



MAHWAH BOARD OF EDUCATION

60 Ridge Road, Mahwah, NJ 07430

Richard DeSilva, Jr.
1st Vice President

Brett Coplin
John Dinice
Trista Daveniero

Prema C. Moorthy, PhD
President

Benjamin A. Kezmarsky
2nd Vice President

Michael Galow
Christopher L. Hughes
Janine Ting Jansen

MINUTES OF THE PUBLIC WORK SESSION/ACTION MEETING OF THE MAHWAH BOARD OF EDUCATION held on Wednesday, November 12, 2025, in the Administrative Offices, 60 Ridge Road, Mahwah, New Jersey.

PLEASE NOTE: This meeting of the Mahwah Board of Education is open to members of the public to be physically present. Members of the public that attend will be asked to follow the same procedures as all other visitors to our schools. Those procedures can be found on the agenda page of our website. Additionally, the Board meeting will be live streamed for viewing purposes only. Anyone wishing to view the meeting, may do so via Zoom (<https://zoom.us>).

CALL TO ORDER

President Dr. Moorthy called the meeting to order at 7:00 pm.

ROLL CALL

PRESENT: Mesdames Daveniero, and Dr. Moorthy
Messrs. Coplin, DeSilva, Kezmarsky, Dinice, and Galow

ABSENT: Mesdames Jansen
Messrs. Hughes

ALSO PRESENT: Michael DeTuro, Ed.D., Superintendent of Schools
Dennis M. Fare, Ed.D., Assistant Superintendent
Katherine A. Hiromoto, Business Administrator/ Board Secretary
Lisa Rizzo, Director of Special Services
Jodie Craft, Director of Curriculum & Instruction

PRESIDENT'S ANNOUNCEMENT

Adequate notice of agenda of this meeting has been provided to *The Ridgewood News and The Record* specifying that the Mahwah Board of Education will meet on November 12, 2025, in the Administrative Offices, 60 Ridge Road, Mahwah, New Jersey. A copy was filed with the Township Clerk.

SALUTE TO THE FLAG

MOTION TO OPEN MEETING TO THE PUBLIC FOR COMMENTS

Motion by Mr. Coplin and seconded by Mr. Galow to open the meeting to the public for comments.

Motion carried at 7:02 pm.

AGENDA QUESTIONS

There were no questions about the agenda.

MOTION TO CLOSE THE MEETING TO THE PUBLIC FOR COMMENTS

Motion by Mr. Kezmarsky and seconded by Mr. Dinice to close the meeting to the public for comments.

Motion carried at 7:03 pm.

MAHWAH STUDENT REPRESENTATIVE REPORT

The student representative, Nicholas Millet, provided an update on recent high school activities. Five NHS vocalists participated in the State Mixed Choir Concert in Atlantic City with Mrs. Mornoy. Eleven students were accepted into the Bergen County Choir. The high school is preparing for its fall play, Gun to Death, with a senior-citizen preview scheduled for November 19 at 4:30 p.m., followed by performances on November 20, 21, and 22. Students from AP Government and the Young Politicians Club served as poll workers at eight locations during the November 4 general election. The varsity cheer team earned first place at the Hackensack High School Cheer Competition. Three student artists won the "I Voted" sticker design competition sponsored by the League of Women Voters. Additionally, the MHS Thunderbirds achieved a score of 86.4 at the USBands NJ State Championship at Robbinsville High School in Open Class 2.

SUPERINTENDENT'S REPORT – DR. MICHAEL DETURO

The Superintendent reported that the district held its first Referendum Communication Committee meeting on Monday with approximately 30 attendees, including staff, parents, and community members. The district architect presented an overview of potential referendum projects, and the committee discussed strategies for community outreach. He highlighted the strong community connection reflected in the number of current parents who are Mahwah alumni.

He also recognized the high school's Capstone Program, noting the successful evening of presentations showcasing internship and externship experiences for juniors and seniors. Participation has grown significantly from three students in the first year to more than sixty this year.

The Superintendent congratulated student-athletes Abigail Clark and Cam Robator on their collegiate lacrosse commitments and acknowledged the strong performance of Mahwah's athletic programs overall.

At the middle school level, Ramapo Ridge's Engineering Club will host the Bergen County competition this year, providing expanded STEM opportunities for students. He also shared that Ramapo Ridge recently held a virtual Marking Period 1 Parent Academy session focused on supporting student progress. The event, led by administrators, guidance staff, and Mrs. Kraft, had strong participation, and all Parent Academy sessions continue to be recorded and posted for families.

