

**RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT
BOARD OF EDUCATION
Oakland, New Jersey**

ACTION/WORK SESSION MINUTES

June 12, 2017

Ramapo High School, Library

Roll Call – Executive Session

Upon roll call at 7 P.M., the Board members responded as follows: Mmes. Becker, Castor (ABSENT), Kilday (ABSENT), Quinlan, and Sciancalepore. Messrs. Becker, Bunting, Butto, and Porro. Mrs. Beverly MacKay, Superintendent of Schools; Mr. Frank C. Ceurvels, Business Administrator/Board Secretary; and Mr. Stephen Fogarty, Board Counsel; were also present.

The meeting was called to order by the Board president at 7 P.M. Mr. Becker announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Mrs. Quinlan and seconded by Mrs. Sciancalepore and unanimously carried to move into Closed Executive Session for the purpose of discussing personnel, litigation, and negotiations. Information from the Closed Executive Session will be made public at the discretion of the Board, as per Board Bylaw 0166, Executive Sessions, or as otherwise authorized by law. The Closed Executive Session was adjourned at 8 P.M.

Roll Call – Action/Work Session

Upon roll call at 8:08 P.M. Board members responded as follows: Mmes. Becker, Castor (ABSENT), Kilday (ABSENT), Quinlan, and Sciancalepore. Messrs. Becker, Bunting, Butto, and Porro. Mrs. Beverly MacKay, Superintendent of Schools; and Mr. Frank Ceurvels, Business Administrator/Board Secretary; and were also present.

The meeting was called to order by the Board president at 8:08 P.M. Mr. Becker announced that adequate notice of the meeting has been posted and published as required by law. He 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. Mr. Becker 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.

BOARD PRESIDENT'S REPORT

Mr. Becker welcomed everyone to the meeting. He stated that the Board of Education will be recognizing the two Board Student Representatives for their year of service on the Board of Education. He thanked both Mr. Mooney and Mr. Finan for their year of service on the Board of Education. He also stated that on behalf of the Board of Education he thanked the 2016-17 retirees for their many years of dedicated service to the District's students. He also congratulated the two Bergen County Teacher Recognition recipients. Certificates of Service were presented to the retirees and Certificates of Achievement were presented to the Bergen County Teacher Recognition recipients.

Mr. Becker also thanked the staff and administrators who responded to the student emergency on Thursday, June 8.

Mr. Becker invited the Student Board Representatives to present their reports as follows: Mr. Mooney thanked the members of the Board for the experience to serve as the RHS Student Board Representative. He also stated: 1) the RHS Fashion Show raised approximately \$12,000; 2) the Earth/Field Day was held for the RHS Student body and was enjoyed by all students; and 3) the RHS Senior Prom was a great event for the students who attended the event. Mr. Finan, IHHS, Student Board Representative, stated: 1) a Frisbee Tournament was held today at IHHS; 2) the Junior Prom was held on May 25 and was a very successful event for the students who attended; 3) the Senior Prom was held on June 1 and was enjoyed by all students who

attended; 4) the IHHS Film Festival is scheduled on June 15; and 5) a Coffeehouse is scheduled on June 19. Mr. Finan thanked the members of the Board for the experience to serve as the IHHS Student Board Representative during the 2016-17 School Year.

The Board presented Certificates of Appreciation to Mr. Mooney and Mr. Finan.

Mr. Becker invited Ms. Gale Fanale, DECA Advisor, to highlight the accomplishments of the IHHS and RHS DECA Clubs during the 2016-17 School Year and to introduce the members. Certificates of Achievement were presented to the members of the IHHS and RHS DECA Clubs.

SUPERINTENDENT'S REPORT

Mrs. MacKay congratulated the 2016-17 retirees and thanked them for their years of service in the District. She stated that she attended the IHHS and RHS Senior Scholarship Ceremonies and announced that over \$200,000 was raised for senior scholarships. She thanked the local organizations and individuals who contributed to the scholarship funds.

Mrs. MacKay also reported that she attended the IHHS and RHS National Honor Society Induction Ceremonies and congratulated the students inducted into the National Honor Society. She also stated that the IHHS and RHS Graduation Ceremonies are scheduled on Thursday, June 22.

BUSINESS ADMINISTRATOR'S REPORT

Mr. Ceurvels reported on District projects as follows: 1) the District has received its insurance renewal rates for general liability and student accident; Board discussion followed regarding the insurance renewal rates; 2) a resolution is on the agenda for approval of the sale of laptop computers and the purchase of new laptop computers; and 3) the District has received the lead testing results; certification will be sent to all stakeholders; 14 sites were identified and 109 samples were taken; all repairs have been made and these sites will be re-tested within the next two weeks.

Mr. Ceurvels will continue to keep the Board members up to date as to the status of these District initiatives.

PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

- A. Moved by QUINLAN Seconded BUNTING to open the meeting to public discussion.

A member of the public addressed the Board regarding his concerns about letters of recommendations for students and bathroom renovations. Mrs. MacKay stated that letters of recommendations for students are being written for students regardless of the status of a successor agreement. Mr. Ceurvels stated that student bathrooms have been upgraded and our custodial staff continues to maintain the safety of the bathrooms.

Mr. Madigan addressed the Board and congratulated all of the 2016-17 retirees and stated that both Mr. Collins and Mrs. Roeser exemplify what it means to make a difference in the lives of District students.

Mrs. Roeser addressed the Board and thanked the Board for the opportunity to have worked for the District for the past 49 years. She stated that the Ramapo Indian Hills Regional High School District has been a wonderful District to work for. She stated that she had served on the opposite side of the Negotiations table from Mr. Madigan and other Board members, but our negotiations have always been respectful. Mrs. Roeser stated that it was her privilege to work in this District, and she will miss the District and all the friendships she has made during her tenure in the District.

- B. Moved by QUINLAN Seconded BECKER to close public discussion of agenda items and to re-enter the Action/Work Session.

ACTION ITEMS - ✓ = Yes

Board Secretary administers Oath to newly-elected Student Board Representatives.

Mr. Ceurvels administered the Oath to Mr. Kevin Forsyth, IHHS, Student Board Representative, and to Mr. Arman Muhtabfar, RHS, Student Board Representative. Mr. Becker welcomed both Student Board Representatives to the Board of Education and stated that he is looking forward to working with them in the 2017-18 School Year.

The following motions were approved by roll call: **P1 – PO2**

Moved by: SCIANCALEPORE Seconded: BUNTING

PERSONNEL

P1. To approve the resolution as follows:

BE IT RESOLVED by the Ramapo Indian Hills Regional High School District (hereinafter referred to as the "Board") that the Settlement Agreement between the Board and the Ramapo Indian Hills Education Association is hereby adopted and approved by the Board.

P2. To approve *The Memorandum of Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Ramapo Indian Hills Administrators' Association* effective for the period July 1, 2016 through June 30, 2019.

