

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

ACTION/WORK SESSION MEETING MINUTES

June 11, 2018

Ramapo High School, Library

Roll Call – Executive Session

Upon roll call at 7:02 P.M., the Board members responded as follows: Mmes. Becker, Castor, Kilday, and Quinlan. Messrs. Becker, Bunting, Butto, Porro (ABSENT), and Rukaj. Mrs. Beverly MacKay, Superintendent of Schools; and Mr. Frank C. Ceurvels, Business Administrator / Board Secretary; were also present.

The meeting was called to order by the Board president at 7:02 P.M. Mrs. Castor announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Mrs. Kilday and seconded by Mrs. Becker 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 P.M. Board members responded as follows: Mmes. Becker, Castor, Kilday, and Quinlan. Messrs. Becker, Bunting, Butto, Porro (ABSENT), and Rukaj. Mrs. Beverly MacKay, Superintendent of Schools; and Mr. Frank C. Ceurvels, Business Administrator / Board Secretary; and were also present.

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

Mrs. Castor invited Mr. Mahtabfar, RHS, Student Board Representative and Ms. Durkin, IHHS, Alternate Student Board Representative, to present their reports as follows: Mr. Mahtabfar stated: 1) Diversity Week was celebrated at Ramapo High School; and 2) the Senior Prom is scheduled on Thursday, June 14. Ms. Goodrich stated that she is excited to serve as the RHS Student Board Representative during the 2018-19 School Year. Ms. Durkin stated: 1) the IHHS students who attended the Junior and Senior Proms enjoyed the events. Ms. Durkin also stated that she is excited to serve as the IHHS Student Board Representative during the 2018-19 School Year.

Mrs. Castor thanked Mr. Mahtabfar and Ms. Durkin for their reports.

The Board presented a Certificate of Appreciation to Mr. Mahtabfar to recognize his service as the RHS Student Board Representative during the 2017-18 School Year.

Mrs. Castor also stated that on behalf of the Board of Education she thanked the 2017-18 retirees for their many years of dedicated service to the District's students. She 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.

Mrs. Castor invited Mr. Anello, RHS Athletic Director, to highlight the accomplishments of the RHS Boys' Lacrosse Team during the 2018 Spring Season and to

introduce the athletes. Certificates of Achievement were presented to the student athletes.

Mrs. Castor provided an update on the status of negotiations with the RIHEA. She stated that the Fact Finder Report was received by both the RIHEA and the Negotiations Committee, however, the Fact Finder recommendations were not accepted by the RIHEA. A Super Conciliation meeting will be scheduled some time in the future. She also stated that the members of the Negotiations Committee are available to meet with the representatives of the RIHEA on either July 10, July 17, July 31, or August 7.

SUPERINTENDENT'S REPORT

Mrs. MacKay congratulated the 2017-18 retirees and thanked them for their years of service in the District. She also congratulated Mr. Basili and Mr. Walkowich for being named as the Bergen County Teacher Recognition recipients and congratulated Ms. Andrea Saladino for being named the Bergen County Counselor of the Year. She also stated that she attended the IHHS Senior Scholarship Ceremony and announced that over \$100,000 was raised for senior scholarships. She thanked the local organizations and individuals who contributed to the scholarship fund.

Mrs. MacKay also reported that the IHHS and RHS Graduation Ceremonies are scheduled on Thursday, June 21.

PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

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

Mrs. Anson, RIHEA, President, and Mr. Gaccione, RIHEA, Negotiations Chairperson, read prepared statements about the status of negotiations with the Board of Education.

Members of the public addressed the Board regarding their concerns about the status of negotiations with the RIHEA.

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 Ms. Stephanie Goodrich, RHS, Student Board Representative, and to Ms. Shayna Durkin, IHHS, Student Board Representative. Mrs. Castor welcomed both Student Board Representatives to the Board of Education and stated that she is looking forward to working with them in the 2018-19 School Year.

The following motions were approved by roll call: **P1 – P29 & P31 – P60**

Moved by: QUINLAN Seconded: RUKAJ

PERSONNEL

P1. 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 2017-18 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 2017-18 School Year:

1. Matthew Bushta, IHHS, Asst. Principal - 1% additional increase of \$1,082.54, retroactive to July 1, 2017;
2. Claudia Dargento, RHS, Asst. Principal - 1% additional increase of \$1,373.23, retroactive to July 1, 2017;
3. Daniel Guido, IHHS, Asst. Principal - 1% additional increase of \$1,283.10, retroactive to July 1, 2017;

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves the aforementioned additional salary increases for the Assistant Principals based on their meritorious performance in the 2017-18 School Year.

