RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT

Oakland, New Jersey 07436

Proposed Curriculum Changes Public Hearing/Regular Public Meeting

Board of Education Conference Room
131 Yawpo Avenue, Oakland, NJ
Action to authorize Executive Session
Anticipated Public Session, 8:00 P.M.

MINUTES

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

_ABSENT__Ms. Ansh	_✅ __ Ms. Kiel	_✅ __Mr. Valenti (remote Via Zoom)
_✅ __Mr. Bogdansky	_✅ __ Mr. Kinney	_✅ __Ms. Mariani, Vice Pres.
_✅ __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 18th day of August, 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: Mr. Kinney

_ABSENT__Ms. Ansh	_✅ __ Ms. Kiel	_✅ __Mr. Valenti (remote Via Zoom)
_✅ __Mr. Bogdansky	_✅ __ Mr. Kinney	_✅ __Ms. Mariani, Vice Pres.
_✅ __Mr. DeLaite	_✅ __Ms. Koulikourdis	_✅ __Ms. Souders, President

Closed session was concluded at 7:52 PM, at which time the Board recessed and subsequently reconvened into public session at 8:00 PM.

3. Board President's Announcement 8:00 PM

The meeting was called to order by the Board President at 8:00 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

_ABSENT__Ms. Ansh	_✅__ Ms. Kiel	_✅__Mr. Valenti (remote Via Zoom)
_✅__Mr. Bogdansky	_✅__ Mr. Kinney	_✅__Ms. Mariani, Vice Pres.
_✅__Mr. DeLaite	_✅__Ms. Koulikourdis	_✅__Ms. Souders, President

5. Pledge of Allegiance

Ms. Souders led the Pledge of Allegiance.

6. Board President's Report

Ms. Souders acknowledged Ms. DeMarco's one year anniversary and noted her strong leadership and communication skills.

7. Superintendent's Report

Ms. DeMarco introduced Mr. Groh, Director of Curriculum, Instruction and Articulation, also with him to present was Mr. Kaplan, District Supervisor of Math and Ms Blomquist, District Supervisor of English

Mr. Groh reported the NJGPA results

Mr. Groh noted the following:

- The presentation will be posted on the website
- In the beginning of October, there will be an additional test for those did not meet the graduation requirements

Ms. Blomquist reported on the ELA results for various subgroups.
Mr. Kaplan reported on the Math results for the various subgroups.
In conclusion, Mr. Groh highlighted the teachers and noted the future goals.

A Board member inquired about school comparisons for rankings to which Mr. Groh provided a list of schools performing at a high level that the District would use for comparison purposes.

A board member asked for confirmation on the process for those who did not meet the graduation requirements and also asked if there are any standards that need to be evaluated to see shortcomings, to which Mr. Groh responded.

Mr. Groh reported on the Proposed Curriculum Changes for the 2025-26 school year

A board member asked for continued consistency- unit newsletter

Ms. DeMarco thanked Mr. Groh and the Supervisors for their presentation.
Ms. DeMarco noted that the district is completely committed to and have the strongest team to be in the same league as the other high performing districts and highlighted various initiatives.

Ms. DeMarco reported on the following:

- Key updates & Initiatives
- Drop block schedule
- August 27th 7:00 PM- Webinar on drop block schedule
- Various agenda items
- New staff orientation August 26-28th
- Professional Development and Instructional goals
    - Supporting staff
    - Strengthening practices
- Policy and Regulation updated
    - Attendance Regulation will be shared with parents
        - Absences state excused & local excused absences
        - Unexcused absences
- District Leadership Team
- Acknowledged those that worked during the summer
- Vision for a stronger more connected learning community becoming action- vision to action-
- 2025-26 a year of growth connection and greater achievement

8. Business Administrator's Report

Mr. Bouldin reported on the following:

- Water grant application- bottle filling stations
- Closing the year
- Preliminary Audit results
- Construction projects
- Facility projects are being assessed district wide
- Equipment needs for the Facilities department

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - The chair reported the committee hasn't met and will be meeting on August 21, 2025

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

- Block scheduling for special eduction
- Program description page
- Curriculum revisions
- Delta program
- Financial Literacy
- Webinar
- September 2, 2025 next meeting

Finance & Facilities - The chair reported the committee met August 6, 2025 in person and highlighted the following:

