

**RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT**  
Oakland, New Jersey 07436  
**REGULAR PUBLIC MEETING**

October 13, 2025  
Board of Education Conference Room  
131 Yawpo Avenue, Oakland, NJ  
*Action to authorize Executive Session*  
Anticipated Public Session, 8:00 P.M.

**AGENDA**

**1. Call to Order - Roll Call 7:00 PM**

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Ms. Ansh      | <input checked="" type="checkbox"/> Ms. Kiel         | <input checked="" type="checkbox"/> Mr. Valenti             |
| <input checked="" type="checkbox"/> Mr. Bogdansky | <input type="checkbox"/> Absent Mr. Kinney           | <input checked="" type="checkbox"/> Ms. Mariani, Vice Pres. |
| <input checked="" type="checkbox"/> Mr. DeLaite   | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders, President  |

**2. Closed Session 7:00 PM**

**BE IT RESOLVED**, by the Ramapo Indian Hills Regional High School District this 13th day of October, 2025 at 7:00 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. Koulikourdis

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|---|--|---|
| <input checked="" type="checkbox"/> Ms. Ansh      | <input checked="" type="checkbox"/> Ms. Kiel         | <input checked="" type="checkbox"/> Mr. Valenti             |
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| <input checked="" type="checkbox"/> Mr. DeLaite   | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders, President  |

Closed session was concluded at 7:55 PM, at which time the Board recessed and subsequently reconvened into public session at 8:04 PM.

**3. Board President’s Announcement 8:04 PM**

The meeting was called to order by the Board President at 8:04 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

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Ms. Ansh      | <input checked="" type="checkbox"/> Ms. Kiel         | <input checked="" type="checkbox"/> Mr. Valenti             |
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| <input checked="" type="checkbox"/> Mr. DeLaite   | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders, President  |

#### 5. Pledge of Allegiance

Ms. Souders led the Pledge of Allegiance.

#### 6. Board President’s Report

*Madeline Saxton- Ramapo High School-* Ms. Saxton introduced herself and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, clubs, guidance and student government.

*Joseph Tafuri Del Vecchio- Indian Hills High School-* Mr. Tafuri Del Vecchio introduced himself and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, clubs, guidance and student government.

Ms. Souders commented on the following agenda items:

- P5- Afterschool Academic Assistance Program
- E2-2026-27 Student Calendar
- OP2- Facilities use fees waived for “Relay for Life”
- Thanked IHHS Diamond Booster Association for their donation toward the upgrade and replacement of the current batting cage on the grounds of the Indian Hills HS.

#### 7. Superintendent’s Report

Ms. DeMarco introduced Mr. Groh and his team to present the RIH Spring 2025 NJ Standardized Test Scores

- Mr. Darren Groh, Director of Curriculum, Instruction and Articulation, Presented the RIH Spring 2025 NJ Standardized Test Scores
  - Mr. Kaplan, Supervisor of Mathematics, presented the Math scores, achievements, and interventions.
  - Ms. Blomquist, Supervisor of English, presented the ELA scores, achievements, and interventions.
  - Ms. Manzi, Supervisor of Science, presented the Science scores, achievements, and interventions.
- Mr. Groh reported on the Dynamic Learning Map (DLM) and why it is important.

Board questions and comments followed.

Supervisor, block schedule, link it, atlas

A board member had a question regarding the deficiency in math scores for Algebra 1

- Dr. Frank Mauriello, Director of Special Services, presented on the 2025-26 RIH Special Services

Ms. DeMarco thanked Mr, Groh, the Supervisors and Dr. Mauriello for their presentations and reported on the following:

- Recognition of two retirees on the agenda from the World Languages department
- Personnel
  - Assistant Principal appointment
- Various staffing updates
- Education
- Policy
- Upcoming programs

## 8. Business Administrator's Report

Mr. Bouldin reported on the following

- Facilities department
  - Internal repairs
- Budget Calendar, which is on tonight's agenda at F-1

## 9. Board Committee Reports

**Athletics, Arts, Extracurriculars & Communications** - The committee chair reported that the committee has not met yet.