P3. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the "Board") and the Ramapo Indian Hills Administrators Association (hereinafter referred to as the "RIHAA") are parties to a Collective Negotiations Agreement for the 2016-17 through the 2018-19 School Years (hereinafter referred to as the "CNA");

WHEREAS, Article 11: Salaries of the CNA provides for the implementation of a performance-based compensation plan which allows for up to an additional 1% salary increase above the administrators' annual salary based on the administrator's meritorious performance in the 2016-17 School Year; and

WHEREAS, the Superintendent of Schools has reviewed each administrator's annual performance evaluation and is recommending the following performance-based increases for the 2016-17 School Year:

1. Joseph Collins, IHHS, Principal - 1% for an additional increase of \$1,700.01, retroactive to July 1, 2016;
2. Travis Smith, RHS, Principal - 1% for an additional increase of \$1,550.00, retroactive to July 1, 2016;
3. Matthew Bushta, IHHS, Asst. Principal - 1% additional increase of \$1,050.80, retroactive to July 1, 2016;
4. Claudia Dargento, RHS, Asst. Principal - 1% additional increase of \$1,332.97, retroactive to July 1, 2016;
5. Daniel Guido, IHHS, Asst. Principal - 1% additional increase of \$1,245.49, retroactive to July 1, 2016;
6. Livio M. Mancino, RHS, Asst. Principal - 1% additional increase of \$1,040.00, retroactive to July 1, 2016.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the aforementioned additional salary increases for the Principals and Assistant Principals based on their meritorious performance in the 2016-17 School Year.

- P4. To confirm the reappointment of District administrators effective for the period July 1, 2016 - June 30, 2017 as per the terms of *The Memorandum of Agreement between the Ramapo Indian Hills Administrators' Association and the Ramapo Indian Hills Regional High School District Board of Education* effective 2016-17 through 2018-19 School Years, as follows:

<u>Name</u>	<u>Position</u>	<u>Base Salary</u>	<u>Merit Bonus</u>	<u>Total Salary</u>
Matthew Bushta	Asst. Principal, IHHS	\$105,080.40	\$1,050.80	\$106,131.20
Joseph Collins	Principal, IHHS	\$170,000.89	\$1,700.01	\$171,700.90
Claudia Dargento	Asst. Principal, RHS	\$133,297.19	\$1,332.97	\$134,630.16
Daniel Guido	Asst. Principal, IHHS	\$124,548.65	\$1,245.49	\$125,794.14
Livio M. Mancino	Asst. Principal, RHS	\$104,000.00	\$1,040.00	\$105,040.00
Travis Smith	Principal, RHS	\$155,000.00	\$1,550.00	\$156,550.00

- P5. To confirm the reappointment of Daniel VanderMolen, RHS, Asst. Principal, \$128,069.70, pro-rated, effective for the period July 1 - August 15, 2016, as per the terms of *The Memorandum of Agreement between the Ramapo Indian Hills Administrators' Association and the Ramapo Indian Hills Regional High School District Board of Education* effective 2016-17 through 2018-19 School Years.

- P6. To confirm the reappointment of District administrators effective for the period July 1, 2017 - June 30, 2018, as per the terms of *The Memorandum of Agreement between the Ramapo Indian Hills Administrators' Association and the Ramapo Indian Hills Regional High School District Board of Education* as follows:

<u>Name</u>	<u>Position</u>	<u>Base Salary</u>
Matthew Bushta	Asst. Principal / IHHS	\$108,253.82
Daniel Guido	Asst. Principal / IHHS	\$128,310.02
Livio M. Mancio	Asst. Principal / RHS	\$107,140.80
Travis Smith	Principal / RHS	\$159,681.00

- P7. To approve the reappointment, as recommended by the Superintendent of Schools, of Claudia Dargento, RHS, Asst. Principal, \$137,322.76, effective for the period July 1, 2017 - June 30, 2018, as per the terms of *The Memorandum of Agreement between the Ramapo Indian Hills Administrators' Association and the Ramapo Indian Hills Regional High School District Board of Education*.

- P8. To approve the reappointment, as recommended by the Superintendent of Schools, of Joseph Collins, IHHS, Principal, \$173,500.00, effective for the period July 1 - 31, 2017, as per the terms of *The Memorandum of Agreement between the Ramapo Indian Hills Administrators' Association and the Ramapo Indian Hills Regional High School District Board of Education*.

- P9. To approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District staff, effective for the period September 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary

guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Subject</u>	<u>School</u>
Richard Albanese	Science	RHS
Annmarie Anderson	Science	IHHS
Kim Angerson	Science	RHS
Staci Anson	Social Studies	RHS
Mark Aramburu	Physical Education/Health	IHHS
Lee Barber	Mathematics	RHS
Marisa Barnes	Science	RHS
Pierre Barreau	World Languages	District
Thomas Basili	English	RHS
Karli Basilicato	Health	RHS
Kimberly Batti	Art	IHHS
Peter Bedell	Applied Technology	District
Kenneth Bellottie	Mathematics	IHHS
Joanne Braun	Science	IHHS
Elisa Britnell	World Languages	District
Lauren Buchalski	Science	IHHS
Diane Caltagirone	Art	IHHS
Hanna Cantwell	Mathematics	IHHS
Leonardo Castano	World Languages	RHS
Elizabeth Cericola	Business	IHHS
Priscilla Cintron-Bashian	World Languages	IHHS
Luz Ciprian	World Languages	RHS
Michele Clancy	Special Education	IHHS
Marc Conley	Special Education	IHHS
Christopher Cornetto	Science	IHHS
Teresita Crane	Social Studies	RHS
Robin Crossley	Family & Consumer Science	RHS
Lauren Damstrom	Math	IHHS
Karen Davidson	English	IHHS
Jennifer Dinan	Mathematics	IHHS
James Drobinske	Applied Technology	RHS
Alyssa Mackenzie Durfee	.6 Social Studies	IHHS
Heidi Enslin-Velez	Science	RHS

Ornella Eustice	English	RHS
Jill Fackelman	Physical Education/Health	IHHS
Gale Fanale	Business	IHHS
John Fazio	Applied Technology	IHHS
Dan Ferat	English	IHHS
Melissa Ferro	Educational Media Specialist	RHS
Mark Friedman	Music	IHHS
Angela Funk	Social Studies	IHHS
John Gaccione	Mathematics	RHS
Katherine Gaspar	Family & Consumer Science	RHS
Drew Gibbs	Physical Education	RHS
Lauren Gibson	Art	RHS
Jutta Gonzalez	Science	IHHS
Sandra Gordon	Physical Education/Health	RHS
Michelle Gramazio	Special Education	IHHS
Debora Greene	Business	IHHS
Nicholas Guttuso	Physical Education/Health	RHS
James Hague	Physical Education/Health	RHS
Julie Haledjian	Physical Education/Health	IHHS
Donna Harvey	Business	RHS
Carly Hausch	Mathematics	IHHS
Susan Heerema	Music	District
Ronald Heusser	Social Studies	IHHS
George Hill	Physical Education/Health	IHHS
Kevin Hogan	Special Education	IHHS
Gregory Hudak	Science	RHS
Helen Hughes	Family & Consumer Science	IHHS
Scott Jackson	Social Studies	RHS
Mark Jacobus	Mathematics	IHHS
Thomas Jaeger	Science	RHS
Kathleen Jerzewski	Science	IHHS
Elizabeth Johnson	Social Studies	IHHS
Christopher Jolin	Science	IHHS
Peter Kanefke	Science	RHS
Christine Kelly	Special Education	IHHS

