

RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT
Oakland, New Jersey 07436
Proposed Curriculum Changes Public Hearing/Regular Public Meeting

August 24, 2026
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 7:00 PM

☒ Mr. DeLaite	☒ Mr. Lovelace	☒ Mr. Valenti
☐ Absent Ms. Kiel	☒ Ms. Souders	☒ Mr. Bogdansky, Vice President
☒ Mr. Kinney (remote via zoom)	☒ Ms. Underfer	☒ Ms. Koulikourdis, President

2. Closed Session 7:00 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 24th day of August 2026 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 by Mr. Kinney

☒ Mr. DeLaite	☒ Mr. Lovelace	☒ Mr. Valenti
☐ Absent Ms. Kiel	☒ Ms. Souders	☒ Mr. Bogdansky, Vice President
☒ Mr. Kinney (remote via zoom)	☒ Ms. Underfer	☒ Ms. Koulikourdis, President

Closed session was concluded at 7:27 PM, at which time the Board recessed and subsequently reconvened into public session at 8:00 PM.

3. Board President's Announcement 8:00 PM

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The meeting was called to order by the Board President at 8:00 P.M. Ms. Koulikourdis 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

☒ Mr. DeLaite	☒ Mr. Lovelace	☒ Mr. Valenti
☐ Absent_Ms. Kiel	☒ Ms. Souders	☒ Mr. Bogdansky, Vice President
☒ Mr. Kinney (remote via zoom)	☒ Ms. Underfer	☒ Ms. Koulikourdis, President

5. Pledge of Allegiance

Ms. Koulikourdis led the Pledge of Allegiance.

6. Board President's Report

7. Superintendent's Report

Ms. DeMarco thanked Ms. Koulikourdis as well as all the staff that has been working behind the scenes and highlighted the following:

- District Professional Development Plan
- Superintendent & Board goals
- Enrollment
- Personnel recommendations
- Indian Hills and Ramapo High Schools: Student Safety Data System (SSDS) Data Report
- State required bell to bell cell phone policy and regulation
- Additional policies and agenda items supporting athletics, student health, home instruction, nonpublic school services, professional development, and other necessary programs for a successful opening

Ms. DeMarco introduced Mr. Groh, Director of Curriculum and Instruction who presented the *Proposed Curriculum Changes for the 2026-2027 School Year*,
[Proposed Curriculum Changes site link](#)

8. Business Administrator's Report

Mr. Bouldin reported on the following projects that were worked on during the summer:

- RHS Team room
- RHS auditorium HVAC and IHHS cafeteria HVAC

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- RHS partial roof replacement
- IHHS Delta project expansion
 - Painting
 - Internal bathroom renovations
 - Summer cleaning
- FCS projects
 - FCS projects target completion for September 12th. Contingency plan in place
- Combined HVAC project
 - Supply issues slightly delayed the project

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - The chair reported the committee met on August 12, 2026 and highlighted the following:

- Update from Athletic Directors
 - Hockey co-op
 - Snack stand run by booster clubs
 - Bell to bell cell phone policy
 - Logo
 - Expanded use of faculty portal
 - Next meeting September 1, 2026

Education & Personnel - The committee chair was unavailable to report and Ms. Koulikourdis reported that the committee met on August 11, 2026 and highlighted the following:

- FY IDEA Grant: District received \$417,417 to help cover eligible out-of-district special education tuition costs, pending Board approval.
- Extended School Year (ESY): Successfully completed another summer program supporting academic growth, skill development, related services, and meaningful learning experiences.
- Special Education
- Curriculum & CTE
- Testing & Academic Programs
- Staffing & Administration
- Partnerships & Job Descriptions

Finance & Facilities - Mr. Kinney reported that the committee met on August 10, 2026 and highlighted the following:

- New Horizons center
- Facilities updates
 - Scoreboard
 - Bathroom renovation

Negotiations - The committee has not met and there are no updates at this time.

Policy - The chair reported the committee met on August 13, 2026 and highlighted the policies on the agenda for approval

Ad-hoc Board Goals - The chair reported the committee met on August 13, 2026 and highlighted the following:

- 2025-26 goals
- 2026-27 goals reviewed in May and on the agenda
 - Board discussion in regard to reviewing these goals NJSBA Representative

Motion made by Mr. Kinney, seconded by Mr. Bogdansky to table OP1

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☒ ___ Mr. DeLaite	☒ ___ Mr. Lovelace	☒ ___ Mr. Valenti
☐ ___ Absent_Ms. Kiel	☒ ___ Ms. Souders	☒ ___ Mr. Bogdanskys, Vice President
☒ ___ Mr. Kinney (remote via zoom)	☒ ___ Ms. Underfer	☒ ___ Ms. Koulikourdis, President

10. Public Comment 8:46 PM-8:52 PM

- A member of the public, Oakland, thanked Mr. Bouldin for following up with their questions as well as congratulations to Ms. DeMarco for her new contract and thanked her for her time and considerations for their questions and concerns.
- A member of the public, Oakland commented on policy regarding seclusion and restraint. They also commented on board goals and the curriculum presentation .

