



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 17, 2025, in the gymnasium at Lenape Meadows Elementary School, 160 Ridge Road, Mahwah, New Jersey.

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

CALL TO ORDER

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

ROLL CALL

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

ABSENT: Mesdames Daveniero

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

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 17, 2025, in the gymnasium at Lenape Meadows Elementary School, 160 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. Kezmarsky and seconded by Mr. Hughes to recess to Executive Session under Chapter 231, P.L. (Sunshine Law), which authorizes a public body to discuss personnel, negotiations, student, and legal matters.

Motion carried at 7:02 p.m.

MOTION TO RECONVENE TO PUBLIC ACTION MEETING

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

Motion carried at 7:15 p.m.

MOTION TO OPEN MEETING TO THE PUBLIC FOR COMMENTS

Motion by Mr. Kezmarsky and seconded by Mr. Hughes to open the meeting to the public for comments.

Motion carried at 7:15 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 Mr. Hughes to close the meeting to the public for comments.

Motion carried at 7:16 p.m.

MAHWAH STUDENT REPRESENTATIVE REPORT

Student Representative Nicholas Mule reported that the recent concert was very successful and well received. He shared that winter sports have officially begun, including wrestling, and teams are off to a strong start.

Mr. Mule announced that the Mahwah High School Talent Show is scheduled for January 9, 2026, at 7:00 p.m. He also highlighted Mahwah High School's participation in an Adopt-A-Family fundraiser, during which toys were collected for families in need. The fundraiser was organized and supported by the Student Government Association (SGA) and the National Honor Society.

Additionally, Mr. Mule noted that the orchestra recently performed at a Chamber of Commerce luncheon, and the marching band also performed at a community event.

SUPERINTENDENT'S REPORT – DR. MICHAEL DETURO

The Superintendent reviewed Agenda Item 18e concerning the proposed Special School District Election and provided an overview of the facilities referendum under Question One and Question Two.

Under Question One, the Superintendent summarized proposed districtwide infrastructure improvements, including roofing, window replacements, HVAC and boiler upgrades, masonry and chimney repairs, fire alarm upgrades, and temperature control improvements. Buildings included Mahwah High School, Ramapo Ridge Middle School, George Washington School, Lenape Meadows School, Betsy Ross School, Buildings Five and Seven, Central Office, the YMCA building, and the Maintenance Building. It was noted that Lenape Meadows was last included in a referendum in 2002.

Under Question Two, the Superintendent outlined proposed enhancements, including Mahwah High School auditorium upgrades and lobby expansion, replacement of turf and lighting at athletic fields, new gymnasiums at Mahwah High School, George Washington School, and Betsy Ross School, renovations of existing spaces into instructional areas, additional parking, and lighting improvements at Ramapo Ridge

Middle School.

The Superintendent emphasized the District's transparency throughout the planning process and noted that approximately \$20 million in facility upgrades have been completed over the past six to eight years using the operating budget. He thanked the Finance and Facilities Committee for its long-term planning and the Community Relations Committee for its outreach efforts.

Lastly, the Superintendent recognized Board Member John Denise at his final meeting, acknowledging his service since 2015, committee leadership, and significant contributions to the District, and thanked him for his dedication to Mahwah Public Schools.

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

The Assistant Superintendent provided a brief report and expanded upon the Superintendent's update regarding the upcoming referendum. He outlined planned community outreach efforts, including meetings with community organizations, two town hall sessions (one virtual and one in person), and additional Board meetings to provide information to the public regarding the referendum and upcoming vote.

The Assistant Superintendent highlighted several recent student and program achievements. The Girls Varsity Tennis Team was recognized as league champions and celebrated their season with a championship breakfast. The Boys and Girls Swim Teams were acknowledged for record-breaking performances, including a new school record in the Boys 200 Medley Relay and the Girls 400 Freestyle Relay.

He also commended Mahwah High School performing arts students for a successful winter concert, noting strong performances by choir, instrumental music, and orchestra students. In addition, select string students performed at a Mahwah Chamber of Commerce holiday luncheon, representing the District within the community.

The Assistant Superintendent reported on a recent Parent Academy event focused on college admissions testing, thanking the School Counseling Department and Director of School Counseling for providing valuable guidance to families.

Lastly, he announced that Mahwah High School was recognized for the third consecutive year as an ITEA School Program of Excellence, an honor awarded by the STEM Center for Teaching and Learning. He noted that the recognition highlighted the District's Thunderbird Partnership Program, which connects high school STEAM students with elementary students through hands-on STEM learning and community service.

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

The Business Administrator reported that the District was awarded \$80,410 through the Trees for Schools Grant, which will fund the planting of 85 new trees in the spring of 2026. The Finance and Facilities Committee reviewed proposed planting locations and tree species.

She further reported that the Finance and Facilities Committee met to discuss investment options and is recommending that the District move forward with an investment option through TD Wealth, which is included on Resolution 18d.

The Business Administrator noted that the Board is being asked to approve the completion of the 2024–2025 audit on Resolution 18f and expressed appreciation to Nisivoccia, as well as the Business Office and Central Office teams, for their efforts during the audit process.

She also reported that meetings were held with principals and administrative assistants to begin the

2026–2027 budget development process, with additional meetings scheduled in January to review budget line justifications.

Lastly, the Business Administrator thanked Board Member John Dinice for his service to the District and extended holiday and New Year well wishes to the Board, administration, and community.

PRESIDENT’S REPORT

The Board President recognized Board Member John Dinice at his final Board meeting, thanking him for his years of service, dedication, and commitment to the Mahwah school community and its students. She highlighted his collaborative approach, thoughtful leadership style, and service on multiple committees, including Executive Planning and his role as Chair of the Policy Committee.

The Board President invited additional Board members to share remarks and presented Mr. Dinice with a recognition in honor of his 10 years of service to the Board of Education. She extended best wishes to Mr. Dinice in his future endeavors.

Lastly, the Board President wished everyone happy holidays and a happy New Year, noting that the Board will resume meetings in January, continue holding meetings at various schools, and engage the community in discussions related to the upcoming 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 provided an update on the Community Relations Committee, noting that regular weekly meetings continue with Township and Board members and that updates will be shared to ensure all Board members remain informed. The Board member reported that the second Community Communications Committee referendum meeting was held via Zoom, with approximately 16 Mahwah residents in attendance. It was noted that the committee is comprised of community members both with and without children currently enrolled in the District, and that the discussion was productive and well-received. Mr. Coplin also announced upcoming referendum town hall meetings scheduled for February 4, 2026 (in person at PBE) and February 11, 2026 (virtual), and encouraged community participation.

Mr. Coplin reported on behalf of the Transportation Committee, referencing Agenda Item 18K. He thanked the Board for its continued support and noted that the policy change included on the agenda formally establishes the Transportation Committee as a standing committee.

Mr. Galow reported on behalf of the Finance and Facilities Committee, expressing appreciation for the administration’s support and noting that the proposed referendum represents a long-term, generational

investment in the District. He emphasized that the planned improvements are proactive in nature and intended to protect taxpayers by addressing infrastructure needs and avoiding future emergency repairs.