- P2. To approve the reappointment, as recommended by the Superintendent of Schools, of District Administrators, effective for the period July 1, 2018 - June 30, 2019, as per the terms of the *Agreement between the Ramapo Indian Hills Administrators' Association and the Ramapo Indian Hills Regional High School District*, as follows:

<u>Name</u>	<u>Position</u>	<u>Base Salary</u>
Matthew Bushta	Asst. Principal / IHHS	\$111,523.09
Claudia Dargento	Asst. Principal / RHS	\$141,469.91
Daniel Guido	Asst. Principal / IHHS	\$132,184.98

- P3. To approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District staff, effective for the period September 1, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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>
Annmarie Anderson	Science	IHHS
Kim Angerson	Science	RHS
Staci Anson	Social Studies	RHS
Christopher Anzano	Physical Education / Health	District
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
Kenneth Bellottie	Mathematics	IHHS
Joanne Braun	Science	IHHS
Elisa Britnell	World Languages	District

Diane Caltagirone	Art	District
Hanna Cantwell	Mathematics	IHHS
Leonardo Castano	World Languages	RHS
Matthew Caulfield	Mathematics	RHS
Elizabeth Cericola	.9 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	Mathematics	IHHS
Jennifer Dinan	Mathematics	IHHS
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
Michael Ivanov	Social Studies	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
Christine Kamper	Social Studies/Psychology	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
Christine Koons	Physical Education/Health	IHHS
Laurie Kusma	Family & Consumer Science	District
Maria LaBarbiera	Special Education	IHHS
Daniel Laner	Social Studies	IHHS
Cari Laughman	Special Education	RHS
Karen Lereah	Special Education	IHHS
Graziella LiCalzi-Lazzara	World Languages	IHHS
Kimberly LoBello	Psychology	RHS
Susan Loccke	English	RHS
Allison Lombardi	Mathematics	RHS
Shannon Luke	Social Studies	IHHS

Corrin Manzo	English	RHS
Heather Manzo	English	RHS
William Manzo	English	RHS
Debra Martin	Family & Consumer Science	IHHS
Jill Matcovich	Special Education	RHS
Christopher Mayer	Social Studies	District
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
John Murphy	Social Studies	IHHS
Keri Myones	English	RHS
Michael Nangle	Social Studies	RHS
Vincent Nguyen	Science	RHS
Meredith Noah	Social Studies	RHS
Matthew O'Neill	Mathematics	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
Daniel Poalillo	Science	IHHS
Sean Quirk	Art	RHS
Emily Reitter	Music	District
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
Susan Sautner	.542 Mathematics	IHHS

	Supplemental	
Deborah Scanlon	Special Education	IHHS
John Schilstra	Applied Technology	District
Kaitlin Schutte	Special Education	RHS
Deborah Schwarz	English	RHS
Janice Sheinberg	.542 Mathematics Supplemental	IHHS
Eileen Shemon	.4 Physical Education/ Health	RHS
Jennifer Sherry	Guidance	IHHS
Ariel Shortino	Mathematics	RHS
Pamela Sibia	Social Studies	RHS
Kimberly Sikora	School Nurse	RHS
Laurie Sisto	World Languages	IHHS
Nicoletta Slovinski	Mathematics	RHS
Lauren Smalley	Social Studies	IHHS
Jamie Sporn	English	District
Margaret Stanczak	English	IHHS
Kathleen Mallon Steier	English	RHS
Leslie Stephen	Physical Education/Health	RHS
Rosemarie Sturm	.542 Social Studies Supplemental	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	RHS
David Van Hook	Physical Education/Health	RHS
Cynthia VanderMolen	Social Studies	RHS
Joseph Verdon	English	IHHS
Reina Viruet	World Languages	IHHS
Marc Vogel	Science	RHS
Timothy Walkowich	Science	IHHS
Michael Walty	Guidance	RHS
Lisa Wasserman	School Nurse	IHHS

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

- P4. To approve the request for a paid Maternity Leave of Absence (Presumptive Period of Disability), utilizing unused sick leave as allowed by law, for Lauren Damstrom, IHHS, Math, effective on or about September 5 – October 5, 2018, and further move to approve an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) effective on or about October 6 – December 31, 2018.
- P5. To approve the request for an unpaid Family Leave of Absence, utilizing The Family and Medical Leave Act (FMLA) for Diana Silva, IHHS, Guidance, effective for the period September 1 - November 23, 2018, and further move to approve an unpaid Childrearing Leave of Absence effective for the period November 24, 2018 - June 30, 2019.
- P6. To approve the request for an unpaid Childrearing Leave of Absence for Danielle Maglietta, RHS, Math, effective for the period September 1, 2018 - June 30, 2019.
- P7. To approve the request for a paid Maternity Leave of Absence (Presumptive Period of Disability), utilizing unused sick leave as allowed by law, for Ashley Diaz, IHHS, Instructional Aide, effective on or about September 5 – 7, 2018, and further move to approve an unpaid New Jersey Family Leave of Absence utilizing The New Jersey Family Leave Act (NJFLA) effective on or about September 11 – December 1, 2018.
- P8. To amend the request for an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) for George Briigliadoro, IHHS, .85 Security Aide, effective for the period May 7 - September 7, 2018.
- P9. Move to approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District Subject Supervisors effective for the period September 1, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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
Amanda Zielenkiewicz	Business & Mathematics	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 & Mathematics	RHS
Louisa Martone	Science & UP	RHS
Michele Hill Thomas	World Languages & Family & Consumer Science	RHS

