

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

November 17, 2025
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

- | | | |
|---|--|---|
| <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 checked="" type="checkbox"/> 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 7:02 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 13th day of October, 2025 at 7:02 PM as follows:

The Board recessed to closed session in accordance with the Open Public Meetings Law, N.J.S.A.10:4-12b. The general nature of the discussion involved personnel and matters confidential by law, and any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.

These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.

Moved by: Mr. Bogdansky Seconded: Ms. Koulikourdis

- | | | |
|---|--|---|
| <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 checked="" type="checkbox"/> 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 |

Closed session was concluded at 8:22 PM, at which time the Board recessed and subsequently reconvened into public session at 8:28 PM.

3. Board President’s Announcement 8:28 PM

The meeting was called to order by the Board President at 8:28 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 |
| <input checked="" type="checkbox"/> Mr. Bogdansky | <input checked="" type="checkbox"/> 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 |

5. Pledge of Allegiance

Ms. Souders led the Pledge of Allegiance.

6. Board President’s Report

Madelyn Kincl- Indian Hills High School- Ms. Kincl introduced herself and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, clubs, guidance and student government.

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.

Both students wished everyone a Happy Thanksgiving.

7. Superintendent’s Report

Ms. DeMarco introduced Mr. Groh and his team to present the Program of Studies
 A Board member inquired about AI, to which Mr. Groh responded that they were reviewing potential courses for the future.

Ms. DeMarco thanked Mr. Groh and all contributors for this presentation and the work and collaboration to prepare the 2026-27 Program of Studies.

Ms. DeMarco highlighted the following key District updates:

Highlight key district updates

- Personnel, Education, and Policy agenda items
- 2026-27 Program of Studies
- SCOIR to replace Naviance for college readiness

- Safety and legal submissions, including the the School Safety and Security Plan Annual Review and the Uniform State Memorandum of Agreement with Law Enforcement Officials. Ms. DeMarco thanked Mr. Wolff. - thanked CW
- Various agenda items
- Ms. DeMarco closed by thanking the students, staff, families and community members.

8. Business Administrator's Report

Mr. Bouldin reported on the following

- Budget season
- Upcoming training session

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - The chair reported the committee met on October 28, 2025 and highlighted the following:

- Visual Arts
- Music- recording studio
 - Winter concerts
- Volunteer Clubs
- Class reunion
- District recorder
- Instagram

Education & Personnel - The chair reported the committee met on November 4, 2025 and highlighted the following:

- Special education and the plan for a successful transition to high school
- Virtual presentations
- Parent night- Special education programming for 25-26 school year
- Delta program - 2nd classroom
- Upcoming January Meeting
- Director of CIA meeting with 8th grade teams of FLOW districts
- 8th grade curriculum night
- New courses
- Next meeting 12/2/25

Finance & Facilities - The chair reported the committee met on November 11, 2025 and highlighted the following:

- Long Range Facilities Plan
- Reviewed current projects
- Technology presentation by the Director of IT
 - 3.6 million in upgrades
- Equipment needs
- Tree issue
- Piping
- RHS Team room
- RHS HVAC update
- IHHS HVAC system
- Fire alarm work- complete
- RHS front doors- to be shipped in December

- Tennis court buckling- resolved
- Health Insurance fund and anticipated increases 17-20% increase
- Snack stand
 - The Board president notes that the Booster clubs are in charge of fundraising and vendors used for food

Negotiations - The committee chair reported that the committee has not met yet but noted the Sidebar agreement on the agenda for supervisor lab coverage.

Policy - The committee chair reported that the committee has not met yet but noted the following:

- Policies on the agenda for approval and those being further reviewed.
- Next meeting November 18, 2025.

Ad-hoc Board Goals - The committee chair reported that the committee has not met yet but will be meeting to review goals.

