

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

December 15, 2025
Board of Education Conference Room
131 Yawpo Avenue, Oakland, NJ
Action to authorize Executive Session
Anticipated Public Session, 8:00 P.M.

MINUTES

1. Call to Order - Roll Call 7:01 PM

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

2. Closed Session 7:02 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 15th day of December, 2025 at 7:02 PM as follows:

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

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

Moved by: Mr. Bogdansky Seconded: Ms. Koulikourdis

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

Closed session was concluded at 8:22 PM, at which time the Board recessed and subsequently reconvened into public session at 8:23 PM.

3. Board President’s Announcement 8:23 PM

The meeting was called to order by the Board President at 8:23 P.M. Ms. Souders thanked everyone for attending the meeting. She announced that the New Jersey Open Public Meetings Law was enacted to ensure the rights of the public to have advance notice of and to attend meetings of public bodies at which

any business affecting their interest is discussed or acted upon. She also announced that in accordance with the provisions of this act, the Interim Business Administrator/Board Secretary caused notice of this meeting to be published by having the date, time, and place thereof posted in accordance with N.J.S.A. 10:4-8(b), and guidance from the New Jersey Department of Community Affairs, Division of Local Government Services. She read a public statement advising the public to be aware that employees of the Ramapo Indian Hills Regional High School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. Ms. Souders further stated that the Board shall not be held liable for comments made by members of the public and, in order to protect the privacy rights of employees in the District, the Board shall not respond to statements made by the public of or about District employees.

4. Roll Call

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

5. Pledge of Allegiance

Ms. Souders led the Pledge of Allegiance.

6. Board President’s Report

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

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

The Board President thanked the Board members for their hard work and gratitude to the outgoing board members. She also wished everyone a joyous holiday season.

7. Superintendent’s Report

Ms. DeMarco reported on key district information and various agenda items

- Eastwick program
- Extracurricular Activities and policy that governs our students and staff in our school
- Various Agenda items
 - Retirements
 - Instructional and non-instructional items
 - Sidebar Agreements with RIHSA & RIHEA
- E-Verify
- Education
- Policy

Ms. DeMarco thanked the students, staff, family members and community members. She also thanked the board for their contributions. She wished all health, happiness, and prosperity for the new year.

8. Business Administrator's Report

Mr. Bouldin reported on the Audit Review and noted that there were no findings this year.

Mr. Bouldin also noted agenda item OP2.

Ms DeMarco congratulated Matt and his team for their achievement.

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - The chair reported the committee met on December 7, 2025 and highlighted the following:

- Thanked all committee attendees for this year
- Visual Arts
- Music
- Bergen County Choir
- Big North Summit
- Athletics
- New Club Proposals
- Accomplishments of 2025
- Student growth

Education & Personnel - The chair reported the committee met on December 2, 2025 and highlighted the following:

- Special Education presentation will remain as a stand alone meeting on 1/21/26 in the IHHS auditorium at 7:00 PM
- Curriculum
 - Surveys
 - Curriculum nights
- E-Verify (P6)
- Year-end Review and Accomplishments
- Thanked the Board and Administration

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

- Long-term facilities plan
- Audit review presentations
- Presentation from Solutions Architecture
- Concession stand discussion- OP3
- Tree planting at Indian hills
- Construction updates
 - Concession Stand
 - RHS Team Room
 - RHS Auditorium HVAC (installation February)
 - IHHS Cafeteria HVAC (End of January)
- Summer projects
- Horse Farm and sewage system
- Health care overview 17-18% projected increase

Negotiations - The chair reported the committee met on December 7, 2025 and highlighted the following:

- Achievements of the 2025 school year
 - Labor contracts
 - RIHEA
 - RIHSA
 - RIHAA
 - Sidebar agreements

Policy - The chair reported the committee met on December 4, 2025 and highlighted the following:

- Second reading of policy and regulation on the agenda
 - P & R 5320
 - P 5620
- Review of key policies approved in 2025

Ad-hoc Board Goals - The chair reported the committee met on December 7, 2025 and highlighted the following:

- Presentation: Board Norms: Establishing the Rules of the Road for Your Board
- Next steps

10. Public Comment 9:38 - 9:41 PM

- A member of the public, Oakland, wished everyone a joyous, safe and family time for the holiday. They also commented on links in the agenda and permissions. They also commented on a police report.

