					BA Degree Stipend	\$300	
l.	Kathryn Munley	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					BA Degree Stipend	\$300	
m.	Christa Rauch	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend	\$500	09/01/25- 06/30/26
					MA Degree Stipend	\$400	
n.	Deborah Rioux-Van Dine	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Longevity	\$900	09/01/25- 06/30/26
o.	Raymond Soff	Special Services	N/A	RHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification	\$500	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Stipend BA Degree Stipend	\$300	
p.	Nadia Stampone	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend BA Degree Stipend	\$500 \$300	09/01/25- 06/30/26
q.	Rosaleen Welsh	Special Services	N/A	IHHS	Step 4	\$35,442	09/01/25- 06/30/26
					Certification Stipend BA Degree Stipend	\$500 \$300	09/01/25- 06/30/26

P6. Move to approve the following reappointments of Tenured Certificated Staff for the 2025-26 School Year:

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Mark Aramburu	Physical Education and Health	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
b.	Kenneth Bellottie	Mathematics	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
c.	Elisa Britnell	World Languages	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
d.	Adnan Brkovic	Science	MA	IHHS	MA/14	\$77,320	09/01/25- 06/30/26
e.	Julie Buccino	Physical Education and Health	MA+30	IHHS	MA+30/14	\$81,167	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
f.	Hanna Cantwell	Mathematics	MA+30	IHHS	MA+30/15	\$85,362	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
g.	Amy Carangelo	Guidance	MA	IHHS	MA/6	\$67,234	09/01/25- 06/30/26
h.	Michelle Clancy	Special Education	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
i.	Marc Conley	Special Education	MA+15	IHHS	MA+15/20	\$104,320	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
j.	Christopher Cornetto	Science	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
k.	Lauren Damstrom	Mathematics	MA+30	IHHS	MA+30/14	\$81,167	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
l.	Natalie Deming	World Languages	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
m.	Angela DiBlasio-Funk	Social Studies	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
n.	Jennifer Dinan	Mathematics	MA+30	IHHS	MA+30/19	\$104,505	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
o.	Alyssa Durfee	Social Studies	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
p.	Jill Fackelman	Physical Education and Health	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
q.	Gale Fanale	Business	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
r.	John Fazio	Applied Technology	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
s.	Dan Ferat	English	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
t.	Nicole Fischetto	Mathematics	MA+30	IHHS	MA+30/9	\$73,522	09/01/25- 06/30/26
u.	Mark Friedman	Music	BA	IHHS	BA/20	\$90,806	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
v.	Marissa Frissora	English	MA+30	IHHS	MA+30/16	\$89,590	09/01/25- 06/30/26
w.	Debora Greene	Business	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
x.	Jessica Griffin	English	BA+15	IHHS	BA+15/13	\$72,533	09/01/25- 06/30/26
y.	Carly Hausch	Mathematics	MA+30	IHHS	MA+30/19	\$104,505	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
z.	Susan Heerema	Music	BA	IHHS	BA/20	\$90,806	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
				IHHS	Longevity Step B	\$2,400	09/01/25- 06/30/26
a1.	Ronald Heusser	Social Studies	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
b1.	George Hill	Physical Education and Health	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
c1.	Kevin Hogan	Special Education	MA+30	IHHS	MA+30/13	\$79,208	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
d1.	Samantha Janiszak	Special Education	MA+30	IHHS	MA+30/14	\$81,167	09/01/25- 06/30/26
e1.	Elizabeth Johnson	Social Studies	MA+30	IHHS	MA+30/19	\$104,505	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
f1.	Christpher Jolin	Science	MA	IHHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
g1.	Rikki Kagan	Special Education	MA+30	IHHS	MA+30/17	\$95,956	09/01/25- 06/30/26
h1.	Karen Klingner	Guidance	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
i1.	Maryann Kopp	Special Education	MA+30	IHHS	MA+30/19	\$104,505	09/01/25- 06/30/26
j1.	Maria La Barbiera	Special Education	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
k1.	Edith La Chac	English	MA+30	IHHS	MA+30/13	\$79,208	09/01/25- 06/30/26
l1.	Graziella Lazzara	World Languages	BA+15	IHHS	BA+15/17	\$84,193	09/01/25- 06/30/26
m1.	Shannon Luke	Social Studies	BA	IHHS	BA/14	\$71,881	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
n1.	Jutta Marateo-Gonzalez	Science	MA+15	IHHS	MA+15/20	\$104,320	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
o1.	Kimberly Marino	.71 Administrative Asst.	Grade II	IHHS	.71 Grade II/9	\$44,058.34	09/01/25- 06/30/26
		.20 Theater	BA+15	IHHS	BA+15/8	\$13,645	09/01/25- 06/30/26
p1.	Courtney Mc Donough	Science	MA+30	IHHS	MA+30/18	\$100,205	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
q1.	Sarah Mc Gowan	Mathematics	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
r1.	Cherie Mc Laughlin	World Languages	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
s1.	Kathleen Miller	Science	MA+30	IHHS	MA+30/17	\$95,956	09/01/25- 06/30/26
t1.					Longevity Step A	\$1,625	09/01/25- 06/30/26
u1.	Julie Montero	Special Education	BA+15	IHHS	BA+15/18	\$87,438	09/01/25- 06/30/26
v1.	Dominic Mulieri	Physical Education and Health	MA+15	IHHS	MA+15/10	\$71,966	09/01/25- 06/30/26
w1.	Ashley Murphy	Science	MA+30	IHHS	MA+30/13	\$79,208	09/01/25- 06/30/26
x1.	John Murphy	Social Studies	BA	IHHS	BA/14	\$71,881	09/01/25- 06/30/26
y1.	Richard Ohren	Physical Education and Health	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
z1.	Michael Paravati	Social Studies	MA+30	IHHS	MA+30/11	\$75,107	09/01/25- 06/30/26
a2.	Michelle Patrickio	English	MA+15	IHHS	MA+15/19	\$99,426	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
b2.	Dianna Smith	English	MA+30	IHHS	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
c2.	Thomas Russo	Physical Education and Health	MA+30	IHHS	MA+30/15	\$85,362	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
d2.	Andrea Saladino	Guidance	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
e2.	Meghan Shaara	Physical Education and Health	MA	RHS	MA/9	\$70,646	09/01/25- 06/30/26
f2.	Jennifer Sherry	Guidance	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
g2.	Lauren Smalley	Social Studies	MA+30	IHHS	MA+30/16	\$89,590	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
h2.	Rosemarie Sturm	Special Education	BA+15	IHHS	BA+15/20	\$94,648	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
i2.	Melissa Van Kampen	Art	MA+30	IHHS	MA+30/10	\$73,522	09/01/25- 06/30/26
j2.	Joseph Verdon	English	MA+30	IHHS	MA+30/14	\$81,167	09/01/25- 06/30/26
k2.	Timothy Walkowich	Science	MA+30	IHHS	MA+30/12	\$77,303	09/01/25- 06/30/26
l2.	Allison Wittlinger	Special Education	BA+15	IHHS	BA+15/20	\$94,648	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
m2.	Elba Zakrzewski	Guidance	MA+30	IHHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
n2.	Cassandra Zalarick	Mathematics	BA+15	IHHS	BA+15/8	\$68,225	09/01/25- 06/30/26
o2.	Kim Angerson	Science	MA+15	RHS	MA+15/20	\$104,320	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
p2.	Lee Barber	Mathematics	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
q2.	Marissa Barnes	Science	BA	RHS	BA/20	\$90,806	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
r2.	Pierre Barreau	World Languages	MA+30	RHS	MA+30/20	\$108.905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Longevity Step B	\$2,400	09/01/25- 06/30/26
s2.	Thomas Basili	English	BA+15	RHS	BA+15/18	\$87,438	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
t2.	Karli Basilicato	Physical Education and Health	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