Mr. Galow also referenced the completion of the District's audit, noting that the audit was received with a clean opinion. He reported that a single corrective action item related to payroll had already been addressed and that the auditors confirmed the District's financial practices and processes are in good order, with financial statements that can be relied upon by the public and potential investors.

Lastly, Mr. Galow stated that the Committee looks forward to continuing outreach efforts to inform the community about the planned work and upcoming initiatives.

Mr. Dinice reported on behalf of the Policy Committee that two policies are included on the agenda for first reading. He noted that Policy 0155 was revised to reflect the Transportation Committee as a standing committee, and that Policy 2411 (School Counseling) includes minor language revisions.

Dr. Moorthy reported on behalf of the Curriculum & Instruction / Special Education Committee, noting that the Committee met and reviewed several instructional initiatives. She highlighted the expansion of the Confidence Closet program from Mahwah High School to Ramapo Ridge Middle School, providing students access to donated items through staff support, with plans to open by January.

The Committee received an update on the formation of a district-wide K–12 Artificial Intelligence (AI) Initiative Committee, which will establish goals, policies, and professional development related to AI use in the District, with the goal of developing a formal framework by the start of the 2026–2027 school year.

An update was also provided on the grades 6–8 math program review at Ramapo Ridge Middle School. A teacher committee is evaluating four programs, with vendor presentations scheduled for January and a potential pilot planned for the 2026–2027 school year.

Additional updates included plans for the January Professional Development Day, which will feature teacher-led professional learning opportunities, and an overview of the District's transition to a K–12 Mahwah School Counseling model, emphasizing a proactive approach to student support, improved grade-level transitions, expanded career partnerships, social-emotional learning initiatives, and the Eighth Grade Thunderbird for a Day program. The Committee will meet again in January following Board reorganization.

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

Mr. DeSilva commented on the upcoming referendum, noting that the planning process began several years ago and was delayed due to the COVID-19 pandemic. He expressed appreciation to the administrative team for their extensive work and dedication in advancing the referendum process while continuing to manage the District's daily operations.

Mr. DeSilva also referenced long-term budget planning challenges under the 2% levy cap and noted that the proposed referendum represents a necessary step to address growing infrastructure needs. He expressed optimism about the process and acknowledged that the coming months will involve significant community outreach ahead of the March vote.

Lastly, Mr. DeSilva noted that the Girls Wrestling Team was hosting its first home match at Mahwah High School that evening and expressed support for the program.

Mr. Galow commented on the importance of continued coordination and outreach related to the upcoming referendum, noting that efforts are underway to ensure clear communication and community awareness.

He emphasized that the referendum represents a vital investment in the District's future and thanked those involved in the planning and outreach efforts, including Mr. Coplin and Mr. Dinice.

Mr. Coplin highlighted that five Mahwah student-athletes competed in the AAU Junior Olympics Cross Country Championship in Indiana, noting the challenging weather conditions and that one student earned a medal, representing a significant national-level achievement.

Mr. Coplin also expressed his sincere appreciation to Board Member John Dinice for his years of dedicated service to the District, echoing the sentiments of fellow Board members and thanking him for his commitment, leadership, and contributions to the Mahwah school community.

Mr. Kezmarsky expressed appreciation to Board Member John Dinice for his years of service and collaboration on the Board and its committees. He noted their shared history working together and acknowledged his dedication to the District and its students. Mr. Kezmarsky recognized that Mr. Dinice is concluding his service during an important and active time for the District and expressed confidence that he will continue to be a voice in the community. He wished him continued success in the future.

Mr. Hughes thanked Board Member John Dinice for his service to the District, including his work on the Policy Committee. He also expressed appreciation for Mr. Dinice's collegiality, friendship, and positive presence on the Board.

Mrs. Ting Jansen expressed confidence in the work of the Finance and Facilities Committee, noting that as a newer member, she has been able to ask questions and gain a strong understanding of the proposed referendum, which she described as a thoughtful and meaningful investment in the District and its students. She encouraged community members to review the information available and to reach out with any questions.

Mrs. Ting Jansen also acknowledged the many recent student concerts and expressed appreciation for the Thunderbird for a Day program, sharing positive feedback from her family's experience and noting the value of the personal attention provided to students.

17. OLD BUSINESS

Resolution 17a-17b was moved by Mr. DeSilva and seconded by Mr. Kezmarsky.

a. Minutes

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the minutes of the December 3, 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 December 3, 2025, Executive Session.

ROLL CALL VOTE on resolution 17a-17b.

Motion 17a-17b carried 8 ayes, 0 nays

18. NEW BUSINESS- OTHER

Resolutions 18a-18s, excluding 18e, were moved by Mr. Coplin and seconded by Mr. Galow.

Resolution 18e was moved by Mr. Kezmarsky and seconded by Mr. Dinice.

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 11/27/2025 to 12/12/2025.

| | | |
|----------------------------|---------|----------------|
| General Fund | Fund 10 | \$1,650.00 |
| General Current Expense | Fund 11 | \$2,333,916.80 |
| Capital Outlay | Fund 12 | \$8,893.75 |
| Special Revenue Funds | Fund 20 | \$178,503.44 |
| Capital Projects Funds | Fund 30 | \$56,293.40 |
| Region 1 | Fund 52 | \$2,870.44 |
| Region I-Contracted Trans. | Fund 53 | \$2,327,859.18 |
| Cafeteria | Fund 60 | \$50,767.70 |
| Total of All Checks | | \$4,960,754.71 |

b. Financial Report – Cafeteria

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the payment of Cafeteria checks 2996 to 3000 for a total of \$ 129,563.71.

c. Budget Transfers

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

d. Depository of School Funds

WHEREAS, pursuant to N.J.S.A. 18A:20-37, the Board of Education is authorized, by resolution adopted by a majority of its full membership, to invest District funds in those investment vehicles expressly permitted by statute, subject to statutory safeguards concerning custody, execution, and permissible instruments; and

WHEREAS, the District maintains its official depository accounts with TD Bank, a public depository as defined by law, which is annually designated by resolution of the Board of Education; and
WHEREAS, TD Wealth/Pershing provides custodial and investment services to public entities, including services related to the purchase, holding, and safekeeping of investment securities in accordance with N.J.S.A. 18:20-37; and

WHEREAS, the Board of Education desires to authorize TD Wealth/Pershing to act solely as custodial and non-discretionary investment service provider for District funds, subject at all times to the limitations and requirements of N.J.S.A. 18A:20-37 and applicable Board policy;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby authorizes the use of TD Wealth/Pershing as an approved custodial and investment services provider for District funds, including but not limited to the General Fund, Capital Reserve, and Scholarship accounts, strictly in

accordance with N.J.S.A 18A:20-37 and Board policy; and

BE IT FURTHER RESOLVED that all District funds shall remain segregated by account, shall be invested only in those investment instruments expressly permitted by N.J.S.A. 18A:20-37, and shall be subject to all statutory requirements concerning third-party custodial agreements; delivery versus payment, and execution through authorized financial institutions or broker-dealers; and

BE IT FURTHER RESOLVED that no discretionary investment authority is granted to TD Wealth/Pershing, and all investment decisions shall remain subject to the approval and direction of the Board of Education or its authorized designee, as permitted by law; and

BE IT FURTHER RESOLVED that the Business Administrator/Board Secretary is authorized to execute any custodial agreements, account documentation, and related instruments necessary to effectuate this resolution, provided that such documents are consistent with N.J.S.A 18A:20-37 and do not expand investment authority beyond that permitted by statute.

e. Special School District Election

RESOLUTION OF THE BOARD OF EDUCATION OF THE TOWNSHIP OF MAHWAH IN THE COUNTY OF BERGEN, NEW JERSEY AUTHORIZING THE SUBMISSION OF TWO BOND PROPOSAL QUESTIONS, TOGETHER WITH AN EXPLANATORY STATEMENT, TO THE SCHOOL DISTRICT VOTERS AT A SPECIAL SCHOOL DISTRICT ELECTION TO BE HELD ON MARCH 10, 2026.

