



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, December 03, 2025, in the new gymnasium at Joyce Kilmer Elementary School, 80 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 6:00 pm.

ROLL CALL

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

ABSENT:

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 December 03, 2025, in the new gymnasium at Joyce Kilmer Elementary School, 80 Ridge Road, Mahwah, New Jersey. A copy was filed with the Township Clerk.

SALUTE TO THE FLAG

MOTION TO RECESS TO EXECUTIVE SESSION

Motion by Mr. DeSilva and seconded by Mr. Kezmarsky 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 6:03 p.m.

MOTION TO RECONVENE TO PUBLIC ACTION MEETING

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

Motion carried at 7:33 p.m.

MOTION TO OPEN MEETING TO THE PUBLIC FOR COMMENTS

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

Motion carried at 7:33 p.m.

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 Mrs. Ting Jansen to close the meeting to the public for comments.

Motion carried at 7:34 p.m.

MAHWAH STUDENT REPRESENTATIVE REPORT

Ms. Grace Pardo reported that winter sports have begun. She noted that the Mahwah High School fall play was a great success, with the cast and crew delivering an outstanding performance. The posting for the spring musical will be released later this week. She shared that the Mahwah High School Installation Ceremony was held on November 26, 2025, and that the Senior Elf event is currently being planned, with elves to be selected soon. The winter concert will take place on December 16, 2025, at 7:00 p.m. She also recognized John Pascale for his participation in the Macy's Thanksgiving Day Parade.

SUPERINTENDENT'S REPORT – DR. MICHAEL DETURO

The Superintendent opened his report with an update on the district's referendum planning. He highlighted the district's continued commitment to providing safe, innovative, and inspiring learning environments for all students. He explained that the proposed referendum projects stem from extensive planning, clear educational priorities, expert architectural guidance, and meaningful input from the community.

The recommended upgrades address both immediate and long-term facility needs across the district. These improvements aim to enhance instructional spaces, strengthen infrastructure, and expand opportunities in physical education, athletics, and the performing arts. Together, they are designed to enrich students' daily experiences, support wellness, and ensure that district facilities reflect the high quality of Mahwah's academic and co-curricular programs.

The Superintendent also introduced preliminary conceptual design renderings that illustrate the proposed additions and major architectural elements. He noted that these images will continue to evolve as the design process progresses, and that final visuals will be shared on the district website once they fully and accurately represent the planned upgrades.

The Assistant Superintendent presented the first preliminary renderings for the proposed Mahwah High

School exterior gymnasium. The design features a new structure adjacent to Building 5, near the grandstand, using brick and modern white metal panels to complement the existing building. The exterior includes a columned lobby and large windows to create a naturally bright entrance.

He also reviewed the interior concept, which includes vaulted ceilings, high wall-mounted lighting, and retractable bleachers with seating for more than 900 people. The space is designed to be flexible and suitable for a wide range of school and community events. The Assistant Superintendent noted that these renderings are preliminary and will be refined as the design process continues.

The Superintendent presented preliminary renderings for the proposed renovations to the Mahwah High School auditorium lobby and interior. The updated lobby design nearly doubles the amount of glass to increase natural light and introduces new finishes on the floors, walls, and ceilings. Acoustic paneling and enhanced lighting will modernize the existing concrete waffle slab ceiling. The design retains a portion of the current brick facade while adding new trim to create continuity with the auditorium interior. The renovated lobby will serve as a bright, high-vaulted gathering space capable of accommodating over 100 people. He noted that one planned update includes replacing the blue wall shown in the rendering with a full span of windows to further open the space.

The Superintendent also reviewed the proposed exterior improvements, including a redesigned storefront entrance aligned with the existing overhang, expanded glass panels wrapping the corner of the building, and the removal of the current concrete ramp to create a cleaner, more welcoming entryway.

Inside the auditorium, the proposed renovation features enhanced stage framing, veneer wood paneling, acoustic wall treatments, and updated decorative lighting to improve both aesthetics and sound quality. The project includes new seating, flooring, and refreshed finishes throughout, along with upgraded HVAC systems to reduce noise and improve air distribution. The design team will continue refining elements to further elevate the space and add a “wow” factor.

