

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

ACTION/WORK SESSION MINUTES

June 10, 2019

Ramapo High School, Library

Roll Call – Executive Session

Upon roll call at 6 P.M., the Board members responded as follows: Mmes. Becker, Kilday, and Laforgia. Messrs. Becker, Bunting, Butto (6:12 P.M.), 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 6 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 Mr. Bunting 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, and Laforgia. Messrs. Becker, Bunting, 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 welcomed everyone to the Board Meeting.

The Board presented a Certificate of Appreciation to Ms. Goodrich to recognize her service as the RHS Student Board Representative during the 2018-19 School Year.

Mr. Becker also stated that on behalf of the Board of Education he thanked the 2018-19 retirees for their many years of dedicated service to the District's students. He also thanked and recognized former Board members – Mr. Thomas Madigan, Mr. Ken Porro, Mrs. Jane Castor, Mrs. Sadie Quinlan, and Mrs. Lisa Sciancalepore – for their many years of dedicated service to the Ramapo Indian Hills Regional High School District. He also congratulated the two Bergen County Teacher Recognition recipients. Certificates of Service and Appreciation were presented to the retirees and former Board Members, and Certificates of Achievement were presented to the Bergen County Teacher Recognition recipients, Ms. Kathleen Robinson, the 2018-19 College Board School Counselor Award Recipient, and Ms. Staci Anson, the Commission on the Status of Women 2019 Women's History Month Honoree.

Mr. Becker invited Mr. Paravati and Ms. Noah, the Academic Decathlon Advisors, to highlight the accomplishments of the IHHS and RHS Academic Decathlon Teams during the 2018-19 School Year. Both Mr. Paravati and Ms. Noah thanked the members of the Board and Mrs. MacKay for their continued support of the Academic Decathlon teams. Certificates of Achievement were presented to the Academic Decathletes.

Mr. Becker invited Ms. Fanale, IHHS and RHS DECA Advisor, to highlight the accomplishments of the IHHS and RHS DECA Teams during the 2018-19 School Year. Ms. Fanale thanked the members of the Board and Mrs. MacKay for their continued support of the DECA teams. Certificates of Achievement were presented to the DECA team members.

Mrs. Mackay thanked the former Board members, retirees, and student athletes for their commitment to the District and its educational program and goals.

Mr. Becker invited Ms. Goodrich, RHS, Student Board Representative and Mr. Ilardi, IHHS, Alternate Student Board Representative, to present their reports as follows: Ms. Goodrich stated: 1) the RHS Spring Track Team is doing very well; 2) the May 31 Pochella Event was a great success; 3) the Senior Scholarship Program was held on June 5 and was a very exciting night for seniors; 4) the Senior Prom was held on June 6 and was enjoyed by all who attended; and 5) a Day of Service is scheduled on June 12. Ms. Goodrich thanked the members of the Board and Mrs. MacKay for a great school year as the RHS Student Board Representative. Mr. Ilardi stated: 1) the IHHS students who attended the Junior and Senior Proms enjoyed the events; 2) Stigma Free Day was held recently promoting mental health – therapy dogs and rock painting were two of the scheduled activities during the event; 3) the Biliteracy Test is scheduled this week; 4) the Day of Service is scheduled on June 12; 5) Student elections and Class elections were held this week.

Mr. Becker wished Ms. Goodrich much success at Williams College, and thanked both Ms. Goodrich and Mr. Illardi for their reports.

Recess

Upon motion of Mr. Butto, seconded by Mr. Bunting and carried the Board recessed the Action/Work Session at 8:35 P.M.

Reconvene

Upon motion of Mrs. Kilday, seconded by Mr. Rukaj the Action/Work Session was reconvened at 8:45 P.M. by Mr. Becker.

SUPERINTENDENT'S REPORT

Mrs. MacKay stated that she attended the RHS and IHHS Senior Scholarship Ceremonies and thanked the members of the Committees for a job well done. She thanked the local organizations and individuals who contributed to the scholarship fund.

Mrs. MacKay invited Mr. Sutherland to discuss the District's Future Ready Schools Program. Mr. Sutherland discussed the Leadership and Technology Categories of the District's Application.

A brief question and answer session followed Mr. Sutherland's presentation. Mrs. MacKay thanked Mr. Sutherland for his presentation.

BUSINESS ADMINISTRATOR'S REPORT

Mr. Ceurvells reported on District capital projects/initiatives as follows: 1) the Bid Opening for the District's Transportation Services was held and First Student is the lowest, responsible bidder, however, the transportation costs will increase by approximately 12% over the 2018-19 costs; and 2) the field schematics for the two athletic fields will be posted to the District's webpage.