- The Board President noted that the NJSBA Representative will be assisting with the following:
 - Board self-assessment
 - Ensuring that Board Goals align with NJSBA

10. Public Comment 9:21- 9:41

- A member of the public, Oakland, commented on special education relating to their child
- A member of the public, Oakland, commented on school safety
- A member of the public, Oakland commented on the Program of Studies, trade initiatives, board meetings, activities, and finances
- Various Oakland members of the public commented the following:
 - Board meetings and activities
 - Counseling and related services
 - Endorsements
 - Special education

11. Open Board Discussion

- Board members commented on the following items:
 - NJSBA Annual Workshop- Communication presentation by Ms. DeMarco & Mr. Groh
 - Board goals and training
 - Teamwork
 - Local county meetings
 - Board leadership and goals
- The Board President thanked the outgoing Board members for their time.

12. Action Items

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

- October 13, 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 P8, as described below:

P1. Move to approve the following:

A. INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replac ing	Effective Date
a.	Caitlin MacArthur	Amend	Leave replacement, Health & Physical Education	N/A	IHHS	From BA to BA+15, Step 1	From \$59,091 Prorated to \$59,983	#6100	From 12/1/25-4/17/26 to 12/15/25-04/17/25
b.	Ada Braqi	Appoint	Teacher, Social Studies	BA	RHS	BA, Step 2	\$59,741	L. Miller	11/18/25-06/30/26
c.	Paula Bishop	Appoint	Teacher, Business	MA	IHHS	MA, Step 16	\$85,516	G. Fanale	01/05/26-06/30/26
d.	Fabio Arias	Appoint	Instructional Aide	N/A	IHHS	Step 1	\$32,892	T. Mendez	On or About 12/01/25-06/30/26
						Degree Stipend	\$200		
e.	Caitlin O'Brien	Appoint	Substitute	N/A	District	N/A	\$140/Diem		2025-26
f.	Kathy McClure	Appoint	Substitute	N/A	District	N/A	\$140/Diem		2025-26
g.	James Goldie	Appoint	Substitute	N/A	District	N/A	\$140/Diem		2025-26

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
h.	Employee # 6100	Amend Unpaid FMLA (Maternity)							From 01/20/26-04/17/26 To 01/19/26-04/17/26

B. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Kathleen Miller	Appoint	Greenhouse Club, Advisor	N/A	IHHS	Step 4	\$1,606		2025-26
b.	Brian Mayock	Appoint	Paraprofessional Aide/Coach, Wrestling	N/A	IHHS	N/A	N/A		Winter 2025-26
c.	John Potestivo	Appoint	Assistant Coach, Boys' Fencing	N/A	RHS	Step 1	\$4,320		Winter 2025-26
d.	David Chen	Amend	Asst. Coach, Ice Hockey	N/A	RHS	4	From \$4,145 to \$4,415		Winter 2025-26
e.	Nicholas Nucifora	Appoint	Paraprofessional Aide/	N/A	IHHS	N/A	N/A		Winter 2025-26

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
			Coach, Wrestling						
f.	Dana Andro	Appoint	Paraprofessional Aide/ Coach, Swimming	N/A	IHHS	N/A	N/A		Winter 2025-26
g.	Daniel Poalillo	Appoint	Latin Club, Advisor	N/A	RHS	Step 1	\$1,409		2025-26
h.	Daniel Mullens	Appoint	Spring Asst. Music Director, Spring Drama Production	N/A	IHHS	Flat Rate	\$2,116		2025-26
i.	Daniel Mullens	Appoint	Vocal Coach, Spring Drama Production	N/A	IHHS	Flat Rate	\$500		2025-26
j.	Daniel Mullens	Appoint	Orchestra Conductor, Spring Drama Production	N/A	IHHS	Flat Rate	\$500		2025-26
k.	Jason Silverstein	Amend	From Certified Volunteer	N/A	RHS	N/A	N/A		Winter 2025-26