The Assistant Superintendent then shared preliminary renderings for the proposed gymnasium addition at George Washington School. He noted that the architect recommended considering updated drapery colors in renovated spaces, as color changes can significantly impact the overall aesthetic.

The exterior design of the new gymnasium features black accent trim to create a cohesive connection to the existing building while introducing a contemporary but not overly modern look. The addition includes improved rear entry points to enhance accessibility for daily use and weekend activities. Modest window placements on the corner and left side of the structure bring natural light into the space, complementing the existing architecture without overwhelming it.

The Assistant Superintendent also reviewed the interior concept, which incorporates natural wood tones with blue accent walls to create a clean, timeless design that will age well. School insignia such as the Mahwah “M” or Thunderbird will be thoughtfully integrated throughout the space to reinforce district identity while maintaining a flexible and professional appearance.

The Superintendent presented preliminary renderings for the proposed additions and renovations at Betsy Ross School. The exterior gymnasium design uses materials such as brick, wood cladding, and black trim to maintain visual continuity with the existing building. Ribbon-style windows will bring abundant natural light into the gym, while a gray transition section with punched window openings connects the gym to the library media center. Existing exterior features, including the slide and stairs, will be preserved. He noted that final decisions regarding exterior signage and lettering will be made later in the design process.

Interior renderings of the Betsy Ross gymnasium highlight decorative wood framing, vibrant color accents, varied wall treatments, and colorful drapery to create an energetic and engaging environment. Wall graphics are also under consideration to further support school spirit and strengthen the school's athletic

identity.

The Superintendent then reviewed the media center concept, designed as a flexible, zoned learning space supporting collaboration and multiple learning styles. The design includes expansive glass walls with views to a potential outdoor learning area, decorative lighting, complementary ceiling treatments, and a centrally located circulation desk. High-top tables and varied seating options help accommodate different types of group work and instructional activities.

The Assistant Superintendent then presented initial renderings related to the proposed turf field replacement and addition projects. At Mahwah High School, the plan includes new synthetic turf for soccer and softball within the existing field footprint. Six new light poles will improve visibility and extend usable hours for practices and evening events, and updated fencing will complete the perimeter upgrades. This work represents a full turf replacement designed to support long-term, low-maintenance use for student activities.

He also reviewed the proposed improvements at Ramapo Ridge. The project includes new synthetic turf suitable for lacrosse and soccer, updated fencing, and enhanced field lighting to improve playability and increase available practice and game time. Some details regarding the rear corner of the field area remain under review.

The Superintendent and Assistant Superintendent further explained that the proposed Mahwah High School turf field will be primarily structured for softball, with markings that also accommodate baseball practice. The field will additionally include designated lines for soccer. They noted that installing multiple sport markings provides expanded opportunities for marching band, color guard, and other groups that rely on field space for practice, helping to reduce scheduling conflicts and improve overall access.

It was also noted that both the Mahwah High School turf field and the Ramapo Ridge field are planned to include perimeter lighting to support extended evening use.

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

The Assistant Superintendent provided an update on the district's Soaring Fund Awards program and highlighted the Board's recent approval of "Thunderbird Unified," a new club that brings together general education and special education students to build friendships through inclusive social activities. He noted that the club promotes acceptance and meaningful interaction among all students. This fall, members participated in activities such as pumpkin painting and a Friendsgiving event, where students shared lunch, treats, and conversations about what they were thankful for.

The Superintendent highlighted the success of "Thunderbird for a Day," a new initiative designed to strengthen connections between Ramapo Ridge eighth graders and Mahwah High School. Guided by staff and student leaders, visiting students were paired with MHS buddies, attended presentations on academic and elective offerings, visited classrooms, toured the T3 building, and enjoyed lunch with student ambassadors. Guests also received Mahwah swag and VIP passes. The Superintendent noted that the event was very well received and will be offered to all eighth graders later this year.

He also shared that Mahwah Schools participated in American Education Week, an annual celebration recognizing students, educators, and school staff. Parents visited classrooms and physical education activities, including a "Chase the Turkey" event led by Mr. Schmitt.