ASSISTANT SUPERINTENDENT'S REPORT – DR. DENNIS M. FARE

The Assistant Superintendent highlighted a new partnership with Ramapo College's teacher education program, which will bring clinical interns and student teachers into Mahwah classrooms. District administrators will also meet monthly with Ramapo representatives to help strengthen educator preparation.

He shared several school highlights, including the return of Mrs. Pacelli's "Kindness Cart" at Lenape

Meadows, where third-grade students visited classrooms to spread appreciation to staff. He also recognized two high school students, Devon Stromer and Camille Yupa, who were selected to participate in Hackensack Meridian Health's hands-on research workshop this December through the district's biotechnology and health science pathway.

Additional acknowledgments included Mahwah students who served as poll workers across town and the winners of the "I Voted" sticker design competition, whose designs will be featured at an upcoming League of Women Voters event.

The report concluded with a tribute to the late Mrs. Yvonne Beatrice, a retired Mahwah High School social studies teacher and a deeply respected member of the school community. Her significant contributions, including founding the Mock Trial team, the Art in the Classroom initiative, and the Mahwah Project, were recognized and appreciated.

BUSINESS ADMINISTRATOR/BOARD SECRETARY'S REPORT – MS. KATHERINE A. HIROMOTO

The School Business Administrator reported that open enrollment for health benefits began on November 4 and will close on December 3. The Finance & Facilities Committee met on November 5 to discuss key items, including a 17.5% health insurance rate increase, still significantly lower than the increase faced by many districts in the State Health Benefits Plan. The committee also reviewed the 2026–2027 budget calendar as the district begins developing next year's budget. The 2024–2025 audit remains in progress and is expected to be completed soon. The Business Office is continuing to refine procedures to improve districtwide efficiency and is collaborating with the Buildings & Grounds Supervisor on the Trees for Schools grant, with a follow-up committee meeting scheduled for December 10 to review the proposed planting plan. She concluded by wishing the community a safe and happy Thanksgiving.

PRESIDENT'S REPORT

The Board President reflected on the passing of retired Mahwah High School teacher Mrs. Yvonne Beatrice, noting the profound impact she had on students, colleagues, and the community. She shared that many board members attended the services, where Mrs. Beatrice's family expressed gratitude for the outpouring of support. Her legacy, including the Mahwah Project, Mock Trial team, and her inspirational classroom presence, was highlighted and remembered with appreciation.

She also congratulated incumbent Christopher Hughes and newly elected board member Mr. Huston on their election results and thanked all candidates and community members who dedicate their time to the district. The President acknowledged Mahwah High School's recent ranking of 11th in Bergen County by U.S. News & World Report.

Lastly, she recognized the September and October Soaring Thunderbird honorees, celebrating students and staff who exemplify the district's T-Bird pillars—Trusted, Brave, Inspiring, Resilient, Determined, and Spirited.

BOARD COMMITTEE REPORTS

Instructional & Curriculum/Special Education – P. Moorthy (Chair), T. Daveniero, M. Galow, B.

Coplin Finance & Facilities – M. Galow (Chair), R. DeSilva, B. Kezmarsky, P. Moorthy

Policy – J. Dinice (Chair), R. DeSilva, C. Hughes, J. Jansen

Community Relations – T. Daveniero (Chair), B. Kezmarsky, J. Jansen, C. Hughes

Executive/Planning Committee – P. Moorthy (Chair), R. DeSilva, B. Kezmarsky

Negotiations – M. Galow (Chair), R. DeSilva, B. Kezmarsky, J. Ting Jansen
 Bergen County School Boards Liaison – J. Dinice, M. Galow, C. Hughes (2-Alt.)
 New Jersey School Boards Legislative Liaison – P. Moorthy
 Mahwah Schools Foundation Liaison – J. Jansen, B. Coplin (Alt.)
 Mahwah Access for All – T. Daveniero (Liaison), M. Galow (Alt.)
 Transportation Committee Ad Hoc – B. Coplin (Chair) J. Dinice, C. Hughes, T.
 Daveniero Board of Education Liaison to Town Council - B. Kezmarsky, B. Coplin (Alt.)

