RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT

Oakland, New Jersey 07436

REGULAR PUBLIC MEETING

October 12, 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
_✅ __Ms. Kiel
_✅ __Mr. Kinney
_✅ __Mr. Lovelace
_✅ __ Ms. Souders
_✅ __ Ms. Underfer
_✅ __ Mr. Valenti
_✅ __Mr. Bogdansky, Vice President
_✅ __ Ms. Koulikourdis, President

2. Closed Session 7:00 PM

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District this 12th day of October 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
_✅ __Ms. Kiel
_✅ __Mr. Kinney
_✅ __Mr. Lovelace
_✅ __ Ms. Souders
_✅ __ Ms. Underfer
_✅ __ Mr. Valenti
_✅ __Mr. Bogdansky, Vice President
_✅ __ Ms. Koulikourdis, President

Closed session was concluded at 7:46 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

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
_✅ __Ms. Kiel
_✅ __Mr. Kinney
_✅ __Mr. Lovelace
_✅ __Ms. Souders
_✅ __Ms. Underfer
_✅ __Mr. Valenti
_✅ __Mr. Bogdansky, Vice President
_✅ __Ms. Koulikourdis, President

5. Pledge of Allegiance

Ms. Koulikourdis led the Pledge of Allegiance.

6. Board President's Report

Joseph Tafuri De Velcchio- Indian Hills High School- Mr. Tafuri Del-Vecchio introduced himself and updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, clubs, guidance and student government.

Virginia Del Buono- 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.

The Board President thanked the students and the alternate student government representatives. She also commented on the following:

- Support for all agenda items
- Thanked Mr. Groh for his work in preparing the report and helping the Board better understand student performance and progress
- Thanked Ms. DeMarco for her continued leadership and collaboration
- Thanked her fellow Board members for their time, thoughtful contributions, and commitment to the district and its students

7. Superintendent's Report

Ms. DeMarco thanked Ms. Koulikourdis and welcomed everyone and reported on the following:

- Reported that Mr. Groh will be reporting on NJSLA

- HIB Self-Assessment for SY 2025-26
    - Recognized the SAC's
- Agenda items
    - Dual enrollment
    - Field trips
    - Personnel
    - Threat assessment teams

Ms. DeMarco introduced Mr. Groh, Director of Curriculum and Instruction who reported on the District's performance on the 2026 NJSLA-A and participant rate
Mr. Kaplan reported on the Mathematics scores and data
Ms. Blomquist reported on ELA scores and data
Ms. Manzie reported on Science scores and data

A board member requested for the supervisor to identify deficiencies and asked if there was a Difference between cohort 2024 & 2026

8. Business Administrator's Report

Mr. Bouldin reported on the following:

- Bid for the sprinkler system

9. Board Committee Reports

Athletics, Arts, Extracurriculars & Communications - The chair reported the committee met on October 6, 2026 and highlighted the following:

- New studio
- Artwork refresh
- Art Show
- Music
- Choir
- Athletics & Clubs
- DECA
- Technology & Communication- Faculty Room
- Student photographer
- Next meeting- November 11

Education & Personnel - The chair reported that the committee will meet on October 13, 2026.

Finance & Facilities - The chair reported that the committee will meet on October 29, 2026

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

Policy - The chair reported the committee met on October 8, 2026 and highlighted the following:

- The committee needed more time to review the first reads
- Second reads on the agenda

Ad- hoc Board Goals - The chair reported the committee had no updates at this time

10. Public Comment 9:01 PM

A member of the public, Oakland commented on intervention programs and the online tool to which Ms. DeMarco responded that there are in class programs and tutor.com, office hours, targeted interventions, as well as morning programs for selected students

11. Open Board Discussion

No comments

12. Action Items

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

- September 28, 2026 Closed & Regular

13. Personnel

Motion by Mr. Bogdansky, seconded by Mr. Kinney, 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:

A. INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/Step	Salary	Replacing	Effective Date
a.	Caitlin O'Brien	Reappoint	Daily Substitute	N/A	District	N/A	$140/ Diem		2026-2027
b.	Fadia Abbasi	Reappoint	Daily Substitute	N/A	District	N/A	$140/ Diem	N/A	2026-2027
c.	Laxmi Reddy	Reappoint	Daily Substitute	N/A	District	N/A	$140/ Diem	N/A	2026-2027