The Superintendent closed by recognizing the district's continued involvement in "Blessing Baskets," a community-driven initiative that provides Thanksgiving meals to families in need. This year, Mahwah residents donated 218 full Thanksgiving dinners. He thanked the community for its generosity and extended special appreciation to Ms. Shel Kaplan for coordinating the effort.

The Assistant Superintendent announced two staff retirements. He recognized Ms. Maureen Loveman, an instructional paraprofessional at Joyce Kilmer School, for her many years of dedicated service. He described her as an exceptional paraprofessional whose compassion, patience, and steady presence have had a meaningful impact on students and staff. Ms. Loveman has been known for her willingness to help wherever needed and for celebrating each student's progress with genuine care. She will be greatly missed by the Joyce Kilmer community, and the district extends its best wishes to her in her retirement.

The Business Administrator recognized the retirement of Ms. Joanne Scanno, who has served in the district's Business Office since 2013 as the staff member responsible for Accounts Payable. In her role, Ms. Scanno managed vendor payments, employee reimbursements, and related financial recordkeeping and compliance. She consistently ensured that invoices were accurately processed, properly matched to purchase orders, and paid in a timely manner.

The district expressed appreciation for Ms. Scanno's long-standing service and dedication. In retirement, she looks forward to spending more time with family and friends, traveling to Italy, and joining a gym. She will be greatly missed.

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

The Business Administrator reported that the Bergen County Office has released the official results of the November 4, 2025, Mahwah Board of Education election. The final vote totals were: Stephen Houston with 4,495 votes, Christopher Hughes with 4,784 votes, and Dr. Prema Morphe with 4,981 votes. All three candidates will be sworn in at the Board's Reorganization Meeting on January 7, 2026.

She also noted that enhancements have been made to the district's budget-development process and that meetings with principals and supervisors will be scheduled over the next two weeks to begin planning for the upcoming budget cycle.

The Superintendent and Business Administrator recently met with TD Bank to discuss potential investment opportunities, and a summary of recommendations will be presented at the Finance and Facilities Committee meeting on December 10.

Additionally, the district has completed its open-enrollment period for health benefits, and an analysis of the financial impact will be shared with the Finance and Facilities Committee at the same meeting.

PRESIDENT'S REPORT

The Board President began by recognizing the November Soaring Thunderbirds recipients. The student honoree, Lauren Crunk (Grade 10), was celebrated for exemplifying trustworthiness. She was nominated by both staff and students, who described her as reliable, highly capable, and an essential leader among her peers. Lauren serves as the sophomore class president and participates in numerous activities, including the Government and Social Sciences Pathway, Fellowship of Christian Athletes, Future Medical Professionals, Rebel Gems, Mock Trial, and the varsity soccer team.

The staff honoree was Mrs. Rebecca Davis, Food Services Director, recognized for her spirited and positive presence. Nominators noted that she fosters a welcoming atmosphere in the lunchroom, knows staff members by name, and consistently brings positivity to daily interactions.

The Board President also announced that this meeting marks the start of the Board's initiative to hold meetings at various schools throughout the district. The next meeting, on December 17, will be held at Lenape. Upcoming locations for January and February will be announced. This initiative aims to

strengthen community engagement and provide opportunities for parents to discuss school-specific topics and learn more about ongoing and proposed projects, including those related to the referendum.

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 on behalf of the Transportation Committee that recent transportation audits show a district ridership rate of 40% in the morning and 36% in the afternoon. He thanked Mrs. Spindler, the administrative team, and school leadership for conducting the physical counts needed to produce accurate ridership data.

Mr. Coplin also reported on the work of the Community Relations Committee, noting that the weekly Monday morning meetings with Laura Bishop Communications continue to be highly productive as the group reviews referendum planning and communication efforts. Meeting summaries are provided to Board members after each session. He also distributed a list of community organizations for Board review and asked members to identify any personal connections that could help facilitate outreach meetings regarding the referendum in January and February.

Mr. Galow reported on behalf of the Finance and Facilities Committee that although this has been a relatively quiet period for the Finance and Facilities Committee, the district continues to identify opportunities to strengthen programs and support upcoming referendum information sessions. He noted that last-minute collaboration and creative planning have led to the addition of a new project to the referendum list, one that is expected to be especially beneficial to a specific student population and well-received by the community once presented. He also stated that the district remains on track with the state's review and determination timeline and continues to evaluate the best strategies to ensure a successful referendum process.