11. Open Board Discussion

- The Board president commented on the board self-evaluation, tentatively planned for review at the January 26th Board meeting.
- A board member commented on a SBA meeting in regard to AI and gratitude and action highlighted in the newsletter.
- A board member commented on the election worker initiative to which Ms. DeMarco noted that the district has been doing this for the last two years
- A board member noted that he had questions in regard to E-verify
 - Board discussion followed

A motion made by Ms. Koulikourdis and seconded by Mr. Bogdansky to table P6. Board comments and discussion followed.

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

Motion did not pass.

12. Action Items

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

- November 17, 2025 Closed & Regular

13. Personnel

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent, the following persons be appointed to fill the position for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment, and adopt motions P1 through P6, as described below:

P1. Move to approve the following:

| |
|------------------------------------|
| <h4>A. RESIGNATIONS/RETIREEES</h4> |
|------------------------------------|

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

***WHEREAS**, Mark Aramburu has dedicated himself to the Ramapo Indian Hills Regional High School District for over 27 years as a Health and Physical Education Teacher as well as various coaching positions, displaying an unselfish commitment to our children; exemplifying the ideals of professionalism and the standard of excellence, and*

***WHEREAS**, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Mark Aramburu has provided our children,*

***NOW, THEREFORE, BE IT RESOLVED THAT** the Ramapo Indian Hills Regional High School District Board of Education does hereby extend its appreciation and gratitude to Mark Aramburu in recognition of his exemplary service to our school district.*

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

***WHEREAS**, Grace Stramiello has dedicated herself to the Ramapo Indian Hills Regional High School District for 25 years as a District Administration Assistant, displaying an unselfish commitment to our children; exemplifying the ideals of professionalism and the standard of excellence, and*

***WHEREAS**, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Grace Stramiello has provided our children,*

***NOW, THEREFORE, BE IT RESOLVED THAT** the Ramapo Indian Hills Regional High School District Board of Education does hereby extend its appreciation and gratitude to Grace Stramiello in recognition of her exemplary service to our school district.*

P2. Move to approve the following:

B. INSTRUCTIONAL

| | Name | Nature of Action | Title | Tenure Track/LOA or LT Replacement | Location | Guide/Step | Salary | Replac ing | Effective Date |
|----|--------------------|------------------------------|--|------------------------------------|----------|------------|-------------------|------------|---|
| a. | Elisa Britnell | Amend | 6th Period Teaching Assignment, Italian 1, CPE, period 3 | | RHS | | Prorated \$13,000 | | From Retroactive 9/4/25-11/26/25 to 9/4/25-12/12/25 |
| b. | Leo Castano | Amend | 6th Period Teaching Assignment, Italian Cinema, period 8 | | RHS | | Prorated \$13,000 | | From Retroactive 9/4/25-11/26/25 to 9/4/25-12/12/25 |
| c. | Employee # 6606 | Approve unpaid leave (CRLOA) | | | | | | | 05/25/26-06/30/26 |
| d. | Danielle Migliacci | Appoint | District Head Teacher, Business | N/A | District | Flat Rate | \$4,056 prorated | | 01/01/26-06/30/26 |
| e. | Patrick Keyzer | Appoint | Substitute | N/A | District | N/A | \$140/Diem | | 2025-26 |
| f. | Leanna Rubinetti | Appoint | Substitute | N/A | District | N/A | \$140/Diem | | 2025-26 |
| g. | Randi Katz | Appoint | Substitute | N/A | District | N/A | \$140/Diem | | 2025-26 |
| h. | Maitriyee Mishra | Appoint | Leave Replacement | | IHHS | MA, Step 5 | \$65,192 Prorated | Emp. #6606 | On or about |

