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

November 16, 2026
Board of Education Conference Room
131 Yawpo Avenue, Oakland, NJ
Action to authorize Executive Session
Anticipated Public Session, 8:00 P.M.

REVISED AGENDA

1. Call to Order

_____ Mr. DeLaite	_____ Mr. Lovelace	_____ Mr. Valenti
_____ Ms. Kiel	_____ Ms. Souders	_____ Mr. Bogdansky, Vice President
_____ Mr. Kinney	_____ Ms. Underfer	_____ Ms. Koulikourdis, President

2. Closed Session

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 16th day of November, 2026 at ___ as follows:

The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A.10:4-12b. The general nature of the discussion will involve personnel, student related matters 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 _____ Seconded _____

_____ Mr. DeLaite	_____ Mr. Lovelace	_____ Mr. Valenti
_____ Ms. Kiel	_____ Ms. Souders	_____ Mr. Bogdansky, Vice President
_____ Mr. Kinney	_____ Ms. Underfer	_____ Ms. Koulikourdis, President

3. Board President's Announcement

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. In accordance with the provisions of this act, the business administrator/ board secretary has 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.

In addition, please be aware that employees of the School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. 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
_____ Ms. Kiel	_____ Ms. Souders	_____ Mr. Bogdansky, Vice President
_____ Mr. Kinney	_____ Ms. Underfer	_____ Ms. Koulikourdis, President

5. Pledge of Allegiance

I pledge allegiance to the flag of the United States of America and to the Republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.

6. Board President's Report

Virginia Del Buono- Ramapo High School
Joseph Tafuri De Velcchio- Indian Hills High School

7. Superintendent's Report

- Mr. Darren Groh, Director of Curriculum and Instruction will present the *Program of Studies for the 2027-28 School Year.*

8. Business Administrator's Report

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - Brian DeLaite
Education & Personnel - Melissa Kiel
Finance & Facilities - Tom Bogdansky
Negotiations - John Kinney
Policy - Audrey Souders
Ad- hoc Board Goals - John Kinney

10. Public Comment

Any member of the public wishing to speak must address any comments to the Board President. Please approach the podium and state your name and town and limit your comments to three (3) minutes.

11. Open Board Discussion

12. Action Items

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

- October 12, 2026, Closed & Regular

Moved by _____ Seconded _____

	Yes	No	Abstain	Absent
Mr. DeLaite				
Ms. Kiel				
Mr. Kinney				
Mr. Lovelace				
Ms. Souders				
Ms. Underfer				
Mr. Valenti				
Mr. Bogdansky, Vice President				
Ms. Koulikourdis, President				

13. Personnel

Motion by _____, seconded by _____, 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 P4, as described below:

P1. Move to approve the following:

A. RESIGNATIONS/RETIREES

a. Move to accept **retirement**, with regret, effective November 16, 2026, as follows:

WHEREAS, *Anna Frodella has dedicated herself to the Ramapo Indian Hills Regional High School District for 6 years as a Substitute and 9 years as an Instructional Aide, 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 Anna Frodella 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 Anna Frodella in recognition of her exemplary service to our school district.*

B. INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Maraid Mukaida	Appoint	Daily Substitute	N/A	District	N/A	$140/ Diem	N/A	2026-2027
b.	Ellen Tarlowe	Reappoint	Daily Substitute	N/A	District	N/A	$140/ Diem	N/A	2026-2027
c.	Christina Braid	Appoint	Substitute Nurse	N/A	District	N/A	$275/diem	N/A	2026-2027
d.	John Fazio	Approve	6th Period Assignment- Wood Shop	N/A	IHHS	N/A	$13,000 prorated	N/A	1/29/27 - 6/25/27
e.	Melissa Liebau	Approve	6th Period Assignment- Culinary Arts	N/A	IHHS	N/A	$13,000 prorated	N/A	1/29/27 - 6/25/27
f.	Employee # 6845	Approve	Unpaid NJFLA	N/A	IHHS	N/A	N/A	N/A	04/08/27- 6/25/27
g.	Employee #6347	Approve	Unpaid FMLA	N/A	IHHS/District	N/A	N/A	N/A	1/4/27- 1/15/27
h.	Employee #6180	Amend	Unpaid FMLA	N/A	IHHS	N/A	N/A	N/A	10/7/26- 10/23/26