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

- P10. To approve the appointment of District head teachers for the 2018-19 School Year, effective for the period September 1, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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
Donna Harvey	Business
Jacqueline Sarracco	Music

- P11. To approve the appointment of Building head teachers for the 2018-19 School Year, effective for the period September 1, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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
Mark Aramburu	Physical Education/Health, IHHS

- P12. To approve the change in assignment for Kyle Wengerter, IHHS, first-year, non-tenured, from .542 Social Studies Supplemental Teacher, to .4065 Social Studies Supplemental Teacher, and further move to approve the reappointment of Kyle Wengerter, IHHS, .56 Instructional Aide, effective for the period September 1, 2018 - June 30, 2019.
- P13. To confirm 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, and further the Board hereby authorizes the Board president to execute, on behalf of the Board, the Employment Agreements by and between the Board and the employees as follows:

<u>Name</u>	<u>Building</u>	<u>Salary</u>
Ronald Anello	RHS	\$145,000
Lorenzo Baratta	IHHS	\$145,000

P14. 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, 2018 and ending on June 30, 2019:

Joseph Amatuzzi	Treasurer of School Monies	\$5,877
Ronald Anello	Director of Athletics & Student Activities, RHS	\$152,000
Lorenzo Baratta	Director of Athletics & Student Activities, IHHS	\$152,000
Brian Belthoff	District Information Systems Analyst	\$82,544
Jeff Boltzer	Building Foreman	\$76,560
Julie Browne	Executive Assistant to the Superintendent	\$122,225
John Chang	Director of Technology	\$123,000
Paul Cusack	Building Foreman	\$71,750
James Dunbar	Coordinator of Instructional Technology	\$80,767
Carrie Fohlinger	Confidential Secretary to the Business Administrator / Board Secretary	\$79,241
Lisa Hogan	Coordinator of Staffing	\$74,234
Peter Keaney	Coordinator of Facilities & Operations	\$117,669
Michael Marano	District Director of Student Personnel Services	\$160,946
Nancy Marshall	Coordinator of Payroll Services	\$74,234
Adam Nemeth	Coordinator of Multimedia Technologies	\$77,932
Bernice Parella	Asst. Business Administrator	\$109,099
Ronald Rhodes	District Bus Driver [†]	\$33,620
Madeline Smith	Coordinator of Benefits	\$77,862
Daniel Sutherland	District Director of Curriculum, Instruction, & Articulation	\$168,060
Tony Vukicevic	District Transportation Supervisor	\$64,613
Charles Wolff	District Security Coordinator	\$96,920

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.

[†]Ten-month Employee/on call during the months of July and August 2018.

P15. To approve the appointment of Julie Browne, Executive Assistant to the Superintendent, as Board Recorder, effective for the period July 1, 2018 - June 30, 2019, at an annual stipend of \$9,000.

P16. 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 2018-19 School Year. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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
Teona Hargadon	Grade II
Gina Huerta-Caro	Grade II
Cheryl Kakascik	Grade II
Daniella Kesting	Grade III
Virginia Labinski (.71)	Grade II
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 III
Cathy Pezzuti	Grade III
Lisa Sakellariadis	Grade II
Sandra Sedlock	Grade II
Grace Stramiello	Grade II
Jill Sweeney	Grade IV
Diane Winters	Grade II

P17. To approve the reappointment, as recommended by the Superintendent of Schools, of a District, ten-month, non-tenured Administrative Assistant, effective for the 2018-19 School Year. Salary guide placement to remain at the 2015-16 salary guide

levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

<u>Name</u>	<u>Grade</u>
Karen Guemeryl (.71)	Grade II

- P18. To approve the reappointment, as recommended by the Superintendent of Schools, of District Technology Support Specialists, effective for the period July 1, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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

- P19. To approve the reappointment, as recommended by the Superintendent of Schools, of Matthew Zmigrodski, RHS, Head Technician, effective for the period July 1, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

- P20. 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, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

Greg Aug
 Mark Aug
 Caesar Baldi
 Kenneth Doka
 Brian Ernst
 Gary Galek
 Anthony Gesimondo
 Hank Gregory
 Kirby Hummel
 Thomas Kindergan
 Stephen Lascari
 James McBride
 John P. Williams

- P21. To approve the reappointment, as recommended by the Superintendent of Schools, of Instructional Aides, effective for the period September 1, 2018 - June 30, 2019.

Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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
Ashley Diaz (.79)	IHHS
David Heitman (.79)	IHHS
Heather Johnson	IHHS
Donna Luburger	IHHS
Tiffany Mendez ¹	IHHS
Kathryn Munley	IHHS
Laurie Restieri (.79)	IHHS
Deborah Rioux-Van Dine	IHHS
Joseph Sabella	IHHS
Nadia Stampone (.79)	IHHS
Jordana Tarlowe (.79)	IHHS
Maritza Torres (.79)	IHHS
Jenna Calderon (.7)	RHS
Madeline Dalie	RHS
Anna Frodella	RHS
Brian Gibbs	RHS
Laurie Lydecker	RHS
Raymond Soff	RHS

¹Position to be funded 100% through Title 1 Funds

- P22. To approve the reappointment, as recommended by the Superintendent of Schools, of Kathleen Tichacek, Out-of-District, One-to-One Instructional Aide, effective for the period September 1, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P23. To approve the appointment, as recommended by the Superintendent of Schools, of Kathleen Tichacek, Out-of-District, One-to-One Instructional Aide, for an extended School Year effective for the period July 5 - 31, 2018. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P24. 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, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

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

P25. 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, 2018 - June 30, 2019, as follows:

<u>Name</u>	<u>Building</u>
John Carey	District
Patrick Regan	District

P26. To approve the appointment, as recommended by the Superintendent of Schools, of District substitute bus drivers, effective for the period September 1, 2018 - June 30, 2019, for a maximum of 35 hours per week, and further move to approve the summer, temporary employment for the period July 1 - August 31, 2018, as follows:

<u>Name</u>	<u>Hourly Rate</u>
Vincent Degennaro	\$22.25
Guvan Nuralis	22.25
David Hutsebaut	22.25
Laurie Lydecker	22.25
Kim Marchese	22.25
Diane Maskley	22.25

Katherine Van Dyke	22.25
David Van Hook	22.25
Dennis Villarie	22.25
John Yolman	22.25

P27. To approve the summer employment of Jennifer Dinan, IHHS, during the months of July and August 2018, to organize the August 2018 IHHS Freshman Orientation Program, not to exceed three (3) days, eight (8) hours/day, at the approved contractual hourly rate of pay. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

P28. To approve the temporary summer employment of custodial and maintenance staff for the months of July and August 2018, for a maximum of 35 hours/week, as follows:

<u>Name</u>	<u>Building</u>	<u>Effective Date</u>	<u>Hourly Rate</u>
Walter Meyers	IHHS	6/25 - 8/31/18	\$13.00
Colin Hogan	IHHS	6/25 - 8/31/18	\$9.00
Vince Bulzomi	IHHS	6/25 - 8/31/18	\$8.60
Jason Kelly	IHHS	6/25 - 8/31/18	\$8.60
Justin DeFeo	RHS	6/25 - 8/31/18	\$13.00
Timothy Suchora	RHS	6/25 - 8/31/18	\$9.00
Quinn Burns	RHS	6/25 - 8/31/18	\$8.60

P29. To approve the temporary summer employment of ITC staff for the months of July and August 2018, 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	6/12 - 9/10/18	\$10.00
Kristen Kjetsaa	IHHS	6/12 - 9/10/18	\$9.00
Patrick Zielinski	RHS	6/12 - 9/10/18	\$10.00

P30. To approve the employment of temporary summer clerical staff during the months of July and August 2018, for a maximum of 35 hours/week, as follows:

<u>Name</u>	<u>Building</u>	<u>Hourly Rate</u>
Daniel Breslow	District Office	\$10.00

Resolution P30 was deleted from the Agenda.

P31. 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 2018, 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 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

- P32. To approve the summer employment for Teona Hargadon, IHHS, CST Administrative Asst., during the months of July and/or August 2018, 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 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P33. To approve summer employment of the Ramapo Indian Hills Regional High School District Guidance staff during the months of July and August 2018 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 2018-19 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>
Laura Dondero	RHS	10
Jennifer Perry	RHS	10
Vincenzina Piccinno	RHS	10
Melissa Maki	RHS	7
Andrea Saladino	RHS	6
Kate Robinson	IHHS	13
Allison Schachtel	IHHS	12
Elba Zakrzewski	IHHS	10
Karen Klingner	IHHS	8

- P34. To approve summer employment of Cheryl Avino, RHS, Social Worker, not to exceed 40 hours during the months of July and August 2018, 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 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P35. 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 2018, 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 2018-19 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
Ellen Tarlowe, IHHS	Psychological Evaluations
Katie Killby, IHHS	Psycho-Educational Evaluations/Psychological Evaluations
Lindsay Russo, RHS	Psycho-Educational Evaluations/Psychological Evaluations

P36. 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 2018, 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 2018-19 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	9
Linda Bergrin, IHHS	Educational	21
Yonit Malina, IHHS	Social / Meeting & Social Worker / Case Manager	16
Ellen Tarlow, IHHS	Psychological / Case Manager	16
Lindsay Russo, RHS	Psychological / Case Manager	9
Denise Colaneri, RHS	Educational	7
Cheryl Avino, RHS	Social / Meetings	6.5
Special Education Teacher	Meetings	4
Regular Education Teacher	Meetings	4

P37. To approve summer employment of the Ramapo Indian Hills Regional High School District Child Study Team staff during the months of July and August 2018 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 2018-19 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	3
Ellen Tarlowe	IHHS	1
Linda Bergrin	IHHS	2
Yonit Malina	IHHS	2
Cheryl Avino	RHS	3
Lindsay Russo	RHS	3
Denise Colaneri	RHS	2