d.	Dana Glaser	Appoint	6th Period Assignment- CP ICR Biology Period 3	N/A	RHS	N/A	$13,000 prorated	M. Vogel	10/1/26- 12/23/26
e.	Jenna Calderon	Appoint	6th Period Assignment- CP ICR Biology Period 4	N/A	RHS	N/A	$13,000 prorated	M. Vogel	10/1/26- 12/23/26
f.	Kim Angerson	Appoint	6th Period Assignment- CPE Biology Period 5	N/A	RHS	N/A	$13,000 prorated	M. Vogel	10/1/26- 12/23/26
g.	Marisa Barnes	Appoint	6th Period Assignment- CP ICR Biology Period 6	N/A	RHS	N/A	$13,000 prorated	M. Vogel	10/1/26- 12/23/26
h.	Tereena Elias	Salary Adjustment	School Nurse	From BA to MA	RHS	From BA /19 to MA/19	$99,099		Retroactive 09/01/26- 06/30/27
						Head Teacher	$4,056		09/01/26- 06/30/27
i.	Jongwong Park	Salary Adjustment	Teacher, Mathematics	From BA to MA	RHS	From BA /9 to MA/9	$73,821		Retroactive 09/01/26- 06/30/27
j.	Brittany Hudson	Salary Adjustment	Teacher, Special Education	From MA to MA+15	IHHS	From MA/15 to MA+15/ 15	$84,996		Retroactive 09/01/26- 06/30/27
k.	Mona Alpert	Appoint	Permanent Substitute	N/A	RHS	N/A	$43,500 prorated		10/13/26- 6/30/27
l.	Richard Osenbruck	Change in Assignment	From .85 Security Aide to Permanent Substitute	N/A	IHHS	N/A	$43,500 prorated		10/13/26- 6/30/27

B. NON-INSTRUCTIONAL

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
a.	Hailee Gregory	Amend	National Honor Society Advisor	N/A	RHS	From 1 to 4	From $2,680 to $3,056	M. Ferro	09/01/26-06/30/27
b.	Melissa Ferro	Amend	From National Honor Society Advisor to Assistant Advisor	N/A	RHS	From 1 to 4	From $1,052 to $1,221	H. Gregory	09/01/26-06/30/27
c.	Alec Levine	Appoint	Chemistry I League Advisor	N/A	RHS	Step 1	$2,045	N/A	09/01/26-06/30/27
d.	Caitlin Kruk	Reappoint	Administrative Assistant	Grade II/10 month	RHS	Grade II/2	$53,635	N/A	09/01/26-06/30/27
e.	Connie Cheff	Appoint	Athletic Aide-Winter	N/A	IHHS	Flat	$4,144	N/A	2026-2027
f.	Yuto Nakajima	Appoint	Assistant Coach-Swimming	N/A	RHS	Step 4	$4,515	N/A	2026-2027
g.	Aleksander Nushi	Change in Assignment	From: Custodian/Bus Driver To: Night	N/A	RHS	Step 7	$69,362	J. Carey	10/13/26-6/30/27

	Name	Nature of Action	Title	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
			Custodian/Bus Driver						
						Black Seal Stipend	$750		
						2nd Shift Bonus	$250 prorated		
h.	Ronald Dubiel	Change in Assignment	From: .85 Security Aide To: Custodian/Bus Driver (Tues. - Sat. Shift)	N/A	RHS	Step 9	$73,922 prorated	A. Nushi	10/13/26-06/30/27

P2. Move to approve the employment of temporary staff during the month of September 2026, as follows:

Name	*Department*	*Location*	*Hourly Rate*
Zane Zmigrodski	ITC	District	$20.00

P3. Move to approve the following, from October 13, 2026 to 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, not to exceed forty (40) hours each:

Christa Rauch Jaclyn Fearon

P4. Move to approve the following staff for the School's Threat Assessment Team for the 2026-27 school year as follows:

Name	Position	School
Kerri Myones	English Teacher	IHHS

P5. Move to approve the following volunteer clubs for the 2026-27 school year:

Volunteer Club	**Advisor**	**Location**
Rubik's Cube Club*	Kimberly Deamer	IHHS
Art & Soul Club (Pop Culture	Ada Braqi**	IHHS

* New Club
**New Advisor

P6. Move to approve the following mentor-novice pairings for the 2026-2027 school year:

Novice Teacher	Mentor Teacher	Certification	Mentor Start Date
Daniel Marangi (IHHS-Health & Physical Education)	Richard Ohren	Comprehensive Health & Physical Education	09/29/26

14. Education

Motion by Mr. Bogdansky, seconded by Mr. Kinney, to accept the recommendation of the Superintendent to approve and adopt motions E1 through E9, as described below:

E1. Move to approve the resolution as follows:

WHEREAS a dispute has arisen regarding the special education program for Student No. 428560; and

WHEREAS, Superintendent of Schools, has recommended resolution of this matter pursuant to the terms set forth in a Settlement Agreement; and

WHEREAS the Board finds that resolving this matter pursuant to the terms set forth in the Settlement Agreement is in the best interest of the District.

