

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

ACTION/WORK SESSION MINUTES

April 15, 2019
RHS, Library

Roll Call – Executive Session

Upon roll call at 7 P.M., the Board members responded as follows: Mmes. Becker, Kilday, Laforgia, and Quinlan (ABSENT). Messrs. Becker, Bunting (ABSENT), Butto, Kinney, 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 vice 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 Mr. Rukaj 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, Kilday, Laforgia, and Quinlan (ABSENT). Messrs. Becker, Bunting (ABSENT), Butto, Kinney, 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 8 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 invited Ms. Durkin, IHHS, Student Board Report their reports as follows: Ms. Durkin reported: 1) the fourth marking period has begun; 2) the Health Day Festival is scheduled on April 26; 3) the IHHS Spring Performances of Annie are scheduled on April 24, 25, and 26; 4) IHHS Clubs and Teams are preparing for the 2019-20 School Year; 5) the Spring Athletic Teams are doing well; and 6) Field Day, hosted by the Interact Club and the Senior Class, is scheduled in June for Seniors. Ms. Goodrich reported: 1) Spring Athletic Teams are doing well; 2) the Art Showcase displays work by the students, which is amazing; 3) the Jazz Night was held last week; and 4) the RHS Student Government will be scheduling a Day of Service some time in May.

Mr. Becker invited Mr. Anello to introduce the RHS Athletic Coaches and Teams – Girls' Fencing, Boys' Basketball, Track, and Wrestling – and asked each Coach to discuss the student-athletes' accomplishments. Certificates of Achievement were presented to each student athlete.

SUPERINTENDENT'S REPORT

Mrs. MacKay congratulated the student athletes for their achievement. She also thanked the parents for their unwavering support and encouragement.

Recess

Upon motion of Mrs. Becker, and seconded by Mr. Rukaj, and carried the Board recessed the Action/Work Session to recognize the student athletes at 8:24 P.M.

Reconvene

Upon motion of Mrs. Kilday, and seconded by Mrs. Becker, the Action/Work Session

was reconvened at 8:39 P.M.

Mrs. MacKay thanked Ms. Staci Anson and Ms. Gale Fanale, recipients of the Bergen County Teacher Recognition Award, for their hard work and commitment to the District. Mrs. MacKay also discussed briefly the Future Ready School Resolution for Board approval this evening. She stated that this Program gauges how ready students are for the digital age. She thanked Mr. Sutherland for his efforts in this District initiative.

Mrs. MacKay invited Mr. Sutherland to present the District's Fall Block PARCC Results. A brief Question and Answer Session followed the presentation.

BUSINESS ADMINISTRATOR'S REPORT

Mr. Ceurvels reported on District capital projects/initiatives as follows: 1) the District's 2019-20 Budget was approved by the County Office; the Budget Presentation is scheduled on April 29; 2) the members of the Facilities Committee met to discuss the District Track and Turf Replacement Projects; the Shared Services Agreement with the FLOW Districts for engineering work; Student parking lots; and 2) the projects out to bid are: time and materials, bathrooms, custodial cleaning services, Sewage Treatment Operator contract; and perhaps the District's transportation contract.

PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

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

No discussion.