P38. To approve the summer employment for Kim Sikora and Tereena Elias, RHS, School Nurses, during the months of July and /or August 2018, 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 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

P39. To approve the summer employment for Melissa Ferro, RHS, Educational Media Specialist, during the months of July and August 2018 (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 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

- P40. To approve the appointment of Melissa Ferro, RHS, and Diana Peller, IHHS, as District Mentor Coordinators, effective for the 2018-19 School Year, and further move to approve the summer employment of the District Mentor Coordinators, during the months of July and August 2018, not to exceed 15 hours each. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

- P41. To approve the resolution as follows:

WHEREAS, Kevin Forsyth has served as the Indian Hills High School Student Board Representative for the 2017-18 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 Kevin Forsyth 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 Kevin Forsyth in recognition of his exemplary service to our school district.

- P42. To approve the resolution as follows:

WHEREAS, Arman Mahtabfar has served as the Ramapo High School Student Board Representative for the 2017-18 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 Arman Mahtabfar 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 Arman Mahtabfar in recognition of his exemplary service to our school district.

- P43. To approve the resolution as follows:

WHEREAS, Timothy Walkowich has been selected by the Ramapo Indian Hills Regional High School District to represent Indian Hills High School at the 2017-18 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. Timothy Walkowich 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 Timothy Walkowich in recognition of his exemplary service to our school district.

- P44. To approve the resolution as follows:

WHEREAS, Thomas Basili has been selected by the Ramapo Indian Hills Regional High School District to represent Ramapo High School at the 2017-18 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. Thomas Basili 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 Thomas Basili in recognition of his exemplary service to our school district.

P45. To approve the resolution as follows:

WHEREAS, Andrea Saladino has been selected by the Bergen County School Counselor Association as the 2017-18 Bergen County School Counselor of the Year, 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. Andrea Saladino 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 Andrea Saladino in recognition of her exemplary service to our school district.

P46. 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 2018-19 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.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.*, as applicable. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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>
Rachel Calabrese	Student Assistance Counselor/ RHS ¹	MA, Step 6	10 months	9/01/18 - 6/30/19	\$55,338
Luobin Fan	Science/RHS	MA+15, Step 7	10 months	9/01/18 - 6/30/19	\$58,540
Jessica Griffin	English/IHHS ²	BA, Step 7	10 months	9/01/18 - 6/30/19	\$54,141
Traci Maturo	.6 Art/RHS	BA+15, Step 4	10 months	9/01/18 - 6/30/19	\$31,015.20
Meghan	Physical	BA,	10 months	9/01/18 -	\$48,374

Weiss	Education & Health/IHHS ³	Step 2		6/30/19	
Erin Wiese	Science/RHS ⁴	MA+15, Step 8	10 months	9/01/18 - 6/30/19	\$60,701

- ¹Replacement for Matthew Kohlbrenner
- ²Replacement for Steevi Brandt
- ³Replacement for Diane Pevny
- ⁴Replacement for Franklin Ferrara

- P47. To approve the appointment, as recommended by the Superintendent of Schools, of Christine Vita, RHS, Business, BA, Step 1, \$47,534, conditional upon receipt of appropriate New Jersey certification, (replacement for Patrick Desena) 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 further that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue the proper contract for the 2018-19 School Year; and move to approve applicant’s attestation that 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., N.J.S.A. 18A:6-4.13 et seq., and N.J.S.A. 18A:12-1 et seq.*, as applicable. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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.
- P48. To approve the appointment of Susan Heerema, IHHS, Vocal Coach, Spring Musical Production Staff, at a stipend of \$1,000, effective for the 2017-18 School Year. Further move to approve the applicant’s attestation that 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., N.J.S.A. 18A:6-4.13 et seq., and N.J.S.A. 18A:12-1 et seq.*
- P49. To approve the appointment of RHS Summer Band Camp staff, as recommended by the Superintendent of Schools, subject to all federal, state, county, and local regulations, governing said employment, effective for the months of July and August 2018; 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., N.J.S.A. 18A:6-4.13 et seq., and N.J.S.A. 18A:12-1 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
Emily Reitter	Color Guard	800
Luke Short	Percussion Instructor	800
Julianne Boyle	Drill Instructor/Percussion	800
Jeff Peters	Drill Instructor/Woodwind	800
David Marks	Drill Writer	1,500

- P50. 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 2018-19 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:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.*, as follows:

Ramapo High School

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

- P51. To approve the appointment of IHHS Marching Band Staff, as recommended by the Superintendent of Schools, subject to all federal, state, county, and local regulations, governing said employment, for the 2018-19 School Year; 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.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.*, as follows:

Indian Hills High School

<u>Advisor</u>	<u>Position</u>	<u>Stipend</u>
James Garde	Music Writer	\$1,000
David Marks	Drill Writer	1,500
Gordon Fisher	Music/Percussion Writer	2,000
Brian Prokop	Percussion Instructor	1,000
Keith Warfield	Percussion Instructor	1,000