E2. Move to approve the resolution as follows:

WHEREAS a dispute has arisen regarding the special education program for Student No. 429810; and

WHEREAS, Superintendent of Schools, has recommended resolution of this matter pursuant to the terms set forth in a Settlement Agreement; and

WHEREAS the Board finds that resolving this matter pursuant to the terms set forth in the Settlement Agreement is in the best interest of the District.

E3. Move to approve District **student field trips and transportation costs** for the 2026-27 School Year as follows:

Location	*Group*	*Date(s)*	*Cost*
Busch Campus	Rampage	10/26/26	$0
Bank of America	Women in Business	10/28/26	$0
Bernard B. Jacobs Theater, NYC	Audio Film Editing / IHTC	11/19/26	$0
BCC Fair	New Horizons	11/11/26* Date Amended to 10/23/26	$350.00

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*
427575	ECLC of New Jersey	$84,494.44
428113	Eastwick - Paterson	$10,725.00[1]

[1] Prorated Tuition Start Date 9/30/26, 165 days at $65.00 per day

E5. Move to approve the *Dual Enrollment Articulation Agreement between Centenary University and Ramapo Indian Hills Regional High School District Board of Education*, to offer the college-level course of Social Media Marketing to District students, effective for the 2026-2027 school year.

E6. Move to approve, the Addendum to The Uniform State Memorandum of Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Law Enforcement Officials, 2023 Revisions, effective for the 2026-27 School Year.

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 001

E8. Move to approve the Agreement between Bayada Home Health Care, Inc. and the Ramapo Indian Hills Regional High School District Board of Education to provide Nursing Services for students as needed. Effective for the 2026-27 School Year.

E9. Move to accept, the Reports of School Bus Emergency Evacuation Drills that were conducted in the District during the 2026-27 School Year as follows:

Drills were conducted on October 1, 2026 from 7:30 - 8:15 A.M and 11:00 A.M. in the front of Indian Hills High School and students who are bussed to school participated. Principal Greg Vacca, Facilities Manager Mario Cofini, Facilities Admin Assistant Patty Arbucci, and Charlie Wolff, District Security Coordinator supervised the drills.

Drills were conducted on October 8, 2026 from 7:30 - 8:05 A.M. and 11:15 - 11:45 A.M. at the front circle of Ramapo High School and students who are bussed to school participated. Principal Claudia Dargento, Facilities Manager Mario Cofini, Facilities Admin Assistant Patty Arbucci, and Charlie Wolff, District Security Coordinator supervised the drills.

E10. Move to approve District **student field trips and transportation costs** for the 2026-27 School Year as follows:

Location	*Group*	*Date(s)*	*Cost*
Eastern State Penitentiary, PA	Forensics	11/10/26	$803.05

15. Operations

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

OP1. Move to approve the resolution as follows:

WHEREAS, the Department of Education requires New Jersey School Districts to submit a three-year Comprehensive Maintenance Plan which documents required maintenance activities for each of its public schools' facilities, and

WHEREAS, the required maintenance activities as listed in the document for the school facilities of the Ramapo Indian Hills Regional High School District are consistent with these requirements, and

WHEREAS, all past and planned activities are reasonable to keep school facilities open and safe for use in their original condition and to keep system warranties valid, and

NOW THEREFORE, BE IT RESOLVED, that the Ramapo Indian Hills Board of Education does hereby authorize the school Business Administrator to submit the Comprehensive Maintenance Plan for the Ramapo Indian Hills School District for the 2026-27 School Year in compliance with Department of Education requirements.

OP2. Move to approve the resolution as follows:

WHEREAS, the Board duly advertised a Bid for the project Lawn Sprinkler/Irrigation Upgrades at Indian Hills High School ("The Project"); and

WHEREAS, on October 6, 2026, the Board received three (**3**) bids, which were opened at the public bid opening; and

WHEREAS, the following bid amounts, were received for The Project:

Stonebrook Garden & Landscape Supply	**$112,000**
National Lawn Sprinklers, Inc.	**$ 84,500**
K&D Contractors, LLC	**$199,500**

WHEREAS, the Board has determined National Lawn Sprinklers, Inc. to be the lowest responsive and responsible bidder and wishes to award the contract for The Project to National Lawn Sprinklers, Inc.; and

NOW, THEREFORE, BE IT RESOLVED that, in accordance with N.J.S.A. 18A:18A-1 et. seq., the Public School Contracts Law, the Board hereby awards the bid contract, to be paid out of Maintenance Reserve, for The Project to National Lawn Sprinklers, Inc. in the amount of **$ 84,500**; and

BE IT FURTHER RESOLVED that, the School Business Administrator is hereby authorized to execute such contract and any other documents necessary to effectuate the terms of this Resolution.