BE IT RESOLVED BY The Board of Education of the Township of Mahwah in the County of Bergen, New Jersey (the "Board") (not less than a majority of the full membership of the Board concurring) as follows:

1. The following two bond proposals (the "Proposals"), together with an explanatory statement (the "Explanatory Statement") shall be submitted to the legal voters of the School District at a special School District election (the "Election") to be held on Tuesday, March 10, 2026, commencing at 6:00 a.m. for the purposes hereinafter provided. The polls shall remain open until 8:00 p.m. and as much longer as may be necessary to permit all the legal voters then present to vote and cast their ballot. The form of the Proposals, together with Explanatory Statement, will read substantially as follows except as otherwise may be set forth herein:

BOND PROPOSAL QUESTION #1

The Board of Education of the Township of Mahwah in the County of Bergen, New Jersey (the "Board") is authorized to (a) undertake various improvements, alterations, renovations, and upgrades at Betsy Ross Elementary School, including but not limited to the replacement or repair of various portions of roofing, upgrades to the HVAC system and related equipment, the replacement of various boiler units, and repairs to the chimney and exterior of the building, including acquisition and installation of fixtures, furniture, equipment, and any site work; (b) undertake various improvements, alterations, renovations, and upgrades at George Washington Elementary School, including but not limited to the replacement or repair of various portions of roofing, the replacement of various boiler units, the replacement of windows in various classrooms, the replacement of the kitchen hood, and repairs to the chimney and exterior of the building, including acquisition and installation of fixtures, furniture, equipment, and any site work; (c) undertake various improvements, alterations, renovations, and upgrades at Lenape Meadows Elementary School, including but not limited to the replacement or

repair of various portions of roofing, upgrades to the HVAC system and related equipment, and the replacement or repair of windows and doors throughout the building, including acquisition and installation of fixtures, furniture, equipment, and any site work; (d) undertake various improvements, alterations, renovations, and upgrades at Joyce Kilmer Elementary School, including but not limited to the replacement or repair of various portions of roofing, upgrades to the HVAC system and related equipment, and the replacement or repair of windows and doors throughout the building, including acquisition and installation of fixtures, furniture, equipment, and any site work; (e) undertake various improvements, alterations, renovations, and upgrades at Ramapo Ridge Middle School, including but not limited to the replacement or repair of various portions of roofing, the replacement or repair of windows throughout the building, upgrades to the HVAC system and related equipment, the replacement of various boiler units, upgrades to bleachers, and repairs to the exterior of the building, including acquisition and installation of fixtures, furniture, equipment, and any site work; (f) undertake various improvements, alterations, renovations, and upgrades at Mahwah High School and the adjoining Board of Education office and maintenance garage, including but not limited to the installation of a life skills classroom and reconfiguration of classroom spaces, the installation of an addressable fire alarm system, the replacement or repair of various portions of roofing, upgrades to the HVAC system and related equipment, the replacement of various boiler units, replacement of windows, and repairs to the chimney and exterior of the building, including acquisition and installation of fixtures, furniture, equipment, and any site work; (g) appropriate \$75,810,263 for such improvements; and (h) issue bonds in an amount not to exceed \$75,810,263.

The final eligible costs for the projects approved by the New Jersey Commissioner of Education are \$73,756,733 (consisting of \$7,349,208 for Betsy Ross Elementary School, \$3,696,809 for George Washington Elementary School, \$4,711,778 for Lenape Meadows Elementary School, \$13,940,264 for Joyce Kilmer Elementary School, \$19,055,336 for Ramapo Ridge Middle School, and \$25,003,338 for Mahwah High School). The projects include \$2,053,530 (consisting of \$0 for Betsy Ross Elementary School, \$0 for George Washington Elementary School, \$0 for Lenape Meadows Elementary School, \$0 for Joyce Kilmer Elementary School, \$0 for Ramapo Ridge Middle School, and \$2,053,530 for Mahwah High School) for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage will equal 40% of the annual debt service due with respect to the final eligible costs of the projects. The Board of Education is authorized to transfer funds among the projects approved at this election.

Do you approve this Bond Proposal Question #1?

BOND PROPOSAL QUESTION #2

(Bond Proposal Question No. 2 will only go into effect if Bond Proposal Question No. 1 is also approved by the voters at this election.)

The Board of Education of the Township of Mahwah in the County of Bergen, New Jersey (the "Board") is authorized to (a) undertake the construction of a gymnasium and stage, media center, and various small group instruction classrooms at Betsy Ross Elementary School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (b) undertake the construction of a gymnasium and stage, bathrooms, and a small group instruction classroom at George Washington Elementary School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (c) undertake the replacement of turf and field lighting at the football and soccer fields, and upgrades to the field drainage system at Ramapo Ridge Middle School, including acquisition and installation of fixtures, equipment, and any site work; (d) undertake the renovation of the auditorium,

the replacement of turf and field lighting at the football and soccer field, upgrades to the field drainage system, and the construction of a gymnasium, bathrooms, and related athletic facilities at Mahwah High School, including acquisition and installation of fixtures, furniture, equipment, and any site work; (e) appropriate \$62,602,205 for such improvements; and (f) issue bonds in an amount not to exceed \$62,602,205.

The final eligible costs for the projects approved by the New Jersey Commissioner of Education are \$8,893,242 (consisting of \$230,529 for Betsy Ross Elementary School, \$574,346 for George Washington Elementary School, \$415,000 for Ramapo Ridge Middle School, and \$7,673,367 for Mahwah High School). The projects include \$14,859,639 (consisting of \$2,634,203 for Betsy Ross Elementary School, \$1,164,020 for George Washington Elementary School, \$3,414,824 for Ramapo Ridge Middle School, and \$7,646,592 for Mahwah High School) for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage will equal 40% of the annual debt service due with respect to the final eligible costs of the projects. The Board of Education is authorized to transfer funds among the projects approved at this election.

Do you approve this Bond Proposal Question #2?

EXPLANATORY STATEMENT

At this election, the voters of the school district are being asked to consider Bond Proposal Questions #1 and #2. As set forth above, Bond Proposal Question #2 will only go into effect if Bond Proposal Question #1 is also approved by the voters at this election.