- P52. To approve the appointment of IHHS Summer Band Camp staff, as recommended by the Superintendent of Schools, subject to all federal, state, county, and local regulations, governing said employment, effective for the months of July and August 2018; 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.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.*, as applicable:

Indian Hills High School

<u>Advisor</u>	<u>Position</u>	<u>Stipend</u>
Jason Clark	Band Director	\$1,500
Kathy Cappella	Asst. Band Director	1,000
David Marks	Drill Instructor	1,000
Jeff Peters	Color Guard Director	800
Kristin DiNapoli	Color Guard Instructor	800
Brian Prokop	Percussion Instructor	800
Keith Warfield	Percussion/Pit Instructor	800

T. J. Marden	Drill/Brass Instructor	\$800
Eric Tashji	Drill/Woodwind Instructor	800
David Hilton	Music Woodwind Instructor	800
Will Fisher	Music Brass Instructor	800

P53. That as recommended by the Superintendent of Schools, the following person be approved as an athletic coach, subject to all federal, state, county and local regulations, governing said employment; effective for the 2018-19 School Year; and move to approve applicant’s attestation that he 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., N.J.S.A. 18A:6-4.13 et seq., and N.J.S.A. 18A:12-1 et seq.* Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 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>
Matthew Markman	Girls’ Tennis	Standard	4	\$6,904

- P54. To approve the appointment, as recommended by the Superintendent of Schools, of Jason Duncan, IHHS, Bowling, Volunteer Coach, effective for the 2018-19 School Year. Authorization for employment is based on prior verification of a background check pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., N.J.S.A. 18A:6-4.13 et seq., and N.J.S.A. 18A:12-1 et seq.*
- P55. To approve the placement of Lindsay Rock, a graduate student at Montclair State University Student, to complete her School Counseling Internship in the Guidance Department, Indian Hills High School, effective for the period September - December 2018.
- P56. To approve the placement of Danielle Di Tommaso, a graduate student at Montclair State University, to complete her School Counseling Internship, in the Guidance Department, Indian Hills High School, effective for the period September - December 2018.
- P57. To rescind the appointment of District Athletic Coaches, effective immediately, as follows:

<u>Name</u>	<u>Position</u>
Doug Lemberg, IHHS	Asst. Football
Marissa Imperato, RHS	Football Cheerleading

P58. To accept the resignation of District Staff as follows:

<u>Name</u>	<u>Effective Date</u>
Shelby Drake, RHS	June 30, 2018
Brian Rochford, IHHS	May 21, 2018
Vanessa Valdes, District	June 30, 2018

Elizabeth Wang, RHS

June 30, 2018

Courtney Zizzo, RHS

June 30, 2018

- P59. To accept the resignation of Brian Rochford, IHHS, Cross Country Co-Asst. Coach and Indoor Track Coach, effective May 21, 2018.
- P60. To approve the reappointment of Michael Verdon, RHS, .4 Social Studies, BA, Step 1, \$19,013.60, first-year, non-tenured, effective for the period September 1, 2018 – June 30, 2019, and subject to all federal, state, county and local regulations, governing said employment; and further move to approve applicant's attestation that he 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.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.*, as applicable. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P61. To approve the appointment of Jose Rodrigues, RHS, Math, Temporary Leave Replacement Teacher for Danielle Maglietta, not accruing tenure in the position, BA, Step 1, \$47,534, effective for the period September 1, 2018 – June 25, 2019, and subject to all federal, state, county and local regulations, governing said employment; and further move to approve applicant's attestation that he 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.*, *N.J.S.A. 18A:6-4.13 et seq.*, and *N.J.S.A. 18A:12-1 et seq.*, as applicable. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

P1 – P29 & P31 – P60

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

The following motions were approved by roll call: **E1 – PO3**

Moved by: QUINLAN

Seconded: BUTTO

EDUCATION

E1. To approve the District Goals for the 2018-19 School Year as follows:

1. Continue to build upon our wellness goal with a focus on the mental health and well being of each student. By raising the awareness of our Stigma-Free Learning Community, we will continue to make strides in eliminating the stigma attached to mental health, depression, and anxiety. Student achievement will increase as our students, staff, and families recognize the importance of seeking assistance for students in need of counseling and /or other resources.
2. Deepen 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. Increase the practice of an interdisciplinary approach to classroom teaching methodologies to more effectively integrate ideas and recognize bias, foster an understanding of a variety of perspectives, draw ideas from a range of disciplines and help students to understand the multi-faceted nature of educational experiences.