- Excel spreadsheet provided by LAN Associates
- 785 line items of improvements
- Determining which projects can be done in house to save money
- Priorities
    - Health, safety and welfare
    - Public aspects of the building ADA compliant
    - Integrity & Longevity of the buildings and grounds
    - Cosmetic improvements
- HVAC
- Bottle filling stations
- Security issues
- Concession stand
- RHS team room
- RHS auditorium HVAC
- IHHS cafeteria project- units delivered in October
- Solutions architects
- 10 year plan
- Next meeting September 10, 2025

Negotiations - The chair reported the committee has not met

Policy - The chair reported the committee met June 19, 2025 and highlighted the following:

- Second reads on the agenda
- First read of Regulation 5200- Attendance

Ad- hoc Board Goals - The chair reported the committee will try to meet on August 26, 2025

10. Public Comment 9:11 PM- 9:15 PM

Members of the public commented on the following:

- Graduation readiness and the decrease in scores, to which Ms. DeMarco responded.
- Trade Programs

11. Open Board Discussion

Board members commented on the following:

- Trade programs
- Solar panels and savings
- Patriotism added as a goal
- 250th Anniversary of the founding of the United States

A motion was walked on by Ms. Mariani, seconded by Ms. Souders to bring the idea of adding the celebration of the 250th anniversary to the Education & Personnel Committee for further discussion.

_ABSENT__Ms. Ansh	_✅__ Ms. Kiel	_✅__Mr. Valenti (remote Via Zoom)
_✅__Mr. Bogdansky	_✅__ Mr. Kinney	_✅__Ms. Mariani, Vice Pres.
_✅__Mr. DeLaite	_✅__Ms. Koulikourdis	_✅__Ms. Souders, President

12. Action Items

- July 21, 2025 Closed & Regular

13. Personnel

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent, the following persons be appointed to fill the position for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment, and adopt motions P1 through P5, as described below:

P1. Move to approve the following:

A. ADMINISTRATION

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
a.	Mariette Ng	Resignation	Assistant Principal		RHS				10/05/25
b.	Mark Fasciana	Appoint	Director of Human Resources, 12-Month	N/A	District	N/A	$172,000 Prorated		09/08/25-06/30/26

P2. Move to approve the following:

B. INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Rhonda Williams	Appoint	Family & Consumer Science Teacher	MA+30	District	MA+30, Step 17	$95,956		09/01/25-06/30/26
b.	Janine Fraino	Appoint	Family & Consumer Science Teacher	BA	RHS	BA, Step 5	$61,991		09/01/25-06/30/26
c.	Luke Miller	Change in Assignment	From Special Services to Social Studies Teacher*	MA+30	RHS	MA+30/19	$104,505		10/01/25-06/30/26
d.	Michael Ippolito	Amend	Health & Physical Education Teacher		RHS	BA/ Step 14	From $73,615 to $71,881		09/01/25-06/30/26
e.	Sohrob Malakuti	Reappoint	Substitute	N/A	District	N/A	$140/ Diem		2025-26
f.	Vicenzina Piccinno	Approve	6th Period Assignment, Business/ Financial Literacy		RHS		$13,000 prorated	Period 3	09/01/25-01/27/26
g.	John Schilstra	Approve	6th Period Assignment, Applied Tech.		RHS		$13,000 prorated	Period 8	09/01/25-01/27/26
h.	Justin DeFeo	Approve	6th Period Assignment, Business/ Financial Literacy		RHS		$13,000 prorated	Period 4 S1 & Period 2 S2	09/01/25-06/30/26
i.	John Fazio	Approve	6th Period Assignment, Woods		IHHS		$13,000 prorated	Period 6 S1 & S2	09/01/25-06/30/26