11. Open Board Discussion

A board member read a statement about Ms. DeMarco’s leadership and extension of her contract
A board member congratulated Ms. DeMarco and thank her for her time in regard to questions on policy
Ms. DeMarco responded to the board in regard to the regulation on dress code.

12. Action Items

Move to approve the following Meeting Minutes:

- July 13, 2026 Closed & Regular

13. Personnel

Motion by Ms. Koulikourdis, seconded by Mr. Bogdanskys, to approve the following:

P1. BE IT RESOLVED that the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the Board) retroactively extends, as properly noticed, Ms. Shauna DeMarco’s contract (hereinafter referred to as “DeMarco”), as the Superintendent of Schools for the Ramapo Indian Hills Regional High School District effective July 1, 2026 and ending on June 30, 2031.

BE IT FURTHER RESOLVED that this Employment Agreement (linked below) has been submitted to and approved by the Interim Executive County Superintendent, according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18A:7-8(j).

BE IT FURTHER RESOLVED that the Board approves the Employment Agreement with DeMarco for the position of Superintendent of Schools for the foregoing period of appointment, which Employment Agreement is attached to this Resolution and made a part hereof.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Business Administrator/Board Secretary to execute, on behalf of the Board, the Employment Agreement by and between the Board and DeMarco.

 Ramapo Indian Supt Contract 7-1-26-6-30-31.pdf

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Motion by Ms. Koulikourdis, 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 P2 through P11, as described below:

P2. Move to approve the following:

A. RESIGNATIONS/RETIREEES

	Name	Nature of Action	Title	Tenure Track/L OA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Natalie Deming	Resignation	Teacher, World Languages, French		IHHS				08/31/26
b.	Fabio Aras	Resignation	Instructional Aide		IHHS				08/25/26

c. Move to accept **retirement**, with regret, effective November 1, 2026, as follows:

***WHEREAS**, Carrie Fohlinger has dedicated herself to the Ramapo Indian Hills Regional High School District for 16 years as a Confidential Secretary to the Business Administrator/ Board Secretary, 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 Carrie Fohlinger 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 Carrie Fohlinger in recognition of her exemplary service to our school district.*

B. ADMINISTRATION

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Amanda	Change in	Assistant		IHHS	N/A	\$162,500	M. Bushta	08/25/26-

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	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
	Zielenkevicz	Assignment	Principal						06/30/27

C. INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Dominic Mulieri	Change in Assignment	District Supervisor of Health and Physical Education	MA+15	District	MA+15, Step 12	\$76,687	R. Burton	08/25/26-06/30/27
						Supervisor Stipend, Step 1	\$23,564		08/25/26-06/30/27
						Summer Stipend	\$1,558		08/25/26-06/30/27
b.	Maria DiGiacopo	Appoint	Teacher, World Languages, Italian	LT Replacement	RHS	BA, Step 2	\$62,165 Prorated	Employee #6814	09/1/26 to 11/30/26
c.	Edna Webb	Appoint	Teacher, World Languages, French		IHHS	MA+30, Step 16	\$91,199	N. Deming	09/1/26 to 06/30/27
d.	Meredith McCambley	Appoint	6th period assignment-English 11, Resource Room		IHHS		\$13,000		09/1/26 to 06/30/27
e.	Daniel Poalillo	Salary Adjustment	Teacher, Science	From BA+15, Step 19 to MA, Step 19	RHS	From BA+15, Step 19 to MA, Step	\$99,099		09/01/26-06/30/27