**Education & Personnel** - The chair reported the committee met on October 7, 2025 and highlighted the following:

- Dr. Mauriello presented to the committee his annual special education presentation
- Mr. Groh reported on the NJSLA/NJGPA field test
- Program of Studies- November 17th BOE meeting
- E5- Faria Atlas contract
- Resolution regarding patriotism
- County office- American democracy- America 250
- January 2026 8th grade curriculum night
- Next meeting November 4, 2025

The Board President and Ms. DeMarco confirmed that the NJGPA pathways has been extended through June 2026.

**Finance & Facilities** -The chair reported the committee met on October 10, 2025 and highlighted the following:

- Facilities planning and priorities
- OP5- LAN proposal for roofs/HVAC
- OP6- Diamond Booster Association donation toward the upgrade and replacement of the current batting cage on the grounds of the Indian Hills HS
- OP2- Facilities use fees waived for "Relay for Life"
- Comprehensive maintenance plan- 10 year plan
- Tech update at the next meeting

**Negotiations** - The committee chair reported that the committee has not met yet.

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

- 18 policies, 14 regulations on the agenda
- Thanked Ms. DeMarco and the committee

**Ad- hoc Board Goals** - There is no update at this time.

### 10. Public Comment

- A member of the public, Oakland commented on the following:
- Presentation of testing results
- Trades
- Website
- Resources for the trades
- Budget
- Lawsuits
- Commended the team for working together

### 11. Open Board Discussion

A board member commented on the celebration of the 250th anniversary of the United States

### 12. Action Items

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

- September 29, 2025 Closed & Regular

### 13. Personnel

Motion by Ms. Souders, seconded by Ms. Koulikourdis, 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:

<h4>A. RESIGNATIONS/RETIREEES</h4>
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- Move to accept **retirement**, with regret, effective July 1, 2026, as follows:

*WHEREAS, Hugo Ospina has dedicated himself to the Ramapo Indian Hills Regional High School District for 25 years as a World Languages Teacher (Spanish), 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 Hugo Ospina 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 Hugo Ospina in recognition of his exemplary service to our school district.*

- b. Move to accept **retirement**, with regret, effective July 1, 2026, as follows:

*WHEREAS, Pierre Barreau has dedicated himself to the Ramapo Indian Hills Regional High School District for 22 years as a World Languages Teacher (French), various Advisor positions (French Club, World Languages Honor Society, and assistant girls’ soccer coach), 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 Pierre Barreau 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 Pierre Barreau in recognition of his exemplary service to our school district.*

P2. Move to approve the following:

**B. ADMINISTRATION**

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Luke Miller	Appoint	Assistant Principal	N/A	RHS	N/A	\$129,900	M. Ng	10/16/25-06/30/26
b.	Dr. James Heinegg	Amend	Interim Assistant Principal	N/A	RHS	N/A			From 09/15/25-12/02/25 To 09/15/25-10/16/25

P3. Move to approve the following:

**C. INSTRUCTIONAL**

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
a.	Employee # 6606	Approve paid leave						Utilizing Personal & Sick time	01/05/26-02/13/26
		Approve Unpaid FMLA (Maternity)							02/23/26-05/22/26
b.	Caitlin MacArthur	Appoint	Leave replacement, Health & Physical Education	N/A	IHHS	BA, Step 1	\$59,091 Prorated	#6100	12/1/25-4/17/26
c.	Ada Braqi	Appoint	Leave Replacement, Social Studies	N/A	RHS	BA, Step 2	\$314.43/ Diem	L. Miller	On or About 10/16/25-TBD
d.	Dana Kukol	Appoint	Substitute	N/A	District	N/A	\$140/ Diem		2025-26
e.	Kerri Towers	Appoint	Substitute	N/A	District	N/A	\$140/ Diem		2025-26
f.	Fadia Abbasi	Appoint	Substitute	N/A	District	N/A	\$140/ Diem		2025-26
g.	Kim Angerson	Appoint	6th Period Teaching Assignment, CPE Biology, period 1		RHS		Prorated \$13,000		11/20/25-12/23/25
h.	Marc Vogel	Appoint	6th Period Teaching Assignment, CPE Biology, period 2		RHS		Prorated \$13,000		11/20/25-12/23/25
i.	Gregory Hudak	Appoint	6th Period Teaching Assignment, Anatomy		RHS		Prorated \$13,000		11/20/25-12/23/25

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
			& Physiology CPE, period 4						
j.	Thomas Jaeger	Appoint	6th Period Teaching Assignment, Anatomy & Physiology CPE, period 8		RHS		Prorated \$13,000		11/20/25-12/23/25