Mr. Coplin reported that the Community Relations Committee met on Monday morning and continues its work supporting the upcoming referendum. He noted the strong turnout at the recent Communications Committee meeting and thanked the volunteers who participated. The committee is currently focused on messaging, creative materials, timelines, and planning community outreach for the coming months. Board members were encouraged to share any additional community organizations that should be included in outreach efforts beginning in January.

Mr. Galow reported on behalf of the Finance and Facilities Committee that regular meetings have resumed, and the Business Office has begun preliminary work on the 2026–2027 operating budget. The committee also continued its review of referendum-related items, including the financing process, allowable uses of funds, and plans for community communication. Updated project list details were shared to support more accurate planning while the district awaits final state aid confirmations, and community outreach will remain a major focus as the referendum progresses.

Mr. Dinice reported that the Policy Committee has five policies and regulations on the agenda for first reading. These items are part of the committee’s ongoing review of the district’s policy inventory and include only minor language updates.

BOARD MEMBER REMARKS/ADDITIONAL COMMENTS ON REPORTS OR OTHER NON-AGENDA ITEMS

The Superintendent provided additional context regarding the email sent earlier in the day about the referendum application process. He explained that the State has been reviewing the district’s submissions and is pleased with the district’s progress and timeline. One remaining question from the State involves Building 5. Administration has been exploring the possibility of developing an in-district 18–21 program for students who continue to receive services after graduation. Building 5 contains a large area that, once cleared, could potentially house this program. If the space qualifies as an educational facility, it may become eligible for approximately 34% state reimbursement, representing a significant financial benefit. The Superintendent has asked the district architect to inquire with the State about whether sharing this long-term programmatic vision would qualify the space for reimbursement and whether doing so would impact the timeline for the March 10 referendum. The district is awaiting the State’s response before determining next steps.

Mr. DeSilva expressed his appreciation for the exploration of using Building 5 for an in-district 18–21 program, noting that it would not only generate significant cost savings through potential state reimbursement and reduced out-of-district placements, but would also benefit students and families by allowing them to remain in Mahwah. He added that he is hopeful the district can pursue this opportunity without affecting the referendum timeline.

The Superintendent added that he is very enthusiastic about the development of an in-district 18–21 program, noting that the early planning work by Ms. Rizzo and her team suggests the experiences and opportunities offered could meet or exceed those currently available in out-of-district placements. He emphasized that this initiative would not only allow students to remain in Mahwah, but also further advance the district’s vision of expanding high-quality opportunities within the community.

Mr. Coplin reminded the Board and community that the district's roadshow meetings will begin in December, with the December 3 meeting held at Joyce Kilmer and the December 17 meeting held at Lenape Meadows. Additional dates will be shared once the 2026 meeting schedule is finalized.

17. OLD BUSINESS

Resolution 17a-17c was moved by Mr. Kezmarsky and seconded by Mr. Galow.

a. Minutes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of the October 29, 2025, Public Work Session/Action Meeting.

b. Minutes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of the October 29, 2025, Executive Session.

c. Minutes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the revised minutes of the August 6, 2025, Public Work Session/Action Meeting.

ROLL CALL VOTE on resolution 17a-17c.

Motion 17a carried 6 ayes, 0 nays, with Mr. Kezmarsky abstaining from 17a.

Motion 17b carried 5 ayes, 0 nays, with Ms. Daveniero and Mr. Kezmarsky abstaining from 17b.

Motion 17c carried 4 ayes, 0 nays, with Mr. Coplin, Mr. DeSilva, and Mr. Kezmarsky abstaining from 17c.

18. NEW BUSINESS - OTHER

Resolutions 18a-18s were moved by Mr. Coplin and seconded by Mr. Kezmarsky.

a. Financial Report

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of bills for the period of 10/24/2025 to 11/06/2025.

General Fund	Fund 10	\$345,039.82
General Expense Current	Fund 11	\$1,775,843.30
Capital Outlay	Fund 12	\$2,660.00
Special Revenue Funds	Fund 20	\$21,228.25
Capital Projects Funds	Fund 30	\$222,272.40
Region 1	Fund 52	\$6,425.58
Region 1 Contracted Trans	Fund 53	\$1,985,864.21
Total of All Checks		\$4,359,333.56

b. Financial Report – Payroll Agency

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Payroll Agency checks 8043 to 8046 for a total of \$13,447.76.

c. Financial Report – Cafeteria

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Cafeteria checks 2994 to 2996 for a total of \$83,267.17.