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	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
						19			
						Longevity (BA Tier)	\$4,300		09/01/26-06/30/27
						Longevity Step A	\$1,625		09/01/26-06/30/27
f.	Stephen Palombo	Salary Adjustment	Teacher, Mathematics	From BA, Step 5 to BA+15, Step 5	IHHS	From BA, Step 5 to BA+15, Step 5	\$65,475		09/01/26-06/30/27
g.	Melissa Maki	Salary Adjustment	School Counselor	From MA+15, Step 15 to MA+30, Step 15	RHS	From MA+15, Step 15 to MA+30, Step 15	\$86,996		09/01/26-06/30/27
h.	Amber Liebau	Salary Adjustment	Teacher, Special Education	From BA, Step 7 to BA+15, Step 7	IHHS	From BA, Step 7 to BA+15, Step 7	\$68,554		09/01/26-06/30/27
i.	Christina Canonaco	Salary Adjustment	Teacher, Science	From BA+15, Step 8 to MA, Step 8	IHHS	From BA+15, Step 8 to MA, Step 8	\$72,570		09/01/26-06/30/27
j.	Camila Campo	Salary Adjustment	Teacher, World Languages, Spanish	From BA, Step 17 to BA+15, Step 17	IHHS	From BA, Step 17 to BA+15, Step 17	\$85,777		09/01/26-06/30/27
k.	Sean Maldonado	Salary Adjustment	Teacher, Health & Physical Education	From BA, Step 6 to BA+15, Step 6	RHS	From BA, Step 6 to BA+15, Step 6	\$67,070		09/01/26-06/30/27
l.	Heather Manzo	Salary Adjustment	Teacher, English	From MA, Step 20 to MA+15, Step 20	RHS	From MA, Step 20 to MA+15, Step 20	\$105,854		09/01/26-06/30/27
						Longevity (MA tier)	\$5,500		09/01/26-06/30/27

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	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
						Longevity Step B	\$2,400		09/01/26-06/30/27
m.	Emily Biunno	Salary Adjustment	Teacher, Mathematics	From MA to MA+15	RHS	From MA /7 to MA+15/7	\$72,485		09/01/26-06/30/27

D. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
a.	Dianna Smith	Amend	From Sophomore Class Co-Advisor To Sophomore Advisor		IHHS	4	From \$2,138.50 to \$3,056		09/01/26-06/30/27
b.	Edith LaChac	Amend	From Sophomore Class Co-Advisor To Sophomore Asst. Advisor		IHHS	4	From \$2,138.50 to \$1,221		09/01/26-06/30/27
c.	Ashley DiMauro	Appoint	Paraprofessional Aide/Coach Girls' Soccer	N/A	RHS	N/A	N/A		2026-27
d.	Christina Berens	Appoint	Spanish Club Advisor		RHS	4	\$1606		2026-2027
e.	Karen Klingner	Appoint	Head Teacher-Counseling		IHHS		\$2,701		2026-2027

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f.	Melissa Maki	Appoint	Head Teacher-Counseling		RHS		\$2,701		2026-2027
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- P3. Move to approve the following student teachers from Ramapo College to work with our cooperating teachers, at no cost to the district, as they complete their practicum in their respective RIH school 2 days per week during the fall 2026 semester, and 5 days per week during the spring 2027 semester:

Student Teacher	Cooperating Teacher	School Building	Department	Dates
Damien Gnecco	Alyssa Durfee	IHHS	Social Studies	9/1/26 to 6/30/27
Duncan Geoghegan	Angela Diblasio-Funk	IHHS	Social Studies	9/1/26 to 6/30/27
Emma Wilson	Michelle Patrickio	IHHS	English	9/1/26 to 6/30/27
Kaitlyn Richardson	Keri Myones	RHS	English	9/1/26 to 6/30/27

- P4. Move to approve the following revised job descriptions:

Assistant to the Business Administrator/Board Secretary
District Supervisor of Curriculum and Instruction
District Supervisor of School Counseling

- P5. Move to amend summer employment of the following school counselors during the months of July and August 2026 at the contractual daily rate of pay.

Andrew Imperatore	From 4 days to 6 days
Melissa Maki	From 4 days to 6 days
Vincenzina Piccinno	From 4 days to 0 days

- P6. Move to approve summer employment of the following SAC's/Anti-bullying specialist during the months of July and August at the contractual hourly rate of pay.

Andrea Saladino	3 hours
Rebecca Cornell	3 hours
Jasmen Mantashian	3 hours

- P7. Move to approve the following mentor-novice pairings for the 2026-2027 school year:

Novice Teacher	Mentor Teacher	Certification	Mentor Start Date
Madison Mautone (RHS-Social Studies)	Michael Verdon	CEAS, Social Studies	9/1/2026

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Maria DiGiacopo (RHS-Italian Leave Replacement)	Leonardo Castano	Limited CE, Italian (transfer)	9/1/2026 - 11/30/2026
Edna Webb	Cherie McLaughlin	CE, French (transfer)	9/1/2026

- P8. Move to approve, Stephen Janiszak, not to exceed forty (40) hours from July 1, 2026- June 30, 2027 to support the Special Education Department with a confidential records organization and digitization project at the approved \$20.00 hourly rate of pay.
- P9. Move to approve, the summer employment of the Ramapo Indian Hills Regional High School District Child Study Team staff additional hours to conduct CST evaluations, not to exceed 5 hours per evaluation, to be completed during the month of August 2026, at their approved contractual hourly rate of pay (as calculated on the base pay plus longevity, if applicable).