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P4. Move to approve the following:

D. NON-INSTRUCTIONAL
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	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
a.	Lauren Gibson	Rescind	Literary magazine-Production Advisor	N/A	RHS	1	\$2,332		2025-26
b.	Aidan Cole	Appoint	Yearbook Business Advisor	N/A	RHS	1	\$2,680		2025-26
c.	Aidan Cole	Appoint	Stock Market Club Advisor	N/A	RHS	1	\$1,409		2025-26
d.	Stephen Janiszak	Appoint	Fall Intramurals Advisor	N/A	RHS	1	\$1,409		2025-26
e.	David Chen	Appoint	Asst.	N/A	RHS	4	\$4,145		Winter

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
			Coach, Ice Hockey						2025-26
f.	Sean Quirk	Appoint	Literary Magazine -Art Advisor	N/A	RHS	1	\$2,680		2025-26
g.	Sean Quirk	Appoint	Literary magazine-Production Advisor	N/A	RHS	1	\$2,045		2025-26
h.	Jonathan Kopack	Appoint	Asst. Coach, Ice Hockey	N/A	IHHS	4	\$4,415		Winter 2025

P5. Move to approve payment at the rate of \$69.14 per hour for the following faculty for teaching in the After School Academic Assistance Program providing small group and/or 1 to 1 support for RIH students in the 2025-2026 school year.

- A. Cassandra Zalarick
- B. Jennifer Dinan
- C. Michelle Patrickio
- D. Kevin Park
- E. Ashley Gross-Green
- F. Kim Angerson
- G. Lauren Damstrom
- H. Samantha Janiszak
- I. John Gaccione
- J. Dianna Smith
- K. Carly Hausch
- L. Giuseppina Monterey
- M. Jill Matcovich
- N. Marc Conley
- O. Meredith McCambley
- P. Marc Vogel

**14. Education**

Motion by Ms. Souders, seconded by Ms. Koulikourdis, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E8, as described below:

- E1. Move to approve District **student field trips and transportation costs** for the 2025-26 School Year as follows:

<i>Location</i>	<i>Group</i>	<i>Date(s)</i>	<i>Cost</i>
Ramapo Mountain, Oakland	Horticulture	10/24/25	\$326.22
Rutgers, Piscataway	GSSP (Garden State Scholastic Press)	10/27/25	0
Wall Street, NYC	UP Int'l Business	11/18/25	\$878.65
Center for Jewish History	World History UP	01/08/26	\$602.44
Frisch HS	Varsity Debate	10/22/25	\$326.22
Ramsey HS	Varsity Debate	10/28/25	\$452.44
Pascack Valley HS	Varsity Debate	11/18/25	\$452.44
Paramus HS	Varsity Debate	12/11/25	\$452.44
Glen Rock HS	Varsity Debate	01/08/26	\$452.44
Northern Highlands HS	Varsity Debate	02/25/26	\$452.44
Pascack Hills HS	Varsity Debate	03/18/26	\$452.44
National Constitution, Philadelphia	US Government, Law and Human Rights	12/05/25	\$1,700
Port of Newark	UP Int'l Stud. Bus./Science	03/31/26	\$678.65

- E2. Move to approve the [2026-2027 Student Calendar](#).
- E3. Move to approve home instruction for a District student at the approved hourly rate, effective for the 2025-26 School Year, be approved as follows:

<i>Student No.</i>	<i>School</i>	<i>Grade</i>
427469	IHHS	11
428452	IHHS	10

- E4. Move to approve, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention and counseling supports

imposed during the 2025-26 School Year as a result of HIB Investigation for the following HIB investigation:

RHS 001
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- E5. Move to approve a contract for professional services (curriculum data load) with Faria Atlas in the amount of \$8,800. This fee is an eligible cost to be funded from the Title II-A entitlement grant.
- E6. 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 2025-26 School Year as follows:
 

Drills were conducted on October 1, 2025 from 7:14 - 8:16 A.M and 11:10 - 11:15 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 Security Coordinator and School Safety Specialist supervised the drills.