d. Financial Report – Public School Store

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of School Store checks 36302 to 36378 for a total of \$21,223.16.

e. Secretary’s Report

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts, and affixes to the minutes, the Secretary’s Report for September 2025.

f. Treasurer’s Report

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts, and affixes to the minutes, the Treasurer’s Report for September 2025.

g. Depository of School Funds

RESOLVED: that the Mahwah Board of Education authorizes the Business Administrator to use TD Bank for deposit of school funds. The Board President, the Superintendent, the Assistant Superintendent and/or the Board Secretary are authorized to sign school warrants.

h. Financial Report – Void Checks from Prior Years

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves voiding General Fund check 115427, issued in a prior year, in the amount of \$96.39.

i. Certification

RESOLVED: that, upon the recommendation of the Superintendent of Schools, as per New Jersey Administrative Code and New Jersey Statutes Annotated legislation and requirements, the following statement is approved:

Pursuant to N.J.A.C. 6A:23-2.11(c), I certify that as of November 2025 no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district Board of Education pursuant to N.J.S.A. 18A:22-8 and 18A:22-8.1, and

Pursuant to N.J.A.C. 6A:23-2.11(c), I certify that as of November 2025 no budgetary line item account has been over-expended in violation of N.J.A.C. 6:20-2.12(a).

Katherine A. Hiromoto, Business Administrator/Board Secretary

j. Budget Transfers

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves budgetary transfers for September 2025 and October 2025, as per attached.

k. On-Call Heating & Ventilation and Air Conditioning Services

MOVE TO APPROVE: as recommended by the Superintendent of Schools, a Time and Materials Contract with Mechanical Service Corporation for on-call heating, ventilation, and air conditioning services, as the lowest responsible bid received during a bid opening conducted on October 22, 2025. The award bid is for \$189 per hour for HVAC services, and material charges markup of 35%, effective from November 13, 2025, to June 30, 2027, as per the attached agreement.

l. Region 1- Special Education Transportation Routes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education awards the following special education transportation routes for the 2025-2026 school year as per quotes received:

Route	Contractor	Per diem	Inc/Dec	Aide
Q682	D&M Tours	\$248.00	\$3.00	\$63.00
Q683	VIP Educational Service	\$149.00	\$1.99	\$25.00
Q684	D&M Tours	\$248.00	\$3.00	\$58.00
Q685	Kids Choice	\$349.00	\$2.00	\$89.00
Q686	D&R Transportation	\$148.00	\$5.00	\$40.00
Q688	D&R Transportation	\$147.00	\$3.00	\$60.00
Q689	R&May Transportation	\$250.00	\$1.00	\$40.00
Q690	Triumph Invalid Coach	\$241.00	\$3.00	\$80.00
Q692	D&R Transportation	\$125.00	\$3.00	\$40.00

m. Region 1- Special Education Transportation Routes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education awards the following special education transportation routes for the 2025-2026 school year as per bids received on Wednesday, November 5, 2025:

Route	Contractor	Per diem	Inc/Dec	Aide
E1624	Joshua Tours	\$169.00	\$1.00	\$65.00
E1625	High Image Trans	\$209.00	\$0.88	\$50.00
E1626	Joshua Tours	\$129.00	\$1.00	\$40.00
E1627	Joshua Tours	\$245.00	\$1.00	\$80.00
E1628	Valley Transportation	\$195.67	\$5.00	\$50.00
E1629	Joshua Tours	\$99.00	\$1.00	\$45.00
E1631	Valley Transportation	\$254.67	\$5.00	\$50.00
E1632	Kennedy Transportation	\$169.00	\$1.00	\$30.00
E1633	Joshua Tours	\$92.00	\$1.00	\$65.00
E1634	Horizon Transportation	\$264.00	\$3.00	\$70.00

Route	Contractor	Per diem	Inc/Dec	Aide
E1635	Destiny 23 Transportation	\$192.00	\$1.90	\$50.00
E1636	Joshua Tours	\$210.00	\$1.00	\$80.00
E1637	VIP Educational Services	\$155.00	\$1.99	\$20.00
E1638	Joshua Tours	\$260.00	\$1.00	\$79.00
E1640	VIP Educational Services	\$150.00	\$1.99	\$20.00
E1641	D&R Transportation	\$139.00	\$3.00	\$40.00
E1642	Destiny 23 Transportation	\$235.00	\$1.90	\$50.00

n. Conferences/Workshops

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves attendance at the following conferences/workshops that are deemed to be educationally appropriate and for the benefit of the school district including conference/workshop fees and necessary travel expenses:

First	Last	Conference/Workshop	Date	Amount
Andrew	Beutel	National Association for Multicultural Education	11/20-11/22/2025	\$500.00
Richard	Gordon	Coaches Clinic - Tennis	1/9/2026	N/A
Katherine	Hiramoto	BCASBO Holiday Meeting	12/12/2025	\$125.00
Katherine	Hiramoto	School Law	11/22/2025	\$300.00
Dennis	Fare	NJSSC - Current Legal Issues	2/19/2025	N/A

o. Self-Contained Field Trips

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves field trips for the self-contained program 6-12 functional skills within the greater Mahwah community for the 2025-2026 school year.

p. Field Trips

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

Group/Destination	Date	School	# of Students
Engineering Club (6-8) to Don Bosco Prep, Ramsey, NJ	11/16/25	RR	10
Habitat for Humanity (9-12) to Joyce Kilmer School, Mahwah, NJ	11/19/25	MHS	3
Engineering Club (6-8) Ramapo Ridge, Mahwah, NJ	11/22/25	RR	10
Gifted & Talented (Grade 8) to Mahwah High School, Mahwah, NJ	11/20/25	RR	12
Gifted & Talented (Grade 6-8) to Mahwah High School, Mahwah, NJ	12/2/25	RR	38

Group/Destination	Date	School	# of Students
Future Medical Professional & Gender & Sexualities Alliance (9-12) to Clinton Inn, Tenafly, NJ	12/5/25	MHS	20
Business (9-12) to Joyce Kilmer School, Mahwah, NJ	11/26/25	MHS	21
Self-Contained (6-12) to Ramsey Interstate, Ramsey, NJ	1/8/26	RR/MHS	23
Stateline Diner, Mahwah, NJ	1/14/26	RR/MHS	23
Self-Contained (6-12) to Ramsey Interstate, Ramsey, NJ	1/21/26	RR/MHS	23
Self-Contained (6-12) to Ramsey Interstate, Ramsey, NJ	2/9/26 2/23/26 3/23/26 4/7/26 4/20/26 5/5/26 5/27/26 6/9/26	RR/MHS	23
Self-Contained (9-12) to, Ramapo Ridge, Mahwah, NJ	2/13/26	RR	20
ELA (Grade 8) to Rockland Community College, Suffern, NY	2/24- 2/26/26	RR	196
Self-Contained (6-12) to, Holiday Bowl, Oakland, NJ	2/26/26	RR/MHS	23
Self-Contained (9-12) to Mahwah Public Library, Mahwah, NJ	3/3/26 4/14/26 5/5/26 6/9/26	MHS	23
Self-Contained (6-12) to IHOP, Ramsey, NJ	3/4/26	RR/MHS	23
Self-Contained (6-12) to Mahwah Pizza & BAM, Mahwah, NJ	3/10/26	RR/MHS	23
Self-Contained (9-12) to Ramapo Ridge, Mahwah, NJ	4/24/26	MHS	20
World Language (10-12) to Bronx Zoo, Bronx, NY	4/24/26	MHS	105
Self-Contained (6-12) to Dunkin Donuts & BAM, Mahwah, NJ	5/1/26	RR/MHS	23
Science Grade 1 to Turtle Back Zoo, W. Orange, NJ	5/8/26	LM	80
Self-Contained (6-12) to Ramapo Reservation, Mahwah, NJ	5/11/26	RR/MHS	23
Self-Contained (6-12) to Train Trip to Ramsey, NJ	5/20/26	RR/MHS	23
Self-Contained (6-12) to Skyland Botanical, Ringwood, NJ	6/2/26	RR/MHS	23
Self-Contained (6-12) to Paramus Park, Paramus, NJ	6/5/26	RR/MHS	23
Self-Contained (6-12) to Rockland Boulders Game, Pomona, NY	6/10/26	RR/MHS	23

Group/Destination	Date	School	# of Students
Self-Contained (6-8) to Mahwah, H.S., Mahwah, NJ	6/16/26	RR	23
Self-Contained (6-12) to MacArthur Plaza, Mahwah, NJ	6/22/26	RR/MHS	23

q. First Reading of Policies & Regulations

P2110 Philosophy of Education/District Mission Statement
P&R2200 Curriculum Content
P2210 Curriculum Development
P2270 Religion in the Schools
P2330 Homework

r. NJQSAC District Performance Review

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the New Jersey Quality Single Accountability Continuum District Performance Review (NJQSAC DPR) for the 2025-2026 state monitoring.

s. School Safety and Security Plan Statement of Assurance

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the School Safety and Security Plan Annual Review Statement of Assurance for the 2025-2026 school year.