Name	School	Evaluation Type	Hours
Lauren Gallo	Ramapo High School	Educational Evaluations	5

- P10. Move to approve the following CST members for the following hours to conduct IEP meetings during the summer at their approved contractual hourly rate of pay (as calculated on the base pay plus longevity, if applicable):

Name	School	Hours
Lauren Gallo	Ramapo High School	1

- P11. Move to approve the following staff for the School's Threat Assessment Team for the 2026-27 school year as follows:

<u>Name</u>	<u>Position</u>	<u>School</u>
Claudia Dargento	Principal	RHS
Luke Miller	Assistant Principal	RHS
Michael Walty	Assistant Principal	RHS
Jasmen Mantashian	SAC	RHS
Rebecca Cornell	SAC	District
Mike Yasosky	Health & Physical Education Teacher	RHS
Dr. Gregory Vacca	Principal	IHHS
Amanda Zielenkevicz	Assistant Principal (oversees	IHHS

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<u>Name</u>	<u>Position</u>	<u>School</u>
	security team)	
Daniel Guido	Assistant Principal	IHHS
Paul Stetner	SLEO	IHHS
Andrea Saladino	SAC	IHHS
TBD	Health & Physical Education Teacher	IHHS
Charles Wolff	District School Security Coordinator & Liaison to the Police	District

14. Education

Motion by Ms. Koulikourdis, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E21, as described below:

E1. Move to amend, in accordance with Chapter 46, Title 18A, New Jersey Statutes, and that tuition and/or related services be paid for the students listed below to attend the schools indicated and at the tuition costs indicated for the 2025-26 School Year as follows:

<i>Student Number</i>	<i>Placement</i>	<i>Tuition</i>
428495	SAGE Alliance	\$52,799.66 ¹
429117	SAGE Alliance	\$31,879.04 ²
429273	Holmstead School	\$10,641.12 ³

¹ Prorated Tuition for 106 days at \$498.11 per day

² Prorated Tuition for 64 days at \$498.11 per day

³ Prorated Tuition for 28 days at \$380.04 per day

E2. Move to amend, in accordance with Chapter 46, Title 18A, New Jersey Statutes, and that tuition and/or related services be paid for the students listed below to attend the schools indicated and at the tuition costs indicated for the 2026-27 School Year as follows:

<i>Student Number</i>	<i>Placement</i>	<i>Tuition</i>
429273	Holmstead School	\$69,400.80
427104	Paradigm Therapeutic High School	\$86,432.40
427491	Paradigm Therapeutic High School	\$86,432.40

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428016	Paradigm Therapeutic High School	\$95,075.64 ¹
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¹Includes Extended School Year

E3. Move to approve in accordance with Chapter 46, Title 18A, New Jersey Statutes, and that tuition and/or related services be paid for the students listed below to attend the schools indicated and at the tuition costs indicated for the 2026-27 School Year as follows:

<i>Student Number</i>	<i>Placement</i>	<i>Tuition</i>
430517	Shepard Preparatory High School	\$74,571.30 ¹
425558	ECLC of New Jersey	\$103,042.00 ¹
425558	ECLC of New Jersey 1:1 Aide	\$59,000.00 ¹
428477	Paradigm Therapeutic High School	\$86,432.40
430525	SAGE Alliance	\$82,553.31
427357	Eastwick College - Hackensack Campus	\$11,700
427387	Eastwick College - Hackensack Campus	\$11,700
428546	Eastwick College - Hackensack Campus	\$11,700
427385	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
428017	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
428404	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
427456	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
428416	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
427465	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
428153	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
427418	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
428231	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700

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428294	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
427469	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
428364	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700
427540	Ho-Ho-Kus School of Trade & Technical Sciences - Paterson Campus	\$11,700

¹ Includes Extended School Year

E4. Move to approve the following:

BE IT RESOLVED, that the Ramapo Indian Hills Regional High School District Board of Education adopts all current written curriculum guides, courses, textbooks, workbooks, and any other ancillary materials on file with the Superintendent; effective for the 2026-27 school year.