Drills were conducted on October 3 & 6, 2025 , from 7:42 - 8:21 A.M. and 11:15 - 11:45 A.M. at the front circle of Ramapo High School and students who are bussed to school participated. Claudia Dargento, Assistant Principal, Tony Vukicevic, Transportation Supervisor and Charles Wolff, District Security Coordinator and School Safety Specialist supervised the drills.
- E7. Move to approve the NJDOE School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act, the 2024-2025 District and School Grade Report.
- E8. Move to approve the the Tuition Agreement between the Ho-Ho-Kus School District and the Ramapo Indian Hills Regional High School District to receive Student No. 426054 at Indian Hills High School Transitions Program for an annual tuition payment of \$32,106. Effective for the 2025-26 School Year.

**15. Operations**

Motion by Ms. Souders, seconded by Ms. Koulikourdis, to accept the recommendation of the Superintendent to approve and adopt motion OP1 through OP5 as described below:

- OP1. 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 as follows:

<i>Indian Hills High School</i>	
Oakland Recreation	Wrestling Quads & Wrestling Tournament; Gymnasiums, Custodial & Security; January 17, 2026; 6 A.M. - 2 P.M & January 18, 2026; 6 A.M. - 2 P.M.

<i>Indian Hills High School</i>	
Franklin Avenue Middle School	Graduation Practice; Auditorium; June 24 & 25, 2026; 9 A.M. - 12 P.M.; Graduation; Auditorium & Library; June 25, 2026; 5-8 P.M.

OP2. 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 and the **Request to Waive** all of the Facilities Use Fees, including custodial overtime costs totaling \$4,695.00.

<i>Indian Hills High School</i>	
American Cancer Society	Relay for Life of FLOW; Athletic Fields, Concession Stand, Press Box, PA System, Field Lights, Trash cans & supplies, Porta Johns; May 15 & 16, 2026; 9 A.M. through 7:00 A.M.

OP3. Move to approve the resolution as follows:

WHEREAS, the Department of Education requires New Jersey School Districts to submit a three-year Comprehensive Maintenance Plan which documents required maintenance activities for each of its public schools facilities, and

WHEREAS, the required maintenance activities as listed in the document for the school facilities of the Ramapo Indian Hills Regional High School District are consistent with these requirements, and

WHEREAS, all past and planned activities are reasonable to keep school facilities open and safe for use in their original condition and to keep system warranties valid, and

NOW THEREFORE, BE IT RESOLVED, that the Ramapo Indian Hills Board of Education does hereby authorize the school Business Administrator to submit the Comprehensive Maintenance Plan for the Ramapo Indian Hills School District for the 2025-26 School Year in compliance with Department of Education requirements.

OP4. Move to approve the resolution as follows:

WHEREAS, the Board of Education is required, pursuant to N.J.A.C. 6A:30-3.1(e), to adopt a resolution approving the District Performance Review (DPR) and Declaration Page as prepared and submitted by the Chief School Administrator and the QSAC Committee;

WHEREAS, the Board has reviewed the proposed DPR and Declaration Page, which have been publicly posted on the district’s website at least five working days prior to this meeting and made available for public inspection, and the Board has afforded the public an opportunity to comment;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Ramapo Hills Regional High School District] that the Board hereby approves and adopts the District Performance Review and Declaration Page for the 2025-26 school year as presented;

BE IT FURTHER RESOLVED that the Superintendent and Board President are authorized to execute and submit the DPR, Declaration Page, and this resolution to the New Jersey Department of Education via the authorized submission system in compliance with N.J.A.C. 6A:30-3.1(e).

OP5. Move to approve the resolution as follows:

WHEREAS, The Ramapo Indian Hills Regional High School District Board of Education (the "Board") has determined a need to undertake the following Projects: **Partial Roof Replacement (Roof Section 2) at Ramapo HS and Rooftop HVAC Unit Upgrades at Ramapo HS & Indian Hills HS**, (the "Projects"); and

WHEREAS, the District is desirous of moving forward with Proposal for Architectural and Engineering Services for these Projects; and

WHEREAS, the Board desires to retain LAN Associates ("Architect") to provide Architectural and Engineering Services in connection with the Projects, and authorizes the Architect to submit, if applicable, project applications and schematic plans and educational specifications to the Bergen County Superintendent of Schools and the New Jersey Department of Education for approval of these Projects. These project are designated "Other Capital" and the Board is not seeking state funding; and

WHEREAS, the school administration and such other officers and agents of the Board received a proposal for the Projects in the amounts of \$68,050 and \$290,500 for a total of \$358,550, respectively to provide Architectural and Engineering Services; and