i.	Employee #7292	Amend	Unpaid FMLA	N/A	RHS	N/A	N/A	N/A	10/6/26-11/9/26
j.	Employee #6176	Approve	Unpaid NJFLA	N/A	RHS	N/A	N/A	N/A	1/4/27-1/29/27
k.	Amber Reed	Salary Adjustment	From BA To MA			From BA/5 To MA/ 5	$67,116		Retroactive 09/01/26-06/30/27

C. NON-INSTRUCTIONAL

	Name	**Nature of Action**	**Title**	**Tenure Track/LOA or LT Replacement**	**Location**	**Guide/ Step**	**Salary**	**Replacing**	**Effective Date**
a.	Kathleen Natalino	Appoint	District Coordinator of Payroll	N/A	District	N/A	$93,000 prorated	K. Spiridakis	On or about 1/18/27-6/30/27
b.	Dr. Ping Guan	Appoint	Assistant Coach, Boys' Fencing	N/A	RHS	Step 1	$4,320		2026-2027
c.	Jennifer Wettje	Appoint	Assistant Coach, Girls (JV) Basketball	N/A	RHS	Step 4	$5,871		2026-2027
d.	Frederick Cavin	Appoint	Ski Racing Monitor	N/A	RHS	N/A	$3,000 flat rate		2026-2027
e.	Daniel Poalillo	Approve	Greenhouse Club Advisor	N/A	RHS	Step 4	$1,606		2026-2027
f.	Michael McAleer	Appoint	Assistant Hockey Coach	N/A	RHS	Step 4	$4,415		2026-2027
g.	Alex Richey	Approve	DECA Advisor	N/A	RHS	Step 4	$2,332		2026-2027

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
h.	Amber Reed	Approve	DECA Advisor	N/A	IHHS	Step 4	$2,332		2026-2027
i.	Darren White	Rescind	Assistant Coach- Girls' Basketball	N/A	IHHS	Step 4	$5,871		2026-2027
j.	Mark Aramburu	Appoint	Assistant Coach- Girls' Basketball	N/A	IHHS	Step 4	$5,871		2026-2027
k.	Lucas Nececkas	Rescind	Assistant Coach, Boys' Fencing	N/A	IHHS	Step 4	$5,871		2026-2027
l.	Maria LaBarbiera	Appoint	Assistant Coach, Boys' Fencing	N/A	IHHS	Step 4	$5,871		2026-2027
m.	Abigail Churchill	Appoint	Assistant Coach, Indoor Track	N/A	IHHS	Step 4	$4,867		2026-2027
n.	Samantha Ferrero	Appoint	Assistant Coach, Indoor Track	N/A	IHHS	Step 4	$4,867		2026-2027
o.	Edna Oga Webb	Appoint	French Club Advisor	N/A	IHHS	Step 4	$1,606		2026-2027
p.	Mark Durando	Appoint	Volunteer Coach, Boys' Basketball	N/A	IHHS	N/A	N/A		2026-2027
q.	Brett Fiore	Appoint	Volunteer Coach, Boy's Basketball	N/A	IHHS	N/A	N/A		2026-2027
r.	Brendan Allen	Appoint	Volunteer Coach, Boys' Basketball	N/A	IHHS	N/A	N/A		2026-2027
s.	Robyn Berger	Appoint	Volunteer Coach, Diving	N/A	IHHS	N/A	N/A		2026-2027
t.	Meghan	Rescind	Freshman	N/A	RHS	Step 1	$1,866		2026-2027

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
	Shaara		Class Co-Advisor						
u.	Ada Braqi	Amend	FROM: Freshman Class Co-Advisor TO: Freshman Class Advisor	N/A	RHS	Step1	FROM: $1,866 TO: $2,680		2026-2027
v.	Madison Mautone	Appoint	Freshman Class Assistant Advisor	N/A	RHS		$1,052		2026-27
w.	Employee #5908	Approve	Paid FMLA (Utilizing Accumulated Sick Time)	N/A	District	N/A	N/A	N/A	09/08/26-12/09/26

P2. Move to approve the following Instructional Aides to accompany students in extracurricular activities, as needed, during the 2026-2027 year, at a rate of $27.58 per hour, not to exceed Forty (40) hours per club, sport, or activity.