E2. To approve the Summer Curriculum Workshops and authorize the review and development of Curriculum for the 2018-19 School Year as follows:

Hours Per Staff

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Member</u>
Applied Technology	Honors Engineering	2 Participants	18
		1 Presenter	4
	Introduction to Robotics	2 Participants	9
		1 Presenter	2
Business	Entrepreneurship	2 Participants	18
		2 Presenters	4
English	English College Essay Writing	4 Presenters	12
	ELL	2 Participants	18
		2 Presenters	4
	Drama	2 Participants	9
		2 Presenters	2
	TV Studio Production	2 Participants	9
		2 Presenters	2
	Stage Movement and Dance	2 Participants	9
		2 Presenters	2
	Acting Lab	2 Participants	18
		2 Presenters	2
	Theatre Production	2 Participants	9
		2 Presenters	2
Physical Education	Physical Education 9-12	4 Participants	12
		1 Presenter	4
	Self Defense	4 Participants	6
		1 Presenter	2
Science	Science Seminar	2 Participants	9
		2 Presenters	2
	Biology CP	4 Participants	10
		2 Presenters	2
	Biology CPE	4 Participants	10
		2 Presenters	2
	Biology H	4 Participants	10
		2 Presenters	2

Special Education	Chemistry CP	4 Participants	10	
		2 Presenters	2	
	Chemistry CPE	4 Participants	10	
		2 Presenters	2	
	Chemistry H	4 Participants	10	
		2 Presenters	2	
	Physics CP	4 Participants	10	
		2 Presenters	2	
	Physics CPE	4 Participants	10	
		2 Presenters	2	
	Self-Contained /Integrated Science	2 Participants	9	
		1 Presenter	3	
	Self-Contained and Resource Center Reading	2 Participants	9	
		1 Presenter	3	
	World Languages	Italian 5 AP	2 Participants	10
			1 Presenter	1
Italian Cinema, Culture, & Conversation		2 Participants	4	
		1 Presenter	2	
Italian 4 H		4 Participants	6	
		1 Presenter	2	
Italian 4 CPE		4 Participants	8	
		1 Presenter	2	
Italian 3 H		4 Participants	6	
		1 Presenter	2	
Italian 3 CPE		4 Participants	6	
		1 Presenter	2	
Italian 2 CPE		4 Participants	6	
		1 Presenter	2	
Italian 1 CPE		4 Participants	6	
		1 Presenter	2	
	French 1 CPE	4 Participants	6	

	1 Presenter	2
French 2 CPE	4 Participants	8
	1 Presenter	2
French 3 CPE	4 Participants	4
	1 Presenter	2
French 3 H	4 Participants	6
	1 Presenter	2
French 4 CPE	4 Participants	8
	1 Presenter	2
French 4 H	4 Participants	6
	1 Presenter	2
French 5 AP	2 Participants	10
	1 Presenter	1
French Cinema, Culture, & Conversation	2 Participants	4
	1 Presenter	2
Spanish 1 CP	4 Participants	6
	1 Presenter	2
Spanish 1 CPE	4 Participants	6
	1 Presenter	2
Spanish 2 CP	4 Participants	6
	1 Presenter	2
Spanish 2 CPE	4 Participants	6
	1 Presenter	2
Spanish 3 CPE	4 Participants	4
	1 Presenter	2
Spanish 3 H	4 Participants	8
	1 Presenter	2
Spanish 4 CPE	4 Participants	10
	1 Presenter	2
Spanish 4 H	4 Participants	6
	1 Presenter	2
Spanish Cinema, Culture, & Conversation	2 Participants	4
	1 Presenter	2

- E3. To approve home instruction for District students, at the contracted hourly rate, as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
421474	IHHS	9
422393	IHHS	9
419094	IHHS	11

- E4. To approve the expenditure of \$100 to Thomas Basili, RHS, and Timothy Walkowich, IHHS, for educational materials of their choice for use either in their classrooms or the libraries as recipients of the 2017-18 Bergen County's Teacher/Educational Services Professionals Recognition Award.
- E5. To accept a regular tuition student (419478) into the Ramapo Indian Hills Regional High School District for the 2018-19 School Year as per Policy 5111, Eligibility of Resident/Nonresident Students.
- E6. To accept a regular tuition student (421713) into the Ramapo Indian Hills Regional High School District for the 2018-19 School Year as per Policy 5111, Eligibility of Resident/Nonresident Students.
- E7. To accept a tuition-free student (422613) into the Ramapo Indian Hills Regional High School District for the 2018-19 School Year as per Policy 5111, Eligibility of Resident/Nonresident Students.