ROLL CALL VOTE on resolution 18a-18s.

Motion carried 7 ayes, 0 nays.

19. NEW BUSINESS- PERSONNEL

Resolutions 19a-19z were moved by Mr. Galow and seconded by Mr. Dinice.

a. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Linda Graziosi, as payroll specialist, for the district business office; effective November 28, 2025.

* b. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Jessica McClain, teacher of grade five, at Joyce Kilmer School; effective November 14, 2025.

c. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Theresa Sullivan, instructional paraprofessional, at Mahwah High School; effective retroactive to November 5, 2025.

d. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Julia Bashark, as teacher of grade 5, at Joyce Kilmer School, from November 13, 2025 – June 30, 2026; salary to be Column D, Step 2, \$64,736, pro-rated; pending fingerprinting and employment verification.

e. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Chloe Wenger, as instructional paraprofessional, 5.5 hours per day, at Mahwah High School, effective retroactive to November 10, 2025 - June 30, 2026; salary to be Step 1, \$21,298.86, pro-rated; pending fingerprinting and employment verification.

f. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Madeline Vigoa-Weiner, as instructional paraprofessional, 5.5 hours per day, at Lenape Meadow School, effective November 17, 2025 - June 30, 2026; salary to be Step 1, \$21,298.86, pro-rated; pending employment verification.

g. Appointment – Revision

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment revision of Cynthia Pucci, as teacher of biology, at Mahwah High School, retroactive from October 27, 2025 – June 30, 2026; salary to be Column H, Step 10, \$82,491, pro-rated, with an additional \$4,000 doctoral stipend, pro-rated.

h. Appointment and Change in Assignment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment and change in assignment of Margaret Grus, from administrative assistant to the assistant superintendent, to payroll specialist, for the district business office, effective December 1, 2025 – June 30, 2026; salary to be \$78,000, pro-rated.

i. Appointment – Leave Replacement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Anika Patel, as leave replacement for Employee #4209, pursuant to New Jersey Statute 18A:16-1.1, from January 26, 2026 – June 26, 2026; salary to be Column A, Step 5, \$60,891, pro-rated.

j. Appointment – Leave Replacement Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment update of Irina Cunningham, as leave replacement for Employee #2038, pursuant to New Jersey Statute 18A:16-1.1, effective from September 2, 2025 – June 30, 2026; salary to be Column A, Step 5, \$60,891.

k. Appointment – Leave Replacement Extension

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment extension of Laura Beattie, as leave replacement for Employee #9697, pursuant to New Jersey Statute 18A:16-1.1, from September 4, 2025 – December 5, 2025; rate to be \$80 per hour; to be paid by submitted voucher.

l. FMLA Leave of Absence - Extension

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education extends the leave for Employee #9697, for two additional weeks, through December 5, 2025; and;

Be it further resolved that the additional two weeks of leave shall be unpaid with benefits; however, if the leave extends beyond December 5, 2025, the employee will be responsible for benefit costs beyond this approved time period, if needed.

* m. NJFLA Intermittent Leave of Absence – Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves an intermittent leave of absence update for Employee #9776, effective retroactive and during the following dates: January 22, 2025 – January 23, 2025; January 27, 2025 – January 28, 2025; February 10, 2025; March 24, 2025 – March 25, 2025; April 8, 2025; April 21, 2025 (0.5) - April 22, 2025 (0.5); April 28, 2025; May 5, 2025; May 12, 2025; May 30, 2025; June 9, 2025; June 23, 2025; September 22, 2025; November 11, 2025.

n. FMLA Leave of Absence

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence for Employee #7869, effective on November 24, 2025 – December 5, 2025, using 8 sick days and FMLA concurrently, from November 24, 2025 – December 5, 2025.

o. FMLA/NJFLA/Childcare/Maternity Leave of Absence

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence for Employee #4209, using 2 sick days and 5 personal days, and taking FMLA concurrently, effective December 15, 2025 – December 23, 2025, taking FMLA, effective January 5, 2026 – January 27, 2026, taking 31 sick days and FMLA concurrently from January 28, 2026 – March 13, 2026, using 9 sick days from March 16, 2026 – March 27, 2026, and taking NJFLA from April 6, 2026 – June 26, 2026.