| | Name | Nature of Action | Title | Tenure Track/LOA or LT Replacement | Location | Guide/Step | Salary | Replacing | Effective Date |
|----|-----------------|-------------------------------|----------------------|------------------------------------|----------|------------|--------|--------------------------------|---|
| | | | Teacher, Mathematics | | | | | | 1/5/26 - 6/30/26 With 2 transition days in December 2025 |
| i. | Employee # 6100 | Amend paid leave | | | | | | Utilizing Personal & Sick time | From 12/01/25-01/16/26 to 11/21/25-01/02/26 |
| j. | | Amend Unpaid FMLA (Maternity) | | | | | | | From 01/20/26-04/17/26 to 01/05/26-04/03/26 |

C. NON-INSTRUCTIONAL

| | Name | Nature of Action | Title | Tenure Track/LOA or LT Replacement | Location | Guide/Step | Salary | Replacing | Effective Date |
|----|------------------|------------------|--------------------------------------|------------------------------------|----------|------------|---------|-----------|----------------|
| a. | Sarah Kozrush | Appoint | Paraprofessional Aide/Coach, Fencing | N/A | IHHS | N/A | N/A | | Winter 2025-26 |
| b. | Christy Kicinski | Appoint | Ski Race Monitor | N/A | RHS | Flat Rate | \$3,000 | | Winter 2025-26 |
| c. | Sean | Appoint | Winter | N/A | RHS | Flat Rate | \$4,144 | | Winter |

| | Name | Nature of Action | Title | Tenure Track/LOA or LT Replacement | Location | Guide/ Step | Salary | Replacing | Effective Date |
|----|-----------------|------------------|----------------------|------------------------------------|----------|-------------|--|-----------|--|
| | Maldonato | | Athletic Aide | | | | | | 2025-26 |
| d. | Kimberly Deamer | Amend | Senior Class Advisor | N/A | RHS | Step 4 | From: Prorated \$1,713.30 To: Prorated \$1,998.85 | | From: 9/1/2025 to 11/28/2025 To: 9/1/2025 to 12/15/2025 |
| e. | Laura Astorina | Amend | Senior Class Advisor | N/A | RHS | Step 4 | From: Prorated \$3,997.70 To: Prorated \$3,712.15 | | From: 11/29/2025 to 6/30/2025 To: 12/16/2025 to 6/30/2025 |

P3. Motion to approve the following for emergency backup coordinator for on-site SAT and ACT testing on December 6 and 13, 2025:

| | | | | | | |
|----|------------------|--------------------|-----|-------------|---------|---------------|
| a. | Lauren Damstrom | SAT Administration | N/A | Hourly Rate | \$59.75 | Dec. 6, 2025 |
| b. | Samantha Janizak | ACT Administration | N/A | Hourly Rate | \$59.75 | Dec. 13, 2025 |

P4. Move to approve the Sidebar agreement between the Ramapo Indian Hill Regional High School Board of Education and the Ramapo Indian Hills Supervisors Association, approving the adjustment of the sixth-period assignment compensation rate to \$113.33 per class meeting, effective 12/16/2025 to ensure proportionate compensation under the newly implemented rotating block schedule.

P5. Move to approve the Sidebar agreement between the Ramapo Indian Hill Regional High School Board of Education and the Ramapo Indian Hills Education Association establishing an updated incentive structure for voluntary sixth-period teaching assignments that maintains the existing \$13,000 prorated stipend and adds the removal of the teacher’s duty assignment for the duration of the sixth-period coverage, effective January 5, 2026 through June 30, 2026.

P6. Move to approve the following:

BE IT RESOLVED THAT in addition to completing the Form I-9, the District shall use the E-Verify system to confirm the identity and employment authorization of all newly hired employees, effective July 1, 2026.