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

Mr. Coplin congratulated marching band parent John Ryan for being recognized by the Township as the 2025 Volunteer of the Year. He noted that Mr. Ryan, a long-time supporter of the district with multiple children who have been involved in the schools, was nominated and selected for his outstanding service to the community.

17. OLD BUSINESS

Resolution 17a-17b was moved by Mr. Coplin 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 November 12, 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 November 12, 2025, Executive Session.

ROLL CALL VOTE on resolution 17a-17b.

Motion 17a-17b carried 7 ayes, 0 nays, with Mr. Hughes and Mrs. Ting Janson abstaining from 17a-b.

18. NEW BUSINESS- OTHER

Resolutions 18a-18p 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 11/07/2025 to 11/26/2025.

General Fund	Fund 10	\$8,482.00
General Current Expense	Fund 11	\$2,337,937.11
Capital Outlay	Fund 12	\$6,001.25
Special Revenue Funds	Fund 20	\$764.30
Region 1	Fund 52	\$7,010.07
Region I-Contracted Trans.	Fund 53	\$19,829.40
Total of All Checks		\$2,380,024.13

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 8047 to 8052 for a total of \$13,686.00.

c. Financial Report – Unemployment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Unemployment check 1281 for a total of \$3,199.88.

d. Financial Report – Cafeteria

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Cafeteria checks 2997 to 3000 for a total of \$88,048.73.

e. Financial Report – Public School Fund

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of School Store checks 36379 to 36425 for a total of \$40,203.46.

f. 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 October 2025.

g. 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 October 2025.

h. 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

i. 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 checks numbers 114819, 112454, and 116178, issued in a prior year, for a total of \$498.62.

j. 2026 Board of Education Meeting Calendar

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the 2026 board of education meeting calendar.

k. 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
Faisal	Sheikh	AMTNJ 2025 Annual 6-12 Conference	11/21/2025	\$185.00
Jennifer	Hogan	Leveraging AI For Powerful INSTRUCTIONAL COACHING (Grades K-12)	12/4/2025	\$375.00
Talysa	Cole	Leveraging AI For Powerful INSTRUCTIONAL COACHING	12/4/2025	\$375.00
Courtney	Neglia	Leveraging AI for Powerful Instructional Coaching	12/4/2025	\$375.00
Justin	Jaskot	5th Annual Garden State Baseball Coaches Clinic	12/5/2025	\$75.00
Jacqueline	D'Angelo	WIAT-4 Advanced Analysis & Intervention Planning	12/10/2025	\$109.00
Jason	Schmitt	NJSIAA Tennis Coaches Clinic	1/9/2026	N/A
Rayhan	Jalil	UNY of Miami School Counselor Conference	01/28-01/30/2026	N/A
Joan	Stewart	ASAP Conf. - The Power of Voice: Guiding Our Students Through Change	03/05 & 03/06/2026	\$480.00

1. 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(s)	School	# of Students
Biotech & STEAM to Stryker, Mahwah, NJ	12/4/25	MHS	100
Student Council (9-12) to Center for Food Action, Mahwah, NJ	12/4/25	JK	20
Marching Band (8-12) to Ramsey, Main St., Ramsey NJ	12/6/25	RR/ MHS	58
Marching Band (8-12) to Mahwah Firehouse #1, Mahwah, NJ	12/7/25	RR/ MHS	58
SGA (11-12) to Betsy Ross, George Washington, Lenape Meadows, Central Office, YMCA, Joyce Kilmer & Ramapo Ridge	12/23/25	MHS	47
DECA (9-12) to Ramapo College, Mahwah, NJ	1/12/26	MHS	111
Self-contained (K-3) to St. Leonard's, Paramus, NJ	1/20 & 1/22/26	GW & LM	17 12
Decathlon (9-12) to Clifton H.S., Clifton, NJ	1/31/26	MHS	20
Model UN Club (9-12) to Bergen Academies, Hackensack, NJ	2/5-2/6/26	MHS	20
Grade 5 Orchestra to David Geffen Hall, NYC, NY	2/11 or 2/12 or 2/13/26	JK	34
Academic Decathlon to Westwood Regional H.S. Westwood, NJ	2/28/26	MHS	20