OPERATIONS

- OP1. To approve renewal rates for Aetna, BeneCard Services, and Delta Dental for the period July 1, 2018 - June 30, 2019 as follows:

<u>Type</u>	<u>Single</u>	<u>Parent/Child</u>	<u>Husband/Wife</u>	<u>Family</u>
BeneCard Services	\$138.00	\$171.17	\$292.03	\$292.03
Delta Dental Plan	47.69			125.95
Open Access 10	1,063.56	1,549.64	2,296.76	2,752.22
Open Access 15	985.01	1,454.43	2,192.23	2,550.64
POS	929.25	1,372.15	2,068.14	2,406.27
Open POS Plus	667.97	1,367.23	1,593.70	2,250.58
HNO	650.39	1,331.27	1,551.79	2,191.41

- OP2. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District received proposals from NFHS Network School Broadcast Program, powered by PlayOn! Sports ("NFHS Network"), to broadcast selected games and events held at the Ramapo Indian Hills School District ("District"); and

WHEREAS, the first proposal is for a term of three (3) years, with the Board paying a total of \$9,000 for two (2) cameras, and with the opportunity for revenue sharing up to 10% of the net revenue generated by NFHS Network from monthly subscription fees; and

WHEREAS, the second proposal is for a term of five (5) years, with NFHS Network providing two (2) cameras to the Board without charge; and with the

opportunity for revenue sharing up to 10% of the net revenue sharing up to 10% of the net revenue generated by NFHS Network from monthly subscription fees; and

WHEREAS, the Board is desirous of accepting both proposals and entering into contracts with NFHS Network.

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby accepts NFHS Network's proposals and awards the contracts to NFHS Network to broadcast selected games and events that are held at the District.

BE IT FURTHER RESOLVED that the Board President and the Board Secretary are hereby authorized to execute such agreement, as revised by the Board attorney, and any other documents necessary to effectuate the terms of this Resolution.

FINANCE

- F1. To approve the hourly rates for Student/Teacher Summer Employment effective for the 2018-19 School Year as follows:

First Summer	\$8.60 High School
Second Summer	\$9.00 High School
Third Summer	\$10.00 College
Teacher	\$13.00

- F2. To approve the hourly rates for the 2018-19 School Year as follows:

Substitute Custodian	\$17.85
Substitute Administrative Assistant	\$20.76
Substitute Bus Driver - First Year	\$17.68
Substitute Bus Driver - Second Year	\$19.73
Substitute Bus Driver - Third Year	\$22.25
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 \$38,003.87.

- F4. To authorize approval of bills drawn on the current account in the total amount of \$629,909.51 for materials received and/or services rendered, having been duly audited by the business administrator and the chairperson of the Finance Committee.

- F5. To approve the resolution as follows:

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

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

WHEREAS, the travel request listed below specifies for each item of reimbursement the specific promotion of delivery of instruction or furtherance of

the efficient operation of the school district, and the amount of each listed reimbursement does not exceed State travel reimbursement guidelines;

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

<u>Req. No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
IH17-72	Davidson	Stronge	7/12-26/18	\$667.18
IH17-73	Boltzer	How to Supervise People	7/18/18	\$169.00

POLICY

PO1. To approve the first reading of District Policies as follows:

<u>Policy Title</u>	<u>Policy No.</u>
Practice and Pre-Season Heat-Acclimation for Interscholastic Athletics	2431.3
Physical Examination	3160
Physical Examination	4160
Student Suicide Prevention	5350
Reporting Potentially Missing or Abused Children	8462

PO2. To approve Regulation 5460.1, High School Transcripts.

PO3. To approve Bylaw 0169.02, Board Member Use of Social Networks.

E1 – PO3

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

COMMITTEE REPORTS

Mr. Bunting reported that a Finance Committee Meeting is scheduled on June 27.

Mrs. Quinlan reported that a Facilities Committee Meeting is scheduled next week.

Mrs. Becker reported that a Crisis Management Committee Meeting is scheduled on Friday, June 15.

Mrs. Kilday reported that an Education Committee Meeting was held on June 5 to discuss agenda items as follows: 1) PARCC; 2) ELA and Algebra I State requirements for sophomores; 3) QSAC for the 2019-20 School Year; and 4) the annual State Performance Reports.

Mr. Butto reported that the members of the Personnel/Goals/Evaluation Committee met earlier to discuss the CSA Evaluation for the 2017-18 School Year.

Mrs. MacKay invited Mr. Marano to present the District’s HIB Grade Report for the 2017-18 School Year. Mr. Marano stated that a copy of this Report will be posted to the District’s website. Following the presentation, Mrs. MacKay thanked Mr. Marano for his presentation.

BOARD COMMENTS

Mr. Rukaj stated that he attend the IHHS Scholarship Awards and congratulated all the students for their accomplishments. He is looking forward to attending the graduation ceremonies.

Mrs. Castor stated that she attended the RHS and IHHS National Honor Society Induction Ceremonies and congratulated the students on their achievements. She also stated that she attended the APTS Meeting and the PTSO Meeting. She thanked the parents for their continued support of the District's students.

Mrs. Castor thanked the teachers who attended tonight's Board Meeting.

PUBLIC DISCUSSION

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

No discussion.

B. Moved by RUKAJ Seconded BUTTO to re-enter the Regular Public Meeting.

ANTICIPATED FUTURE MEETING DATES

Mrs. Castor announced anticipated future meeting dates as follows:

Tuesday, June 26, 2018, Regular Public Meeting, District Conference Room, 8 P.M.

ADJOURNMENT

Moved by QUINLAN Seconded: RUKAJ to adjourn at 9:15 P.M.

Jane Castor
Board President

Frank Ceurvels
Business Administrator/Board Secretary