If Bond Proposal Questions #1 and #2 are approved by the voters at this election, the Board of Education will be authorized to (a) undertake the replacement or repair of various portions of roofing, upgrades to the HVAC system and related equipment, the replacement of various boiler units, repairs to the chimney and exterior of the building, and the construction of a gymnasium and stage, media center, and various small group instruction classrooms at Betsy Ross Elementary School; (b) undertake the replacement or repair of various portions of roofing, the replacement of various boiler units, the replacement of windows in various classrooms, the replacement of the kitchen hood, repairs to the chimney and exterior of the building, and the construction of a gymnasium and stage, bathrooms, and a small group instruction classroom at George Washington Elementary School; (c) undertake the replacement or repair of various portions of roofing, upgrades to the HVAC system and related equipment, and the replacement or repair of windows and doors throughout the building at Lenape Meadows Elementary School; (d) undertake the replacement or repair of various portions of roofing, upgrades to the HVAC system and related equipment, and the replacement or repair of windows and doors throughout the building at Joyce Kilmer Elementary School; (e) undertake the replacement or repair of various portions of roofing, the replacement or repair of windows throughout the building, upgrades to the HVAC system and related equipment, the replacement of various boiler units, upgrades to bleachers, repairs to the exterior of the building, the replacement of turf and field lighting at football and soccer fields, and upgrades to the field drainage system at Ramapo Ridge Middle School; and (f) undertake the installation of a life skills classroom and reconfiguration of classroom spaces, installation of an addressable fire alarm system, the replacement or repair of various portions of roofing, upgrades to the HVAC system and related equipment, the replacement of various boiler units, repairs to the chimney and exterior of the building, the renovation of the auditorium, the replacement of turf and field lighting at football and soccer field, upgrades to the field drainage system, and the construction of a gymnasium, bathrooms, and related athletic facilities at Mahwah

High School. The foregoing projects shall include any and all acquisition and installation of fixtures, furniture, equipment, and any site work.

The total cost for the projects will be \$138,412,468, and the Board of Education will be authorized to issue bonds in an amount not to exceed \$138,412,468. The final eligible costs for the projects approved by the New Jersey Commissioner of Education are \$82,649,975 (consisting of \$7,579,737 for Betsy Ross Elementary School, \$4,271,155 for George Washington Elementary School, \$4,711,778 for Lenape Meadows Elementary School, \$13,940,264 for Joyce Kilmer Elementary School, \$19,470,336 for Ramapo Ridge Middle School, and \$32,676,705 for Mahwah High School). The projects include \$16,913,169 (consisting of \$2,634,203 for Betsy Ross Elementary School, \$1,164,020 for George Washington Elementary School, \$0 for Lenape Meadows Elementary School, \$0 for Joyce Kilmer Elementary School, \$3,414,824 for Ramapo Ridge Middle School, and \$9,700,122 for Mahwah High School) for school facility construction elements in addition to the facilities efficiency standards developed by the Commissioner of Education or not otherwise eligible for State support pursuant to N.J.S.A. 18A:7G-5(g). The State debt service aid percentage will equal 40% of the annual debt service due with respect to the final eligible costs of the projects. The Board of Education is authorized to transfer funds among the projects approved at this election.

2. The Board hereby approves and adopts the Proposals and Explanatory Statement set forth above and, subject to the approval of the legal voters of the School District, hereby determines to carry out the same as described therein (the "Project"). The Board authorizes the Business Administrator/Board Secretary, consistent with any advice received from bond counsel, to revise the Proposals and/or Explanatory Statement, if necessary, prior to the Election to conform to any applicable legal requirements.

3. The Board hereby acknowledges and confirms that, in accordance with the requirements of N.J.S.A. 18A:24-16 and N.J.S.A. 18A:24-17, a Supplemental Debt Statement has been prepared as of the date of this resolution by the Chief Financial Officer of the Township, giving effect to the proposed total authorization of School Bonds of the School District in the maximum amount provided for in the Proposals, and that such Supplemental Debt Statement has been filed in the office of the Township Clerk, and in the office of the Business Administrator/Board Secretary prior to the adoption of this resolution, and will be filed in the office of the Director of the Division of Local Government Services, State of New Jersey, Department of Community Affairs prior to the date of the Election.

4. The Business Administrator/Board Secretary is hereby authorized and directed, in conjunction with Bond Counsel, to deliver a certified copy of this resolution and such other information as shall be necessary to the County Clerk as required by N.J.S.A. 19:60-2, to request the County Clerk to submit the Proposals to the voters at the Election and to seek the assistance of the county officials and the municipal clerk in conducting the Election.

5. The Board hereby: (i) accepts the determination of Preliminary Eligible Costs as set forth in the letter from the New Jersey Department of Education and not to appeal such determinations made therein; (ii) determines to construct the Project itself; (iii) agrees to locally fund any excess costs, if any; and (iv) delegates the supervision of the Project to the Business Administrator/Board Secretary.

6. LAN Architects, the School District's appointed architect for the Project (the "Project Architect"), has heretofore been authorized and delegated the responsibility to prepare the plans and specifications for the Project in consultation with and under the supervision of the Business Administrator/Board Secretary, who has been delegated the responsibility to work with the Project Architect for this purposes on behalf of the Board, in accordance with the requirements of N.J.S.A. 18A:18A-16, and

such authorizations and delegations are hereof reconfirmed.

7. The School Administration and such other officers, professionals and agents of the Board as are necessary, including Wilentz, Goldman & Spitzer, P.A., Bond Counsel, and the Project Architect, are each hereby authorized and directed to perform such acts, execute such documents and do such things as are necessary and proper for the submission of the Proposals to the voters of the School District at the Election.

8. This Board hereby makes the following covenants and declarations with respect to obligations determined to be issued by the Business Administrator/Board Secretary through a public offering of private placement or through a conduit borrower on a tax exempt basis. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on its bonds or notes if issued as tax exempt, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on its bonds or notes. The Business Administrator/Board Secretary is hereby authorized to act on behalf of the Board to deem the obligations authorized herein as bank qualified for the purposes of Section 265 of the Code, when appropriate. The Board hereby declares its intent to issue bonds or notes in the amount set forth in the Proposals approved by the voters as set forth in Section 1 and to use the proceeds to pay or to reimburse expenditures for the costs of the Projects authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations 1.150-2 or any successor provisions of federal income tax law,

9. This resolution shall take effect immediately.

f. 2024-2025 Audit-ACFR Report

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the Audit Management Report (AMR) of the district's 2024-2025 records, as prepared by the firm of Nisivoccia, LLP.