Josephine Kelly	World Languages	RHS
Thomas Kersting	Student Assistance Counselor	IHHS
Daniel Keyser	English	IHHS
Kate Killby	School Psychologist	IHHS
Karen Klingner	Guidance	IHHS
Matthew Kohlbrenner	Student Assistance Counselor	RHS
Christine Koons	Physical Education/Health	IHHS
Laurie Kusma	World Languages	District
Maria LaBarbiera	Special Education	IHHS
Daniel Laner	Social Studies	IHHS
Karen Lereah	Resource Room	IHHS
Lauren Lewandowski	Social Studies	IHHS
Kimberly LoBello	Psychology	RHS
Susan Loccke	English	RHS
Allison Lombardi	Math	RHS
Shannon Luke	Social Studies	IHHS
Danielle Maglietta	Mathematics	IHHS
Corrin Manzo	English	RHS
Heather Manzo	English	RHS
William Manzo	English	RHS
Debra Martin	Family & Consumer Science	IHHS
Jill Matcovich	Special Education	RHS
Danielle McCartan	World Languages	RHS
Courtney McDonough	Science	IHHS
Sarah McGowan	Mathematics	IHHS
Cherie McLaughlin	World Languages	IHHS
Michael Michels	Science	IHHS
Danielle Migliacci	Business	RHS
Keri Myones	English	RHS
Michael Nangle	Social Studies	RHS
Vincent Nguyen	Science	RHS
Meredith Noah	Social Studies	RHS
Matthew Occhipinti	Special Education	RHS
Richard Ohren	Physical Education/Health	IHHS

Hugo Ospina	World Languages	RHS
Pamela Pappas	Mathematics	RHS
Michelle Patrickio	English	IHHS
Dianna Peller	English	IHHS
Ronald Petherbridge	Science	IHHS
Diane Pevny	Physical Education/Health	IHHS
Daniel Poalillo	Science	IHHS
Sean Quirk	Art	RHS
Angela Rodriguez	World Languages	RHS
David Russell	Science	RHS
Thomas Russo	Physical Education/Health	IHHS
Cynthia St. Clair	English	IHHS
Jonathan Samarro	English	RHS
Jacqueline Sarracco	Instructional Music	RHS
Deborah Scanlon	Special Education	IHHS
John Schilstra	Applied Technology	District
Kaitlin Schutte	Special Education	RHS
Deborah Schwarz	English	RHS
Eileen Shemon	Physical Education/ Health	RHS
Jennifer Sherry	Guidance	IHHS
Ariel Shortino	Math	RHS
Pamela Sibilia	Social Studies	RHS
Kimberly Sikora	School Nurse	RHS
Diana Silva	Guidance	IHHS
Laurie Sisto	World Languages	IHHS
Nicoletta Slovinski	Mathematics	RHS
Joseph Spafford	Social Studies	RHS
Jamie Sporn	English	District
Margaret Stanczak	English	IHHS
Kathleen Mallon Steier	English	RHS
Leslie Stephen	Physical Education/Health	RHS
Annette Sudol	LDT-C	IHHS
Karen Szura	Physical Education/Health	RHS
Stephen Tallis	World Languages	IHHS
Ellen Tarlowe	School Psychologist	IHHS

Alexandra Tomaselli	Mathematics	RHS
Ivy Urdang	Social Studies	IHHS
Linea Van Dyke	Mathematics	District
David Van Hook	Physical Education/Health	RHS
Cynthia VanderMolen	Social Studies	RHS
Reina Viruet	World Languages	IHHS
Michael Walty	Guidance	RHS
Patricia Wehran	World Languages	IHHS
Kathleen Whaley	English	RHS
Robert Wilson	Science	District
Thomas Witterschein	Social Studies	RHS
Allison Wittlinger	Special Education	IHHS
Michael Yasosky	Physical Education/Health	RHS
Elba Zakrzewski	Guidance	IHHS
Courtney Zizzo	Special Education	RHS

P10. To approve, as recommended by the Superintendent of Schools, the request for an unpaid Family Leave of Absence for Jill Matcovich, RHS, Special Education, utilizing The Family and Medical Leave Act (FMLA) effective for the period September 4 - October 27, 2017.

P11. To amend the request for an unpaid Family Leave of Absence, utilizing The Family and Medical Leave Act (FMLA) and The New Jersey Family Leave Act, concurrently, for Denise Holding, IHHS, Science, effective for the period March 27 - June 23, 2017 and an unpaid leave of absence effective for the period June 24 - 30, 2017.

P12. To amend the sixth period teaching assignments for District staff at the contractual stipend of \$9,530, pro-rated, as follows:

<u>Staff Member</u>	<u>Assignment</u>
Adnan Brkovic, IHHS, Science	Period 1 A & B, effective for the period March 27 - June 22, 2017
Thomas Gemborys, IHHS, Science	Period 4 A & B, effective for the period March 27 - June 22, 2017
Christopher Jolin, IHHS, Science	Period 5 A & B, effective for the period March 27 - June 22, 2017

P13. To amend the change in assignment for Angela Manzi, IHHS, Science & UP Subject Supervisor, to include an additional teaching section, (Period 7 A&B) effective for the period March 27 – June 22, 2017, at the contractual rate of \$45/teaching section, as per Article VII, C, of the *Agreement between the Ramapo Indian Hills Supervisors’ Association and the Ramapo Indian Hills Regional High School District Board of Education*.

P14. To approve, as recommended by the Superintendent of Schools, the change in assignment for Nadia Bianco, from .6 Psychology, IHHS, to full time Psychology, District, effective for the 2017-18 School Year. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide

has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

P15. To approve, as recommended by the Superintendent of Schools, the change in assignment for Hailee Gregory, RHS, from .6 Social Studies, to full time Social Studies, effective for the period September 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

P16. To approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District Supplemental Teachers, effective for the period September 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>School</u>
Susan Sautner	IHHS
Janice Sheinberg	IHHS
Rosemarie Sturm	IHHS

P17. To approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District subject supervisors effective for the period September 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Department</u>	<u>School</u>
Linda Bergrin	Special Education	IHHS
Keely Leggour	Social Studies & UP	IHHS
Angela Manzi	Science & UP	IHHS
Erika McGavin	World Languages & Family & Consumer Science	IHHS
Kathleen Robinson	Guidance	IHHS

<u>Name</u>	<u>Department</u>	<u>School</u>
Nancy Blomquist	English & Media Center	RHS
Denise Colaneri	Special Education	RHS
Joseph DelBuono	Social Studies & Music	RHS
Michael Kaplan	Business & Math	RHS
Michele Hill Thomas	World Languages & Family & Consumer Science	RHS