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
			r Coach Wrestling To a Paraprofessional Aide/Coach, Wrestling						
l.	Dennis Rowley	Rescind	Athletic Aide	N/A	RHS	Flat Rate	\$4,144		Winter 2025-26
m.	Francesca Rivellini	Appoint	Paraprofessional Aide/Coach, Swimming	N/A	RHS	N/A	N/A		Winter 2025- 26
n.	Irfan Shalari	Approve				Black Seal Stipend	\$750		Retroactive from 05/20/25-06/30/26
o.	Dennis Ledermann	Approve				Plumbing License Stipend	\$500		Retroactive from 07/01/25-06/30/26
p.	Employee # 7056	Termination							01/18/2026

P2. Move to approve the Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Ramapo Indian Hills Administration Association (RIHAA) for the RIHAA collective bargaining agreement for the term of July 1, 2025 - June 30, 2028

P3. Move to approve the following volunteer clubs:

<u>Volunteer Club</u>	<u>Advisor</u>	<u>Location</u>
Slavic Culture Club*	John Fazio	IHHS
Creative Writing Club*	Dan Ferat	IHHS

<u>Volunteer Club</u>	<u>Advisor</u>	<u>Location</u>
Eastern European Culture Club*	Heather Lazoff	RHS
Fellowship of Christian Athletes Club*	David VanHook & Michael Yasosky	RHS
Habitat for Humanity Club*	Dr. Carolyn Ross	RHS
Miles of Courage*	Cynthia VanderMolen	RHS
Muslim Student Association*	Dr. Carolyn Ross	RHS
Polish Club*	Dennis Rowley	RHS
Ramapo Coding Club*	Matthew Caulfield	RHS
Read it Forward*	Dr. Carolyn Ross & Maria Garo	RHS
Chinese Culture Club	Yanfei Li-McGurrin	RHS
Creative Writing Club	Catherine Copeland	RHS

* New Club

P4. Move to approve the following:

<u>Event</u>	<u>Official Fee</u>	<u>Date</u>
Powder Puff	\$75.00	2025-26

P5. Move to approve the following mentor-novice pairings for the 2025-2026 school year.

<u>Novice Teacher</u>	<u>Mentor Teacher</u>	<u>Building & Subject Area Assignment</u>	<u>Certification</u>
Ada Braqi	Michael Verdon	Ramapo Social Studies	CEAS
Caitlin MacArthur	Richard Ohren	IHHS Health & Physical Education	CE

P6. Move to approve the following ScIP Members for the 2025-26 School Year:

<u>Staff Member</u>	<u>Position</u>	<u>School</u>
Dr. Gregory Vacca	Building Principal or	IHHS

<u>Staff Member</u>	<u>Position</u>	<u>School</u>
	designee	
Matthew Bushta	AP/VP or other cert supervisor	IHHS
Karen Davidson	District Supervisor	IHHS
Maryann Kopp	Special Education Teacher/RIHEA	IHHS
Cheri McLaughlin	Teacher	IHHS
Courtney MCDonough	Teacher	IHHS
Keri Myones	Teacher	IHHS
Shelly Storzum	School Nurse/Ed. Specialist	IHHS
Travis Smith	Building Principal or designee	RHS
Claudia Dargento	AP/VP or other cert supervisor	RHS
Michael Kaplan	District Supervisor	RHS
John Gaccione	Teacher/RIHEA	RHS
Kimberly Deamer	Teacher	RHS
Leslie Stephen	Teacher	RHS
Daniel VanderMolen	Teacher	RHS
Lisa Higbie	Teacher	RHS
Tanu Desai	Special Education CST	RHS

P7. Move to approve the following Instructional Aides for Extracurricular Assignments, as assigned, during the 2025-2026 school year at their contractual hourly rate of pay:

Michael Levy	Guy Bertola	Ray Soff	Brian Macchiarelli
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- P8. Move to approve the Sidebar agreement between the Ramapo Indian Hill Regional High School Board of Education and the Ramapo Indian Hills Supervisors Association, to allow Compensation for Laboratory Coverage for the 2025-26 school year.