E5. Move to approve the 2026-27 Big North Conference Officials and Game Help Fee Schedule.

[2026-27 Big North Fee Schedule](#)

E6. Move to approve the annual Non Public Aid Entitlement Agreements between Barnstable Academy in Oakland, New Jersey and the Ramapo Indian Hills Regional High School District Board of Education for Nursing Services Aid, Technology Aid and Textbook Aid, for the 2026-27 School Year. District effective

E7. Move to approve the annual Non Public Aid Entitlement Agreements between The New Jersey Japanese School in Oakland New Jersey and the Ramapo Indian Hills Regional High School District Board of Education for Nursing Services Aid, Technology Aid and Textbook Aid, effective for the 2026-27 School Year. High Textbook

E8. Move to approve an Agreement with the Fair Lawn Board of Education for a gymnast **student athlete** to use the Ramapo Indian Hills Regional High School District facilities and equipment to practice, effective Summer through Fall 2026.

E9. Move to approve an Agreement with the Mahwah Board of Education for a gymnast **student athlete** to use the Ramapo Indian Hills Regional High School District facilities and equipment to practice, effective Summer through Fall 2026.

E10. Move to approve the Agreement between Prime Healthcare Services - Saint Clare's, LLC d/b/a Saint Clare's Health and the Ramapo Indian Hills Regional High School District Board of Education for back-to-school evaluations, i.e. Clearance assessments, at \$250 per evaluation for the period July 1, 2026 - June 30, 2027. Board of evaluation for

E11. Move to approve the Agreement between Innovations in Modern Education and the Ramapo Indian Hills Regional High School District Board of Education to provide Home Instruction Services in the amount of \$70.00 per hour. Effective for the 2026-27 School Year. Year.

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E12. Move to approve the Agreement with Catapult Nursing Services in the amount of \$874.00 to provide nursing services/supplies to New Jersey Japanese School as per New Jersey Nonpublic Nursing Entitlement Aid, effective for the 2026-27 School Year.

E13. Move to Approve the 2026-2028 Superintendent Goals, as presented, and authorize the Superintendent to develop and implement aligned action plans, professional learning, monitoring systems, and periodic progress reports.

Goal 1 - Educational Excellence and Elevated Achievement

BE IT RESOLVED that the Ramapo Indian Hills Regional High School District Board of Education approves the goal of advancing educational excellence and student achievement by establishing clear and measurable increases in NJSLA and NJGPA performance; monitoring year-over-year growth in literacy, mathematics, and science; reducing achievement gaps for students with disabilities and other identified student groups; strengthening data-driven and consistent instructional practices across all learning levels; implementing targeted intervention, enrichment, and assessment-readiness supports; and expanding equitable access to advanced coursework and related opportunities.

Goal 2 - Innovative Options and High-Quality Educational Experiences

BE IT RESOLVED that the Board of Education approves the goal of expanding innovative options and high-quality educational experiences by increasing access to rigorous and specialized programming; developing career-aligned pathways, work-based learning opportunities, and Career and Technical Education programs; strengthening partnerships that broaden student opportunities; using participation and performance data to guide program development across both high schools; and incorporating student opportunities that align academic experiences with student interests, engagement, achievement, and postsecondary readiness.

Goal 3 - Fiscal Responsibility and Negotiations

BE IT RESOLVED that the Board of Education approves the goal of ensuring fiscal responsibility and strategic planning by aligning budget decisions and negotiation proceedings with initiatives that produce measurable gains in student outcomes; attracting and retaining high performing staff; prioritizing safe learning environments and the resources necessary for student success; using performance data and program impact-versus-cost analysis to guide resource allocation; maintaining a five- to ten-year internal capital and facilities plan; and exploring appropriate revenue-generating opportunities and cost efficiencies.

Goal 4 - Governance and Communication

BE IT RESOLVED that the Board of Education approves the goal of strengthening transparency, trust, and community understanding by publicly reporting student achievement data, rankings, progress benchmarks, and district performance trends; developing accessible, public-facing data displays and consistent progress-reporting structures; and continuing the strategic use of district

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newsletters, websites, social media, and other communication platforms to make district growth and student success visible to the community.

Goal 5 - Cell Phone Restriction and Generative Artificial Intelligence Policy Implementation

BE IT RESOLVED that the Board of Education approves the goal of successfully recommending, implementing and operationalizing state-mandated Policy 5116 which addresses the use of internet enabled devices in school and Policy 2365, a comprehensive Generative Artificial Intelligence policy to enhance student focus, academic integrity, and responsible technology use; and further authorizes the development and implementation of clear procedures, routines, communication systems, staff training, student guidance, and data-informed monitoring and feedback processes to support consistent implementation across the district.