Michael Levy	Nina Calvin
Guy Bertola	Brian Macchiarelli

P3. Move to approve the Sidebar agreement between the Ramapo Indian Hill Regional High School Board of Education and the Ramapo Indian Hills Supervisors Association, to approve travel reimbursement under the Sidebar Agreement solely for travel between Ramapo High School and Indian Hills High School performed during the Unit Member's workday. Reimbursement shall exclude travel to the Unit Member's initial work location at the commencement of the workday and travel from the Unit Member's final work location at the end of the workday.

P4. Move to approve the following volunteer clubs:

Volunteer Club	Advisor	Location
Finance Club*	Aaron Kalman	RHS
Spikeball Club*	Yanfei Li-Mcgurrin	RHS

* New Club

14. Education

Motion by _____, seconded by _____, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E7 , as described below:

E1. Move to approve the 2027-2028 Program of Studies.

E2. Move to approve the agreement between Region V, and Ramapo Indian Hills Regional High School District for Professional Development on State Monitoring of Special Services for the RIH Child Study Team on December 10, 2026. The fee for the program is $1,000.

E3. Move to approve home instruction for the following District students at the approved hourly rate, effective for the 2026-27 School Year:

Student No.	*School*	*Grade*
427112	IHHS	12
428159	IHHS	11
428561	IHHS	11
429242	RHS	10
427444	IHHS	12
429870	IHHS	10

E4. 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:

Student Number	*Placement*	*Tuition*
428168	Holmstead School	$77,112.00[1]
428016	Cornerstone Day School	$44,571.97[2]

428016	Cornerstone Day School 1:1 Aide	$30,732.60[3]
426518	Ramsey High School	$44,571.97
426518	Ramsey High School ESY	$3,472.39
428561	Shepard Preparatory High School	$49,014.00[4]

[1] Includes Extended School Year
[2] Prorated for 131 days @ $492.00 per day
[3] Prorated for 131 days @$234.60 per day
[4] Prorated for 140 days @$350.10 per day

E5. 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:

Student Number	*Placement*	*Tuition*
430536, 430519	Ridgewood Public Schools Board of Education	$2,600.00

E6. Move to approve District **student field trips and transportation costs** for the 2026-27 School Year as follows:

Location	*Group*	*Date(s)*	*Cost*
Lincoln School	Marching Band RHS	11/18/26	$1,237.28
Prudential Center	Marching Band IHHS	11/18/26	$803.05
Oakland Public Library	Art Department	11/30/26	0
National Constitution Center / Philadelphia	AP US Government and Politics, Law & Human Rights	12/04/26	$1,760.00
The Funplex	Class of 2027	02/04/27	0
Bergen County Academies	Model United Nations	02/04/27-02/05/27	0
Orlando, FL	Dance Team IHHS	03/03/27-03/08/27	0
Orlando, FL	Dance Team RHS	03/03/27-03/08/27	0

Orlando, FL	Softball Team IHHS	Amend from 03/19- 03/23/27 to 03/18-03/22/27	0
Eastern State Penitentiary, PA	Forensics	11/10/26	Amend From $803.05 To $2,070.00

E7. Move to approve, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention and counseling supports imposed during the 2026-27 School Year as a result of HIB Investigation for the following HIB investigation(s):

IHHS 002	IHHS 003

15. Operations

Motion by _____, seconded by _____, to accept the recommendation of the Superintendent to approve and adopt motion OP1 through OP4 as described below:

OP1. Move to approve the purchase and installation of Alarm Systems at both High Schools, from Open Systems Integrators, LLC., in the amount of $215,628, Coop Bid Pricing as per ESCNJ 23/24-33, bid term extended to 6/30/27. Paid from Capital Reserve funds.