14. Education

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E11, as described below:

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

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Orlando, FL	RHS Competitive Dance	02/05- 02/09/26	0
Middle & Elementary FLOW Schools	Marching Band	11/19/25	\$1,204.88
PCTI, Wayne	Mock Trial	12/02/25	\$452.44
Dey Mansion, Wayne	AP US History	11/25/25	0
State House, Trenton	Click Clack Front & Back		0
Bergen Community College	Gay Straight Alliance	12/05/25	\$452.44
The Broadway Theater	English 3 AP	12/18/25	0
The Metropolitan Museum of Art	Art	12/19/25	0
Table Tennis Center, Dunellen & Restaurant	Chinese	12/19/25	0
Convention Center, Orlando, FL	IHHS Competitive Cheerleading	01/29- 02/02/26	0
Aquarium, E. Rutherford	Transitions & Delta	01/30/26	\$552.44
Richard Rogers	AP US History	02/04/26	0

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Theater, NYC			
Bergen Academies, Hackensack, NJ	Model UN	02/05/26	0
Bergen Academies, Hackensack, NJ	Model UN	02/06/26	0
Orlando, FL	IHHS Dance Team	02/05-02/09/26	0
Orlando, FL	RHS Softball	03/18- 03/23/26	0
Six Flags	Click Clack Front & Back	05/21/26	0
Big North Sportsmanship Conference, Northern Highlands High School	Big North Sports	12/02/25	\$502.44
Oakland Care Center, Oakland NJ	Interact and Choir	12/12/25	0

- E2. 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:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
429164	RHS	9
429938	IHHS	9
429860	IHHS	9
429273	IHHS	9
428016	IHHS	10
428560	IHHS	10
428396	IHHS	10
428580	RHS	10

- E3. 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:

<i>Student Number</i>	<i>Placement</i>	<i>Tuition</i>
429473	Ridgewood Public Schools Board of Education	\$2,600.00
427491	SAGE Alliance	\$58,966.65 ¹

¹ Prorated for 135 days

- E4. Move to approve the Agreement between Proximity Learning and the Ramapo Indian Hills Regional High School District Board of Education to provide Home Instruction Services for Student 429273 in the amount of \$16,639.98. Effective October 1, 2025 - June 30, 2026.
- E5. Move to approve the resolution as follows:

WHEREAS, a dispute has arisen regarding the special education program for Student No. 428249; and

WHEREAS, Superintendent of Schools, has recommended resolution of this matter pursuant to the terms set forth in a **Settlement Agreement**; and

WHEREAS, the Board finds that resolving this matter pursuant to the terms set forth in the Settlement Agreement is in the best interest of the District.

NOW, THEREFORE, BE IT RESOLVED by the Ramapo Indian Hills Regional School District Board of Education that it hereby approves the Settlement Agreement in this matter.
- E6. Move to approve the submission of the School Safety & Security Plan Annual Review Statement of Assurance for the 2025-2026 school year.
- E7. Move to approve the the Tuition Agreement between the Northern Highlands Regional High School District and the Ramapo Indian Hills Regional High School District to receive Student No. 429298 at Indian Hills High School Transitions / DELTA Program for an annual tuition payment of \$86,309.00. Effective for the 2025-26 School Year.
- E8. Move to approve the Agreement between Bergen County Special Services and the Ramapo Indian Hills Regional High School District Board of Education for the Suspension Alternative Program (SAP). Effective September 1, 2025 - June 30, 2026.
- E9. Move to approve the 2026-2027 Program of Studies.
- E10. Move to approve a contract for professional services with SCOIR for Ramapo and Indian Hills High Schools for College Readiness for the period January 1, 2026, - June 30, 2026, in the amount of \$3,786.80.