<u>Name</u>	<u>Department</u>	<u>School</u>
Richard Burton	Physical Education/	District

Health & Art

P18. To approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District Directors of Athletics and Student Activities effective for the period July 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Building</u>
Ronald Anello	RHS
Lorenzo Baratta	IHHS

P19. To approve the appointment of District head teachers for the 2017-18 School Year, effective for the period September 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Department</u>
Lauren Gibson	Art
Debra Martin	Family & Consumer Science
James Drobinske	Industrial Technology
Jacqueline Sarracco	Music

P20. To approve the appointment of Building head teachers for the 2017-18 School Year, effective for the period September 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Department/Building</u>
Leslie Stephen	Physical Education/Health, RHS
Diane Pevny	Physical Education/Health, IHHS

P21. To approve the appointment of the following individuals listed below as substitute replacement teachers for the 2016-17 School Year; and move to approve applicants' attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., or N.J.S.A. 18A:6-4.13 et seq.*, as applicable:

- Jenna Calderon/District
- Robert Dank/District
- David Heitman/District
- Matthew Salisbury/District
- Suzanne Finan/District

P22. To confirm the reappointment of Nicholas Amaral, District Staff Development Coordinator, non-tenured, effective for the period July 1, 2017 - June 30, 2018, at an annual salary of \$92,250.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board president to execute, on behalf of the Board, the Employment Agreement by and between the Board and the foregoing employee.

P23. To approve the resolution as follows:

BE IT RESOLVED that the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the “Board”) hereby approves the reappointment of the following individuals to the designated positions for the period beginning on July 1, 2017 and ending on June 30, 2018:

Brian Belthoff	District Information Systems Analyst	\$80,530
Jeff Boltzer	Building Foreman	\$74,693
Julie Browne	Executive Assistant to the Superintendent	\$122,225
John Chang	Director of Technology	\$120,000
James Dunbar	Coordinator of Instructional Technology	\$78,797
Carrie Fohlinger	Confidential Secretary to the Business Administrator/Board Secretary	\$77,308
Lisa Hogan	Coordinator of Staffing	\$72,424
Peter Keaney	Coordinator of Facilities & Operations	\$114,799
Michael Marano	District Director of Student Personnel Services	\$157,020
Nancy Marshall	Coordinator of Payroll Services	\$72,424
Adam Nemeth	Coordinator of Multimedia Technologies	\$76,032
Bernice Parella	Asst. Business Administrator	\$106,438
Ronald Rhodes	District Bus Driver ¹	\$32,800
Madeline Smith	Coordinator of Benefits	\$77,862
Daniel Sutherland	District Director of Curriculum, Instruction, & Articulation	\$163,961
Tony Vukicevic	District Transportation Supervisor	\$63,038
Charles Wolff	District Security Coordinator	\$94,556

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board president to execute, on behalf of the Board, the Employment Agreements by and between the Board and the foregoing employees.

¹Ten-month Employee/on call during the months of July and August 2017

P24. To approve the reappointment, as recommended by the Superintendent of Schools, of District ten- and twelve-month, tenured administrative assistants, full-time, effective for the 2017-18 School Year. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Grade</u>
Rosemarie Ambrose	Grade III
Judy Bagar	Grade II

Karen Bailey	Grade IV
Lisa Blackowski	Grade IV
Karen Chamberlin	Grade III
Cathryn Foschino	Grade IV
Barbara Gaveglio	Grade III
Gina Huerta-Caro	Grade II
Cheryl Kakascik	Grade II
Daniella Kesting	Grade III
Maureen Lambrix	Grade IV
Patricia Long	Grade II
Jeanette Lynch	Grade III
Heather Michels	Grade II
Jennifer Mola	Grade III
Denise Pellegrino	Grade II
Kristen Peterson	Grade II
Cathy Pezzuti	Grade III
Lisa Sakellariadis	Grade II
Sandra Sedlock	Grade II
Grace Stramiello	Grade II
Jill Sweeney	Grade IV
Diane Winters	Grade II

P25. To approve the reappointment, as recommended by the Superintendent of Schools, of District, ten-month, non-tenured administrative assistants, effective for the 2017-18 School Year. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Grade</u>
Teona Hargadon	Grade II
Robin Kazmierczak (.71)	Grade II
Virginia Labinski (.71)	Grade II

P26. To approve the reappointment, as recommended by the Superintendent of Schools, of District technology support specialists, effective for the period July 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Building</u>
David Conca	IHHS

Joel Reid	RHS
Samuel Salvi	IHHS
Matthew Zmigrodski	RHS

P27. To approve the reappointment, as recommended by the Superintendent of Schools, of Matt Zmigrodski, RHS, Head Technician, effective for the period July 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

P28. To approve the reappointment, as recommended by the Superintendent of Schools, of District custodial and maintenance personnel, twelve-month, tenured and non-tenured, effective for the period July 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

- Greg Aug¹
- Mark Aug
- Caesar Baldi
- Paul Cusack
- Kenneth Doka
- Brian Ernst
- Gary Galek
- Anthony Gesimondo
- Hank Gregory
- Kirby Hummel
- Thomas Kindergan
- Stephen Lascari
- James McBride

P29. To approve the reappointment, as recommended by the Superintendent of Schools, of Instructional Aides, effective for the period September 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Building</u>
Bettina Curtiss	IHHS
Heather Johnson	IHHS
Donna Luberger	IHHS
Anthony Mainiero (.79)	IHHS
Tiffany Mendez ¹	IHHS
Kathryn Munley	IHHS
Laurie Restieri (.79)	IHHS

Deborah Rioux-Van Dine	IHHS
Brian Rochford (.79)	IHHS
Joseph Sabella	IHHS
Jordana Tarlowe (.79)	IHHS
Vanessa Valdes (.79)	IHHS
Scott Dempster	RHS
Brian Gibbs	RHS
Laurie Lydecker	RHS
Marie Saulpaugh (.38)	RHS
Susan Sia	RHS
Raymond Soff	RHS

Position to be funded 100% through Title 1 Funds

P30. To approve the reappointment, as recommended by the Superintendent of Schools, of full- and part-time, ten-month Security Aides, effective for the period September 1, 2017 - June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Building</u>
George Briogliadora (.85)	IHHS
Connie Cheff (.85)	IHHS
Barbara Dirk (.43)	IHHS
Robert Jasinski (.85)	IHHS
Emanuel LaTerra	IHHS
Walter Meyers	IHHS
Kevin Mosca (.57)	IHHS
William Mulcahy (.85)	IHHS
Salvatore DeSena (.85)	RHS
Paul Dispoto (.85)	RHS
Ronald Dubiel (.57)	RHS
Corinne Jasinski (.85)	RHS
Karen Leenstra (.85)	RHS
Brian Mosca (.85)	RHS
Robert Smith (.85)	RHS