E14. Move to approve the additional hours for Spring Curriculum Workshops for the 2026-2027 school year as follows:

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hours per Staff Member</u>
Social Studies	Honors UP 21st Century Issues	Participants 2	1.5

E15. Move to authorize the submission of the District's Mentoring Plan Statement of Assurance for the 2026-2027 school year to the Executive County Superintendent.

E16. Move to approve the Professional Development Goals for the 2026-2027 school year as follows:

1. By June 2027, district staff will commit to using data to guide instructional decisions, refine practice, and help to ensure our district's elevation is both real and visible.
2. By June 2027, district staff will successfully implement a bell-to-bell restriction policy on students' personal internet-enabled devices (IEDs) by supporting student focus & engagement strategies that do and do not utilize district approved educational technology platforms on district-issued devices.
3. By June 2027, district staff will build capacity in AI literacy and instructional implementation of Generative AI while creating structured procedures that improve student focus, engagement, academic integrity, and digital citizenship

E17. Move to approve new and revised curriculum for the 2026-2027 school year as follows:

Business	Introduction to Business
	Accounting 1
	Accounting 2
	Honors Social Media Marketing
	Marketing

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	Introduction to Investing Advanced Placement Business with Personal Finance
English	Monsters, Mayhem & Madness CPE Writer's Toolbox CPE Pop Culture Edition CPE Choices & Chances CPE English Seminar CPE Honors Humanities Honors English Seminar Pop Culture Edition CP Choices & Chances CP English Seminar CP
Family & Consumer Science	Intro to Culinary Arts Baking & Cooking Throughout the World Advanced Culinary Arts Cooking for Everyday Living Child Development
Mathematics	Advanced Placement Computer Science A Advanced Placement Calculus AB Advanced Placement Calculus BC Advanced Placement Cybersecurity
Music	Music Theory
Science	Introduction to Forensic Science Forensic Science: The Crime Scene Anatomy & Physiology 1 Anatomy & Physiology 2 Horticulture Biology CP Biology CPE Honors Biology Environmental Science CP Environmental Science CPE
Social Studies	Honors UP 21st Century Issues Economics Sports History Law & Human Rights Psychology Advanced Placement World History
Special Services	English 9 Transitions English 10 Transitions English 11 Transitions English 12 Transitions Integrated Science Transitions Applied Study Skills

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World Language

Advanced Placement Italian Language & Culture
Advanced Placement French Language & Culture
Advanced Placement Spanish Language & Culture

E18. Move to approve the updated RIH Student Calendar 2026-2027 to move the minimum day for students/PM staff development from March 8 to March 15 to align with NJGPA testing.

E19. Move to approve the disposal of the following obsolete District textbooks no longer in use:

Title and Author: Introduction to Business. Brown, Clow

ISBN: 978-0-02-140045-4

Publisher: McGraw Hills Education

Copyright Date: 2016

of Books Marked for Disposal: (IHHS: 29)

of Books Marked for Disposal: (RHS: 60)

Title and Author: Law for Business and Personal Use. John E. Adamson

ISBN: 13:978-0-538-44588-7

Publisher: South-Western (a part of Cengage Learning)

Copyright Date: 2009

of Books Marked for Disposal: (IHHS: 28)

of Books Marked for Disposal: (RHS: 35)

Title and Author: Marketing Essentials. Farese, Kimbrell, Woloszyk

ISBN: 978-0-07-895312-5

Publisher: McGraw Hills Company Inc.

Copyright Date: 2012

of Books Marked for Disposal: (IHHS: 34)

of Books Marked for Disposal: (RHS: 90)

Title and Author: Business and Personal Finance

ISBN: 13:978-0-07-868712-9

Publisher: McGraw Hill Glenco

Copyright Date: 2007

of Books Marked for Disposal: (IHHS: 30)

of Books Marked for Disposal: (RHS: 40)

E20. Move to approve the agreement between Peter Kofitsas, MS, PT, and Ramapo Indian Hills Regional High School District for Professional Development on motivation and leadership for the RIH administrative team on August 25, 2026 as well as three additional professional development sessions to be held during the 2026-2027 school year. Fee for all programs is \$7,500 and this expenditure is eligible to use Title II-A grant funds.