BE IT FURTHER RESOLVED: that the Mahwah Board of Education accepts the associated Annual Comprehensive Financial Report (ACFR) for 2024-2025, and

BE IT FURTHER RESOLVED: that the following recommendations were noted on the 2024-2025 audit:

1. Administrative Practices & Procedures - NONE
2. Financial Planning, Accounting & Reporting - Finding 2025-002: The District ensures that the Medicare tax withholding is properly calculated for its employees.
3. School Purchasing Program - NONE
4. School Food Service - NONE
5. Student Body Activities- NONE
6. Application for State School Aid - NONE
7. Pupil Transportation - NONE
8. Facilities and Capital Assets - NONE
9. Miscellaneous - NONE
10. Status of Prior Years' Audit Findings/Recommendations - The prior year finding/recommendation regarding more care being taken when posting transactions, including state aid deductions and payroll transfers, and ensuring that reconciling items on the General Operating account bank reconciliations are reviewed in a timely manner was resolved.

g. Corrective Action Plan for 2024-2025 Audit Recommendations

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the corrective action plan prepared by the District to address recommendations as a result of the June 30, 2025, Auditor's Management Report.

h. Region 1 –Special Education Transportation Routes

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

| Route | Contractor | Per diem | Inc/Dec | Aide |
|-------|------------------------|----------|---------|---------|
| Q693 | Kids Choice | \$237.00 | \$2.00 | \$69.00 |
| Q694 | D&R Transportation | \$145.00 | \$3.00 | \$60.00 |
| Q695 | Triumph Invalid Coach | \$371.00 | \$5.00 | \$60.00 |
| Q696 | Safe Journey | \$178.00 | \$5.00 | \$50.00 |
| Q697 | R&May | \$270.00 | \$1.00 | \$60.00 |
| Q698 | D&R Transportation | \$139.00 | \$5.00 | \$45.00 |
| Q699 | Lenoirs Transport | \$142.00 | \$2.00 | \$40.00 |
| Q701 | Horizon Transportation | \$207.00 | \$1.99 | \$50.00 |

i. 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. The conference/workshop amount shall align with the staff member's annual contractual allowance.

| First | Last | Conference/Workshop | Date | Amount |
|----------|--------|---|------------------|------------|
| Abigale | Jones | Educators & Administrators who Work in Programs for 18-21 Community of Practice | 12/9/2025 | N/A |
| Benjamin | Wagman | Holocaust and Genocide Education Workshop | 12/18/2025 | N/A |
| Margaret | Grus | Introduction to Payroll (Payroll 101) | 12/18-12/19/2025 | \$325.00 |
| Dianna | Burkel | Strengthen Your Math Instruction for Your ELLs | 1/6/2026 | \$295.00 |
| Sarah | Huster | Enhanced Elementary Mathematical Instruction | 1/12/2026 | \$231.32 |
| Margaret | Grus | (25-26) Pension Review/Update | 1/13/2026 | \$214.74 |
| Sarah | Huster | Math the "Write" Way | 3/18/2026 | \$231.32 |
| Gregory | Romero | NJSBGA 2026 Annual Conference/Expo | 03/22-03/25/2026 | \$1,200.00 |

j. 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 |
|--|----------------|---------------|----------------------|
| World Language (9-12) to Ramapo Ridge, Mahwah, NJ | 1/7/26 | MHS | 10 |
| Grade 2 to Sterling Hill Mining Museum, Ogdensburg, NJ | 5/13/26 | GW | 48 |
| Grade 4 to Museum of Natural History, NYC, NY | 6/12/26 | JK | 209 |

*

k. First Reading

P0155 – Board Committees

P2411 – School Counseling

l. Curriculum Writing – Camp Ignite (formerly Camp Invention)

RESOLVED; that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a stipend for curriculum writing for Camp Ignite, Summer Enrichment Program. Curriculum writing to adhere to the updates and standards set forth by the Department of Education, at the contractual amount for curriculum work per Schedule L of the MEA contract.

| Curriculum Writer | Hours Requested | To be Written | Course |
|--------------------------|------------------------|----------------------|---------------|
| Bradford Segall | 10 | Winter/Spring | Camp Ignite |
| Kimberly Loesch | 10 | Winter/Spring | Camp Ignite |
| Alex Masnagheti | 10 | Winter/Spring | Camp Ignite |

m. Creation of Artificial Intelligence (AI) Committee

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approved the start of a new AI Committee, for the purpose of exploring ways to integrate artificial intelligence into the district’s educational landscape in an ethical, responsible, and innovative manner. The committee will meet once a month, and teachers will be compensated at their hourly rate.

| COMMITTEE MEMBERS | COMMITTEE MEMBERS |
|--------------------------|--------------------------|
| Kristen Pacelli | Jodie Craft |
| Nicole Jacobsen | Michael DeTuro |
| Julie Henehan | Dennis Fare |
| Kimberly Lorusso | Lisa Rizzo |
| Talysa Cole | John Pascale |
| Courtney Neglia | Carlos Rosa |
| Jennifer Chung | Caroline Krueger |
| Michele DeRosa | Catherine Scudiere |
| Amy Matulevich | Brian Donovan |
| Eimy Londono | Timothy Culloty |

| | |
|-----------------|--|
| Jillian Laurice | |
|-----------------|--|

n. Parent Academy Presenters

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 |
|--|-------------------|-------|------------------------------|
| Crash Course: College Admissions Testing | December 11, 2025 | 1 | James O'Hara |
| Career Pathways/Trade Schools | January 22, 2026 | 2 | James O'Hara John Pascale |

o. Professional Learning Day – Elementary Staff

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a stipend for staff to provide a teacher workshop on January 26, 2026, at the stipend amount of \$250 per session (stipend shared for joint presentations).

| Staff Member(s) | Workshop Title(s) | Session Qty |
|--------------------|--|-------------|
| Jennifer Hogan | Promoting Mathematical Discourse | 2 |
| Talysa Cole | Leveraging Small Group Writing | 2 |
| Emily Shapiro | Math | 1 |
| Natalie Labrada | Reading our Multilingual Learners | 0.5 |
| Linda Hornyak | Reading our Multilingual Learners | 0.5 |
| Nancy Merrigan | Culturally Responsive Teaching | 1 |
| Ofeer Kearns | Small Group Intervention vs. Small Group Enrichment: Getting Both Right | 1 |
| Brian Donovan | Co-Teaching in the Collaborative Classroom | 0.5 |
| Courtney Dodd | Co-Teaching in the Collaborative Classroom | 0.5 |
| Dawn Savastano | Special Education: | 1 |
| Michael Hagopian | The Effect of Stuttering in the Classroom | 1 |
| Christine Llewelyn | The Effect of Stuttering in the Classroom | 1 |
| Kaelah Steenstra | Library Media Resources to Support Academic Instruction | 1 |
| Billyee Bryan | Canva for Phonics, Visuals, and Storytelling: Engaging our Youngest Learners | 1 |

| Staff Member(s) | Workshop Title(s) | Session Qty |
|------------------------|--|--------------------|
| Courtney Neglia | Technology in the Classroom: Using AI for Differentiation | 1 |
| Michele Giannattasio | AI Tips and Hacks to Increase Teacher Productivity and Planning Time | 1 |
| Jillian Laurice | SEL Calm Corner: Make & Take | 1 |
| Beth Clark | SEL Yoga | 1 |
| Kathy Dolan | Mindful Art Experience for Teachers | 0.5 |
| Kristin Cavallo | Mindful Art Experience for Teachers | 0.5 |
| Kyla Murphy | Nurtured Heart | 0.333 |
| Craig Alfano | Nurtured Heart | 0.333 |
| Diana Capani | Nurtured Heart | 0.333 |
| Kyla Murphy | Nurtured Heart: Paraprofessional Experience | 0.333 |
| Craig Alfano | Nurtured Heart: Paraprofessional Experience | 0.333 |
| Diana Capani | Nurtured Heart: Paraprofessional Experience | 0.333 |
| Christine Piotrowski | SEL | 0.5 |
| Christina Zucaro | SEL | 0.5 |
| Sal Scillieri | Behavior/Classroom Management Using Class Dojo | 1 |
| Regina Bussinelli | Verbal De-escalation Strategies for Paraprofessionals | 1 |

p. Professional Learning Day – Secondary Staff

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a stipend for staff to provide a teacher workshop on January 26, 2026, at the stipend amount of \$250 per session (stipend shared for joint presentations).