E11. Move to approve, the Uniform State Memorandum of Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Law Enforcement Officials, 2023 Revisions, effective for the 2025-26 School Year.

E12. Move to approve the agreement between Ramapo Indian Hills Regional High School District and Stronge and Associates Education Consulting LLC to provide professional development for RIH staff on TEPES and ESEPES Evaluation Models at a cost of \$1,500 for one session to be delivered as an online live webinar.

E13. Move to approve the findings of the Title IX investigation RHS 001.

15. Operations

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion OP1 through OP2 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 said use as follows:

<u>Indian Hills High School</u>	
Oakland Recreation	Wrestling Quads; Gymnasiums; January 3, 2026; 2 - 7 P.M. & January 10, 2026; 1 - 6 P.M. & January 17, 2026; 2 - 7 P.M. & January 31, 2026; 2 - 7 P.M. & February 14, 2026; 2 - 7 P.M.

<u>Ramapo High School</u>	
Wyckoff Recreation	Basketball Games; Gymnasium; Sundays: December 7, 14, 21, 2025 & January 11, 18, 25, 2026 & February 1, 8, 2026 & March 1, 2026; 12:30 - 5 P.M.
Wyckoff Recreation	Wrestling Meets & Practice; Gymnasiums; Mondays & Wednesdays - December 1, 2025 - February 27, 2026; 6 - 9 P.M.
Wyckoff Recreation	Wrestling Meet & Practice; Gymnasium; January 10, 2026; 2 - 6 P.M. & January 24, 2026; 12 - 4 P.M.

OP2. Move to approve the **Shared Services Agreements** for Vehicle Maintenance and Repair Services between the Ramapo Indian Hills Regional High School District and the County of Bergen Bergen /Department of Public Works Division of Mechanical Services. Effective through June 30, 2026.

16. Finance

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F8, as described below.

- F1. Move that the **Financial Reports** of the Business Administrator and the Report of the Cash Reconciliation for the months of **September and October 2025**, including a cash report for that period, be approved by the Board and ordered filed.
[Report of Board Secretary September 2025](#)
[Report of Cash Reconciliation September 2025](#)
[Report of Cash Summary September 2025](#)
[Report of Board Secretary October 2025](#)
[Report of Cash Reconciliation October 2025](#)
[Report of Cash Summary October 2025](#)
- F2. Move that the Committed **Purchase Order Report** for the months of **September and October 2025**, in the total amount of \$1,908,988.25 having been audited by the Business Administrator, be approved by the Board.
[Report of Committed Purchase Orders September 2025](#)
[Report of Committed Purchase Orders October 2025](#)
- F3. Move to authorize **approval of bills** drawn on the current account for the period **October 1-31, 2025**, in the total amount of \$5,640,629.78 for materials received and/or services rendered, including the October 15 and 31, 2025 payrolls, having been audited by the Business Administrator be approved by the Board.
[Report of Summary Check Register October 2025](#)
- F4. 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 **September and October 2025**.
[Report of Expense Account Adjustments September 2025](#)
[Report of Expense Account Adjustments October 2025](#)
- F5. 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 **September 30 and October 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 September 2025](#)
[Report of DOE Budget October 2025](#)
- F6. Move that **bills** in the District **Cafeteria Fund** in the total amount of \$278,264.28 having been audited and approved by the Business Administrator/Board Secretary be approved by the Board as follows:

Food Services	September 2025 Operations	\$210,200.18
Food Services	September 2025 Student Lunches	\$1,709.50
Nickerson NJ LLC	Cafeteria Equipment/Supplies	\$66,354.60

F7. In accordance with District Policy #7230, Gifts, Grants and Donations, move to accept the donation from the Ramapo Athletic Booster Association to Ramapo High School Athletics Training Room of a Stim/Laser Machine (Sonoplus 494 Combo 4-channel Stim and Laser with Cart), valued at \$6,244.95