u2.	Kimberly Batti Valovina	Art	MA+30	IHHS	MA+30/16	\$89,590	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
v2.	Jenna Calderon	Special Education	BA+15	RHS	BA+15/9	\$68,225	09/01/25- 06/30/26
w2.	Megan Casey	English	MA+15	RHS	MA+15/14	\$78,746	09/01/25- 06/30/26
x2.	Leonardo Castano	World Languages	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
y2.	Matthew Caulfield	Mathematics	MA	District	MA/14	\$77,320	09/01/25- 06/30/26
z2.	Luz Ciprian	World Languages	BA	RHS	BA/17	\$80,906	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
a3.	Catherine Copeland	Special Education	BA+15	RHS	BA+15/10	\$68,225	09/01/25- 06/30/26
b3.	Teresita Crane	Social Studies	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
c3.	Chris Csengeto	Special Education	MA+30	RHS	MA+30/17	\$95,956	09/01/25- 06/30/26
d3.	Kimberly Deamer	Mathematics	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
e3.	Justin Defeo	Business	MA+15	RHS	MA+15/16	\$87,137	09/01/25- 06/30/26
f3.	Tanushree Desai	Special Education	MA+30	RHS	MA+30/11	\$75,107	09/01/25- 06/30/26
g3.	Tereena Elias	Nurse	BA	RHS	BA/18	\$84,106	09/01/25- 06/30/26
h3.	Ornella Eustice	English	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
i3.	Concepcion Fernandez-Vilase ca	World Languages	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
j3.	Melissa Ferro	English	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
k3.	Alexandra Fylstra	Mathematics	MA	RHS	MA/13	\$75,162	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
l3.	John Gaccione	Mathematics	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
m3.	Lauren Gallo	Special Education	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
n3.	Lauren Gibson	Art	MA+30	RHS	MA+30/17	\$95,956	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Longevity Step A	\$1,625	09/01/25- 06/30/26
o3.	Sandra Gordon	Physical Education and Health	MA+30	RHS	MA+30/17	\$95,956	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
p3.	Hailee Gregory	Social Studies	MA+15	RHS	MA+15/10	\$71,966	09/01/25- 06/30/26
q3.	Ashley Gross-Green	Science	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
r3.	Lisa Higbie	Art	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
s3.	Gregory Hudak	Science	BA+15	RHS	BA+15/20	\$94,648	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
t3.	Michael Ivanov	Social Studies	MA	RHS	MA/12	\$73,426	09/01/25- 06/30/26
u3..	Scott Jackson	Social Studies	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
v3.	Thomas Jaeger	Science	MA	RHS	MA/16	\$85,516	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
w3.	Peter Kanefke	Science	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
					Doctorate Stipend	\$1,871	09/01/25- 06/30/26
x3.	Sharon Katz	Guidance	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
y3.	Daniel Laner	Social Studies	MA	RHS	MA/16	\$85,516	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
z3.	Cari Laughman	Special Education	MA+30	RHS	MA+30/12	\$77,303	09/01/25- 06/30/26
a4.	Kimberly Lobello	Social Studies	MA+15	RHS	MA+15/20	\$104,320	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
b4.	Susan Loccke	English	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
c4.	Melissa Maki	Guidance	MA+15	RHS	MA+15/14	\$78,746	09/01/25- 06/30/26
d4.	William Manzo	English	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
e4.	Corrin Manzo	English	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
f4.	Heather Manzo	English	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
g4.	Jill Matcovich	Special Education	MA+30	RHS	MA+30/13	\$79,208	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
h4.	Traci Maturo	Art	MA+15	RHS	MA+15/11	\$73,249	09/01/25- 06/30/26
i4.	Danielle Migliacci	Business	BA	RHS	BA/20	\$90,806	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
j4.	Giuseppina Monterey	Special Education	MA+30	RHS	MA+30/18	\$100,205	09/01/25- 06/30/26
k4.	Michael Nangle	Social Studies	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
l4.	Meredith Noah	Social Studies	MA+30	RHS	MA+30/20	\$108,915	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
m4.	Matthew Occhipinti	Special Education	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
n4.	Hugo Ospina	World Languages	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
o4.	Vincenzina Piccinno	Guidance	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
p4.	Daniel Poalillo	Science	BA+15	RHS	BA+15/18	\$87,438	09/01/25- 06/30/26
					Longevity (BA Tier)	\$4,300	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
q4.	Sean Quirk	Art	MA+30	District	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
r4.	Emily Reitter	Music	MA	RHS	MA/12	\$73,426	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
s4.	Angela Rodriguez	World Languages	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
t4.	David Russell	Science	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
u4.	Lindsey Russo	Special Education	MA+30	RHS	MA+30/9	\$73,522	09/01/25- 06/30/26
v4.	John Schilstra	Applied Technology	BA	RHS	BA/20	\$90,806	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
w4.	Kaitlin Schutte	Special Education	MA+15	RHS	MA+15/12	\$74,803	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
x4.	Deborah Schwarz	English	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
y4.	Pamela Sibia	Social Studies	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
z4.	Diana Silva	Guidance	MA+30	RHS	MA+30/16	\$89,590	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
a5.	Nicoletta Slovinski	Mathematics	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Longevity Step A	\$1,625	09/01/25- 06/30/26
b5.	Jamie Sporn	English	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
c5.	Leslie Stephen	Physical Education and Health	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$7,560	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
d5.	Maria Tombalakian	World Languages	MA+30	District	MA+30/15	\$85,362	09/01/25- 06/30/26
					Doctorate Stipend	\$1,871	09/01/25- 06/30/26
e5.	Josephine Trigo Kelly	World Languages	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
f5.	David Van Hook	Physical Education and Health	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
g5.	Daniel Vander Molen	Social Studies	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
h5.	Cynthia Vander Molen	Social Studies	MA	RHS	MA/18	\$92,883	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
i5.	Michael Verdon	Social Studies	MA+30	RHS	MA+30/9	\$73,522	09/01/25- 06/30/26
j5.	Christine Vita	Business	BA	RHS	BA/8	\$65,441	09/01/25- 06/30/26
k5.	Marc Vogel	Science	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
l5.	Tyler Wadhams	Science	MA	RHS	MA/8	\$70,646	09/01/25- 06/30/26
m5.	Michael Walty	Guidance	MA+30	RHS	MA+30/19	\$104,505	09/01/25- 06/30/26
					Longevity (MA tier)	\$5,000	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
n5.	Kevin Weydig	Mathematics	MA+30	RHS	MA+30/8	\$73,522	09/01/25- 06/30/26
o5.	Michael Yasosky	Physical Education and Health	MA+30	RHS	MA+30/20	\$108,905	09/01/25- 06/30/26
					Longevity (MA tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
p5.	Laura Astorina	World Languages	MA+30	RHS	MA+30/ 20	\$108,905	09/01/25- 06/30/26
q5.	Christina Berens	World Languages	MA	RHS	MA/ 14	\$77,320	09/01/25- 06/30/26
r5.	Olivia de Diego	World Languages	MA+15	IHHS	MA+15/20	\$104,320	09/01/25- 06/30/26
s5.	Danielle Ferrara	Social Studies	MA	IHHS	MA/ 7	\$69,274	09/01/25- 06/30/26
t5.	John Russo	Applied Technology	BA+15	RHS	BA+15/19	\$90,993	09/01/25- 06/30/26
u5.	Richard Sawyer	Business	MA	District	MA/ 10	\$70,646	09/01/25- 06/30/26
v5.	Jasmen Mantashian	Guidance	MA+30	RHS	MA+30/ 20	\$108,905	09/01/25- 06/30/26
w5.	Susan Sautner	.8 Special Education	MA	RHS	.8 MA/20	\$81,878.40	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					.8 Longevity (MA Tier)	\$4,400	09/01/25- 06/30/26
x5.	Lauren Dondero	Guidance	MA	RHS	MA/12	\$73,426	09/01/25- 06/30/26
y5.	Sevanna Bochalian	Social Worker	MA	RHS	MA/20	\$102,348	09/01/25- 06/30/26
z5.	Crista Vigeant	Special Education	MA+15	RHS	MA+15/12	\$74,803	09/01/25- 06/30/26