| Staff Member(s) | Workshop Title(s) | Session Qty |
|------------------------|--|--------------------|
| Matthew Miller | Using Vocabulary for Small Group Instruction to Teach Informational Texts | 1 |
| Lynn Morneweck-Fuld | Movement Activities for the Academic Classroom | 1 |
| Caitlin Yeck | Strengthening Social Emotional Learning: A Deep Dive into the SEL Competencies | 1 |

| Staff Member(s) | Workshop Title(s) | Session Qty |
|---------------------------|---|--------------------|
| Danielle Drejman | From Data to Drive: Motivating Students Utilizing iReady Data Chats & Growth Monitoring | 1 |
| Mary Devine | Session 1: Small group instruction strategies to promote learning and strategies for differentiation Session 2: Combating Learned Helplessness while encouraging student growth and confidence | 2 |
| Heather Tirino | Brain Breaks, Games, & Micro Moments for Transitions | 1 |
| Mary Schubert | How to create an inclusive environment outside of the self-contained classroom | 1 |
| Julia Conde | Using Diffit to Differentiate Instruction Effortlessly | 1 |
| Andrea Connors | Reaching all students through small group Instruction | 1 |
| Alexandra Graff | Session 1: Intro to SEL Session 2: Wellness for Educators | 2 |
| Christine Hartigan Miller | Session 1: A(voiding) I(ssues) Session 2 Using Global Issues to make Curricular Connections | 2 |
| Valerie Fraenkel | Elevated Engagement through Games | 1 |
| Courtney Neglia | AI in the Classroom: Planning Effective Tier 2 Interventions | 1 |
| Andreia Ribau | Teaching Through Music: A Structured Approach to Authentic Listening | 1 |
| Beth Ruggiero | Powering Differentiation with Assistive Technology: Using Google extensions | 1 |
| Rebecca Savino | How to Capitalize on the Happiness Advantage | 1 |
| Katie Scudiere | Using SEL competencies to promote independent work completion during small group instruction | 0.5 |
| Christiane Lange | Using SEL competencies to promote independent work completion during small group instruction | 0.5 |
| Morgan Ridgway | Easy SEL Plug-ins for ALL areas | 0.5 |
| Jennifer Chung | Easy SEL Plug-ins for ALL areas | 0.5 |
| Lauren Saviet | Expanding Access with UDL & AI: A Tiered Approach to Instruction | 0.5 |
| Beth Ruggiero | Expanding Access with UDL & AI: A Tiered Approach to Instruction | 0.5 |
| Lauren Saviet | Promoting Critical Thinking and Media Literacy through Current Events | 0.5 |
| Andy Beutel | Promoting Critical Thinking and Media Literacy through Current Events | 0.5 |

| Staff Member(s) | Workshop Title(s) | Session Qty |
|------------------------|---|--------------------|
| Nikki Van Ess | Art, Notetaking, and Metacognition | 0.5 |
| Alexandra Lazar | Art, Notetaking, and Metacognition | 0.5 |
| Alex Masnaghetti | Engineering Design Process: Building Better Problem Solvers | 0.5 |
| Kelly DeBello | Engineering Design Process: Building Better Problem Solvers | 0.5 |
| Michele Madio | Brisk AI in Action | 1 |
| Valerie Fraenkel | Strategies to Support Multilingual Learners | 1 |
| Kelly Zaky | ELA Workshop Model: Structure. Purpose. Impact | 1 |
| Timothy Culloty | AI for Teachers: Practical Strategies for Planning, Differentiation, and Activities | 1 |
| Elizabeth Lefford | Session 1: Converting Out-of-Class Assignments into In-Class Timed Assessments: Promoting Authentic Student Writing Session 2: Write to Graduate: Helping Our Struggling Students Succeed on the WritePlacer Essay (geared towards ML, English, Foundations teachers, Special Education, CST, and guidance counselors) | 2 |
| Crissy Shannon | “Choose Your Own Adventure” with Google Slides: Slideshow Projects Reimagined | 1 |
| Jennifer Harris | Strong Partnerships: Maximizing Teacher-Paraprofessional Collaboration | 0.5 |
| Anne Cavallo | Strong Partnerships: Maximizing Teacher-Paraprofessional Collaboration | 0.5 |
| Nikki Van Ess | Exploring iReady and Linkit Data: A Playground | 0.5 |
| Courtney Carrelha | Exploring iReady and Linkit Data: A Playground | 0.5 |
| Jennifer Harris | Celebrating Wellness Through Movement | 0.5 |
| Eimy Londoño | Celebrating Wellness Through Movement | 0.5 |
| Sarah Meakem | How to Help our Neediest Students in the Classroom: Using AI to Help all Students Find Success | 0.5 |
| Julie Henehan | How to Help our Neediest Students in the Classroom: Using AI to Help all Students Find Success | 0.5 |
| Courtney Carrelha | Connect Before Content: A Collaborative Routine for Building Relationships | 0.5 |
| Jim O'Hara | Connect Before Content: A Collaborative Routine for Building Relationships | 0.5 |
| Faisal Sheik | Effective Strategies and Solutions in a Collaborative Classroom | 0.5 |

| Staff Member(s) | Workshop Title(s) | Session Qty |
|------------------------|--|--------------------|
| Abigale Jones | Effective Strategies and Solutions in a Collaborative Classroom | 0.5 |
| Caroline Kreuger | Using data to shape reading instruction with reading | 1 |
| Sarah Guzinski | Raising the Rigor with Purpose, Belief, and Heart: How to Challenge, Support, and Believe in Every Learner | 1 |
| Ariana Lee | Creating with Canva | 1 |
| Arianna Lee | Data Tracking for Paras | 0.5 |
| Shawn Daly | Data Tracking for Paras | 0.5 |
| Christiane Lange | Matcha & Mindfulness | 0.5 |
| Katie Scudiere | Matcha & Mindfulness | 0.5 |
| Allison Thornhill | Supporting Paras in various settings | 0.5 |
| Shawn Daly | Supporting Paras in various settings | 0.5 |
| Abigale Jones | Roles & Responsibilities for Paraprofessionals | 1 |

q. Therapy Dog

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves Bright and Beautiful Therapy Dog Organization, and handlers Jaimie Bernstein and her Labrador Retrievers Ethel and Angel, and Gina O'Rourke and her Golden Retriever, Crusader, related to the implementation of therapy dog services at Ramapo Ridge Middle School. Services are to be rendered on 12/23/25, SEL Day, and periodically throughout the remainder of the 2025-2026 school year; at no cost to the district.

r. Submission – Paraprofessionals Statement of Assurance

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the submission of the January 2025–2026, paraprofessional statement of assurance in compliance with the Department of Education requirements.

s. Tutoring

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following teachers to tutor students, before school, after school, and during the lunch/recess period, from January 12, 2026, through May 8, 2026, to be paid their hourly rate.