OP2. Move to approve the award of asbestos remediation services at old BOE Office at Ramapo Indian Hills, from TGG Floors, Inc., in the amount of $102,780.50 Coop Bid Pricing as per HCESC Co-op Contract #34HUNCCP, Bid # 215 Effective through 2/2/2027. Paid from Capital Reserve funds.

OP3. That the Board approve the settlement agreement, general release and waiver related to the State of New Jersey Office of Administrative Law DKT. NO. EDU 10869-25.

OP4. 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:

Indian Hills High School	
FLOW Follies	Final Dress Rehearsal / Dressing Rooms; March 4, 2027; 7:00 PM. - 11:00 P.M.
FLOW Follies	Performance / Auditorium; Front Lobby; Stage; March 5, 2027; 4:00 P.M. - 11:15 P.M.

FLOW Follies	Performance / Auditorium; Front Lobby; Stage; March 6, 2027; 4:00 P.M. - 11:15 P.M.
FLOW Follies	Senior Citizen Brunch / Performance / Auditorium; Cafeteria; Center Area; Front Lobby; Stage; March 7, 2027; 8:30 A.M. - 8:00 P.M.
IHHS PAC-Athletic Event	Home Football Game / Concession Stand; September 4, 2026; 5:30 P.M. - 9:30 P.M.
IHHS PAC-Athletic Event	Home Football Game / Concession Stand; September 19, 2026; 1:00 P.M. - 5:00 P.M.
IHHS PAC-Athletic Event	Home Football Game / Concession Stand; October 2, 2026; 5:30 P.M. - 9:30 P.M.
IHHS PAC-Athletic Event	Home Football Game / Concession Stand; October 23, 2026; 5:30 P.M. - 9:30 P.M.

Ramapo High School	
Athletic Event	Relay for Life Spikeball Tournament / Upper Gym (Includes Locker Room); December 9, 2026; 11:00 A.M. - 12:00 P.M.
Athletic Event	Relay for Life Spikeball Tournament / Upper Gym (Includes Locker Room); December 10, 2026; 11:00 A.M. - 12:00 P.M.

16. Finance

Motion by _____, seconded by _____, 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 **October 2026**, including a cash report for that period, be approved by the Board and ordered filed.
Report of Board Secretary October 2026
Report of Cash Reconciliation October 2026
Report of Cash Summary October 2026

F2. Move that the Committed **Purchase Order Report** for the month of **October 2026**, in the total amount of $1,118,678.58, having been audited by the Business Administrator, be approved by the Board.
F2. Report of Committed Purchase Orders October 2026_Redacted.pdf

F3. Move to approve **bills** paid on the current account for the period **October 2026**, including the October 15 & 30 2026 payrolls, in the total amount of $6,708,868.79 for materials received and/or services rendered, having been audited by the Business Administrator.
Report of Check Summary Register October 2026

F4. Move to approve **transfers** and to authorize the Business Administrator to make additional transfers that would be ratified at the next Board Meeting as necessary to comply with State requirements in accordance with Policy 6422 as per the *Expense Account Adjustment Analysis* for the month of **October 2026.**
Report of Expense Account Adjustment October 2026

F5. Move to approve the resolution as follows:
Receipt of Certification from Board Secretary
Pursuant to *N.J.A.C. 6:23A-16.10(c)4,* I, Matthew Bouldin, certify that as of **October 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 October 2026

F6. WHEREAS, at the September 28, 2026, public meeting, the Board authorized a contract with Solutions Architecture, Inc. (OP5) for New Horizon (18-21 year old Special Education Program) Alterations at Ramapo High School; and

WHEREAS, these facilities improvements have been added to the district's Long Range Facilities Plan; and

WHEREAS, the Fiscal Accountability and Budget 6A:23A-14.1, Capital Reserve permits withdrawals from Capital Reserve Accounts;

NOW, THEREFORE, BE IT RESOLVED, that the Business Office record an additional transfer to reduce the Capital Reserve Fund Balance in the additional amount of $124,900 to facilitate asbestos abatement and $20,000 to facilitate sewer ejector pump replacement ahead of construction beyond the $3,000,000 previously appropriated, for the 26-27 budget for a total of $3,144,900 to fund these improvements.