P7. Move to approve the following New Hires, Non-Tenured Certificated Staff for the 2025-26 School Year:

INSTRUCTIONAL

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Alexander Richey	Appoint	Social Studies	BA	RHS	BA/ Step 12	\$68,331	T. Witterschein	09/01/25- 06/30/26
b.	Yanfei Li-McGurrin	Appoint	World Languages	MA	RHS	MA/ Step 18	\$92,883	L. Huang	09/01/25- 06/30/26

P8. Move to approve the following:

NON-INSTRUCTIONAL

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Steven Palmieri	Rescind	Winter Intramurals	N/A	RHS	4	\$1,606	2024-25
b.	Steven Palmieri	Rescind	Spring Intramurals	N/A	RHS	4	\$1,606	2024-25
c.	Agim Ballolli	Approve	Custodial/ Maintenance	N/A	IHHS	Black Seal License	\$750	Retroactive from 12/11/24- 06/30/25

P9. Move to approve the following reappointments of District Level Supervisors for the 2025-26 School Year:

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Nancy Blomquist	District Level Supervisor, English	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity (MA Tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
					Summer Stipend	\$9,996	09/01/25- 06/30/26
b.	Marla Burns*	District Level Supervisor, Special Education Instruction	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Summer Stipend	\$9,430	09/01/25- 06/30/26
c.	Richard Burton	District Level Supervisor, Health & Physical Education/ Nurses	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Summer Stipend	\$9,876	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity (MA Tier)	\$5,000	09/01/25- 06/30/26

					Longevity Step A	\$1,625	09/01/25- 06/30/26
d.	Susan Confrancisco*	District Level Supervisor, Special Education Programming	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Summer Stipend	\$9,430	09/01/25- 06/30/26
e.	Karen Davidson	District Level Supervisor, Visual, Performing and Applied Arts	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity (MA Tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
					Summer Stipend	\$9,996	09/01/25- 06/30/26
f.	Joseph DelBuono	District Level Supervisor, Social Studies	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity (MA Tier)	\$6,000	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26

					Summer Stipend	\$9,996	09/01/25- 06/30/26
g.	Michael Kaplan	District Level Supervisor, Math	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
					Summer Stipend	\$9,539	09/01/25- 06/30/26
h.	Angela Manzi	District Level Supervisor, Science	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity (MA Tier)	\$7,560	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
					Summer Stipend	\$10,101	09/01/25- 06/30/26
i.	Erika McGavin	District Supervisor, Curriculum, Instruction, and Articulation-Humanities	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity (MA Tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26