P31. To approve the appointment, as recommended by the Superintendent of Schools, of on-call, substitute custodians at an hourly contracted rate of \$17.85, no benefit coverage, with a schedule limited to less than 30 hours per week as assigned by District administration, for the period July 1, 2017 - June 30, 2018, as follows:

<u>Name</u>	<u>Building</u>
John Carey	District
Patrick Regan	District
John P. Williams	District

P32. To approve the appointment, as recommended by the Superintendent of Schools, of District substitute bus drivers, effective for the period September 1, 2017 - June 30, 2018, for a maximum of 35 hours per week, and further move to approve the summer, temporary employment for the period July 1 - August 31, 2017, as follows:

<u>Name</u>	<u>Hourly Rate</u>
Vincent Degennaro	\$21.70
Guvan Nuralis	21.70
David Hutsebaut	21.70
Laurie Lydecker	21.70
Kim Marchese	21.70
Diane Maskley	21.70
Katherine Van Dyke	21.70
David Van Hook	21.70
Dennis Villarie	21.70
John Yolman	21.70
Virginia Zimmer	21.70

P33. To approve the temporary summer employment of ITC staff for the months of July and August 2017, for a maximum of 35 hours/week, as follows:

<u>Name</u>	<u>Building</u>	<u>Effective Date</u>	<u>Hourly Rate</u>
Colby Hillman	IHHS	6/14/17 - 9/15/17	\$10.00
Aaron Samson	IHHS	6/14/17 - 9/15/17	\$10.00
John Brefach	RHS	6/14/17 - 9/15/17	\$10.00
Sean Costigan	RHS	6/14/17 - 9/15/17	\$9.00
Patrick Zielinski	RHS	6/14/17 - 9/15/17	\$9.00

P34. To approve the employment of temporary summer clerical staff during the months of July and August 2017, for a maximum of 35 hours/week, as follows:

<u>Name</u>	<u>Building</u>	<u>Hourly Rate</u>
Virginia Labinski	Main Office/IHHS	\$13.00

Emily Wasserman Guidance/IHHS \$10.00

- P35. To approve the summer employment for Lisa Sakellariadis, RHS, ITC Administrative Asst., and Heather Michels, IHHS, ITC Administrative Asst., during the months of July and/or August 2017, not to exceed 15 days, at the approved contractual hourly rate. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P36. To approve the summer employment for Denise Pellegrino, RHS, CST Administrative Asst., and Teona Hargadon, IHHS, CST Administrative Asst., during the months of July and/or August 2017, not to exceed 5 days, at the approved contractual hourly rate. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P37. To approve summer employment of Courtney Zizzo, RHS, Special Education Teacher/SLE Coordinator, not to exceed 21 hours, during the months of July and August 2017, for classroom activities, at the approved contractual rate. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P38. To approve summer employment of the Ramapo Indian Hills Regional High School District Guidance staff during the months of July and August 2017 as per the approved contractual hourly rate (as calculated on the base pay plus longevity, if applicable). Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Building</u>	<u>Days</u>
Jennifer Perry	RHS	13
Laura Dondero	RHS	10
Vincenzina Piccinno	RHS	9
Melissa Maki	RHS	5
Andrea Saladino	RHS	5
Karen Klingner	IHHS	3
Elba Zakrzewski	IHHS	5
Allison Schachtel	IHHS	24
Kate Robinson	IHHS	10

- P39. To approve summer employment of Cheryl Avino, RHS, Social Worker, not to exceed 40 hours, during the months of July and August 2017, to perform professional services for out-of-district students, at the approved contractual rate. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P40. To approve the summer employment of the Ramapo Indian Hills Regional High School District Child Study Team staff to conduct college/transition testing during the months of July and August 2017, at their approved contractual hourly rate of pay, for 2.5 hours for each evaluation, including the report. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Activity</u>
Linda Bergrin, IHHS	Educational Evaluations
Annette Sudol, IHHS	Educational Evaluations
Ellen Tarlowe, IHHS	Psychological Evaluations
Katie Killby, IHHS	Psychological Evaluations
Stephanie Cece, RHS	Psycho-Educational Evaluations
Tanushree Desai, RHS	Psycho-Educational Evaluations

- P41. To approve summer employment of the Ramapo Indian Hills Regional High School District Child Study Team staff to conduct CST initial evaluations, during the months of July and August 2017, as per the approved contractual hourly rate (as calculated on the base pay plus longevity, if applicable). Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Activity</u>	<u>Hours</u>
Katie Killby, IHHS	Psychological / Case Manager	7
Linda Bergrin, IHHS	Educational	7
Yonit Malina, IHHS	Social / Meeting & Social Worker / Case Manager	15
Annette Sudol, RHS	Educational / Case Manage	9
Tanushree Desai, RHS	Psychological / Case Manager	9
Denise Colaneri	Educational	7
Cheryl Avino	Social / Meetings	5.5
Special Education Teacher	Meetings	3
Regular Education Teacher	Meetings	4

- P42. To approve summer employment of the Ramapo Indian Hills Regional High School District Child Study Team staff during the months of July and August 2017 as per the approved contractual hourly rate (as calculated on the base pay plus longevity, if applicable). Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Building</u>	<u>Day(s)</u>
Katie Killby	IHHS	2
Ellen Tarlowe	IHHS	2
Linda Bergrin	IHHS	2
Yonit Malina	IHHS	1
Annette Sudol	IHHS	2
Cheryl Avino	RHS	2
Tanushree Desai	RHS	2

Denise Colaneri	RHS	2
Stephanie Cece	RHS	2

- P43. To approve the summer employment for Lisa Wasserman and Donna Garbaccio, IHHS, School Nurses, during the months of July and/or August 2017, not to exceed 10 days, at the approved contractual hourly rate. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P44. To approve the summer employment for Melissa Ferro, RHS, Educational Media Specialist, during the months of July and August 2017 (not to exceed three [3] days), as per the contractual hourly rate, to organize the Freshman Orientation Program. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P45. To approve the appointment of Melissa Ferro, RHS, and Diana Peller, IHHS, as District Mentor Coordinators, effective for the 2017-18 School Year, and further move to approve the summer employment of the District Mentor Coordinators, during the months of July and August 2017, not to exceed 15 hours each. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P46. To approve the resolution as follows:

WHEREAS, Steven Finan has served as the Indian Hills High School Student Board Representative for the 2016-17 School Year and has enhanced the communication process between the students of Indian Hills High School and the Board of Education, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Steven Finan has provided,

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 Steven Finan in recognition of his exemplary service to our school district.

- P47. To approve the resolution as follows:

WHEREAS, Evan Mooney has served as the Ramapo High School Student Board Representative for the 2016-17 School Year and has enhanced the communication process between the students of Ramapo High School and the Board of Education, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Evan Mooney has provided,

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 Evan Mooney in recognition of his exemplary service to our school district.

- P48. To approve the resolution as follows:

WHEREAS, Shannon Luke has been selected by the Ramapo Indian Hills Regional High School District to represent Indian Hills High School at the 2016-17 Bergen County's Teacher Recognition Program, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to express appreciation for his loyalty to the educational goals of the District, his willingness to accept responsibilities, and his high standards of performance. Shannon Luke serves as an exemplary role model to his colleagues, students, and community.