Mr. Ceurvells will continue to update the Board as to the status of these project/initiatives.

PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

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

A member of the public commended the Board of its tradition of recognizing and honoring student achievement.

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

OPEN BOARD DISCUSSION

Mr. Becker read the proposed 2019-20 Board Goals and members of the Board discussed the goals. The proposed Board Goals will be finalized and approved at the June 27 Regular Public Meeting.

ACTION ITEMS - ✓ = Yes

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

RC): Becker	Bunting	Butto	Kinney
Laforgia	Rukaj	Kilday	Becker

The following motion was approved by roll call: **P44**

Moved by: BUTTO Seconded: BUNTING

PERSONNEL

P44. To approve the resolution as follows:

Whereas, Ramapo Indian Hills Regional High School District Board of Education member Sadie Quinlan submitted her resignation from the Board effective April 15, 2019; and

Whereas, the Board has conducted a thorough search process for a replacement for Mrs. Quinlan, including public advertisement of the vacancy and interviews of prospective candidates;

Now, Therefore, Be It Resolved, that pursuant to *N.J.S.A. 18A:12-15* the Ramapo Indian Hills Regional High School District Board of Education hereby appoints Jon Lax as a member of the Board of Education to fill the Oakland seat vacancy created by the resignation of Sadie Quinlan, for a term to commence immediately upon adoption of this resolution and to continue until the Board’s organization meeting following the 2019 Annual School Election.

P44

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

The following motions were approved by roll call: **P1 – P43 & E1 – F3**

Moved by: KILDAY Seconded: RUKAJ

PERSONNEL

P1. To approve the resolution as follows:

WHEREAS, Shayna Durkin has served as the Indian Hills High School Student Board Representative for the 2018-19 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 Shayna Durkin 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 Shayna Durkin in recognition of her exemplary service to our school district.

P2. To approve the resolution as follows:

WHEREAS, Stephanie Goodrich has served as the Ramapo High School Student Board Representative for the 2018-19 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 Stephanie Goodrich 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 Stephanie Goodrich in recognition of her exemplary service to our school district.

P3. To approve the resolution as follows:

WHEREAS, Gale Fanale has been selected by the Ramapo Indian Hills Regional High School District to represent Indian Hills High School at the 2018-19 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. Gale Fanale 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 Gale Fanale in recognition of her exemplary service to our school district.

P4. To approve the resolution as follows:

WHEREAS, Staci Anson has been selected by the Ramapo Indian Hills Regional High School District to represent Ramapo High School at the 2018-19 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. Staci Anson 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 Staci Anson in recognition of her exemplary service to our school district.

P5. To approve the resolution as follows:

WHEREAS, Kathleen Robinson has been selected by College Board as a 2018-19 College Board School Counselor Award Recipient, 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. Kathleen Robinson 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 Kathleen Robinson in recognition of her exemplary service to our school district.

P6. To approve the resolution as follows:

WHEREAS, Staci Anson has been selected by the Commission on the Status of Women as a 2019 Women’s History Month Honoree, 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. Staci Anson 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 Staci Anson in recognition of her exemplary service to our school district.

P7. 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 2018-19 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 \$1,115, retroactive to July 1, 2018;
2. Claudia Dargento, RHS, Asst. Principal - 1% additional increase of \$1,415, retroactive to July 1, 2018;
3. Daniel Guido, IHHS, Asst. Principal - 1% additional increase of \$1,322, retroactive to July 1, 2018;

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 2018-19 School Year.

P8. To approve the reappointment, as recommended by the superintendent of schools, of District Administrators, effective for the period July 1, 2019 - June 30, 2020, 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	\$116,017
Claudia Dargento	Asst. Principal/RHS	\$147,171
Daniel Guido	Asst. Principal/IHHS	\$137,512

P9. To approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District staff, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment, effective for the period September 1, 2019 - June 30, 2020, as follows:

<u>Name</u>	<u>Department</u>	<u>School</u>	<u>Level/Step</u>	<u>Salary</u>
Annmarie Anderson	Science	IHHS	BA+15/15	\$73,738 ^A
Kim Angerson	Science	RHS	MA/18	87,424 ^A
Staci Anson	Social Studies	RHS	MA+30/20	103,561 ^B
Christopher Anzano	Physical Education & Health	RHS	MA/7	60,523
Mark Aramburu	Physical Education & Health	IHHS	MA/20	97,004 ^{B/3}
Lee Barber	Mathematics	RHS	MA/18	87,424 ^{B/2}
Marisa Barnes	Science	RHS	BA/15	69,547 ^B
Pierre Barreau	World Languages	District	MA+30/20	103,561 ^B
Thomas Basili	English	RHS	BA+15/12	66,356 ^A
Karli Basilicato	Health	RHS	BA/14	66,647 ^A
Kimberly Batti Valovina	Art	IHHS	MA+30/11	70,588 ^A
Kenneth Bellottie	Mathematics	IHHS	MA+30/15	80,128 ^A
Joanne Braun	Science	IHHS	MA+30/20	103,561 ^B
Elisa Britnell	World Languages	District	MA+30/17	90,597 ^A
Julie Buccino	Physical Education & Health	IHHS	MA/8	62,615 ^A
Leonardo Castano	World Languages	RHS	MA+30/15	80,128 ^A
Matthew Caulfield	Mathematics	RHS	MA/8	62,615
Elizabeth Cericola	.9 Business	IHHS	BA/20	76,916 ^A
Luz Ciprian	World Languages	RHS	BA/11	62,172 ^A
Michele Clancy	Special Education	IHHS	MA/20	97,004 ^{B/2}
Marc Conley	Special Education	IHHS	MA+15/15	78,128 ^B
Christopher	Science	IHHS	MA+30/17	90,597 ^A

Cornetto				
Teresita Crane	Social Studies	RHS	MA+30/14	\$75,933 ^B
Robin Crossley	Family & Consumer Science	RHS	MA+30/18	94,746 ^{B/3}
Lauren Damstrom	Mathematics	IHHS	MA+30/8	65,713 ^A
Laura Dantoni	Family & Consumer Science	RHS	BA/13	65,072
Tanushree Desai	Special Education	RHS	MA+30/5	60,990
Angela DiBlasio-Funk	Social Studies	IHHS	BA+15/18	81,979 ^{B/1}
Jennifer Dinan	Mathematics	IHHS	MA+30/13	74,174 ^B
Laura Dondero	Guidance	RHS	MA/7	60,523
Heidi Enslin-Velez	Science	RHS	BA/18	78,647 ^B
Ornella Eustice	English	RHS	MA/20	97,004 ^{B/2}
Jill Fackelman	Physical Education & Health	IHHS	MA+15/19	93,842 ^A
Gale Fanale	Business	IHHS	MA+30/19	98,921 ^{B/3}
John Fazio	Applied Technology	IHHS	MA+30/17	90,597 ^A
Dan Ferat	English	IHHS	MA+30/14	75,933 ^B
Melissa Ferro	Ed Media Specialist	RHS	MA+30/18	94,746 ^B
Mark Friedman	Music	IHHS	BA/20	85,462 ^B
John Gaccione	Mathematics	RHS	MA+30/20	103,561 ^B
Donna Garbaccio	School Nurse	IHHS	BA/17	75,547
Katherine Gaspar	Family & Consumer Science	RHS	MA+30/20	103,561 ^{B/2}
Drew Gibbs	Physical Education	RHS	BA+15/20	89,304 ^{B/1}
Lauren Gibson	Art	RHS	MA/11	67,378 ^A
Michael Glodava	.6 Applied Tech/SLE	RHS	MA/5	34,100
	.271 Social Studies Supplemental	RHS	MA/5	15,402
Sandra Gordon	Physical Education & Health	RHS	MA+30/11	70,588 ^A

Michelle Gramazio	Special Education	IHHS	BA+15/8	\$60,527 ^A
Debora Greene	Business/Math	IHHS	MA+30/15	80,128 ^{B/2}
Nicholas Guttuso	Physical Education & Health	RHS	MA+30/8	65,713 ^A
Lisa Haas-Wasserman	School Nurse	IHHS	BA/18	78,647
James Hague	Physical Education & Health	RHS	BA/19	81,822 ^{B/1}
Donna Harvey	Business	RHS	MA+30/18	94,746 ^{B/3}
Carly Hausch	Mathematics	IHHS	MA+30/13	74,174 ^B
Susan Heerema	Music	IHHS	BA/16	72,547 ^{B/1}
Ronald Heusser	Social Studies	IHHS	MA+30/19	98,921 ^{B/3}
George Hill	Physical Education & Health	IHHS	MA/20	97,004 ^{B/3}
Kevin Hogan	Special Education	IHHS	MA+15/7	61,721 ^A
Gregory Hudak	Science	RHS	BA+15/20	89,304 ^{B/1}
Helen Hughes	Family & Consumer Science	IHHS	BA/20	85,462 ^{B/1}
Michael Ivanov	Social Studies	District	BA/6	56,192
Scott Jackson	Social Studies	RHS	BA+15/18	81,979 ^{B/1}
Thomas Jaeger	Science	RHS	MA/10	66,127 ^A
Samantha Janiszak	Special Education	IHHS	MA/8	62,615
Kathleen Jerzewski	Science	IHHS	MA+30/11	70,588 ^A
Elizabeth Johnson	Social Studies	IHHS	MA+30/13	74,174 ^B
Christopher Jolin	Science	IHHS	MA/20	97,004 ^{B/2}
Christine Kamper	Social Studies	District	BA+15/9	62,061
Peter Kanefke	Science	RHS	MA+30/20	103,561 ^{B/2/6}
Christine Kelly	Special Education	IHHS	MA+30/8	65,713 ^A
Thomas Kersting	Student Assistance Counselor	IHHS	MA+30/20	103,561 ^{B/2}
Daniel Keyer	English	IHHS	BA/8	58,522 ^A