14. Education

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E6, as described below:

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

| <u>Location</u> | <u>Group</u> | <u>Date(s)</u> | <u>Cost</u> |
|-----------------------------|---------------------------------|----------------|-------------|
| Interstate Shopping Center | New Horizons | 12/17/25 | \$502.44 |
| Valley Middle School | Teens Needing Teens | 12/11/25 | 0 |
| Ramapo College | Art | 01/15/26 | 0 |
| EMS, FAMS, VMS, Copper Tree | Band Wind Ensemble | 01/15/26 | \$552.44 |
| Cherry Hill HS | Varsity Vocals | 01/24/26 | \$376.22 |
| Ramapo HS | IHHS Band | 02/04/26 | 0 |
| 911 Memorial | World History | 03/25/26 | \$728.65 |
| Sony Hall NYC | Choir | 04/15/26 | \$452.44 |
| FDR Home, Hyde Park NY | AP US History/ UP Int'l Studies | 06/03/26 | \$778.65 |
| Ramapo College | DECA | 01/12/26 | 0 |

E2. Move to approve home instruction for a District student at the approved hourly rate, effective for the 2025-26 School Year, be approved as follows:

| <u>Student No.</u> | <u>School</u> | <u>Grade</u> |
|--------------------|---------------|--------------|
| 429247 | IHHS | 9 |

| | | |
|--------|------|----|
| 427021 | RHS | 11 |
| 427426 | IHHS | 11 |

E3. Move to approve the Agreement between Helfant Mediation and Psychological Services and the Ramapo Indian Hills Regional High School District Board of Education to conduct psychological evaluations at \$350.00 per. Effective for the 2025-26 School Year.

E4. Move to approve, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention and counseling supports imposed during the 2025-26 School Year as a result of HIB Investigation for the following HIB investigation:

| |
|---------|
| RHS 002 |
|---------|

E5. Move to approve the findings of the Title IX investigation RHS 002.

E6. Move to approve the Dual Enrollment Articulation Agreements between Bergen County Community College and Ramapo Indian Hills Regional High School District Board of Education, to offer college-level courses to District students, effective for the 2025-2026 school year.

15. Operations

Motion by Ms. Souders, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion OP1 through OP3 as described below:

OP1. Move to approve the **use of** the Ramapo Indian Hills Regional High School District **facilities** for the date(s) indicated in accordance with the rules and regulations governing said use as follows:

| | | |
|---------------------------|--|---|
| <i>Ramapo High School</i> | | |
| Wyckoff Recreation | | Basketball Games; Gymnasium; March 8, 2026; 12:30 - 5 P.M. |
| Harlem Wizards | | Colonial Road School/ Harlem Wizards Event; Gymnasium; March 29, 2026; 2 - 7 P.M. |
| Franklin Lakes Police | | Athletic Track; May 5 & May 7, 2026; 7 A.M. - 12 A. M. |

| | |
|---------------------------------|---|
| <i>Indian Hills High School</i> | |
| BCCA | Boys County Fencing Tournament; Gymnasium; February 1, 2026; 7 A.M. - 1 P.M. |

OP2. WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (the “Board”) has determined a need to undertake the following Projects: Family & Consumer Life Sciences Room Renovations at Indian Hills High School Family & Consumer Life Sciences Room Renovations at Ramapo High School, (the “Projects”); and

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

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

WHEREAS, the school administration and such other officers and agents of the Board received a proposal for the Projects in the amount of \$209,200 to provide Architectural and Engineering Services; and

WHEREAS, the Board believes that the proposal from Solutions Architecture best meets the needs of the District; and

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

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

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

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

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

OP3. Move to approve the **Cancellation of** use of the Ramapo Indian Hills Regional High School District IHHS Concession Stand, by **Postiano's, effective December 15th, 2025.** Cancellation is for cause.

16. Finance

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

F1. Move to approve the resolution as follows:

BE IT RESOLVED, that the Ramapo Indian Hills Regional High School District Board of Education accepts the 2024-25 Audit, Submission of the ACFR (Annual Comprehensive Financial Report) prepared by the firm of Lerch, Vinci and Bliss, LLC., and approving the Corrective Action Plan, if applicable (none this year), with the following recommendations:

- I. Administrative Practices and Procedures
There are none.
- II. Financial Planning, Accounting and Reporting
There are none.
- III. School Purchasing Program
There are none.
- IV. School Food Services
There are none.
- V. Student Body Activities/Athletics Account
There are none.
- VI. Application for State School Aid
There are none.
- VII. Pupil Transportation
There are none.
- VIII. Miscellaneous
There are none.
- IX. Facilities and Capital Assets
There are none.
- X. Status of Prior Years' Audit Findings/Recommendations
There are none.