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
j.	Christine Vita	Approve	6th Period Assignment, Business/ Financial Literacy		RHS		$13,000 prorated	Period 2 S1 & S2	09/01/25-06/30/26
k.	Nicolae Gheta	Reappoint	Substitute	N/A	District	N/A	$140/ Diem		2025-26
l.	Eileen O'Brien	Reappoint	Substitute	N/A	District	N/A	$140/ Diem		2025-26
m.	Jill Ribinsky	Appoint	Leave Replacement, Art Teacher	N/A	RHS	BA, Step 1	$311/ Diem		09/01/25-12/31/25
n.	John Potestivo	Appoint	Special Education Teacher, Social Studies	MA	RHS	MA, Step 16	$85,516 Prorated		10/13/25-06/30/26
o.	Shelly Storzum	Approve	Salary Adjustment	From MA to MA+15	IHHS	MA+15, Step 14	$78,746		09/01/25-06/30/26
p.	Cynthia VandeMolen	Approve	Salary Adjustment	From MA to MA+15	RHS	MA+15, Step 18	$94,632		09/01/25-06/30/26
q.	Camila Campo	Appoint	Spanish Teacher	BA	IHHS	BA, Step 16	$77,806		09/01/25-06/30/26
r.	Michael Ivanov	Resignation	Social Studies		RHS				09/18/25
s.	Jessica Griffin	Approve	Salary Adjustment	From BA+15 to MA	IHHS	MA, Step 13	$75,162		09/01/25-06/30/26

* Second Year non-tenured

P3. Move to approve the following:

C. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
a.	Sammy Ochoa	Appoint	Building Foreman, 12-Month	N/A	IHHS	N/A	$91,054 Prorated	E. Carrera	09/01/25-06/30/26
b.	Robert Picioccio	Appoint	.85 Security Aide	N/A	RHS	Step 4	$26,245.45		09/01/25-06/30/26
c.	Donald Keating	Appoint	Asst. Coach, Wrestling	N/A	IHHS	Step 4	$4,784		2025-26
d.	Megan Sears	Appoint	Paraprofessional Aide/ Coach	N/A	IHHS	N/A	N/A		2025-26
e.	Michael Paladino	Appoint	Asst. Coach, Girls' Soccer	N/A	IHHS	Step 4	$5,871		2025-26
f.	Natalie DeLuca	Appoint	Asst. Coach, Cross Country	N/A	IHHS	Step 4	$4,867		2025-26
g	Michael Danyo	Rescind	.85 Security Aide	N/A	IHHS	4	$26,245.45		09/01/25-06/30/26
h.	Connor DiTomaso	Appoint	Head Coach, Hockey	N/A	IHHS	4	$6,350		2025-26
i.	Michael Jack	Rescind	.85 Security Aide	N/A	IHHS	4	$26,245.45		09/01/25-06/30/26
j.	Joseph Mandarino	Appoint	.85 Security Aide	N/A	IHHS	4	$26,245.45		09/01/25-06/30/26

P4. Move to approve the following mentor-novice pairings for the 2025-2026 school year.

Novice Teacher	*Mentor Teacher*	*Building/Department*
Janine Fraino	Daniell Migliacci	Ramapo/ Family & Consumer Science
Jill Ribinsky	Sean Quirk	Ramapo/ Art
Camila Campo	Michael Paravati	Indian Hills/ World Languages

P5. Move to approve the revised Job Description for *Administrative Assistant-Instructional Technology and Curriculum (Grade II)*

14. Education

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E10, as described below:

E1. Move to approve the annual Non Public Aid Entitlement Agreements between Barnstable Academy, Oakland New Jersey and the Ramapo Indian Hills Regional High SchoolDistrict Board of Education for Nursing Services Aid, Technology Aid and Textbook Aid, effective for the 2025-26 School Year.

E2. Move to approve an Agreement with the Fairlawn Board of Education for a gymnast **student athlete** to use the Ramapo Indian Hills Regional High School District facilities and equipment to practice, effective Summer through Fall 2025.

E3. Move to approve an Agreement with the Mahwah Board of Education for a gymnast **student athlete** to use the Ramapo Indian Hills Regional High School District facilities and equipment to practice, effective Summer through Fall 2025.

E4. Move to approve District **student field trips and transportation costs** for the 2025-26 School Year as follows:

Location	*Group*	*Date(s)*	*Cost*
MetLife Stadium, Garden State Plaza	UP Acctg./Sports History	10/22/25	$552.44
Boston, MA	Band, Choir, Orchestra	03/12 - 03/16/25	~~$728.65~~
MetLife Stadium	RHS Football	08/22/25	~~0~~ $728.62

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

IHHS 006

E6. Move to approve, in accordance with Chapter 46, Title 18A, New Jersey Statutes, and that tuition and/or related services be paid for the students listed below to attend the schools indicated and at the tuition costs indicated for the 2025-26 School Year as follows:

Student Number	*Placement*	*Tuition*
427104	Paradigm Therapeutic High School	$80,319.60
428311	Banyan Upper School	$67,995.00
428311	Banyan Upper School 1:1 Aide	$44,100.00