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

ACTION ITEMS - ✓ = Yes

The following motions were approved by roll call: **P1 – F1**

Moved by: BECKER Seconded: RUKAJ

PERSONNEL

- P1. To approve the change in assignment for Kevin Weydig, RHS, from .542 Math Supplemental Teacher, BA, Step 1, \$28,613, and .4 Instructional Aide, Step 4, \$11,344.40, to .542 Math Supplemental Teacher, BA, Step 1, \$28,613, and .4 Math Teacher, BA, Step 1, \$21,116.80, pro-rated, effective for the period April 22 - June 30, 2019.
- P2. To amend the request for a paid Maternity Leave of Absence (Presumptive Period of Disability), utilizing unused sick leave as allowed by law, for Jaclyn Brennecke, RHS, Math, effective on or about April 25 - 29, 2019, and further move to approve an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) effective on or about April 30 – June 28, 2019.
- P3. To amend the request for a paid Maternity Leave of Absence (Presumptive Period of Disability), utilizing unused sick leave as allowed by law, for Jennifer Perry, RHS, Guidance, effective on or about April 18 - May 24, 2019, and further move to approve an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) effective on or about May 28 - June 28, 2019.
- P4. To amend the sixth period teacher assignment for Carly Hausch, IHHS, Math, Period 4, at the contractual stipend of \$9,530, pro-rated, effective for the period December 10, 2018 - May 10, 2019.
- P5. To amend the sixth period teacher assignment for Sarah McGowan, IHHS, Math, Period 4, at the contractual stipend of \$9,530, pro-rated, effective for the period December 10, 2018 - May 10, 2019.
- P6. To approve the sixth period teacher assignment for Matthew O'Neill, RHS, Math, Period 1, at the contractual stipend of \$9,530, pro-rated, effective for the period April 22 - June 30, 2019.

- P7. To approve the sixth period teacher assignment for Kimberly Deamer, RHS, Math, Period 4, at the contractual stipend of \$9,530, pro-rated, effective for the period April 22 - June 30, 2019.
- P8. To approve the sixth period teacher assignment for Matthew Caulfield, RHS, Math, Period 5, at the contractual stipend of \$9,530, pro-rated, effective for the period April 22 - June 30, 2019.
- P9. To amend the salary adjustment for achieving a higher degree level for District staff, as approved by the Board of Education at its January 28, 2019 Regular Public Meeting, as follows:

<u>Name</u>	<u>Degree</u>	<u>Salary</u>	<u>Effective Date</u>
Joseph Verdon	BA to BA+15	\$56,922 to \$58,482	February 1, 2019

- P10. To approve the appointment of Angela Demetriou, District, On-call / Temporary Administrative Assistant, at an hourly rate of \$20.76, no benefit coverage, with a schedule limited to less than 30 hours per week as assigned by the District administration effective for the 2018-19 School Year.
- P11. To approve the appointment of the following individual listed below as a Substitute Teacher effective 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:

Christine Vincent District

- P12. To approve the appointment, as recommended by the Superintendent of Schools, of Kimberly Marino, IHHS, Drama Club Awards Night Staff, at a stipend in the amount of \$500, for the 2018-19 School Year, subject to all federal, state, county, and local regulations, governing said employment; 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.*
- P13. 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; 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 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.*

Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Dominic Mulieri	Asst. Spring Strength & Conditioning	Standard	4	\$2,314 ¹

¹Pro-rated 4/5 - 6/30/19

- P14. To approve the appointment of a Volunteer Athletic Coach, effective for the 2018-19 School Year. Authorization for employment is based on prior verification of 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, and N.J.S.A. 18A:12-1 et seq.* as follows:

<u>Name</u>	<u>Position</u>
John Gould	Golf/IHHS

- P15. To rescind the appointment of David Schuman, IHHS, Asst. Spring Strength & Conditioning Coach, effective immediately.

- P16. To amend the request for an unpaid Family Leave of Absence for John Williams, RHS, Custodian, effective March 4 - April 26, 2019, utilizing The Family and Medical Leave Act (FMLA).