- F2. Move that the **Financial Reports** of the Business Administrator and the Report of the Cash Reconciliation for the month of **November 2025**, including a cash report for that period, be approved by the Board and ordered filed.
[Report of the Board Secretary November 2025](#)
[Report of Cash Reconciliation November 2025](#)
[Report of Cash Summary November 2025](#)
- F3. Move that the Committed **Purchase Order Report** for the month of **November 2025**, in the total amount of \$309,313.06 having been audited by the Business Administrator, be approved by the Board.
[Report of Committed Purchase Orders November 2025](#)
- F4. Move to authorize **approval of bills** drawn on the current account for the period **November 1 - 30, 2025**, in the total amount of \$6,542,320.95 for materials received and/or services rendered, including the November 14 and 26, 2025 payrolls, having been audited by the Business Administrator be approved by the Board.
[Report of Summary Check Register November 2025](#)
- F5. Move to approve **transfers** and to authorize the Business Administrator to make additional transfers that would be ratified at the next Board Meeting as necessary to comply with State requirements in accordance with Policy 6422 as per the *Expense Account Adjustment Analysis* for the month of **November 2025**.
[Report of Expense Account Adjustments November 2025](#)
- F6. Move to approve the resolution as follows:
Receipt of Certification from Board Secretary
 Pursuant to *N.J.A.C. 6:23A-16.10(c)4, I*, Matthew Bouldin, certify that as of **November 30 2025, no budgetary line item** account has obligations or payments (contractual orders) which in total **exceeds** the amount appropriated by the District Board of Education pursuant to *N.J.S.A. 18A:22-8* and *N.J.S.A. 18A:22-8.1*.
[Report of DOE Budget November 2025.](#)
- F7. Move that **bills** in the District **Cafeteria Fund** in the total amount of \$310,173.00 having been audited and approved by the Business Administrator/Board Secretary be approved by the Board as follows:

| | | |
|---------------|-------------------------------|--------------|
| Food Services | October 2025 Operations | \$150,988.99 |
| Food Services | October 2025 Student Lunches | \$1,930.50 |
| Food Services | November 2025 Operations | \$155,729.96 |
| Food Services | November 2025 Student Lunches | \$1,524.25 |

- F8. Move to approve the following resolution:

WHEREAS, District employees have submitted requests for reimbursement for **work-related travel** that is directly related to and within the scope of the employee’s current work responsibilities; and

WHEREAS, the Board has previously authorized such work-related travel, and the District’s school business administrator or designee has reviewed the documentation submitted by the employee and found same to be in compliance with the Board’s policy provisions and approval requirements; and

WHEREAS, the travel request listed below specifies for each item of reimbursement the specific promotion of delivery of instruction or furtherance of the efficient operation of the school district, and the amount of each listed reimbursement does not exceed State travel reimbursement guidelines;

NOW, THEREFORE, BE IT RESOLVED, in accordance with the provisions of Board Policy and *N.J.A.C. 6A:23B-1.1 et seq.*, that the Board of Education hereby approves work-related travel reimbursement to its employees as set forth below:




| <u>Req. No.</u> | <u>Employee</u> | <u>Conference</u> | <u>Date</u> | <u>Expenses</u> |
|-----------------|------------------|---|---|-----------------|
| IH26-23 | Edith LaChac | RevolutionNJ, Trenton, NJ | January 28, 2026 & February 11, 2026 | \$168.80 |
| IH26-24 | Amber Reed | High Ropes Certification Course, Roxbury, NJ, Oakland, NJ, & Franklin Lakes, NJ | January 9, 2026 March 16, 2026 March 24, 2026 | \$963.92 |
| R26-09 | Michael Ippolito | High Ropes Certification Course, Roxbury, NJ, Oakland, NJ, & Franklin Lakes, NJ | January 9, 2026 March 16, 2026 March 24, 2026 | \$900.00 |
| R26-10 | Sean Maldonato | High Ropes Certification Course, Roxbury, NJ, Oakland, NJ, & Franklin Lakes, NJ | January 9, 2026 March 16, 2026 March 24, 2026 | \$900.00 |
| D26-14 | Mario Cofini | NJSBGA 2026 Annual | March 22-25, 2026 | \$915.62 |