Karen Klingner	Guidance	IHHS	MA+30/19	\$98,921 ^{B/2}
Christine Koons	Physical Education & Health	IHHS	BA/20	85,462 ^{B/1}
Laurie Kusma	Family & Consumer Science	District	BA/16	72,547 ^A
Maria LaBarbiera	Special Education	IHHS	MA+30/19	98,921 ^{B/2}
Edith LaChac	Ed Media Specialist	IHHS	MA+30/7	\$63,845
Daniel Laner	Social Studies	RHS	BA/10	60,922 ^A
Cari Laughman	Special Education	RHS	MA/6	58,502
Graziella Lazzara	World Languages	IHHS	BA+15/12	66,356
Karen Lereah	Special Education	IHHS	MA+30/20	103,561 ^{B/2}
Kimberly LoBello	Psychology	RHS	MA+15/14	73,512 ^A
Susan Loccke	English	RHS	MA/20	97,004 ^A
Shannon Luke	Social Studies	IHHS	BA/8	58,522 ^A
Alyssa Mackenzie	.6 Social Studies	IHHS	MA/14	43,252 ^B
Yonit Malina	.4 Social Worker	IHHS	MA+30/14	30,373
Corrin Manzo	English	RHS	MA+30/15	80,128 ^{B/2}
Heather Manzo	English	RHS	MA/14	72,086 ^{B/2}
William Manzo	English	RHS	MA+30/17	90,597 ^{B/2}
Jutta Marateo-Gonzalez	Science	IHHS	MA+15/20	98,976 ^B
Debra Martin	Family & Consumer Science	IHHS	MA+30/20	103,561 ^{B/4}
Jill Matcovich	Special Education	RHS	MA+15/7	61,721 ^A
Christopher Mayer	Social Studies	District	MA+15/6	59,658
Danielle McCartan	World Languages	RHS	MA+15/9	65,992 ^A
Courtney McDonough	Science	IHHS	MA+30/12	72,544 ^A
Sarah McGowan	Mathematics	IHHS	MA+30/20	103,561 ^A
Cheri McLaughlin	World Languages	IHHS	MA+30/17	90,597 ^{B/2}

Michael Michels	Science	IHHS	MA+30/19	\$98,921 ^{B/3}
Danielle Migliacci	Business	RHS	BA/17	75,547 ^{B/1}
John Murphy	Social Studies	IHHS	BA/8	58,522
Keri Myones	English	RHS	MA/10	66,127 ^A
Michael Nangle	Social Studies	RHS	MA/15	76,602 ^{B/2}
Vincent Nguyen	Science	RHS	MA+30/8	65,713 ^A
Meredith Noah	Social Studies	RHS	MA+30/19	98,921 ^{B/3}
Matthew O'Neill	Mathematics	RHS	MA/7	60,523
Matthew Occhipinti	Special Education	RHS	MA/20	97,004 ^{B/2}
Richard Ohren	Physical Education & Health	IHHS	MA+30/17	90,597 ^{B/2}
Hugo Ospina	World Languages	RHS	MA+30/16	84,331 ^{B/2}
Lona Ozrek	Mathematics	RHS	BA/14	66,647
Pamela Pappas	Mathematics	RHS	BA+15/20	89,304 ^{B/1}
Michael Paravati	Social Studies	IHHS	MA+30/5	60,990
Michelle Patrickio	English	IHHS	MA/13	70,128 ^B
Dianna Peller	English	IHHS	BA+15/14	70,188 ^A
Ronald Petherbridge	Science	IHHS	BA+15/18	81,979 ^{B/1}
Daniel Poalillo	Science	District	BA/12	63,572 ^A
Sean Quirk	Art	RHS	MA/14	72,086 ^A
Emily Reitter	Music	RHS	BA/6	56,192
Angela Rodriguez	World Languages	RHS	MA+30/14	75,933 ^B
David Russell	Science	RHS	MA/19	91,981 ^B
Thomas Russo	Physical Education & Health	IHHS	MA+30/9	67,581 ^A
Cynthia St. Clair	English	IHHS	MA+15/17	85,416 ^{B/2}
Jonathan Samarro	English	RHS	MA/19	91,981 ^{B/2}
Jacqueline Sarracco	Music	RHS	MA/20	97,004 ^{B/3}

