

**MINUTES OF THE BOARD RETREAT  
OF THE  
BOARD OF EDUCATION**

**Pascack Valley Regional High School District**

**Saturday, September 13, 2025 at 9:00 a.m.  
Pascack Hills High School Media Center**

**I. CALL TO ORDER AND ROLL CALL**

The meeting was called to order at 9:07 a.m. by Mrs. Gini Varghese, President

Present: Mrs. Gini Varghese, President  
Ms. Elizabeth Calderone left at 11:22 a.m.  
Ms. Gia Guzman  
Mrs. Stephanie Huang  
Ms. Katie Keller  
Mr. James Stankus  
Ms. Debra Stephans, Vice President  
Mr. Michael Weaver  
Mr Dirk Phillips, Interim Superintendent left at 11:44 a.m.  
Ms. Cynthia Kirk, Business Administrator/Board Secretary

Absent: Mrs. Kristin Martin

**II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE**

Mrs. Varghese led all those present in a salute to the flag.

**III. PUBLIC ANNOUNCEMENT BY PRESIDING OFFICER**

Adequate notice of this meeting has been provided by mailing copies of said notice to The Record, filing copies of said notice with the municipal clerks of Hillsdale, Montvale, River Vale, and Woodcliff Lake, and publishing said notice in The Record on July 2, 2025.

**IV. Board Ethics - BOE Attorney, Vittorio "Vic" LaPira, Esq.**

Mr. LaPira presented to the Board on powers and duties of the Board, the Board and administration working together, confidentiality, and the Code of Ethics.

**V. 2025-2026 Board Goals - Gini Varghese**

Mrs. Varghese led a discussion on developing board goals for the 2025-2026 year. Board members present paired off to brainstorm ideas. The group then presented each pairs' ideas in a group discussion to develop the board goals.

The Vision of the Pascack Valley Regional High School District:

To create a culture of innovation, inquiry, and individuality that promotes achievement and choice by cultivating the skills needed to compete and collaborate as ethical and responsible global citizens.

VI. **Superintendent Search** - Dirk Phillips

Interim Superintendent Phillips provided a general timeline for a superintendent search and options for administering the search. Members in attendance discussed the options, including using an outside agency, forming a board committee, and planning a special board meeting to discuss next steps.

VII. **Board Self-Evaluation** - Gini Varghese

Mrs. Varghese reminded all board members to complete their self evaluations.

VIII. **ADJOURNMENT**

A motion was made by Ms. Stephans to adjourn the public session at 11:58 a.m.  
Ms. Guzman seconded the motion, which was unanimously carried.

Moved by: **Stephans** ▾

Seconded by: **Guzman** ▾

VOTE

Bd. Mbr.	Aye	Nay	Abs.	N/P	Bd. Mbr.	Aye	Nay	Abs.	N/P
Calderone		<input type="checkbox"/>	<input type="checkbox"/>	x	Stankus	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guzman	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Stephans	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Huang	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Weaver	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Keller	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Varghese	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Martin	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	x					

Respectfully,



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Cynthia Kirk  
Business Administrator/Board Secretary