					Summer Stipend	\$9,962	09/01/25- 06/30/26
j.	Jennifer Perry	District Supervisor, Counseling	MA+30	District	MA+30/ 19	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity (MA Tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
					Summer Stipend	\$9,962	09/01/25- 06/30/26
k.	Kathleen Robinson	District Supervisor Wellness & Special Programs	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity Step A	\$5,000	09/01/25- 06/30/26
					Summer Stipend	\$9,876	09/01/25- 06/30/26
l.	Michele Thomas	District Level Supervisor, World Languages and MLL	MA+30	District	MA+30/ 20	\$108,905	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity (MA Tier)	\$5,500	09/01/25- 06/30/26
					Longevity Step B	\$2,400	09/01/25- 06/30/26
					Summer Stipend	\$9,962	09/01/25- 06/30/26

m.	Amanda Zielenkiewicz	District Supervisor, Curriculum, Instruction, and Articulation-STEM	MA+30	District	MA+30/18	\$100,205	09/01/25- 06/30/26
					Supervisor Stipend	\$31,094	09/01/25- 06/30/26
					Longevity Step A	\$1,625	09/01/25- 06/30/26
					Summer Stipend	\$8,953	09/01/25- 06/30/26

* Non-Tenured

P10. Move to approve the following reappointments:

C. NON-INSTRUCTIONAL

	Name	Position	Location	Guide/Step	Salary	Effective Date
a.	Brian Belthoff	Information and Systems Coordinator	District	N/A	\$125,333	07/01/25- 06/30/26
b.	Yomarie Burgos	Bus Driver (10 Months)	District	N/A	\$46,575	09/01/2025- 06/30/2026
c.	John Chang	Director of Technology	District	N/A	\$159,184	07/01/25- 06/30/26
d.	Angela Demetriou	Executive Asst. to the Superintendent	District	N/A	\$143,544	07/01/25- 06/30/26
e.	James Dunbar	Network Administrator	District	N/A	\$111,011	07/01/25- 06/30/26
f.	Jon Duncan	Athletic Director	IHHS	N/A	\$154,471	07/01/25- 06/30/26
g.	Lisa Estrella	Athletic Trainer*	RHS	N/A	\$77,988	07/01/25- 06/30/26

	Name	Position	Location	Guide/ Step	Salary	Effective Date
h.	Carrie Fohlinger	Confidential Secretary to the Business Administrator/ Board Secretary	District	N/A	\$108,165	07/01/25- 06/30/26
i.	Patricia Gannon	Coordinator of Staffing	District	N/A	\$86,062	07/01/25- 06/30/26
j.	Karen Karosy	Athletic Trainer	IHHS	N/A	\$92,386	07/01/25- 06/30/26
k.	Ralph Kesenheimer	Building Foreman	RHS	N/A	\$93,785	07/01/25- 06/30/26
l.	Keely Leggour*	District Staff Development Coordinator	District	N/A	\$158,417	07/01/25- 06/30/26
m.	Daniel Marangi	F/T Permanent Substitute	IHHS	N/A	\$60,030	09/01/25- 06/30/26
n.	Dr. Frank Mauriello	Director of Special Education	District	N/A	\$208,535	07/01/25- 06/30/26
				Doctorate Stipend	\$4,000	07/01/25- 06/30/26
o.	Mary Moscarello	Part-time Coordinator of Content and Communications	District	N/A	\$39,330	07/01/25- 06/30/26
p.	Bernice Parrella	Asst. Business Administrator	District	N/A	\$155,465	07/01/25- 06/30/26
q.	Denise Pellegrino	Coordinator of Benefits	District	N/A	\$81,587	07/01/25- 06/30/26
r.	Karen Spiridakis	Coordinator of Payroll Services	District	N/A	\$91,080	07/01/25- 06/30/26
s.	Glenn Stokes	Athletic Director	RHS	N/A	\$169,254	07/01/25- 06/30/26
t.	Tony Vukicevic	District Transportation Supervisor	District	N/A	\$79,463	07/01/25- 06/30/26
w.	Charles Wolff	District School	District	N/A	\$122,333	07/01/25- 06/30/26

	Name	Position	Location	Guide/ Step	Salary	Effective Date
		Security Coordinator				

* Tenured “unrecognized” position

P11. Move to approve the following reappointments:

Ten and twelve-month non-tenured Administrative Assistants, for the 2025-26 school year as follows:

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Patricia Arbucci*	Administrative Assistant	Grade II/12 Month	District	Grade II/ 6	\$67,665	07/01/25- 06/30/26
b.	Theresa Alvarez	Administrative Assistant	Grade III/ 12 Month	IHHS	Grade III/ 9	\$74,337	07/01/25- 06/30/26
c.	Connie Cheff*	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/8	\$59,117	09/01/25- 06/30/26
d.	Caren Fassbender**	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 6	\$59,117	09/01/25- 06/30/26
e.	Gina Iannacone-Puig***	Administrative Assistant	Grade IV/ 12 Month	RHS	Grade IV/ 10	\$90,123	07/01/25- 06/30/26
f.	Sharon Kozuch	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 10	\$62,054	09/01/25- 06/30/26
g.	Anisa Murataj	Central Office Administrative Asst.	Grade II/12 Month	District	Grade II/ 5	\$66,099	07/01/25- 06/30/26
h.	Sari Prata	.71 Administrative Assistant	Grade II/ 10 Month	RHS	Grade II/ 6	\$44,058.34	09/01/25- 06/30/26

* Approaching Tenure

** Approaching Tenure 04/08/26

*** Approaching Tenure 07/26/25

P12. Move to approve the following reappointments:

Ten and twelve-month tenured Administrative Assistants for the 2025-26 school year as follows:

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Rosemarie Ambrose	Administrative Assistant	Grade III/12 Month	RHS	Grade III/10	\$76,199	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
b.	Margaret Belger	Administrative Assistant	Grade II/10 Month	RHS	Grade II/10	\$62,054	09/01/25- 06/30/26
c.	Lisa Blackowski	Administrative Assistant	Grade IV/12 Month	District	Grade IV/10	\$78,934	07/01/25- 06/30/26
d.	Jane Castor	Administrative Assistant	Grade IV/12 Month	District	Grade IV/10	\$78,934	07/01/25- 06/30/26
e.	Karen Chamberlin	Administrative Assistant	Grade III/12 Month	IHHS	Grade III/10	\$76,199	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
f.	Janet Foley	Administrative Assistant	Grade II/10 Month	RHS	Grade II/10	\$62,054	09/01/25- 06/30/26
g.	Teona Hargadon	Administrative Assistant	Grade IV/12 Month	District	Grade IV/10	\$78,934	07/01/25- 06/30/26
h.	Vicki Herman	Administrative Assistant	Grade II/10 Month	RHS	Grade II/10	\$62,054	09/01/25- 06/30/26
i.	Daniella Kesting	Administrative Assistant	Grade III/12 Month	IHHS	Grade III/10	\$76,199	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
j.	Virginia Labinski	Administrative Assistant	Grade 2/10 Month	RHS	Grade II/10	\$62,054	09/01/25- 06/30/26
k.	Jennifer Mola	Administrative Assistant	Grade III/12 Month	RHS	Grade III/10	\$76,199	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
l.	Jorgelina Moya	Administrative	Grade II/10	IHHS	Grade II/10	\$62,054	09/01/25- 06/30/26

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
		Assistant	Month				
m.	Kristen Peterson	Administrative Assistant	Grade III/12 Month	RHS	Grade III/10	\$76,199	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
n.	Cathy Pezzuti	Administrative Assistant	Grade III/12 Month	IHHS	Grade III/ 10	\$76,199	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
o.	Grace Stramiello	Administrative Assistant	Grade II/12 Month	District	Grade II/10	\$74,465	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
p.	Gina Huerta-Caro	Administrative Assistant	Grade IV/12 Month	IHHS	Grade IV/10	\$90,123	07/01/25- 06/30/26

P13. Move to approve the following reappointments:

District Custodial and Maintenance personnel for the 2025-26 school year as follows:

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Greg Aug	Custodial/ Grounds	N/A	IHHS	9	\$76,764	07/01/25- 06/30/26
					Longevity	\$3,100	
					Black Seal License	\$750	07/01/25- 06/30/26
b.	Vincent Bulzomi	Custodial/ Grounds	N/A	RHS	8	\$74,296	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
					HVAC License	\$500	07/01/25- 06/30/26
c.	John Carey	Custodial/ Bus Driver	N/A	RHS	9	\$71,456	07/01/25- 06/30/26

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
					2nd Shift Bonus	\$250	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
d.	Anthony Gesimondo	Custodial/ Bus Driver	N/A	IHHS	9	\$71,456	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
e.	Hank Gregory	Custodial/ Grounds	N/A	IHHS	9	\$76,764	07/01/25- 06/30/26
					Longevity	\$3,100	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
f.	John Maguire	Custodial/ Grounds	N/A	District	8	\$76,764	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
g.	James McBride	Custodial/ Bus Driver	N/A	IHHS	8	\$71,456	07/01/25- 06/30/26
					2nd Shift Bonus	\$250	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
h.	Dritan Murataj	Custodial/ Bus Driver	N/A	RHS	8	\$71,456	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
i.	Salvatore Romano	Custodial/ Maintenance	N/A	District	7	\$80,276	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
					HVAC License	\$500	07/01/25- 06/30/26
j.	Steven	Custodial/	N/A	District	9	\$80,276	07/01/25- 06/30/26

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
	Sanderson	Maintenance					
k.	Irfan Shalari	Custodial/ Maintenance	N/A	District	9	\$80,276	07/01/25- 06/30/26
					HVAC License	\$500	07/01/25- 06/30/26
l.	John Williams	Custodial/ Bus Driver	N/A	IHHS	9	\$71,456	07/01/25- 06/30/26
					Longevity	\$3,100	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
m.	Agim Ballolli	Custodial/ Maintenance	N/A	IHHS	9	\$80,276	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26
					Electrical License	\$500	07/01/25- 06/30/26
n.	Aleksander Nushi	Custodial/ Bus Driver	N/A	RHS	6	\$64,616	07/01/25- 06/30/26
					Black Seal License	\$750	07/01/25- 06/30/26

P14. Move to approve the following reappointments:

Part-time, ten-month Security Aides for the 2025-26 school year as follows:

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Rockie Christopher	.85 Security Aide	N/A	IHHS	4	\$26,245.45	09/01/25- 06/30/26
					Black Seal License	\$750	09/01/25- 06/30/26
b.	Daniel Devaney	.85 Security Aide	N/A	RHS	4	\$26,245.45	09/01/25- 06/30/26
c.	Ronald Dubiel	.85 Security	N/A	RHS	4	\$26,245.45	09/01/25- 06/30/26

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
		Aide					
d.	Brian Mosca	.85 Security Aide	N/A	RHS	4	\$26,245.45	09/01/25- 06/30/26
e.	Kevin Mosca	.85 Security Aide	N/A	IHHS	4	\$26,245.45	09/01/25- 06/30/26
f.	Richard Osenbruck	.85 Security Aide	N/A	IHHS	4	\$26,245.45	09/01/25- 06/30/26
g.	Emanuel Pereira	.85 Security Aide	N/A	IHHS	4	\$26,245.45	09/01/25- 06/30/26
h.	Osbaldo Rosa	.85 Security Aide	N/A	RHS	4	\$26,245.45	09/01/25- 06/30/26
i.	Craig Simko	.85 Security Aide	N/A	IHHS	4	\$26,245.45	09/01/25- 06/30/26
j.	John Zahn	.85 Security Aide	N/A	IHHS	4	\$26,245.45	09/01/25- 06/30/26

P15. Move to approve the following reappointments:

District Technology Support Specialists for the 2025-26 school year as follows:

	Name	Position	Tenure Track/ LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	David Conca	Technology Support Specialist	N/A	IHHS	11	\$80,405	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
b.	Joel Reid	Technology Support Specialist	N/A	RHS	11	\$80,405	07/01/25- 06/30/26
					Longevity	\$1,800	07/01/25- 06/30/26
c.	Samuel Salvi	Technology Support Specialist	N/A	IHHS	11	\$80,405	07/01/25- 06/30/26

d.	Matthew Zmigrodski	Technology Support Specialist	N/A	RHS	11	\$80,405	07/01/25- 06/30/26
					Longevity	\$1,800	
					Head Technician	\$1,692	

P16. Move to approve the following reappointments:

District Administrators, effective for the period July 1, 2025 - June 30, 2026, Salary guide placement to remain at the 2024-25 salary guide levels, pending contract negotiations as follows:

	Name	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Effective Date
a.	Matthew Bushta	Assistant Principal	Tenured	IHHS	N/A	\$134,495	07/01/25- 06/30/26
b.	Claudia Dargento	Assistant Principal	Tenured	RHS	N/A	\$161,000	07/01/25- 06/30/26
c.	Daniel Guido	Assistant Principal	Tenured	IHHS	N/A	\$159,414	07/01/25- 06/30/26
d.	Mariette Ng*	Assistant Principal	Non-Tenured	RHS	N/A	\$140,962	07/01/25- 06/30/26
e.	Travis Smith	Principal	Tenured	RHS	N/A	\$198,390	07/01/25- 06/30/26
f.	Dr. Gregory Vacca	Principal	Tenured	IHHS	N/A	\$188,847	07/01/25- 06/30/26
					Doctorate Stipend	\$4,000	

* Non-tenured

P17. Move to approve the following reappointments of substitute bus drivers at the rate of \$35/hour, for the 2025-2026 school year:

Vincent De Gennaro

SungHoon Lee

Laurie Lydecker

Diane Maskley

Guven Nuralis

David Van Hook

- P18. Move to approve the Sidebar agreement between the Ramapo Indian Hill Regional High School Board of Education and the Ramapo Indian Hills Education Association, in reference to Article XIV of the contract allowing professional development completed during the contractual day to count towards all district and state requirements for the 2025-26 school year.
- P19. Move to approve, with regret, the resignation of Christopher Anzano, RHS, Teacher of Health and Physical Education, effective July 1, 2025.
- P20. Move to accept **retirement**, with regret, effective July 1, 2025, as follows:

***WHEREAS**, Christine Koons has dedicated herself to the Ramapo Indian Hills Regional High School District for 29 years as a Health and Physical Education Teacher, 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 Christine Koons 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 Christine Koons in recognition of her exemplary service to our school district.*

- P21. Move to accept **retirement**, with regret, effective July 1, 2025, as follows:

***WHEREAS**, Frank Primiani has dedicated himself to the Ramapo Indian Hills Regional High School District for 3 years as a District Assistant Facilities Coordinator, 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 Frank Primiani 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 Frank Primiani in recognition of his exemplary service to our school district.*

- P22. Move to approve the Sidebar agreement between the Ramapo Indian Hill Regional High School Board of Education and the Ramapo Indian Hills Education Association, to compensate certified Italian teachers currently employed by the district to grade additional student assignments at the rate of \$69.14/ hour, effective May 28, 2025 - June 23, 2025.

14. Education

Motion by Ms. Souders, seconded by Ms. Koulikourdis, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E6 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>
FAMS	Transitions	06/02/25	0
In-School Planting	Horticulture	06/03/25	0
Wall Street, NYC	Inservice	06/12/25	0
MedfieldHS, Martha's Vineyard	Boys' Soccer	08/30/25 - 08/31/25	0

- E2. Move to accept, as recommended by the Superintendent of Schools, the Reports of School Bus Emergency Evacuation Drills that were conducted in the District during the 2024-25 School Year as follows:

Drills were conducted on April 30, 2025 from 7:00 - 7:35 A.M and 10:45 - 11:30 A.M. in the front of Indian Hills High School and students who are bussed to school participated. Greg Vacca, Principal, Tony Vukicevic, Transportation Supervisor and Charles Wolff, District Operations, Facilities & School Security Coordinator supervised the drills.

Drills were conducted on April 29, 2025 from 7:00 - 7:40 A.M. and 10:50 - 11 A.M. at the front circle at Ramapo High School and students who are bussed to school participated. Dan Guido, Assistant Principal, Tony Vukicevic, Transportation Supervisor and Charles Wolff, District Operations, Facilities & School Security Coordinator supervised the drills.

- E3. Move to approve the the Revised Tuition Agreement between the Ho-Ho-Kus School District and the Ramapo Indian Hills Regional High School District to receive Student No. 428498 at Indian Hills High School Transitions Program for an annual tuition payment of \$40,064.00 and a 1:1 Aide in the amount of \$16,030.00. Effective for the 2024-25 School Year.
- E4. Move to approve the following Summer Curriculum Workshops and authorize the review and development of the new and revised Curriculum for the 2025-2026 school year.

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hrs per Staff Member</u>
Special Education	Transitions Careers 9-10, 11-12	1 participant	16
		2 presenters	4
Special Education	Ecology/Horticulture Transitions	2 participants	8
		2 presenters	2

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hrs per Staff Member</u>
Special Education	Sculpture & Ceramics Transitions	2 participants	4
Math	Algebra 1 CP/CPE	4 participants 1 presenter	4 2
Math	Geometry CP/CPE/H	6 participants 1 presenter	4 2
Math	Algebra 2 CP/CPE/H	6 participants 1 presenter	4 2
Math	PreCalculus CPE	4 participants 1 presenter	4 2
Math	Alg 1 Lab CP	2 participants 1 presenter	8 4
Math	ASIP	2 participants 1 presenter	8 4
Science	AP Biology	2 participants 1 presenter	4 2
Science	Biology CP	2 participants 1 presenter	4 2
Science	Biology CPE	2 participants 1 presenter	4 2
Science	Biology H	2 participants 1 presenter	4 2
Science	Chemistry CP	2 participants 1 presenter	4 2
Science	Chemistry CPE	2 participants 1 presenter	4 2
Science	Chemistry H	2 participants 1 presenter	4 2
Science	Physical Science	2 participants 1 presenter	4 2
Science	Physics CPE	2 participants 1 presenter	4 2