| | | | | |
|---------|-------------------|--|--------------------|----------|
| | | Conference/Expo, Atlantic City, NJ | | |
| D26-15 | Nancy Blomquist | 2026 Annual New Jersey Women's Leadership Conference, Long Branch, NJ | March 9 - 10, 2026 | \$871.00 |
| R26-11 | Jasmen Mantashian | ASAP 39th Annual Conference: The Power of Voice: Guiding Our Students Through Change, Plainsboro Township, NJ | March 5 - 6, 2025 | \$417.00 |
| R26-12 | Rebecca Cornell | The Association of Student Assistance Professionals of NJ 39th Conference - The Power of Voice: Guiding Our Students Through Change, Plainsboro Township, NJ | March 5 - 6, 2025 | \$410.16 |
| IH26-25 | Yasette Rodriguez | NJTESOL/NJBE Spring Conference - Unlock your Potential: Be Multilingual, New Brunswick, NJ | May 19 - 21, 2026 | \$624.57 |

17. Policy

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

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

| <i>Policy Title</i> | <i>Policy Number</i> |
|--------------------------|---|
| Immunization- Policy |  P 5320 Revised |
| Immunization- Regulation |  R 5320 Revised 120425 |
| Expulsion- Policy |  P 5620 Revised |

Motion to approve all resolutions, contained in agenda sections as follows: Personnel, Education, Finance, Policy, and Minutes as a Consent vote.

Moved by Ms. Souders Seconded by Ms. Mariani

| | Yes | No | Abstain | Absent |
|-----------------------------|-----|-----------|---------|--------|
| Ms. Ansh | X | | | |
| Mr. Bogdansky | X | See Below | | |
| Mr. DeLaite | | | | X |
| Ms. Kiel | X | | | |
| Mr. Kinney | X | See Below | | |
| Ms. Koulikourdis | X | See Below | | |
| Mr. Valenti | X | See Below | | |
| Ms. Mariani, Vice President | X | | | |
| Ms. Souders, President | X | See Below | | |

Bogdansky, No- P6
 Kinney, No- P6
 Koulikourdis, No P6
 Valenti, No- OP2
 Souders, No- OP2

18. Public Comment 10:19- 10:24 PM

- A member of the public, Wyckoff, wished all happy holidays and a great 2026. They also thanked the outgoing board members and commented on their hard work and accomplishments.
- A member of the public, Wyckoff- appreciated the summary of expenditures and savings, prioritizing expenses. They also thanked outgoing board members.

19. Board Comments

- A board member read a statement about outgoing board members and initiatives during their tenure. They also thanked the board president for her leadership.
- A board member commented on public comment, communication, and transparency.
- A board member read a statement about their tenure on the board and accomplishments. They also thanked all as well as the community.
- A board member thanked fellow community members.

20. Anticipated Future Meeting Dates

- Monday January 5, 2026, RIH BOE Conference Room, 131 Yawpo Avenue, Oakland, NJ 07465.

21. Adjournment 10:33 PM

Moved by Ms. Mariani Seconded: Mr. Bogdansky adjourned the meeting at 10:33 P.M.

__ Ms. Ansh __ Ms. Kiel __ Mr. Valenti
 __ Mr. Bogdansky __ Mr. Kinney __ Ms. Mariani, Vice Pres.
 __ Absent __ Mr. DeLaite __ Ms. Koulikourdis __ Ms. Souders, President

Respectfully submitted,

Matthew Bouldin, School Business Administrator/Board Secretary