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 Shannon Luke in recognition of his exemplary service to our school district.

P49. To approve the resolution as follows:

WHEREAS, Melissa Ferro has been selected by the Ramapo Indian Hills Regional High School District to represent Ramapo High School at the 2016-17 Bergen County’s Teacher Recognition Program, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to express appreciation for her loyalty to the educational goals of the District, her willingness to accept responsibilities, and her high standards of performance. Melissa Ferro serves as an exemplary role model to her colleagues, students, and community.

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 Melissa Ferro in recognition of her exemplary service to our school district.

P50. That as recommended by the Superintendent of Schools, the following persons be appointed to fill the positions for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment; and further that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue the proper contracts for the 2017-18 School Year; and move to approve applicants’ attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, or *N.J.S.A. 18A:6-4.13 et seq.*, as applicable. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision. Further move to approve the assignment of the appropriate Unique Position Code as required by State Statute.

<u>Name</u>	<u>Position</u>	<u>Degree</u>	<u>Basis of Employment</u>	<u>Employment Date</u>	<u>Annual Salary</u>
Jaclyn Brennecke	Math/RHS	BA, Step 6	10 months	9/01/17 - 6/30/18	\$53,028
Justin DeFeo	Business/RHS	MA+15, Step 8	10 months	9/01/17 - 6/30/18	\$60,701
Michelle Germinario	English/ IHHS	MA, Step 3	10 months	9/01/17 - 6/30/18	\$51,217
Michael Verdon	Social Studies/ District	BA, Step 1	10 months	9/01/17 - 6/30/18	\$47,534

- Replacement for Virginia Hixson
- Replacement for Barbara Duhig
- Replacement for Jessica Peterson
- Replacement for Athanassios Haralambopoulos

P51. That as recommended by the Superintendent of Schools, the following persons be appointed as RHS Summer Band Camp staff, subject to all federal, state, county, and local regulations, governing said employment, effective for the

months of July and August 2017; and further move to approve the applicants' attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, or *N.J.S.A. 18A:6-4.13 et seq.*, as applicable:

Ramapo High School

<u>Advisor</u>	<u>Position</u>	<u>Stipend</u>
Jacqueline Sarracco	Band Director	\$1,500
David Marks	Asst. Band Director	1,000
Chris DeWilde	Asst. Director / Band Front	800
Jessica Abraham	Color Guard	800
Ryan Ayres	Percussion Instructor	800
Luke Short	Drill Instructor / Percussion	800
Jeff Peters	Drill Instructor / Woodwind	800
Evan Wasek	Drill Instructor / Music	800
David Marks	Drill Writer	1,500

P52. To approve the appointment of RHS Marching Band Staff, as recommended by the Superintendent of Schools, subject to all federal, state, county, and local regulations, governing said employment, for the 2017-18 School Year; and further move to approve the applicants' attestation that he has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-71 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, or *N.J.S.A. 18A:6-4.13 et seq.*, as follows:

Ramapo High School

<u>Advisor</u>	<u>Position</u>	<u>Stipend</u>
Ryan Ayres	Percussion Instructor	\$1,500
Christopher DeWilde	Drill / Brass Instructor	2,500

P53. That as recommended by the superintendent of schools, the following persons be approved as athletic coaches, subject to all federal, state, county and local regulations, governing said employment; effective for the 2017-18 School Year; and move to approve applicants' attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, or *N.J.S.A. 18A:6-4.13 et seq.* Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Cristian Paez	Asst. Football	Substitute	1	\$5,778
Mark Sinclair	Asst. Boys' Soccer	Substitute	4	5,871

P54. To approve the placement of Kylie Dykstra, a Ramapo College Student, to complete her Social Work Internship in the Special Services Department, Ramapo High School, effective for the 2017-18 School Year.

P55. To approve the placement of Derek Giorgio, a Montclair State University Student, to complete his School Counseling Internship, 100 hours, in the Guidance Department, Ramapo High School, effective for the 2017-18 School Year.

P56. To approve the placement of student teacher candidates to complete their student teacher requirement as follows:

<u>Name</u>	<u>Building/Department</u>	<u>Effective Dates</u>	<u>Institution</u>
Brittany Gerena	RHS, English	9/5 - 12/15/17	Ramapo College
Niki Ketikidis	RHS, Science	9/5 - 12/15/17	Monmouth University
Michael Swanson	RHS, Social Studies	9/5 - 12/1/17	Ramapo College

P57. To approve the placement of Jennifer Kummer, a graduate student at William Paterson University, to complete her School Counseling Internship, 300 hours, in the Guidance Department, Ramapo High School, effective for the 2017-18 School Year.

P58. To rescind the appointment of Scott Vella, IHHS, Asst. Football, effective immediately.

P59. To accept, with regret, the resignation of District Staff as follows:

<u>Name</u>	<u>Effective Date</u>
Thomas Bailey, IHHS, Instructional Aide	June 30, 2017
Athanasios Haralambopoulos, RHS, Social Studies	July 1, 2017

P60. To accept retirement, with regret, effective August 1, 2017, as follows:

WHEREAS, Joseph Collins has dedicated himself to the Ramapo Indian Hills Regional High School District for forty three years as a Principal, Asst. Principal, Science Teacher, Head Teacher, Girls' Basketball Coach, Girls' Soccer Coach, Asst. Girls' Soccer Coach, Golf Coach, Class Advisor, Greenhouse Advisor, Greenhouse Management Advisor, chess Club Advisor; and Chemistry League I Advisor; 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 Joseph Collins 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 Joseph Collins in recognition of his exemplary service to our school district.

P61. To approve the change in assignment for Kristen Petersen, RHS, from Administrative Asst., Grade II, 10 months, \$47,050, plus longevity, to Administrative Asst., Grade III, 12 months, \$58,695, plus longevity, effective for the period July 1, 2017 – June 30, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

EDUCATION

E1. To approve the District Goals for the 2017-18 School Year as follows:

1. Continue to build upon our physical and digital environments of overall wellness, including the social, mental, emotional, and physical health of our students, staff, and families. Through these interrelated components emphasizing perseverance and independence coupled with healthy and supportive face-to-face and digital interactions, we will increase the preparedness of our students for college, career, and adult life.
 2. Increase the level of understanding and application of differentiated instruction, including the integration of applicable methodologies or strategies in the physical and digital learning spaces to meet the varied needs of the students at all academic levels.
 3. Continue to build upon a community of engaged learners, emphasizing communication, collaboration, creativity, and critical thinking. The District will prepare students for college and career readiness in a global marketplace by widening the exploration and application of these important soft skills through the face-to-face and digital learning environments.
- E2. To approve a Spring Curriculum Workshop and authorize the review and development of Curriculum for the 2017-18 School Year as follows:

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hours Per Staff Member</u>
Math	Algebra 2	2 Presenters	4

- E3. To approve the Summer Curriculum Workshops and authorize the review and development of Curriculum for the 2017-18 School Year as follows:

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hours Per Staff Member</u>
Applied Technology	Applied Technology	2 Participants	2
		1 Presenter	1
	CAD	2 Participants	2
		1 Presenter	1
	Architecture & Design 1	2 Participants	2
		1 Presenter	1
	Architecture & Design 2	2 Participants	2
		1 Presenter	1
	Wood Technology 1	2 Participants	1
		1 Presenter	1
	Wood Technology 2	2 Participants	1
		1 Presenter	1
	SLE	1 Participant	2
	Innovation & Design	2 Participants	9
1 Presenter		3	
English	Introduction to	1 Participant	18

Creative Non-Fiction

Gender & Literary Texts 1 Participant 18

E4. To approve home instruction for District students, at the contracted hourly rate, as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
419784	RHS	10
418485	IHHS	11

E5. To approve the expenditure of \$100 to Melissa Ferro, RHS, and Shannon Luke, IHHS, for educational materials of their choice for use either in their classrooms or the libraries as recipients of the 2016-17 Bergen County’s Teacher/Educational Services Professionals Recognition Award.

E6. To approve the resolution as follows:

BE IT RESOLVED by the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Agreement (hereinafter referred to as “Agreement”) between the Board and the Parents of a student whose name is on file in the Superintendent’s Office, and which Agreement is located in the student’s file, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Agreement, and any other documents necessary to effectuate the Agreement.

OPERATIONS

OP1. 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

Schuman Enterprises, LLC/Jersey Team Camp	Football Camp; Athletic Field; June 26 - 28, 2017; 4 - 7 P.M.
Schuman Enterprises, LLC/Best of Jersey Shootout	7V7 Passing Tournament; Athletic Fields; July 19, 2017; 3 - 9 P.M.
Oakland Recreation	Girls’ Summer Volleyball Camp; Gymnasium; July 17 - 20, 2017; 12 - 2:30 P.M.

OP2. To approve insurance coverages for the 2017-18 School Year as follows:

<u>Coverage</u>	<u>Rate</u>	<u>Carrier</u>
Property, General & Cyber Liability, Auto, Crime, Primary, Environment, Umbrella	\$236,174	NESBIG
Pollution	\$3,500	NESBIG
Errors and Omissions	\$41,345	NESBIG
Workers Compensation	\$206,072	NESBIG
Workers Compensation Supplemental Indemnity	\$6,200	Chubb

Student Accident	\$69,412	McCloskey
Bonds - Business Administrator/ Board Secretary and Treasurer of School Monies	\$1,100	Selective
Executive Director's Fee	\$1,500	
Risk Manager's Fee	\$11,664	
Risk Manager's Fee All Lines X WC	\$16,861	
TOTAL	\$593,828	

OP3. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education ("Board") leased laptop computers and tablets (hereinafter referred to as "Equipment") from Apple, Inc. (hereinafter referred to as "Apple"); and

WHEREAS, the Board executed an early acquisition of the Equipment from Apple; and

WHEREAS, the Equipment is considered the personal property of the Board, which is not needed for school purposes; and

WHEREAS, the Board advertised for bids for the Sale of Apple, Inc., Technology ("Project") in accordance with N.J.S.A. 18A:18A-45; and

WHEREAS, on May 17, 2017, the Board received bids for the Project; and

WHEREAS, the bid submitted by the purported high bidder, Cal State Electronic Recycling (hereinafter referred to as "Cal State"), is materially defective in that the bidder failed to include a consent of surety as required by the Project specifications, which is a non-waivable, material defect; and

WHEREAS, the next highest bid for this Project was submitted by Zeriva, LLC ("Zeriva") with a base bid in the amount of \$1,037,379 for Group A and a base bid of \$158,434.90 for Group B, for a total contract sum of \$1,195,813.90; and

WHEREAS, the bid submitted by Zeriva is responsive in all material respects and it is the Board's desire to award the contract for the Project to Zeriva.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Board hereby awards the contract for the Project to Zeriva for total contract sum of \$1,195,813.90.
2. This award is expressly conditioned upon the contractor furnishing the requisite insurance certificate and performance bond as required in the project specifications, together with an Employee Information Report and an executed contract, within ten (10) days of the date hereof.

BE IT FURTHER RESOLVED that the Board President and the Board Secretary are hereby authorized to execute such contract and any other documents necessary to effectuate the terms of this Resolution.

OP4. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the "Board") and Apple, Inc. (hereinafter referred to as "Apple") are parties to a Master Lease Purchase Agreement No. 6976132 (hereinafter referred to as the "Agreement"), as amended by an Addendum to the Agreement, dated September 23, 2013, for the lease purchase

of laptop computers for the Board's students and faculty (hereinafter referred to as "Equipment") and executed pursuant to New Jersey State Contract No. A-70259; and

WHEREAS, the Board has determined that it is in the best interests of the Ramapo Indian Hills Regional High School District (hereinafter referred to as the "District") to effectuate early acquisition and replacement of the Equipment that is currently leased pursuant to the Addendum to the Agreement and in accordance with the payment schedule set forth in Lease Schedules 005 and 006; and

WHEREAS, the Board's remaining payment obligation pursuant to Lease Schedule 005 is \$567,804.69 payable on July 31, 2017 and July 31, 2108, while the payment obligation pursuant to Lease Schedule 006 is \$126,284.87 payable on September 1, 2017, for a total remaining balance of \$1,261,894.25; and

WHEREAS, Apple, Inc. is offering the Board an option to purchase the Equipment prior to the expiration of the lease term set forth in the Addendum to the Agreement at no additional cost to the Board; and

WHEREAS, the Board has determined that early acquisition and replacement of the Equipment best meets the needs of the District; and

NOW THEREFORE, BE IT RESOLVED, that the Board hereby approves early acquisition of the Equipment currently leased pursuant to the Master Lease Purchase Agreement No. 6976132, as amended by the Addendum to the Agreement, and the Lease Schedules 005 and 006, attached hereto, for a total sum of \$1,261,894.25.

BE IT FURTHER RESOLVED that the Board President and the Business Administrator/ Board Secretary are hereby authorized to execute the agreement for early acquisition of Equipment on behalf of the Board and any other documents necessary to effectuate the agreement consistent with this resolution.