p. FMLA/NJFLA/Childcare/Maternity Leave of Absence - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence update for Employee #2038, using 17 sick days, from May 12, 2025 – June 6, 2025, taking FMLA, effective June 9, 2025 – October 3, 2025, taking NJFLA from October 6, 2025 – December 23, 2025, and taking an unpaid leave of absence from December 24, 2025 - June 30, 2026.

q. NJFLA Leave of Absence - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence update for Employee #4263, effective on September 2, 2025 – January 30, 2026, using NJFLA from September 2, 2025 – November 21, 2025, and taking an unpaid leave of absence from November 24, 2025 – January 30, 2026.

r. Additional Teaching Period – Internal Coverage

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following staff members to teach a sixth period to provide class coverage for Employee #4238; from December 19, 2025 – January 30, 2026, at 1/5th of their salary; pro-rated, per diem, for designated periods; to be paid via submitted voucher:

Name	Designated Period
Matthew Surich	Period 1
Christine Hartigan Miller	Period 3
Carolyn Ferguson	Period 4
Heather Tirino	Period 6
Timothy Culloty	Period 9

s. School Improvement Panel (ScIP) - Revised

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the School Improvement Panel (ScIP) for the 2025-2026 school year.

Betsy Ross	George Washington	Lenape Meadows	Joyce Kilmer	Ramapo Ridge	Mahwah High School
Michael Henzel	Michael Hagopian	Paul Wyka	Billy Bowie	Brian Cory	John Pascale
Ofeer Kearns	Christine Piotrowski	Natasha Carrera	Ashley Adams	Suzanne Whalen	Craig Jandoli
Lauren Sullivan	Kalliopi Triantafillakis	Mary DiRienzo	Allison Bowden	Alison Malone	Michael McCabe
Christina Rainey	Emily Doughan	Jennifer Koby	Ludmila Picioccio	Anthony Fiore	Nikki Van Ess
Courtney Byrnes	Ofeer Kearns	Gabrielle Foudy	Annamaria Alcaro	Danielle Dworak	Samantha Lontine

Betsy Ross	George Washington	Lenape Meadows	Joyce Kilmer	Ramapo Ridge	Mahwah High School
			Michele Giannattasio		Jaclyn Nelson
					Yovanna Meana

t. Paraprofessional Stipends

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves listed stipends for the following paraprofessional staff in accordance with the terms and conditions of employment between the Mahwah Board of Education and the Mahwah Education Association; to be awarded at the end of the 2025 -2026 school year.

School	First Name	Last Name	Bachelor's Degree Stipend	Teaching Certificate Stipend
Lenape Meadows School	Madeline	Vigoa-Weiner	\$200.00	\$800.00

u. Revised – Extra Service Positions

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the revised extra service positions for the 2025-2026 school year at the negotiated stipend rate, as shown on Schedule H of the MEA contract; prorated based on time of service.

Mahwah High School

Co-Curricular Activity	Advisor	Total Amount
Art Club	Taryn Browne	\$371.25
Art Club	Andrew Needham	\$742.50
Art Club	Alexandra Lazar	\$866.25

Joyce Kilmer School

Name	Supervision	Dates of Service	Amount of Stipend
Emilie Brinson	Library Walkers/Bus Dismissal	9/4/25 – 11/14/25	\$1,966*
Jennifer Talkowski	Library Walkers/Bus Dismissal	11/17/25 – 6/30/26	\$1,966*

*Prorated based on time of service

v. Ramapo College Teacher Education Program - Archway Project Partnership

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a partnership with Ramapo College's Teacher Education Program's Archway

Project; for the current 2025-2026 school year, to collaboratively prepare opportunities for aspiring teachers through in-district teacher residencies, with the shared goal to improve teaching and learning in district schools through mutual collaboration for the preparation of clinical interns.

w. Creation – Co-Curricular Activity

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the creation of the Thunderbird U (Unified) Club for the 2025 – 2026 school year; Schedule H Group 5.

x. Appointment - Volunteer Advisor

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following volunteer advisors for the Thunderbird U (Unified), for the 2025-2026 school year; at no cost to the district.