E7. Move to approve the new and revised curriculum for the 2025-2026 school year as follows:

Applied Technology	Work Based Learning
English	English 1 English 1 Literacy Lab Media Center Information Literary Standards ASIP English
Health and PE	Health 1 Health 3 Health 4 Health 1 Special Education Health 3 Special Education Health 4 Special Education
Mathematics	Algebra 1 CP/CPE Geometry CP/CPE/H Algebra 2 CP/CPE/H Precalculus CPE Algebra 1 Lab CP ASIP Math

Music	Delta Music
Science	UPED Math and Computer Apps AP Biology
Social Studies	AP Economics Anthropology Global Trade and Financial Markets H UPISB AP Modern European History
Special Services	Transitions Careers 9-10 Transitions Careers 11-12 Transitions Ecology/Horticulture Transitions Sculpture and Ceramics Transitions Daily Living 9-10, 11-12 ESY New Horizons 12+ (18-21)

E8. Move to approve the Agreement between Spectrum Support Services, LLC and the Ramapo Indian Hills Regional High School District Board of Education to provide ABA services, Occupational Therapy, Physical Therapy, Speech Therapy, Functional Behavior Assessments, Paraprofessionals, and Evaluations as indicated on Exhibit A of the contract for Period August 19, 2025-June 30, 2026.

E9. Move to approve the reporting of the participation and performance results of the annual Statewide NJGPA assessment via a formal presentation which includes aggregated and disaggregated student group data, as well as trend and comparative analyses and appropriate intervention strategies aligned to the analyses of the data.

E10. Be it resolved that the Ramapo Indian Hills Regional Board of Education approves the 2025-26 SY Professional Development Plan and District Mentoring Plan which demonstrate supportive conditions for high-quality professional learning and development for teachers, educational services staff, and administrators, aligned to the components of professional development and the NJ standards for professional learning and as indicated by N.J.A.C. 6A:9C and 6A:13-2.

15. Finance

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F9, as described below:

F1. Move that the **Financial Reports** of the Business Administrator and the Report of the Cash Reconciliation for the months of **June and July 2025**, including a cash report for that period, be approved by the Board and ordered filed.
Report of Board Secretary June 2025

Report of Board Secretary July 2025
Report of Cash Reconciliation June 2025
Report of Cash Reconciliation July 2025
Report of Cash Summary June 2025
Report of Cash Summary July 2025

F2. Move that the Committed **Purchase Order Report** for the month of **July 2025**, in the total amount of $60,047,004.62 having been audited by the Business Administrator, be approved by the Board.
Report of Committed Purchase Orders July 2025

F3. Move to authorize **approval of bills** drawn on the current account for the period **August 1 - 15, 2025**, in the total amount of $1,237,684.87 for materials received and/or services rendered, including the August 15, 2025 payroll, having been audited by the Business Administrator be approved by the Board.
Report of Check Summary Register August 1-15, 2025

F4. Move to authorize **approval of bills** drawn on the current account in **July 2025**, in the total amount of $4,626,754.90, including the **July 15 and 31, 2025** payrolls, for materials received and/or services rendered having been audited by the Business Administrator.
Report of Check Summary Register July 2025

F5. Move to approve **transfers** and to authorize the Business Administrator to make additional transfers that would be ratified at the next Board Meeting as necessary to comply with State requirements in accordance with Policy 6422 as per the *Expense Account Adjustment Analysis* for the months of **June and July 2025.**
Report of Expense Account Adjustments June 2025
Report of Expense Account Adjustments July 2025

F6. Move to approve the 10% Transfer Report for the period July 1, 2024 - June 30, 2025.
Report of 10% Transfers 2024-2025

F7. Move to approve the resolution as follows:
Receipt of Certification from Board Secretary
Pursuant to *N.J.A.C. 6:23A-16.10(c)4*, I, Matthew Bouldin, certify that as of **July 31, 2025, no budgetary line item** account has obligations or payments (contractual orders) which in total **exceeds** the amount appropriated by the District Board of Education pursuant to *N.J.S.A. 18A:22-8* and *N.J.S.A. 18A:22-8.1*.
Report of DOE Budget June 2025
Report of DOE Budget July 2025

F8. Move that **bills** in the District **Cafeteria Fund** in the total amount of $3,371.83 having been audited and approved by the Business Administrator/Board Secretary be approved by the Board as follows:

Food Services	July 2025 Operations	$3,371.83

F9. Move to approve the following resolution:

WHEREAS, District employees have submitted requests for reimbursement for **work-related travel** that is directly related to and within the scope of the employee's current work responsibilities; and

WHEREAS, the Board has previously authorized such work-related travel, and the District's school business administrator or designee has reviewed the documentation submitted by the employee and found same to be in compliance with the Board's policy provisions and approval requirements; and

WHEREAS, the travel request listed below specifies for each item of reimbursement the specific promotion of delivery of instruction or furtherance of the efficient operation of the school district, and the amount of each listed reimbursement does not exceed State travel reimbursement guidelines;

NOW, THEREFORE, BE IT RESOLVED, in accordance with the provisions of Board Policy and *N.J.A.C. 6A:23B-1.1 et seq.,* that the Board of Education hereby approves work-related travel reimbursement to its employees as set forth below:

Req. No.	*Employee*	*Conference*	*Date*	*Expenses*
D26-01	Shauna DeMarco	NJSBA Annual Workshop, Atlantic City NJ	10/20-22/25	$525.00
D26-02	Matthew Bouldin	NJSBA Annual Workshop, Atlantic City, NJ	10/20-22/25	$525.00
D26-03	Kim Ansh	NJSBA Annual Workshop, Atlantic City, NJ	10/20-22/25	$525.00
D26-04	Doreen Mariani	NJSBA Annual Workshop Atlantic City, NJ	10/20-22/25	$525.00
D26-05	Darren Groh	NJSBA Annual Workshop Atlantic City, NJ	10/20-22/25	$525.00
D26-06	Mario Cofini	NJSBA Annual Workshop Atlantic City, NJ	10/20-22/25	$525.00
IH26-04	Erica Vitale	CSPD Week, TCNJ	08/04-07/25	$62.85
IH26-05	Ronald Heusser	"Accidents and Disasters in the US and the World"	02/13/26	$85.76
IH26-06	Ronald Heusser	"Fascism and Nazism"	03/06/26	$85.76
IH26-07	Kerri Myones	Advance Kentucky Master	08/21/25-	$100.00

		Series (for AP English Language)	04/16/26	

17. Policy

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion PO1 through PO2 as described below:

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

Policy Title	*Policy Number*
Attendance	R 5200 Attendance for 20250818 BOE M…

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

Policy Title	*Policy Number*
Service Animals	P 5337 P 5337 Service Animals (Revised)
School District Security	P 7440 P7440 School District Security (Revised)
Student Suicide Prevention	P 5350 P 5350 Student Suicide Prevention (Revi…
Emergency and Crisis Situations	P 8420 P 8420 Emergency and Crisis Situations …

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 Mr. Bogdansky

	Yes	No	Abstain	Absent
Ms. Ansh				X
Mr. Bogdansky	X			
Mr. DeLaite	X			
Ms. Kiel	X			
Mr. Kinney	X			

	Yes	No	Abstain	Absent
Ms. Koulikourdis	X			
Mr. Valenti	X			
Ms. Mariani, Vice President	X			
Ms. Souders, President	X			

18. Public Comment 9:24 PM

No Comments
Ms. DeMarco thanked Ms. Ng for her time in the district and wished her well.

19. Board Comments

No comments
The Board President noted that the board supported the initiatives of the Superintendent and were looking forward to the next year and moving forward.

20. Anticipated Future Meeting Dates

- Monday, September 8, 2025 Regular Public Meeting, RIH BOE Conference Room, 131 Yawpo Avenue, Oakland, NJ 07465.
- Monday, September 29, 2025 Regular Public Meeting, RIH BOE Conference Room, 131 Yawpo Avenue, Oakland, NJ 07465.

21. Adjournment 9:26 PM

Moved by Mr. Bogdansky Seconded: Ms. Koulikourdis adjourned the meeting at 8:32 P.M.

_ABSENT__Ms. Ansh
_✅ __Mr. Bogdansky
_✅ __Mr. DeLaite
_✅ __ Ms. Kiel
_✅ __ Mr. Kinney
_✅ __Ms. Koulikourdis
_✅ __Mr. Valenti (remote Via Zoom)
_✅ __Ms. Mariani, Vice Pres.
_✅ __Ms. Souders, President

Respectfully submitted,

Matthew Bouldin, School Business Administrator/Board Secretary