Robotics Club (9-12) to Warren H.S., Washington, NJ	3/6-3/8/26	MHS	40
Robotics Club (9-12) to Robbinsville H.S., Robbinsville, NJ	3/20- 3/22/26	MHS	40
TSA Club (10-12) to Jonathan Dayton H.S., Springfield, NJ	3/27/26	MHS	6
Robotics Club (9-12) to Lehigh University, Bethlehem, PA	4/16- 4/18/26	MHS	40
Grade 5 to Liberty Science Center, Jersey City, NJ	5/1/26	JK	188
Grade 2 to Sterling Hill Mining Museum, Ogdensburg, NJ	5/4/26	LM	74
Grade 1 to Turtle Back Zoo, West Orange, NJ	5/12/26	GW	46
Grade 2 to Sterling Hill Mining Museum, Ogdensburg, NJ	5/14/26	BR	51

m. Second Reading and Adoption of Policies and Regulations

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the second reading and adoption of the following:

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

n. Donation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the anonymous donation of \$2,500.00, to the Mahwah High School Music Programs, and thanks the donor for their generosity.

o. Professional Services Agreement Contract Extension – Kreyco, Inc.

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the contract extension with Kreyco, Inc, at a cost of \$69,000, for the period of September 1, 2025 - June 25, 2026.

p. Establishment of Class/Program

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the Board to establish a class/program for pre-kindergarten children with autism. This full-time program will be located at the Lenape Meadows School effective January 5, 2026, for the remainder of the 2025-2026 school year.

ROLL CALL VOTE on resolution 18a-18p.

Motion carried 9 ayes, 0 nays.

19. NEW BUSINESS- PERSONNEL

Resolutions 19a-19b were moved by Mr. Coplin and seconded by Mr. Kezmarsky.

Resolution 19c-hh were moved by Mr. Kezmarsky and seconded by Mrs. Ting Jansen.

a. Retirement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Joanne Scanno, purchasing accounts payable specialist, for the Mahwah Township Public Schools, for the purpose of retirement; with a final date of employment December 31, 2025.

FURTHER RESOLVED, that the Mahwah Board of Education expresses its sincere appreciation for her 12 years and 9 months of dedication and service to the Mahwah Public Schools.

b. Retirement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Maureen Loveman, instructional paraprofessional, at Joyce Kilmer School, for the purpose of retirement; with a final date of employment December 31, 2025.

FURTHER RESOLVED, that the Mahwah Board of Education expresses its sincere appreciation for her 16 years and 3 months of dedication and service to the Mahwah Public Schools.

c. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Timothy Adase, teacher of chemistry, at Mahwah High School; effective January 13, 2026.

d. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Jaclyn Nelson, teacher of chemistry, at Mahwah High School; effective January 25, 2026.

e. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Cynthia Pucci, teacher of biology, at Mahwah High School; effective retroactive to November 17, 2025.

f. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Mia Farinella, teacher of grade two, at Lenape Meadows School; effective January 15, 2026.

g. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Kayla LaDuca, as teacher of grade 2, at Lenape Meadows School, from January 5, 2026 – June 30, 2026; salary to be Column A, Step 3, \$59,891, pro-rated; pending employment verification.

h. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Brooke Bregman, as instructional paraprofessional, 5.5 hours per day, at Lenape Meadow School, effective January 5, 2026 - June 30, 2026; salary to be Step 1, \$21,298.86, pro-rated.

i. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Maribel Contreras-Ng, as instructional paraprofessional, 5.5 hours per day, at Joyce Kilmer School, effective December 8, 2025 - June 30, 2026; salary to be Step 1, \$21,298.86, pro-rated; pending employment verification.

j. 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 Suzanne Pellegrino, from administrative assistant to the assistant principal at Lenape Meadows School, to administrative assistant to the Assistant Superintendent of Schools, effective January 5, 2026 – June 30, 2026; salary to be \$64,000, pro-rated.