E21. Move to approve, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention and counseling supports

imposed

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during the 2025-26 School Year as a result of HIB Investigation for the investigation(s):

following HIB

IHHS 004

15. Operations

Motion Tabled per vote above

OP1. Move to approve, as recommended by the Board of Education the following Board goals for the 2026-2027 school year:

Goal 1. Student Achievement & Equity Oversight: *Are students improving, and are all groups benefiting?*

Ensure measurable improvement in student achievement and equitable outcomes across all student groups by requiring public reporting of progress toward district performance targets and supporting policies that expand access to advanced coursework and rigorous opportunities

Goal 2. Program Innovation & Future Readiness: *Are programs rigorous, equitable, and aligned to future needs?*

Support the development and sustainability of innovative, rigorous programs aligned to student engagement and post-secondary success by reviewing and approving program expansions aligned to career pathways, dual enrollment, and emerging fields; and aligning policy to encourage innovation while maintaining academic rigor.

Goal 3. Fiscal Responsibility & Strategic Investment: *Are resources being used strategically and sustainably?*

Adopt and oversee a fiscally responsible budget that strategically aligns resources to maximize student outcomes and long-term sustainability by ensuring budget decisions are explicitly tied to district goals and measurable outcomes; monitoring financial performance, cost efficiencies, and return on investment; regularly reviewing the district's long range financial plan to monitor accountability for enrollment, staffing and capital needs; and promoting transparency in all fiscal decisions through clear public reporting

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Goal 4. Governance, Transparency & Community Trust: *Are we governing with clarity, discipline, and trust?*

Strengthen community confidence through transparent governance, clear communication, and accessible reporting of district performance by supporting the administration's use of public-facing dashboards or reports on student achievement, finance, and initiatives to increase community awareness and engagement on current initiatives, and upholding best practices in Board governance, ethics, and decision-making transparency

Goal 5. Policy Leadership: Technology, AI & Student Focus: *Are policies keeping pace with technology and student needs?*

Adopt, monitor, and refine policies governing Internet-enabled devices and Generative Artificial Intelligence to support student focus, responsible use, and academic integrity by formally adopting and periodically reviewing student device and AI policies to ensure continued alignment with statutory mandates (where applicable) while balancing innovation with clear expectations for responsible and ethical use; monitoring implementation data (discipline, academic integrity, classroom impact); and ensuring policies reflect evolving technology, legal guidance, and instructional needs.

16. Finance

Motion by Ms. Koulikourdis, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F10 , as described below:

- F1. Move that the **Financial Reports** of the Business Administrator and the Report of the Cash Reconciliation for the months of **June and July 2026**, including a cash report for that period, be approved by the Board and ordered filed.
[Report of Board Secretary June 2026](#)
[Report of Board Secretary July 2026](#)
[Report of Cash Reconciliation June 2026](#)
[Report of Cash Reconciliation June 2026](#)
[Report of Cash Summary June 2026](#)
[Report of Cash Summary July 2026](#)
- F2. Move that the Committed **Purchase Order Report** for the months of **June 2026**, in the total amount of \$1,418,264.19 having been audited by the Business Administrator, be approved by the Board.
[Report of Committed Purchase Orders June 2026](#)
- F3. Move that the Committed **Purchase Order Report** for the months of **July 2026**, in the total amount of \$61,867,119.36 having been audited by the Business Administrator, be approved by the Board.
 [Report of Committed Purchase Orders July 2026.pdf](#)
- F4. Move to authorize **approval of additional bills** drawn on the current account for the period **June 2026**, in the total amount of \$1,107,423.00 for materials received and/or services rendered having been audited by the Business Administrator be approved by the Board.
[Report of Summary Check Register June 2026](#)

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- F5. Move to authorize **approval of bills** drawn on the current account for the period **July 2026**, in the total amount of \$5,147,407.76 for materials received and/or services rendered, including the July 15 & 31, 2026 payrolls, having been audited by the Business Administrator be approved by the Board.
[Report of Summary Check Register July 2026](#)
- F6. Move to approve **transfers** and to authorize the Business Administrator to make additional transfers that would be ratified at the next Board Meeting as necessary to comply with State requirements in accordance with Policy 6422 as per the
Expense Account Adjustment Analysis for the months of **June and July 2026**.
[Report of Account Adjustment June 2026](#)
[Report of Account Adjustment July 2026](#)
- F7. Move to approve the 10% Transfer Report for the period July 1, 2025 - June 30, 2026.
[Report of 10% Transfers July 1, 2025-June 30, 2026](#)
- F8. 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 **July 31, 2026**,
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 June 2026](#)
[Report of DOE Budget July 2026](#)
- F9. Move that **bills** in the District **Cafeteria Fund** in the total amount of \$165,778.89
having been audited and approved by the Business Administrator/Board Secretary be
approved by the Board as follows:

Food Services	June 2026 Operations	\$156,111.66
Food Services	June 2026 Student Lunches	\$2,203.50
Food Services	July 2026 Operations	\$7,463.73

- F10. 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:

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<u>Req. No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
R27-05	Thomas Jaeger	AP Environmental Science - APSI @ Manhattan University, Online	July 20-25, 2026	\$1,598.00
IH27-04	Melissa Van Kampen	Why it Works, Online	July 17, 2026	\$49.00
IH27-05	Melissa Van Kampen	Ultimate Guide to Photo Editing, Online	July 23-24, 2026	\$59.00
IH27-06	Annie Casamento	NJSSNA 35th Annual School Health Conference, Somerset, NJ	Oct 21, 2026	\$322.94
IH27-07	Jill Fackelman	2026 NJAHPERD Health Education Conference, Lawrence Twp., NJ	Nov 10, 2026	\$27.26
IH27-08	Shelly Storzum	NJSSNA 35th Annual School Health Conference, Somerset, NJ	Oct. 21, 2026	\$368.18

17. Policy

Motion by Ms. Koulikourdis, seconded by Mr. Bogdansky, to accept the recommendation of the Superintendent to approve and adopt motion PO1 through PO3 as described below:

- PO1. Move the Board suspend Bylaw 0131 that requires two readings and adopt Policy and Regulation 5516 with one reading to have the Policy and Regulation in place for September 2026; the action suspending Bylaw 0131 shall only be in effect for the adoption of Policy and Regulation 5516.

<u>Policy Title</u>	<u>Policy Number</u>
Student Use of Internet-enabled Electronic Communication Devices (M)- Policy	 Policy 5516 Student Use of Privately Owned ...
Student Use of Internet-enabled Electronic Communication Devices (M)- Regulation	 R5516 Student Use of Internet-Enabled Electr...

- PO2. Move to approve, the first reading of District Policies/Regulations as follows:

<u>Policy Title</u>	<u>Policy Number</u>
Curriculum (M)	 P 2200 Revised
Curriculum Content- Regulation -ABOLISH	 R 2200 (Abolish)
Guidance Counseling (M)	 Revised Policy 2411 Career Education and Ac...
Guidance and Counseling-Regulation- ABOLISH	 R 2411 (Abolish)

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<u>Policy Title</u>	<u>Policy Number</u>
Use of Physical Restraint and Seclusion Techniques for Students with Disabilities	 P 5561 Revised
Dress Code-Regulation	 Regulation 5511 Student Dress Code

PO3. Move to approve, the second and final reading of District Policies/Regulations as follows:

<u>Policy Title</u>	<u>Policy Number</u>
Notice of Board Meetings	 P 0162 Revised
Legal Notices (New)	 P 0162.01 New
Family Leave	 P 1643 Revised
Additional/Compensatory Special Education and Related Services (Abolished)	 R 2460.30 Abolished
Reimbursement of Federal and Other Grant Expenditures	 P 6112 Revised
Federal Awards/Funds Internal Controls - Allowability of Costs	 Reg 6115.01 New Proposed.doc
Federal Awards/Funds Internal Controls - Mandatory Disclosures	 P 6115.02 Revised.doc
Contracts for Goods or Services Funded by Federal Grants	 P 6311 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. Koulikourdis Seconded by Mr. Bogdansky

	Yes	No	Abstain	Absent
Mr. DeLaite	X			
Ms. Kiel				X
Mr. Kinney	X			
Mr. Lovelace	X			
Ms. Souders	X			
Ms. Underfer	X			
Mr. Valenti	X			

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	Yes	No	Abstain	Absent
Mr. Bogdanský, Vice President	X			
Ms. Koulikourdis, President	X			

18. Public Comment

No Comments

19. Board Comments

No Comments

20. Anticipated Future Meeting Dates

- Monday, September 28, 2026- RIH BOE Conference Room, 131 Yawpo Avenue, Oakland, NJ 07465.

21. Adjournment

Moved by: Mr. Bogdanský; Seconded by: Mr. Kinney adjourned the meeting at 9:02 P.M.

☒ Mr. DeLaite	☒ Mr. Lovelace	☒ Mr. Valenti
☐ Absent Ms. Kiel	☒ Ms. Souders	☒ Mr. Bogdanský, Vice President
☒ Mr. Kinney (remote via zoom)	☒ Ms. Underfer	☒ Ms. Koulikourdis, President