WHEREAS, the Board believes that the proposal from LAN Associates best meets the needs of the District; and

WHEREAS, the proposal from LAN Associates may be awarded without public bidding as a contract for professional services pursuant to N.J.S.A. 18A:18A-5(a)(1); and

WHEREAS, the Board authorizes applications, schematic plans and educational specifications be submitted to the NJDOE Office of School Facilities for approval of the Projects and LRFP amendments, if necessary, and

WHEREAS, the Board intends to finance the costs for these Projects through the use of capital reserve as part of the District's Long-Range Facilities Plan ("LRFP"); and

WHEREAS, the school administration and such other officers and agents of the Board as are necessary, including the Board attorney and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this Resolution, including the submission of information to the New Jersey Department of Education.

NOW, THEREFORE, BE IT RESOLVED by the Ramapo Indian Hills Regional High School District Board of Education that the Board President and Board Secretary/Business Administrator are hereby authorized and directed to enter into an Agreement with LAN Associates and to execute any other documents necessary to effectuate the terms of this resolution.

OP6. Motion to accept the following donation:

WHEREAS, the Indian Hills High School Diamond Booster Association (Association) wishes to upgrade and replace the current batting cage on the grounds of the Indian Hills High School; and

WHEREAS, the Association has acquired signed and sealed architectural plans and shared them with the administration; and

WHEREAS, all costs associated with the installation, including building permit fees, if necessary, of the batting cage will be entirely borne by the Association and subject to district approval; and

NOW, THEREFORE, BE IT RESOLVED, that the Ramapo Indian Hills Regional High School District gratefully accepts this donation, subject to Board Attorney review of the relevant documentation.

**16. Finance**

Motion by Ms. Souders, seconded by Ms. Koulikourdis, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F4 , as described below:

F1. Move to approve the Tentative 2026-2027 Budget Development Calendar.  
[2026-27 Budget Development Calendar](#)

F2. Move to authorize **approval of bills** drawn on the current account for the period **September 23-30 2025**, in the total amount of \$2,301,208.80 for materials received and/or services rendered, including the September 30, 2025 payroll, having been audited by the Business Administrator be approved by the Board.  
[Report of Summary Check Register September 23-30, 2025](#)

F3. Move that bills in the District Cafeteria Fund in the total amount of \$61,506.60 having been audited and approved by the Business Administrator/ Board Secretary be approved by the Board as follows:

MAP Restaurant Supplies	Cafeteria Equipment/Supplies	\$61,506.60
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F4. 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:










<u>Req No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
R26-04	Kim Angerson	New Jersey Science Convention, Princeton, NJ	October 22, 2025	\$306.28
R26-05	Marisa Barnes	New Jersey Science Convention, Princeton, NJ	October 22, 2025	\$306.28
IH26-12	Olivia deDiego	FLENJ: Ready-to-Use Activities for All Languages, Modes and Proficiency Levels, Monroe Twp., NJ	December 4, 2025	\$149.00
IH26-13	Cherie McLaughlin	FLENJ: Ready-to-Use Activities for All Languages, Modes and Proficiency Levels, Monroe Twp., NJ	December 4, 2025	\$267.00
IH26-14	Olivia deDiego	FLENJ: Expanding Horizons: Exploring Innovative Teaching Methods for Language Learning, virtual	February 5, 2026	\$20.00
IH26-15	Cherie McLaughlin	2025-2026 Rutgers Multilingual Educator program, New Brunswick, NJ	October 30, 2025	\$45.00
IH26-16	Cherie McLaughlin	NETFL: 2026 NORTHEAST CONFERENCE, New York City, New York	February 27 - 28, 2026	\$305.00
IH26-17	Shelly Storzum	New Jersey State School Nurses Association Conference, East Brunswick, NJ	March 28, 2026	\$310.76
IH26-18	Christy Kicinski	NJAFCS Conference, Edison, NJ	October 28, 2025	\$186.40
D26-09	Rhonda Williams	NJAFCS Curriculum Connections Conference, Edison, NJ	October 28, 2025	\$170.34

R26-06	Janine Fraino	CIA Professional Development Day for High School Culinary Educators, Hyde Park, NY	November 4, 2025	\$73.80
D26-10	Rebecca Cornell	NJPSA: HIB Law Update, virtual	November 20, 2025	\$195.00
R26-07	Kim Angerson	AP STEM Roundtable, Rockaway, NJ	December 12, 2025	\$25.02