k. Appointment – Baseball Head Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Christopher Buser, as baseball head coach, for the 2025-2026 season; stipend to be \$12,214.

l. Appointment – Baseball Assistant Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Justin Jaskot, as baseball assistant coach, for the 2025-2026 season; stipend to be \$8,361.

m. Appointment – Baseball Assistant Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Justin Grippo, as baseball assistant coach, for the 2025-2026 season; stipend to be \$8,361.

n. Appointment – Baseball Assistant Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Keith Normoyle, as baseball assistant coach, for the 2025-2026 season; stipend to be \$8,361.

o. Appointment – Winter Track and Field Head Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Deidra Wilson, as winter track and field head coach, for the 2025-2026 season; stipend to be \$13,705.

p. Appointment – Winter Track and Field Assistant Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Adam Szuch, as winter track and field assistant coach, for the 2025-2026 season; stipend to be \$9,841.

q. Appointment – Winter Track and Field Assistant Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Justin Jaskot, as winter track and field assistant coach, for the 2025-2026 season; stipend to be \$9,841.

r. Appointment – Winter Track and Field Assistant Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Christopher Diaz, as winter track and field assistant coach, for the 2025-2026 season; stipend to be \$9,841.

s. Appointment – Volunteer Assistant Wrestling Coach

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following volunteers as assistant wrestling coach, for the 2025-2026 season, at no cost to the district.

First Name	Last Name
John	Surich
Zachary	Marck
*Daniel	Nelson

*Pending fingerprinting and employment verification

t. Appointment – Advisor

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Eric Pragdat, as advisor for the chess club, from January 5, 2026 – April 30, 2026; stipend to be \$1,980 prorated, in accordance with schedule H, group V, of the MEA contract.

u. School Nurse Substitute

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Susan Parker as substitute nurse for the 2025-2026 school year; rate to be \$70 per hour, to be paid via a submitted voucher for hours worked.

v. School Nurse Substitute

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following substitute nurses for the 2025-2026 school year; rate to be \$70 per hour, to be paid via a submitted voucher for hours worked.

Abby Palakunnel
Natalia Witkowski Pierog

w. 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 #5463, effective retroactive on December 1, 2025 – December 15, 2025, using 11 sick days and FMLA concurrently, from December 1, 2025 – December 15, 2025.

x. FMLA Leave of Absence - Extension

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence extension for Employee #8861, effective on November 18, 2025 – November 26, 2025, using 12 sick days and FMLA concurrently, from November 18, 2025 – December 5, 2025.

y. 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 #9102, effective retroactive on December 1, 2025 – December 23, 2025, using 17 sick days and FMLA concurrently, from December 1, 2025 – December 23, 2025.

z. NJFLA 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 #1939, effective retroactive on November 24, 2025 – December 5, 2025, using NJFLA and 8 sick days concurrently; from November 24, 2025 – December 5, 2025.

aa. NJFLA Intermittent Leave of Absence

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves an intermittent leave of absence for Employee #9408, effective retroactive and taking sick days concurrently during the following dates: October 21, 2025 – October 24, 2025; October 29, 2025 – October 30, 2025; November 3, 2025 – November 5, 2025; December 9, 2025 – December 10, 2025.

bb. 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 #9102; from December 8, 2025 – December 23, 2025, at 1/5th of their salary; pro-rated, per diem, for designated periods; to be paid via submitted voucher:

Name	Designated Period
Danielle Signore	Period 1
Jennifer Chung	Period 4
Carly Kalman	Period 5
Lauren Erickson	Period 7
Jennifer Clarke	Period 8

cc. Additional Teaching Period – Internal Coverage Extension

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 the extension of class coverage for Employee #8861; from November 18, 2025 – December 5, 2025, at 1/5th of their salary; pro-rated, per diem, for designated periods; to be paid via submitted voucher:

Name	Designated Period
Michael Tremblay	Homeroom (8 minutes)
Danielle Signore	Period 1
Michael Tremblay	Period 2
Rebecca Savino	Period 3
Christiane Lange	Period 5
Jamie Wald	Period 6

dd. 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 #5646; effective retroactive from November 24, 2025 – December 19, 2025, at 1/5th of their salary; pro-rated, per diem, for designated periods; to be paid via submitted voucher:

Name	Designated # of Periods
Jaclyn Nelson	18 periods
Matthew Domville	15 periods
Christin Freet	18 periods
Catherine Schwartz	18 periods

ee. Clinical Internship Placement

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following clinical internship placement for the 2026 spring semester, for the following student, attending the following colleges/universities:

Student Name	College/University	Supervising Staff Member
Jessica Cooney	William Paterson University	Brian Cory

		(Principal, Ramapo Ridge Middle School) Zoe Delohery (Teacher of Physical Education, Ramapo Ridge Middle School)
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ff. Parent Academy

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a stipend for the following staff providing Parent Academy Workshops for district parents; stipend to be \$100 per hour; to be paid via a submitted voucher.

Event Title	Event Date	Hours	Presenters
Empowering Your Child: Understanding SEL Through CASEL Competencies	11/20/25	2 each	Nikki Van Ess Courtney Carrelha James O’Hara

gg. 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
Colleen	DiMarco
Alla	Roitman

hh. Paraprofessional Substitutes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following paraprofessional substitutes for the 2025-2026 school year:

LAST NAME	FIRST NAME	CITY
Lindstrom*	Elizabeth	Mahwah

ROLL CALL VOTE on resolution 19a-19b.
Motion carried 9 ayes, 0 nays.

ROLL CALL VOTE on resolution 19c-19hh.
Motion carried 9 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 8:09 p.m.

Sophia DeAlto shared an update on recent student civic engagement activities. A junior at Mahwah High School and a member of the League of Women Voters Club, she explained that following last month's gubernatorial election, students set up informational booths at the Pride Fair, the public library, and the Ramsey Market to encourage voter participation and promote voter registration for young voters.

Yendi Pingue, a junior at Mahwah High School and a member of the League of Women Voters Club, described recent student efforts to support voter engagement. She noted that the club has hosted postcard-writing events, where students gather to send postcards to individuals who have recently turned 18. Between Mahwah and Ridgewood, students have written approximately 600 postcards. She also shared that Mrs. Ting Jansen attended one of these postcard sessions.

Daleena Wong, a junior at Mahwah High School and a member of the League of Women Voters Club, expressed concerns about the new policy requiring all written English class assignments to be completed in-class. She stated that while the intent is to address issues related to AI use, the policy limits students' ability to develop important writing skills. She noted that take-home essays allow students to reflect more deeply on personal experiences, build individual writing style, practice complex syntax and language skills, and develop time-management and independent work habits needed for college-level coursework. She asked the Board and administration to consider the impact of this policy on student learning.

Beth Grossman, the mentor for the district's internship program, shared that students this year are participating in a new project requiring them to attend a Town Council meeting and a Board of Education meeting to present information or discuss an issue of concern. She also highlighted a new initiative from the art department, an "I Voted" sticker design contest developed by students, including Daleena Wong, and Ms. Lazar. She noted that three winners were selected and that a certificate ceremony will be held on Friday to recognize the students and the staff involved.

The Board President thanked the students for attending the meeting, speaking about their activities, and highlighting issues important to them. She expressed appreciation for their participation.

Assistant Superintendent Dr. Fare noted that the "I Voted" sticker initiative had been reported at a previous meeting.

The Superintendent thanked the students for their patience, participation, and commitment to civic engagement through their work with the League of Women Voters. He expressed appreciation for the partnership that has provided internship and externship opportunities, noting the value of students learning beyond the classroom and engaging with the community. He also thanked the League of Women Voters representative for welcoming Mahwah students and supporting real-world learning experiences.

Regarding the concern raised about the English curriculum policy, he acknowledged the student's comments and encouraged her to continue sharing feedback directly with her teacher, the building administration, and supervisors. He stated that the district will also review the concern to ensure understanding of the issue and the rationale behind current practices.

MOTION TO CLOSE MEETING TO THE PUBLIC

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

Motion carried at 8:17 p.m.

MOTION TO ADJOURN

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

Motion carried at 8:17 p.m. The meeting was adjourned.

Respectfully submitted,



Katherine A. Hiromoto
Business Administrator/Board Secretary