First Name	Last Name
Shawn	Daly
Arianna	Lee

y. Appointment – Co-Curricular Advisor

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Ermira Kyle as advisor for the French honor society, for the 2025-2026 school year; stipend to be \$1,980, in accordance with Schedule H, Group 5.

z. Parent Volunteers

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following individuals, as volunteers, to assist Mahwah Township Public Schools for 2025-2026 school year:

Betsy Ross School

First Name	Last Name
Dawn	Mazzucca
Kristen	Pena
Alexis	Santiago

Lenape Meadows School

First Name	Last Name
Amanda	Guthrie
Veronica	Yacco
SeungYeon	Suh
Alexandra	Altdoerffer
Kyra	Bouloy

ROLL CALL VOTE on resolution 19a-19z.

Motion carried 7 ayes, 0 nays.

PUBLIC QUESTION OR COMMENT

Public participation at Board meetings is in accordance with Bylaw 0167.

At this time, members of the public may ask questions or make a comment on educational issues or school matters of community interest. As a matter of fairness, you are asked to limit your questions to no more than one, and your remarks to no longer than three minutes. If you are here representing a group, please identify yourself, the group, and your position in the group. If you are here as an individual, please give us your name and address.

Note: This section of public participation will be limited to fifteen minutes.

MOTION TO OPEN MEETING TO THE PUBLIC

Motion by Mr. DeSilva and seconded by Mr. Galow, to open the meeting to the public.

Motion carried at 7:37 pm.

Stephanie Ledogar and Melissa Dupree, parents of second-grade students at Lenape Meadows, addressed the Board with concerns regarding student safety. They described ongoing incidents of physical aggression and injuries occurring in classrooms and during recess, noting situations where supervision was limited or incidents were not captured on cameras. They expressed concern that repeated behaviors were not being addressed with consistent intervention plans and emphasized that students should feel safe at school. They requested increased adult supervision during recess, improved camera coverage and review procedures, and more structured, documented interventions for students who exhibit ongoing aggressive behavior. They stated they were advocating for a safer environment for all children and urged the district to take concrete steps to address these issues.

The Superintendent thanked the parents for bringing their concerns forward and emphasized that student safety is a top priority. He acknowledged awareness of the situations referenced and explained that the district has zero tolerance for inappropriate language or physical aggression. He noted that consequences and remedial measures were implemented and that responses were more comprehensive than what was suggested during public comment. The Superintendent explained that supervision during recess is an ongoing focus, including ensuring adequate staffing, clearly defined supervision zones, and proactive monitoring to address behaviors before they escalate. He also described additional measures such as guidance counselor involvement, parent meetings, and increased awareness among staff regarding students who require closer supervision. He reiterated that addressing student behavior is a continual effort and that the district will maintain ongoing monitoring and follow-through to support a safe environment for all students.

Kimberly Pacella addressed the Board with a question regarding the HIB reporting process. She expressed concern about language in the HIB form referencing consequences for filing a report falsely and asked for clarification on what those consequences entail. She also raised concerns about potential retaliatory behavior from adults toward parents who file legitimate reports and requested an explanation of how such situations are handled.

The Superintendent responded by explaining that the HIB law is designed to address student-to-student behavior, and situations involving potential false or retaliatory reports filed by adults would require consultation with the district's legal counsel. He noted that while the district is experienced in managing student HIB cases, matters involving adult actions fall outside the typical scope of the statute, and any next steps would need to be guided by legal advice to ensure proper handling.

MOTION TO CLOSE MEETING TO THE PUBLIC

Motion by Mr. Kezmarsky and seconded by Mr. Coplin, to close the meeting to the public.

Motion carried at 7:48 pm.

MOTION TO RECESS TO EXECUTIVE SESSION

Motion by Mr. Kezmarsky and seconded by Mr. DeSilva to recess to Executive Session under Chapter 231, P.L. (Sunshine Law), which authorizes a public body to discuss personnel, negotiations, student, and legal matters.

Motion carried at 7:49 pm.

MOTION TO RECONVENE TO PUBLIC ACTION MEETING

Motion by Mr. DeSilva and seconded by Mr. Kezmarsky to reconvene the public session.

Motion carried at 8:26 pm.

MOTION TO ADJOURN

Motion by Mr. DeSilva and seconded by Mr. Kezmarsky, to adjourn the meeting.

Motion carried at 8:26 pm. The meeting was adjourned.

Respectfully submitted,



Katherine A. Hiromoto
Business Administrator/Board Secretary