George Washington

| Teacher | # Hours/Week | # Students (Approximate) | Total Hours |
|----------------------|---------------------|---------------------------------|--------------------|
| Valentina Castaldo | 1 | 3-6 | 16 |
| Emily Doughan | 0.5 | 3-6 | 8 |
| Christine Piotrowski | 1 | 3-6 | 16 |
| Cathy Scarpelli | 1 | 3-6 | 16 |
| Kaelah Steenstra | 1 | 3-6 | 16 |

| | | | |
|-------------|---|-----|----|
| Anna Trojan | 1 | 3-6 | 16 |
|-------------|---|-----|----|

Lenape Meadows

| Teacher | # Hours/Week | # Students (Approximate) | Total Hours |
|-----------------|--------------|-----------------------------|-------------|
| Brianna Finelli | 2 | 2-7 | 32 |
| Jennifer Koby | 1 | 2-7 | 16 |
| Sarah Huster | 1 | 2-7 | 16 |
| Nicole DiVivo | 1 | 2-7 | 16 |
| Kristin Pacelli | 1 | 2-7 | 16 |
| Kate Torchia | 1 | 2-7 | 16 |

Betsy Ross

| Teacher | # Hours/Week | # Students (Approximate) | Total Hours |
|-----------------|--------------|-----------------------------|-------------|
| Angela Nocito | 2.5 | 4- 8 Students | 40 |
| Lauren Sullivan | 2.5 | 4 - 8 Students | 40 |

*

Joyce Kilmer

| Teacher | # Hours/Week | # Students (Approximate) | Total Hours |
|--------------------|--------------|-----------------------------|-------------|
| Laura Wigginton | 2 | 5-8 | 36 |
| Jennifer Talkowski | 2 | 5-8 | 36 |
| Donald Chiossi | 2 | 5-8 | 36 |
| Charles Rapp | 2 | 5-8 | 36 |
| Kathleen Dolan | 2 | 5-8 | 36 |
| Sara Cino | 2 | 5-8 | 36 |
| Katie Altomare | 2 | 5-8 | 36 |
| Kim Lorusso | 2 | 5-8 | 36 |
| Denise Varricchio | 2 | 5-8 | 36 |
| Courtney Dodd | 2 | 5-8 | 36 |
| Michelle Oates | 2 | 5-8 | 36 |
| Christina Yi | 2 | 5-8 | 36 |
| Brittany Bonanno | 2 | 5-8 | 36 |

ROLL CALL VOTE on resolution 18a-18n excluding 18e.

Motion 18a-18n, excluding 18e, carried 8 ayes, 0 nays, with Mr. Galow abstaining from check numbers 122056 and 122273 on 18a, and Mr. Kezmarsky abstaining from check number 122067 on 18a.

ROLL CALL VOTE on resolution 18e.

Motion 18e carried 8 ayes, 0 nays.

ROLL CALL VOTE on resolution 18o-18p.

Motion 18o-18p carried 7 ayes, 1 nays.

19. NEW BUSINESS- PERSONNEL**Resolution 19a-19n were moved by Mr. Coplin and seconded by Mrs. Ting Jansen.**

a. Resignation

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education accepts the resignation of Keely Washburn, leave replacement for Employee #4317; effective February 2, 2026.

b. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Nivedita Majumder, as teacher of chemistry, at Mahwah High School, from February 9, 2026 – June 30, 2026; salary to be Column D, Step 14, \$86,732, pro-rated; pending employment verification.

c. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Debra Smith, as accounts payable 12-month administrative assistant, at Mahwah Public Schools, from January 5, 2026 – June 30, 2026; salary to be Step 7, \$60,075, pro-rated; pending fingerprinting and employment verification.

d. Appointment

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of Kate Dewan Kezmarsky to the position of 11-month administrative assistant to the assistant principal, at Lenape Meadows School; effective January 5, 2026 – June 30, 2026; salary to be Step 6, \$53,171, pro-rated; pending fingerprinting and employment verification.

e. FMLA Leave of Absence - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a leave of absence update for Employee #4238, effective retroactive on December 17, 2025 – January 30, 2026, using 22 sick days and FMLA concurrently, from December 19, 2025 – January 30, 2026.

f. NJFLA/Maternity/Child Care Leave - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves a maternity/childcare leave of absence update for Employee #4833, effective on February 2, 2026 – August 7, 2026, using available sick days on February 2, 2026 – February 27, 2026, NJFLA from March 2, 2026 – May 22, 2026, and available sick days and vacation days, from May 25, 2026 – August 7, 2026.

g. 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 #7869, effective on November 24, 2025 – December 19, 2025, using 18 sick days and FMLA concurrently, from November 24, 2025 – December 19, 2025.

h. 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; December 16, 2025 – December 17, 2025; January 6, 2026; January 13, 2026.

i. NJFLA Intermittent Leave of Absence - Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves an intermittent leave of absence update for Employee #2047, effective during the following dates, using NJFLA and 51 sick days concurrently, on the following dates: September 2, 2025 – September 5, 2025; September 9, 2025; September 15, 2025 – September 19, 2025; September 22, 2025; September 24, 2025 – September 26, 2025; October 6, 2025 – October 10, 2025; October 13, 2025 – October 17, 2025; November 14, 2025 – December 23, 2025.

j. Additional Teaching Period – Internal Coverage Update

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following staff members to teach a sixth period to provide class coverage for Employee #4238; from December 17, 2025 – January 30, 2026, at 1/5th of their salary; pro-rated, per diem, for designated periods; to be paid via submitted voucher:

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

k. Appointment – SAT Course Instructors

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following staff members, to teach English language arts and mathematics courses for SAT exam preparation from January 5, 2026, to March 6, 2026, to run based on student enrollment, for 16 hours for each cycle at 1/5th the staff member's salary, pro-rated as follows per cycle (1/5th salary ÷ 186 days x 16 days); to be paid via a submitted voucher.