## 17. Policy

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

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

<u>Policy Title</u>	<u>Policy Number</u>
Notice of Board Meetings	 P 0162 Revised
Title I- District-Wide Parental Involvement (M)	 P 2415.04 Revised
School Parent and Family Engagement (M)	 P 2415.50 New
Student Invention & Referral Services (M)	 P 2417 Revised
District Mentoring Program- Policy	 P 3126 Revised
District Mentoring Program- Regulation	 R 3126 Revised
Nonrenewal of nontenured Teaching Staff Member	 R 3142 Revised
Evaluation of Teachers (M)	 R 3221 Revised
Evaluation of Teaching Staff Members, Excluding Teachers & Administrators (M)- Policy	 P 3222 Revised
Evaluation of Teaching Staff Members, Excluding Teachers & Administrators (M)- Regulation	 R 3222 Revised
Evaluation of Administrators, Excluding Principals and Assistant Principals (M)- Policy	 P 3223 Revised
Evaluation of Administrators, Excluding Principals and Assistant Principals (M)- Regulation	 R 3223 Revised
Evaluation of Principals & Assistant Principals (M)- Policy	 P 3224 Revised

Evaluation of Principals & Assistant Principals (M)- Regulation	<a href="#">R 3224 Revised</a>
Nonrenewal of Nontenured Support Staff- Policy	<a href="#">P 4146 Revised</a>
Nonrenewal of Nontenured Support Staff- Regulation	<a href="#">R 4146 Revised</a>
Immunization- Policy	<a href="#">P 5320 Revised</a>
Immunization- Regulation	<a href="#">R 5320 Revised</a>
Suspension (M)- Policy	<a href="#">P 5610 Revised</a>
Suspension (M)- Regulation	<a href="#">R 5610 Revised</a>
Expulsion	<a href="#">P 5620 Revised</a>
Federal Awards/Funds Internal Controls- Allowability of Costs (M)	<a href="#">R 6115.01 New</a>
Federal Funds- Duplication of Benefits (M)	<a href="#">P 6115.04 New</a>
Contracts for Goods and Services Funded by Federal Grants	<a href="#">P 6311 Revised</a>
Educational Adequacy of Capital Projects- Policy	<a href="#">P 7101 Revised</a>
Educational Adequacy of Capital Projects- Regulation	<a href="#">R 7101 Revised</a>
Supervision of Construction	<a href="#">P 7243 Revised</a>
Maintenance and Repair (M)- Policy	<a href="#">P 7410 Revised</a>
Maintenance and Repair (M)- Regulation	<a href="#">R 7410 Revised</a>
School District Security (M)	<a href="#">R 7440 Revised</a>
Reporting Potentially Missing or Abused Children (M)	<a href="#">R 8462 Revised</a>
Volunteer Athletic Coaches and Extra- Curricular Activity	<a href="#">P 9181 Revised</a>

**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			
Mr. Bogdansky	X			
Mr. DeLaite	X			
Ms. Kiel	X			
Mr. Kinney				X
Ms. Koulikourdis	X			
Mr. Valenti	X			
Ms. Mariani, Vice President	X			
Ms. Souders, President	X			

**18. Public Comment 9:42 PM**

None

**19. Board Comments**

None

Ms. DeMarco welcomed Mr. Miller to Ramapo High School

**20. Anticipated Future Meeting Dates**

- Monday, November 17, 2025- RIH BOE Conference Room, 131 Yawpo Avenue, Oakland, NJ 07465.

**21. Adjournment 9:43 PM**

Moved by Mr. Bogdansky Seconded: Ms. Koulikourdis adjourned the meeting at 9:43 P.M.

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Ms. Ansh      | <input checked="" type="checkbox"/> Ms. Kiel         | <input checked="" type="checkbox"/> Mr. Valenti             |
| <input checked="" type="checkbox"/> Mr. Bogdansky | <input type="checkbox"/> Absent Mr. Kinney           | <input checked="" type="checkbox"/> Ms. Mariani, Vice Pres. |
| <input checked="" type="checkbox"/> Mr. DeLaite   | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders, President  |

Respectfully submitted,

Matthew Bouldin, School Business Administrator/Board Secretary