F8. 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>
IH26-19	Dianna Smith	NJ AI Literacy Summit, Old Tappan, NJ	12/08/25	\$32.90
IH26-21	Alexandra Brown	Northeast Conference for Teachers of Foreign Languages (NECTFL), New York City, NY	02/27-02/28/26	\$487.40
R26-08	Cynthia VanderMolen	Make Learning Come AI-Live!, Ramapo College, Mahwah, NJ	12/09/25	\$169.00
IH26-20	Jill Fackelman	2026 NJAHPERD Annual Convention, Princeton, NJ	02/23-02/24/26	\$439.48

D26-11	Karen Davidson	Connected Action Roadmap (virtual)	11/19/25	\$170.00
D26-12	Joseph DelBuono	New Jersey Council for History Education Conference, Princeton, NJ	12/05/25	\$167.55
D26-13	Richard Burton	2026 NJAHPERD and NJCAHPE Convention, Princeton, NJ	02/23-02/24/26	\$47.00
IH26-22	Jon Duncan	Orlando, FL Dance Team Competition	02/06-02/09/26	\$1,900




17. Policy

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

PO1. Move to approve, the second and final 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

<u>Policy Title</u>	<u>Policy Number</u>
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	 R 3224 Revised
Nonrenewal of Nontenured Support Staff- Policy	 P 4146 Revised
Nonrenewal of Nontenured Support Staff- Regulation	 R 4146 Revised
Suspension (M)- Policy	 P 5610 Revised
Suspension (M)- Regulation	 R 5610 Revised
Federal Awards/Funds Internal Controls- Allowability of Costs (M)	 R 6115.01 New
Federal Funds- Duplication of Benefits (M)	 P 6115.04 New
Contracts for Goods and Services Funded by Federal Grants	 P 6311 Revised
Educational Adequacy of Capital Projects- Policy	 P 7101 Revised
Educational Adequacy of Capital Projects- Regulation	 R 7101 Revised
Supervision of Construction	 P 7243 Revised
Maintenance and Repair (M)- Policy	 P 7410 Revised
Maintenance and Repair (M)- Regulation	 R 7410 Revised

<u>Policy Title</u>	<u>Policy Number</u>
School District Security (M)	 R 7440 Revised
Reporting Potentially Missing or Abused Children (M)	 R 8462 Revised
Volunteer Athletic Coaches and Extra-Curricular Activity	 P 9181 Revised

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		See Below	
Ms. Koulikourdis	X			
Mr. Valenti	X			
Ms. Mariani, Vice President	X			
Ms. Souders, President	X			

Kinney- Abstain from October 13, 2025 Closed & Regular minutes

18. Public Comment 10:00- 10:17 PM

- A member of the public, Franklin Lakes, commented on board meetings
- A member of the public, Oakland, commented on OPRA'd emails board members conduct resident rights, and responses to emails.
- A member of the public, Wyckoff, commented on the program of studies and curriculum, as well as the weight of CP and CPE classes. They also commented on NJSBA Convention and the Bergen County meetings.
- Members of Franklin Lakes commented on the following:
 - Lawsuits & elections
 - Board comments & policy
- Ms. DeMarco commented on the following:
 - Gratitude of working with this community
 - Reflection on the many contributions from so many
 - The hard working Board members
 - Holiday wishes

- The importance of stepping back from adult issues and focus on students, their needs and best interest.

19. Board Comments

- A Board member read a statement about the launching of the RIH Education Foundation (RIHEF)
- The Board President commented on completing a Board Self-evaluation
- A Board member commented on training
- Board member questioned the Education Foundation

20. Anticipated Future Meeting Dates

- Monday, December 15, 2025 RIH BOE Conference Room, 131 Yawpo Avenue, Oakland, NJ 07465.

21. Adjournment 10:25 PM

Moved by Ms. Mariani Seconded: Mr. Bogdansky adjourned the meeting at 10:25 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 checked="" type="checkbox"/> 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 |