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hrs per Staff Member</u>
Science	Physics H	2 participants 1 presenter	4 2
Science	Environmental Science CP	2 participants 1 presenter	4 2
Science	Environmental Science CPE	2 participants 1 presenter	4 2
Science	Anatomy & Physiology CPE	2 participants 1 presenter	4 2
English	English 1 Literacy Lab	2 participants 1 presenter	8 4
English	English 1	2 participants 1 presenter	4 1
English	Media Center Info Literary Stds	2 participants 1 presenter	2 1
English	ASIP English	2 participants 1 presenter	8 4
Social Studies	AP Economics	2 participants 1 presenter	8 2

- E5. 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>
TBD	RHS / 9	0

- E6. 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>
Funplex, East Hanover	Teens Needing Teens	06/03/25	0

15. Operations

Motion by Ms. Souders, seconded by Ms. Koulikourdis, to accept the recommendation of the Superintendent to approve and adopt motions OP1 through OP8 as described below:

OP1. Move to approve the resolution as follows:

WHEREAS, the Board duly advertised for bids for the project **Auditorium Rooftop HVAC Replacement** Unit at Ramapo High School ("The Project"); and

WHEREAS, on May 6, 2025, the Board received seven (7) bids, which were opened at the public bid opening; and

WHEREAS, the following bid amounts were received for the project:

Contractor	Bid Amount
EACM Corp.	\$ 880,000
T.M. Brennan Service, Inc.	\$ 946,000
Envirocon, LLC.	\$ 978,150
Pattman Plumbing Heating & HVAC	\$ 982,725
Iron Mountain Mechanical, LLC.	\$1,074,555
K&D Contractors LLC.	\$1,217,500
Teo Technologies, Inc.	\$1,327,000

WHEREAS, the lowest bid was submitted by EACM Corp. in the bid amount of \$880,000; and

WHEREAS, after attorney review, the bid documents submitted were determined to be not responsive in that the bid bond submitted was defective and thus did not meet the bid document specifications; and

WHEREAS, the next low bid received is \$66,000 higher;

NOW, THEREFORE, BE IT RESOLVED that, in accordance with N.J.S.A. 18A:18A-1 et. seq., the Public School Contracts Law, the Board hereby **rejects all bids** and authorizes the Interim School Business Administrator to issue a new bid for this project.

OP2. Move to approve the resolution as follows:

WHEREAS, the Board duly advertised for bids for the project **Cafeteria and Kitchen Rooftop HVAC** Installation (new) at Indian Hills High School ("The Project"); and

WHEREAS, on May 6, 2025, the Board received six (6) bids, which were opened at the public **bid** opening; and

WHEREAS, the following bid amounts were received for the project:

Contractor	Bid
Pattman Plumbing Heating & HVAC	\$1,277,000
Central Pak Engineering Corp.	\$1,293,000
EACM Corp	\$1,380,000
T.M. Brennan Service, Inc.	\$1,395,000
Teo Technologies Inc.	\$1,582,000
K&D Contractors LLC	\$1,720,000

WHEREAS, the lowest bid was submitted by Pattman Plumbing Heating & HVAC in the bid amount of \$1,277,000; and

WHEREAS, the Board has determined Pattman Plumbing Heating and HVAC to be the lowest responsive and responsible bidder and wishes to award the contract for the Project to Pattman Plumbing Heating and HVAC; and

NOW, THEREFORE, BE IT RESOLVED that, in accordance with N.J.S.A. 18A:18A-1 et. seq. , the Public School Contracts Law, the Board hereby **awards** the bid contract for the Project to Pattman Plumbing Heating & HVAC, in the amount of \$1,277,000; and

BE IT FURTHER RESOLVED that, the Interim School Business Administrator is hereby authorized to execute such contract and any other documents necessary to effectuate the terms of this Resolution.

[Architect recommendation and Bid Tabulation](#)

OP3. Move to approve the resolution as follows:

WHEREAS, the Board duly advertised for bids for the contract: **Refuse and Recycling Collection** at Indian Hills and Ramapo High Schools; and

WHEREAS, on May 7, 2025, the Board received two (2) bids, which were opened at the public **bid** opening; and

WHEREAS, the following bid amounts were received for the project:

Contractor	Bid
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Interstate Waste Services of New Jersey	\$125,885.68
Allegro Sanitation Corp.	\$258,662.02

WHEREAS, the lowest bid was submitted by Interstate Waste Services of New Jersey in the bid amount of \$125,885.68; and

WHEREAS, the Board has determined Interstate Waste Services of New Jersey to be the lowest responsive and responsible bidder and wishes to **award** the contract for the Refuse and Recycling Collection at Indian Hills and Ramapo High Schools; and

NOW, THEREFORE, BE IT RESOLVED that, in accordance with N.J.S.A. 18A:18A-1 et. seq., the Public School Contracts Law, the Board hereby **awards** the bid contract for the Refuse and Recycling Collection for the 2025-26, 2026-27 and 2027-28 School Years to Interstate Waste Services of New Jersey in the amount of \$125,885.68; and

BE IT FURTHER RESOLVED that, the Interim School Business Administrator is hereby authorized to execute such contract and any other documents necessary to effectuate the terms of this Resolution.

[Refuse and Recycling Collection Bid Tabulation](#)

OP4. Move to approve, the renewal of services between OnScene Technologies, Inc., and the Ramapo Indian Hills Regional High School District Board of Education for the Emergency Notification System/Share 911 Services in the amount of \$8,240.00 effective July 1, 2025 - June 30, 2026.

OP5. Move to approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education's ("the Board") current Administrative Management Operating Software Programs ("Management Software Programs") is through Frontline Education; and

WHEREAS, the Board desires to renew its subscriptions with Frontline to maintain and support its current Management Software Programs; and

WHEREAS, pursuant to N.J.S.A. 18A:18A-5, the awarding of contracts for the provision of performance of goods or services for the support or maintenance of proprietary computer hardware and software are exempt from the bidding requirements of the Public School Contract Law; and

WHEREAS, the School Business Administrator has determined that these renewals are necessary for the maintenance and support of the Board's Management Software Programs.