EDUCATION

- E1. To approve District student field trips and transportation costs for the 2018-19 School Year as follows:

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Camp YDP, Paterson	IHHS Interact	April 25, 2019	\$0
Superior Court & Bergen County Jail	IHHS Law & Human Rights	May 17, 2019	0
LaDuree, NYC	RHS World Language/ French	May 22, 2019	0
Bronx Zoo	RHS Forensics/Biology	May 22, 2019	0
NBC Studios, NYC	IHHS TV Production/ Film	June 3, 2019	0

- E2. To approve in accordance with Chapter 46, Title 18A, New Jersey Statutes, and on the recommendation of the Superintendent of Schools, District Director of Student Personnel Services, and District Child Study Team that tuition and/or related services be paid for the student listed below to attend the school indicated at the tuition cost indicated for the 2018-19 School Year as follows:

<u>Student No.</u>	<u>Placement</u>	<u>Tuition</u>
071902	Paradigm Therapeutic Day School, Inc.	\$24,320.00

Pro-rated at \$380.00 for 64 days

- E3. To approve the revised 2018-19 *Student Calendar*.
- E4. That home instruction for a District student, at the approved hourly rate, be approved as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
419038	IHHS	12
419771	RHS	12

- E5. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education first seeks to support the identification of a Future Ready Schools – New Jersey district team lead and create a team of FRS-NJ specialists that infuse Digital Learning across multiple disciplines including: math, technology, media, arts, science, language arts, and Career and Technical Education;

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education will support and promote the development of individual school Future Ready teams that infuse Digital Learning across multiple disciplines including: math, technology education, media, arts, science, language arts, and Career and Technical Education;

THEREFORE, BE IT RESOLVED that the Ramapo Indian Hills Regional High School District Board of Education agrees to participate in the Future Ready Schools – New Jersey.

We hereby appoint Daniel Sutherland to be the District’s liaison to the Future Ready Schools – New Jersey, who will report to the Board upon the completion of tasks for the certification program.

We do hereby recognize that Daniel Sutherland will be the responsible agent at the District level to carry out the District’s commitment for its schools to participate in Future Ready Schools – New Jersey.

We agree to follow through with the District’s commitment and support our schools achieve certification through the Future Ready Schools – New Jersey Certification Program.

FINANCE

F1. To approve the resolution as follows:

WHEREAS, the District employees have submitted requests for reimbursement for work-related travel that is directly related to and within the scope of each 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 each employee and found same to be in compliance with the Board’s policy provisions and approval requirements; and

WHEREAS, the travel requests 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>
IH18-77	Funk	DECA ICDC	April 26-May 1, 2019	\$1,820.28
IH18-78	Batti	NJSCBWI Conference	June 1-2, 2019	206.26
R18-69	Kaplan	Salisbury University	April 25-26, 2019	151.00

P1 – F1

RC): Becker ✓, Bunting **ABSENT**, Butto ✓, Kinney ✓, Laforgia ✓, Quinlan **ABSENT**, Rukaj ✓, Kilday ✓, Becker ✓

COMMITTEE REPORTS

Mr. Kinney reported that the members of the Negotiations Committee will meet with the representatives of the RIHAA on Wednesday, April 17.

Mrs. Becker reported that the members of the Personnel/Goals/Evaluation Committee met on April 2 to discuss agenda items as follows: 1) Presentation of the Status of 2018-19 District Goals scheduled on May 13; 2) Discussion of the proposed 2019-20 District Goals scheduled on May 30; 3) Approval of the 2019-20 District Goals scheduled on June 10; and 4) Approval of the 2019-20 Board Goals scheduled on June 27.

Mr. Butto reported that an Extracurricular Committee Meeting will be scheduled some time in June.

Mrs. Kilday reported that an Education Committee Meeting is scheduled on April 23.

Mr. Becker reported that a Finance Committee Meeting is scheduled on April 16.

BOARD COMMENTS

Mrs. Becker congratulated the student athletes for their accomplishments.

Members of the Board thanked Mr. Sutherland for his presentation of the PARCC Scores.

PUBLIC DISCUSSION

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

No discussion.

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

ANTICIPATED FUTURE MEETING DATES

Mr. Becker announced anticipated future meeting dates as follows:

Monday, April 29, 2019, Budget Public Hearing/Regular Public Meeting, IHHS,
Cafeteria, 8 P.M.

ADJOURNMENT

Moved by BUTTO Seconded: KILDAY to adjourn at 9:15 P.M.