| First Name | Last Name | Subject | # of Cycles |
|-------------------|------------------|-----------------------|--------------------|
| Jennifer | Chung | Mathematics | 1 |
| Diana | Burkel | Mathematics | 1 |
| Melissa | Amato | English Language Arts | 2 |

l. Stipend – Tiered Paraprofessionals

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the following stipend for the 2025-2026 school year, to be awarded to instructional paraprofessionals who provide specialized services, as stipulated in the Mahwah Education Association contract; in consultation with building administration and determined by the Child Study Team, upon completion of the school year's assignment, and to be pro-rated, if applicable:

| Employee ID | % of Stipend | Dates |
|--------------------|---------------------|-----------------|
| 5491 | 100% | 9/1/25-6/30/26 |
| 8515 | 100% | 9/1/25-6/30/26 |
| 4203 | 100% | 9/1/25-6/30/26 |
| 5531 | 25% | 9/1/25-6/30/26 |
| 5268 | 25% | 9/1/25-6/30/26 |
| 5508 | 25% | 9/1/25-6/30/26 |
| 5640 | 25% | 9/29/25-6/30/26 |
| 4543 | 100% | 9/1/25-6/30/26 |
| 4367 | 100% | 9/1/25-6/30/26 |
| 1939 | 100% | 9/1/25-6/30/26 |
| 5382 | 100% | 9/1/25-6/30/26 |
| 4797 | 100% | 9/1/25-6/30/26 |
| 5117 | 100% | 9/1/25-6/30/26 |
| 4948 | 100% | 9/1/25-6/30/26 |
| 5583 | 100% | 9/1/25-6/30/26 |
| 5518 | 100% | 9/1/25-6/30/26 |
| 5257 | 50% | 9/1/25-6/30/26 |
| 2260 | 100% | 9/1/25-6/30/26 |
| 9776 | 100% | 9/1/25-6/30/26 |
| 5243 | 100% | 9/1/25-6/30/26 |
| 4398 | 100% | 9/1/25-6/30/26 |
| 7869 | 100% | 9/1/25-6/30/26 |
| 4933 | 100% | 9/1/25-6/30/26 |
| 5513 | 100% | 9/1/25-6/30/26 |
| 5236 | 100% | 9/1/25-6/30/26 |
| 4392 | 100% | 9/1/25-6/30/26 |
| 5393 | 100% | 9/1/25-6/30/26 |
| 9294 | 100% | 9/1/25-6/30/26 |
| 5517 | 100% | 9/1/25-6/30/26 |
| 5502 | 100% | 9/1/25-6/30/26 |
| 4512 | 100% | 9/1/25-6/30/26 |
| 5291 | 100% | 9/1/25-6/30/26 |
| 4134 | 100% | 9/1/25-6/30/26 |
| 5286 | 100% | 9/1/25-6/30/26 |

m. Technical Support

RESOLVED: that, upon the recommendation of the Superintendent of Schools, the Mahwah Board of Education approves the appointment of the following staff members to provide technical support for

Saturday SAT administrations at Mahwah High School during the 2025-2026 school year on an as needed basis; stipend to be \$500 per day, to be paid via a submitted voucher.

| First Name | Last Name |
|-------------------|------------------|
| Fabian | Bonilla |
| Harrison | Fenners |
| Richard | Ferrara |
| Victor | Martinez |

n. Practicum Placement

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

| Student Name | College/University | Supervising Staff Member |
|---------------------|------------------------------|--|
| Mariah Kohlstock | Western Governors University | Jillian Laurice (Teacher of Kindergarten) Michael Henzel (Principal of Betsy Ross School) |
| Annette Koby | Monroe-Woodbury High School | Jennifer Koby (Teacher of Special Education) Paul Wyka (Principal of Lenape Meadows School) |

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ROLL CALL VOTE on resolution 19a-19c.

Motion 19a-19c carried 8 ayes, 0 nays

ROLL CALL VOTE on resolution 19d.

Motion 19d carried 7 ayes, 0 nays with Mr. Kezmarsky abstaining from 19d.

ROLL CALL VOTE on resolution 19e-19n.

Motion 19e-19n carried 8 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. Kezmarsky, to open the meeting to the public.

Motion carried at 7:59 p.m.

Mr. Atheeb Khateeb, representing Mahwah Muslims, addressed the Board to express appreciation for the District's recognition of Eid al-Fitr as a district holiday, noting the Board's commitment to inclusivity and respect for the community's diversity. He respectfully requested that the Board consider adding Eid al-Adha as a district holiday beginning with the 2026–2027 school year, citing the impact on student attendance and participation, as many Muslim students currently miss school to observe the holiday. Mr. Khateeb stated that students have faced challenges balancing academic obligations with religious observance and expressed interest in continued dialogue with the Board regarding the request.

A Mahwah High School student addressed the Board to express appreciation for the District's recognition of Eid al-Fitr and to request consideration of recognizing Eid al-Adha as a district holiday. The student explained that attending school on the day following the holiday creates conflicts with athletic participation and academic responsibilities, resulting in additional stress for Muslim students. He noted that recognizing both holidays would promote equity and inclusion for students across the District.

A Mahwah High School student addressed the Board to express appreciation for the District's recognition of Eid al-Fitr and to request consideration of recognizing Eid al-Adha as a district holiday. The student explained that attending school on the day following the holiday creates conflicts with athletic participation and academic responsibilities, resulting in additional stress for Muslim students. He noted that recognizing both holidays would promote equity and inclusion for students across the District.

Aisha Khan, a fifth-grade student, addressed the Board to share her personal experience regarding religious observance and school activities. She described having to choose between attending a school field trip and observing Eid al-Adha with her family, noting the emotional difficulty of that decision. She respectfully asked the Board to consider recognizing Eid al-Adha as a district holiday to ensure that students do not have to choose between important academic experiences and religious observance.

Board President Dr. Moorthy thanked the student speaker for her comments and dedication in attending the meeting to share her perspective. The matter was then referred to the Superintendent for further consideration.

Superintendent Dr. Michael DeTuro thanked community members for attending and speaking during the public comment portion of the meeting and emphasized the importance of hearing from the community. He reiterated the District's commitment to inclusivity and to recognizing the diverse cultures represented within Mahwah, noting the Board's efforts over several years to thoughtfully include cultural and religious observances in the school calendar.

Dr. DeTuro explained the logistical challenges involved in developing the academic calendar, including the requirement to schedule 180 instructional days within a limited timeframe. While acknowledging the importance of the request, he stated that the District is not able to add an additional holiday at this time.

He emphasized that no student should be placed in a position where they must choose between participating in school activities and observing their religious holidays. Dr. DeTuro committed to educating administrators and staff to ensure greater awareness and sensitivity regarding cultural observances not officially designated as school holidays. He concluded by affirming that the District will continue to review the calendar and seek opportunities to support and honor the diverse backgrounds of its students and families.

Board President Dr. Moorthy provided historical context regarding requests for recognition of additional religious holidays, noting that similar considerations have been raised over many years, including requests

related to Diwali, Eid, and additional observance days for other holidays. She acknowledged the difficulty of balancing inclusivity with the constraints of the academic calendar and expressed appreciation that the District has been able to recognize certain holidays while continuing to respect diverse cultures.

Dr. Moorthy emphasized that religious observances listed by the New Jersey Department of Education qualify as excused absences and that students should not be penalized for missing school due to religious holidays. She noted that students should be provided appropriate accommodations, including additional time to complete missed work.

She thanked the student speakers and community members for sharing their perspectives and stated that the Board values hearing directly from students.

MOTION TO CLOSE MEETING TO THE PUBLIC

Motion by Mr. Kezmarsky and seconded by Mrs. Ting Jansen to close the meeting to the public.

Motion carried at 8:10 p.m.

MOTION TO ADJOURN

Motion by Mr. Dinice and seconded by Mr. Hughes to adjourn the meeting.

Motion carried at 8:10 p.m. The meeting was adjourned.

Respectfully submitted,



Katherine A. Hiromoto
Business Administrator/Board Secretary