F7. WHEREAS, at this public meeting, the Board authorized a contract with Open Systems Integrators, LLC. (OP1) for Burglar Alarm Installations at Ramapo and Indian Hills High Schools; and

WHEREAS, these facilities improvements have or will be added to the district's Long Range Facilities Plan; and

WHEREAS, the Fiscal Accountability and Budget 6A:23A-14.1, Capital Reserve permits withdrawals from Capital Reserve Accounts;

NOW, THEREFORE, BE IT RESOLVED, that the Business Office record an additional transfer to reduce the Capital Reserve Fund Balance in the additional amount of $215,628 to facilitate installation of burglar alarms, beyond the $3,144,900 previously appropriated, for a total of $3,360,528 to fund these improvements.

F8. Move to approve the Tentative 2027-2028 Budget Development Calendar.

27-28 Budget Calendar.docx

F9. Move that **bills** in the District **Cafeteria Fund** in the total amount of **$352,981.74** having been audited and approved by the Business Administrator/Board Secretary be approved by the Board as follows:

Food Services	September 2026 Operations	$176,478.15
Food Services	September 2026 Student Lunches	$1,322.75
Food Services	October 2026 Operations	$173,331.59
Food Services	October 2026 Student Lunches	$1,849.25

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:

Req No.	*Employee*	*Conference*	*Date*	*Expenses*
IH27-12	Rikki Kagan	AI for Special Education Team; Paramus, NJ	December 17, 2026	$100.00
IH27-13	Kimberly Batti-Valovina	Art and Design Day at Montclair University; Montclair, NJ	November 13, 2026	$28.73
IH27-14	John Russo	RISE (Readiness Initiative for Safety & Education) Program; ,	November 11, 13, 18, & 20, 2026	$270.72

Req No.	*Employee*	*Conference*	*Date*	*Expenses*
		Phillipsburg, NJ		
R27-11	Cynthia Vander Molen	AI: Friend or Foe? Key Considerations on Accuracy, Critical Thinking, Equity, Ethics, Privacy, Security, and Humanity; TMI Education, online	March 16, 2027	$160.00
R27-12	Cynthia Vander Molen	Techspo '27; Atlantic City, NJ	January 29, 2027	$480.36
IH27-10	Paula Bishop	Artificial Intelligence Academy LIVE!; Nashville/Franklin, Tennessee	October 12 - 13, 2026	Amend from $279.00 to $449.00
D27-12	Karen Davidson	Navigating Courageous Leadership: Would You Follow You? PSEL Standards 2, 9, and 10; NJPSA, virtual workshop	December 10, 2026	$170.00
R27-13	Michael Walty	New Jersey Leaders to Leader Mentorship Program; NJPSA, location TBD	December 1, 2026	$1,100.00

17. Policy

Motion by _____, seconded by _____, to accept the recommendation of the Superintendent to approve and adopt motion PO1 as described below:

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

Policy Title	*Policy Number*
Student Discipline Code of Conduct (Policy)	DRAFT Revised Policy 5600 Student Dis…
Student Discipline Code of Conduct (Regulation)	Draft Rev. Regulation 5600 Student Disci…

	Yes	**No**	**Abstain**	**Absent**
Mr. DeLaite				
Ms. Kiel				
Mr. Kinney				
Mr. Lovelace				

	Yes	No	Abstain	Absent
Ms. Souders				
Ms. Underfer				
Mr. Valenti				
Mr. Bogdansky, Vice President				
Ms. Koulikourdis, President				

18. Public Comment

19. Board Comments

20. Anticipated Future Meeting Dates

- Monday, December 14, 2026, RIH BOE Conference Room, 131 Yawpo Avenue, Oakland, NJ 07465.

21. Adjournment

Motion to adjourn the Monday, November 16, 2026, Regular Public Meeting.

Moved by _____Seconded: _____ to adjourn at _____ P.M

_____ Mr. DeLaite _____ Mr. Lovelace _____ Mr. Valenti
_____ Ms. Kiel _____ Ms. Souders _____ Mr. Bogdansky, Vice President
_____ Mr. Kinney _____ Ms. Underfer _____ Ms. Koulikourdis, President