OP3. 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	
Oakland Recreation	Girls Junior Volleyball; Gymnasium & Locker Room; September 15 - November 19, 2026 (Weekly Tuesday & Thursday); 7:30 - 8:45 P.M.
Mother's Club of Oakland	Concession Stand; September 27 - November 29, 2026 (Weekly on Sundays); 9A.M. - 12 P.M.
BCCA Soccer Tournament	Athletic Fields; October 31, 2026; 2 - 9 P.M.
FLOW Follies	Auditions & Meet/Greet; Stage; November 7, 2026; 11:30 A.M - 2:30 P.M.
FLOW Follies	Auditorium & Stage; January 4 - 5, and January 7 - March 3, 2027 (Weekly on Monday, Tuesday, Wednesday, Thursday); 7 - 10:30 P.M.
FLOW Follies	Auditorium & Stage; January 9 - February 27, 2027

	(Weekly on Saturday); 8:30 A.M. - 1 P.M.

Ramapo High School	
Ramapo Boosters	Concession Stand; September 10, 18 & October 2, 16, 2026; 5 - 10 P.M.
Franklin Lakes PD	Physical Fitness Assessment; Athletic Field; November 23, 2026; 7 - 9 A.M.
American Cancer Society	Relay for Life; Athletic Field; May 21 & 22, 2027; 8 A.M.(5/21) - 8 A.M (5/22) -Fees Waived

16. Finance

Motion by Mr. Bogdansky, seconded by Mr. Kinney, to accept the recommendation of the Superintendent to approve and adopt motions F1 through F6 , as described below:

F1. Move that the **Financial Reports** of the Business Administrator and the Report of the Cash Reconciliation for the months of **September 2026**, including a cash report for that period, be approved by the Board and ordered filed.
Report of Board Secretary September 2026

F2. Move that the Committed **Purchase Order Report** for the month of **September 2026**, in the total amount of $343,605.78, having been audited by the Business Administrator, be approved by the Board.
Report of Committed Purchase Orders September 2026

F3. Move to approve additional **bills** paid on the current account for the period **September 2026**, including the September 30, 2026 payroll, in the total amount of $1,825,106.08 for materials received and/or services rendered, having been audited by the Business Administrator.
Report of Summary Check Register September 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 **September 2026.**
Report of Expense Account Adjustment September 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 **September 30, 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 September 2026

F6. 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:

Motion to Amend F6 by adding Tom Bogdansky for travel to NJSBA Conference Oct. 20-22nd with expenses not to exceed $445:
M: Othiamba Lovelace
S: John Kinney
Vote: Unanimous

Req No.	*Employee*	*Conference*	*Date*	*Expenses*
R27-07	Rebecca Cornell	Tree of Addiction Conference; Wood-Ridge, NJ	November 12, 2026	$100.98
R27-08	Christy Kicinski	CIA Professional Development Day; Hyde Park, NY	November 3, 2026	$168.00
R27-09	Jasmen Mantashian	Tree of Addiction Conference; Wood-Ridge, NJ	November 12, 2026	$99.24
R27-10	Kim Angerson	AP STEM Roundtable; Morris Knolls High School, Rockaway, NJ	January 29, 2027	$25.05
Amended	Tom Bogdansky	NJSBA Annual Confernce in Atlantic City, NJ	October 20-22, 2026	$445.00

17. Policy

Motion by Mr. Bogdansky, seconded by Mr. Kinney, 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:

Policy Title	*Policy Number*
High School Graduation (M)	P 5460 Revised.docx
High School Diplomas - New (M)	P 5461 New.doc
Equity in School and Classroom Practices (M)	P 2260 - Revised.docx
Use of Physical Restraint and Seclusion Techniques for Students with Disabilities (M)	R 5561 Revised – Redline from Original …

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

Moved by Mr. Bogdansky Seconded by Mr. Kinney

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

Kiel-Abstain Closed & Regular Meeting Minutes 09/28/26
Souders- Abstain Regular Meeting Minutes 09/28/26

18. Public Comment

No Comments

19. Board Comments

No Comments

20. Anticipated Future Meeting Dates

- Monday, November 16, 2026, RIH BOE Conference Room, 131 Yawpo Avenue, Oakland, NJ 07465.

21. Adjournment

Moved by Mr. DeLaite Seconded: Mr. Bogdamsky adjourned the meeting at 9:08 P.M.

_✅ __Mr. DeLaite	_✅ __Mr. Lovelace	_✅ __ Mr. Valenti
_✅ __Ms. Kiel	_✅ __ Ms. Souders	_✅ __Mr. Bogdansky, Vice President
_✅ __Mr. Kinney	_✅ __ Ms. Underfer	_✅ __ Ms. Koulikourdis, President

Respectfully submitted,

Matthew Bouldin, School Business Administrator/Board Secretary