OP5. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the "Board") and Apple, Inc. (hereinafter referred to as "Apple"), are parties to a Master Lease Purchase Agreement No. 6976132 for purchase of laptops and related equipment (hereinafter referred to as the "Equipment"); and

WHEREAS, the Board has determined that it is necessary and advisable to lease purchase Equipment from Apple, pursuant to its contract with the Hunterdon County Educational Services Consortium (hereinafter referred to as "HCESC"), as Lead Agency for the HCESC cooperative pricing system and contract number HCESC-TEC-16-01; and

WHEREAS, the Apple Equipment covered by the HCESC contract is of such a specialized nature that only such products will meet the needs of the Board; and

WHEREAS, the Board has heavily invested time and funds into the acquisition and integration of Apple Equipment in local operations that will be wasted if non-Apple Equipment were used; and

WHEREAS, the Business Administrator has documented that the use of non-Apple Equipment would require either the wholesale replacement of the current technology or an unsupportable level of training, support and maintenance services that would defeat the purpose of the public contracting laws; and

WHEREAS, Apple is offering the lease purchase of such Equipment, which the Board intends for student use, in the annual amount of \$533,075 after discount, with zero percent (0.00%) financing for a term of four (4) years for a total contract

sum of \$2,132,300; and

WHEREAS, Apple is offering the lease purchase of such additional Equipment, which the Board intends for faculty use, in the annual amount of \$140,900.53 after discount, with zero percent (0.00%) financing for a term of three (3) years, for a total contract sum of \$422,701.60; and

NOW THEREFORE, BE IT RESOLVED, that the Board hereby approves the lease purchase of the proprietary Equipment through HCESC Contract HCESC-TEC-16-01, in accordance with the Equipment Schedules attached hereto.

BE IT FURTHER RESOLVED that the Board President is hereby authorized to execute the Equipment Schedules on behalf of the Board and any other documents necessary to implement the terms of said Equipment Schedules and the Master Lease Purchase Agreement No. 6976132, as amended, consistent with this resolution.

BE IT FURTHER RESOLVED that payments under the Equipment Schedules shall be subject to the annual appropriation of funds sufficient to meet the required payments.

BE IT FURTHER RESOLVED that the Board Secretary is hereby directed to file the amendments to the Master Lease Purchase Agreement with the Executive County Superintendent pursuant to N.J.A.C. 6A:26-10.

OP6. To approve the contract renewal with Pritchard Industries, Inc., Florham Park, New Jersey for Green Custodial Services in the amount of \$611,900.68 annually, effective for the 2017-18 School Year. This rate represents a 3% increase of the original bid awarded May 28, 2015.

FINANCE

F1. To approve the hourly rates for Student/ Teacher Summer Employment effective for the 2017-18 School Year as follows:

First Summer	\$8.44 High School
Second Summer	\$9.00 High School
Third Summer	\$10.00 College
Teacher	\$13.00

F2. To approve the hourly rates for the 2017-18 School Year as follows:

Substitute Custodian	\$17.85
Substitute Administrative Assistant	\$20.76
Substitute Bus Driver - First Year	\$17.25
Substitute Bus Driver - Second Year	\$19.25
Substitute Bus Driver - Third Year	\$21.70
In-Sub Teacher	\$24/period

F3. To approve the reimbursement to the Current Account from the District Cafeteria Fund for repairs and maintenance expenditures in the amount of \$1,988.50.

F4. To approve the resolution as follows:

WHEREAS, a District employee has submitted a request 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>
IH16-75	Davidson	SUPA	7/9-13/17	\$1,272.68
IH16-76	Ferat	SUPA	7/9-13/17	1,076.56
IH16-77	Greene	Computer Security	7/7/17	47.13
IH16-78	Petherbridge	SUPA	7/12-14/17	533.88
R16-69	Manzo	AP Summer Institute	7/17-20/17	685
R16-70	Kanefke	AP Summer Institute	8/7 -10/17	999.20
R16-71	Russell	AP Summer Institute	7/10 -14/17	1,110.50

POLICY

PO1. To approve the second and final reading of District Policies as follows:

<u>Policy Title</u>	<u>Policy No.</u>
Section 504 of the Rehabilitation Act of 1973 - Students	2418
Employment Contract	3124
Certification of Tenure Charges	3144
Health Services Personnel	5305
Student Health Records	5308
Immunization	5320
Administration of Medication	5330
Early Graduation	5465
Substance Abuse	5530

Suspected Gang Activity	5615
Expulsion	5620

PO2. To approve new and revised District Regulations as follows:

<u>Regulation Title</u>	<u>Regulation No.</u>
Section 504 of the Rehabilitation Act of 1973 - Students	2418
Student Health Records	5308
Immunization	5320
Administration of Medication	5330
Substance Abuse	5530

P1 – PO2

RC): Becker ✓, Bunting ✓, Castor **ABSENT**, Kilday **ABSENT**,
Porro ✓, Quinlan ✓, Sciancalepore ✓, Butto ✓, Becker ✓

COMMITTEE REPORTS

Mrs. Becker reported that the members of the Crisis Management Committee will meet on Friday, June 16, 7:30 A.M. She also commended the IHHS staff who responded to the student emergency. She stated that she is thankful that our staff take good care of the District students.

Mr. Butto reported that the members of the Finance Committee met on June 2 and discussed agenda items as follows: 1) Apple Lease; 2) Transportation Bids; and 3) Commercial Insurance Package.

Mr. Bunting stated that the members of the Negotiations Committee are awaiting a response from the RIHEA regarding the proposed salary guides.

BOARD COMMENTS

Mr. Porro thanked Mrs. Roeser for her positive affect on the Porro children.

Mrs. Becker stated that she attended the IHHS Scholarship Award Night and commended the IHHS students for their achievements.

Members of the Board thanked the IHHS staff who responded to the student emergency.

Mr. Bunting thanked the 2016-17 retirees for their dedicated years of service.

Mrs. Sciancalepore thanked Mrs. Roeser for her dedicated years of service to the District.

Mrs. Sciancalepore reported that she attended the Franklin Lakes Mental Health/First Aid Course, which was a very good program.

Mrs. Quinlan thanked Mrs. Roeser for her years of service in the District. Mrs. Quinlan stated that she attended the IHHS Scholarship Awards Night and thanked the local organizations and families who donated scholarship funds for the students.

Mr. Becker stated that the search for a building principal for Indian Hills High School will begin and an Interview Committee will be created. Board discussion followed regarding a Board member be named to the Interview Committee.

Upon motion of Mr. Porro and seconded by Mrs. Becker the Board approved the resolution as follows:

To approve Board of Education involvement in the second and third round of interviews and that the Board President and/or his designee participate in the second and third rounds of interviews in an observatory and assessment role.

RC): Becker ✓, Bunting NO, Castor ABSENT, Kilday ABSENT,
Porro ✓, Quinlan NO, Sciancalepore ✓, Butto ✓, Becker ✓

PUBLIC DISCUSSION

- A. Moved by QUINLAN Seconded BUTTO to open the meeting to public discussion.

Mr. Madigan commended the members of the Board for a good discussion. He stated that when Mr. Jordan was hired, he participated as a Board member in the final interview; a Board member participated in the final interview for Mr. Evangelista; and the full Board met with Dr. Moore prior to Board approval.

- B. Moved by QUINLAN Seconded BUTTO to re-enter the Action/Work Session.

ANTICIPATED FUTURE MEETING DATES

Mr. Becker announced anticipated future meeting dates as follows:

Thursday, June 29, 2017, Regular Public Meeting, District Conference Room, 8 P.M.

ADJOURNMENT

Moved by QUINLAN Seconded: PORRO to adjourn at 9:45 P.M.



E. David Becker
Board President



Frank C. Ceurvels
Business Administrator/Board Secretary