WHEREAS, the Board is desirous of awarding the renewal to Frontline Education; and

NOW, THEREFORE, BE IT RESOLVED that the Board hereby accepts Frontline renewal proposals for the 2025-26 School year for a total sum of \$95,076.92; and

BE IT RESOLVED that the Board Secretary is hereby authorized to execute such renewal and any other documents necessary to effectuate the terms of this Resolution.

- OP6. Move to approve the renewal of the Custodial Facilities Consulting Services Agreement between Edvocate Solutions, LLC, and the Ramapo Indian Hills Regional High School District Board of Education. Effective for the 2025-26 School Year in the amount of \$16, 548.00.

[Edvocate Solutions 2025-26](#)

- OP7. Move to approve the **use of** the Ramapo Indian Hills Regional High School District **facilities** for the date(s) indicated in accordance with the rules and regulations governing said use as follows:

<u><i>Indian Hills High School</i></u>	
Al-Ghazaly Jr/Sr High School	Senior Graduation; Auditorium; June 1, 2025; 9 A.M. - 3 P.M.

<u><i>Ramapo High School</i></u>	
Ramapo High School Boys Soccer	Soccer Tournament; Athletic Field & Snack Stand; June 27, 2025; 2 - 9:30 P.M. and June 28, 2025; 8 A.M. - 3 P.M.

- OP8. **WHEREAS**, at the April 24, 2025 Special Meeting, the Board of Education voted to appoint the law firm of Cleary Jacobbe Alfieri Jacobs LLC, subject to review of the professional services agreement;

NOW, THEREFORE, BE IT RESOLVED that the Board ratifies the appointment.

[Cleary Jacobbe Alfieri Jacobs LLC Professional Services Agreement](#)

16. Finance

Motion by Ms. Souders, seconded by Ms. Koulikourdis, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F3, as described below:

- F.1. Move to approve the following resolution:

WHEREAS, the Ramapo Indian Hills Regional High School district is comprised of three communities, referred to as the FLOW districts; and

WHEREAS, Based on the Tax Levy Certification, Form B, the Total Levy amount to be raised by Taxes is \$57,739,763 for the General Fund and \$1,605,424 in Debt Service for a total of \$59,345,187, and

WHEREAS, the percentage share and amount to be collected from each FLOW community comprised of Franklin Lakes, Oakland and Wyckoff is determined by a funding formula developed by the State of New Jersey based on the estimated Net Taxable Valuation as of October 1, 2024,

NOW, THEREFORE BE IT RESOLVED, that the total amount to be allocated will follow the schedule included in the Tax Levy Allocation Document -

 25-26 Tax Levy Certification Form B.pdf

- F2. Move to authorize **approval of bills** drawn on the current account for the period **April 23 - April 30, 2025**, in the total amount of \$3,623,893.31 for materials received and/or services rendered, including the April 30, 2025 payroll, having been audited by the Interim Business Administrator be approved by the Board.
[Report of Check Register Summary April 23-30, 2025](#)
- F3. Move that **bills** in the District **Cafeteria Fund** in the total amount of \$120,396.26 having been audited and approved by the Interim Business Administrator/Board Secretary be approved by the Board as follows:

Food Services	April 2025 Operations	\$ 118,842.76
Food Services	April 2025 Student Lunches	\$ 1,553.50

17. Policy

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

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

<u>Policy Title</u>	<u>Policy Number</u>
Right of Privacy	P 4324  P 4324 Revised
Equity in Educational Programs and Services (ABOLISHED)	P 5755
Education of Homeless Children and Youths	P 5116  P 5116 Revised
Education of Homeless Children and Youths	R 5116  R 5116 Revised

<u>Policy Title</u>	<u>Policy Number</u>
Use of School Facilities	R 7510 ☰ R 7510 Current
Student Health Records	P 5308 ☰ P 5308 Revised
Student Health Records	R 5308 ☰ R 5308 Revised
Health Services Personnel	P 5305 ☰ P 5305 Revised
Health Services	P 5310 ☰ P 5310 Revised
Health Services	R 5310 ☰ R 5310 Revised
Examination for Cause - Teaching Staff	P 3161 ☰ P 3161 Revised
Right of Privacy	P 4324 ☰ P 4324 Revised

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

<u>Policy Title</u>	<u>Policy Number</u>
Title I Services	R 2415 ☰ R 2415 TITLE I SERVICES (M)
Bomb Threats	R 8420.2 ☰ R 8420.2 Revised
Lockdown Procedures	R 8420.7 ☰ R 8420.7 Revised
Board Member Orientation and Training	P 0144 ☰ P 0144 Revised
Use of Corporal Punishment (Teaching Staff Members)	P 3217 ☰ P 3217 Revised
Use of Corporal Punishment (Support Staff	P 4217

Members)	 P 4217 New
Remote Public Board Meetings during a Declared Emergency (ABOLISHED)	P 0164.6  P 0164.6 Current

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

Moved by Ms. Souders Seconded by Ms. Koulikourdis

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

Ansh- ABSTAIN- April 28, 2025 Closed & Regular Minutes

Kiel- ABSTAIN- April 28, 2025 Closed & Regular Minutes

Souders- NO- OP8

18. Public Comment 8:37 PM

No Comments

19. Board Comments

No Comments

20. Anticipated Future Meeting Dates

- Monday, June 16, 2025 Regular Public Meeting, Indian Hills High School Auditorium.

21. Adjournment

Moved by Mr. Bogdanskyy Seconded: Mr. Kinney adjourned the meeting at 8:37 P.M.

☒ <u>Ms. Ansh</u>	☒ <u>Ms. Kiel</u>	☒ <u>Mr. Valenti</u>
☒ <u>Mr. Bogdanskyy</u>	☒ <u>Mr. Kinney</u>	☒ <u>Ms. Mariani, Vice Pres.</u>
☐ <u>Absent</u> <u>Mr. DeLaite</u>	☒ <u>Ms. Koulikourdis</u>	☒ <u>Ms. Souders, President</u>