Susan Sautner	.542 English Supplemental	IHHS	MA/15	\$41,518 ^s
Deborah Scanlon	Special Education	IHHS	BA+15/13	67,499 ^A
John Schilstra	Applied Technology	District	BA/16	72,547 ^A
Kaitlin Schutte	Special Education	RHS	MA+15/8	63,857 ^A
Deborah Schwarz	English	RHS	MA+30/14	75,933 ^A
Janice Sheinberg	.542 Math Supplemental	IHHS	MA/16	43,499 ^s
Eileen Shemon	.4 Physical Education	RHS	MA/13	28,051 ^A
Jennifer Sherry	Guidance	IHHS	MA+30/20	103,561 ^{B/2}
Pamela Sibia	Social Studies	RHS	MA+30/15	80,128 ^{B/2}
Kimberly Sikora	School Nurse	RHS	BA+15/18	81,979 ^A
Nicoletta Slovinski	Mathematics	RHS	MA+30/17	90,597 ^A
Lauren Smalley	Social Studies	IHHS	MA+30/10	69,003 ^A
Jamie Sporn	English	District	MA+30/16	84,331 ^{B/2}
Margaret Stanczak	English	IHHS	BA/20	85,462 ^{B/1}
Kathleen Steier	English	RHS	MA+30/9	67,581 ^A
Leslie Stephen	Physical Education & Health	RHS	MA/20	97,004 ^{B/5}
Rosemarie Sturm	.542 English Supplemental	IHHS	BA/16	39,320 ⁷
Karen Szura	Physical Education & Health	RHS	MA+30/20	103,561 ^{B/4}
Stephen Tallis	World Languages	IHHS	MA+30/20	103,561 ^A
Ellen Tarlowe	School Psychologist	IHHS	MA+30/20	103,561 ^{B/4}
Alexandra Tomaselli	Mathematics	RHS	BA+15/8	60,527 ^A
Josephine Trigo Kelly	World Languages	RHS	MA+30/20	103,561 ^{B/3}
Ivy Urdang	Social Studies	IHHS	MA+30/19	98,921 ^{B/2/6}
Linea Van Dyke	Mathematics	RHS	MA+30/20	103,561 ^{B/2}
David Van Hook	Physical Education & Health	RHS	MA+30/18	94,746 ^B

Cynthia VanderMolen	Social Studies	RHS	MA/12	\$68,667 ^b
Joseph Verdon	English	IHHS	BA+15/8	60,527
Ariel Villegas	Math	RHS	BA+15/8	60,527 ^a
Reina Viruet	World Languages	IHHS	MA/20	97,004 ^a
Marc Vogel	Science	RHS	MA+30/16	84,331
Timothy Walkowich	Science	IHHS	MA+15/6	59,658
Michael Walty	Guidance	RHS	MA+30/13	74,174 ^a
Patricia Wehran	World Languages	IHHS	MA+15/17	85,416 ^{b/2}
Kathleen Whaley	English	RHS	MA+15/20	98,976 ^{b/2}
Robert Wilson	Science	IHHS	MA+15/12	70,044 ^a
Thomas Witterschein	Social Studies	RHS	MA+30/19	98,921 ^{b/3}
Allison Wittlinger	Special Education	IHHS	BA+15/16	75,797 ^{b/1}
Michael Yamosky	Physical Education & Health	RHS	MA+15/18	89,173 ^{b/3}
Elba Zakrzewski	Guidance	IHHS	MA+30/20	103,561 ^{b/2}

^aLongevity, Step A, \$1,625

^bLongevity, Step B, \$2,400

¹Longevity, Tier 1/BA, \$4,300

²Longevity, Tier 2/MA, \$5,000

³Longevity, Tier 3/MA, \$5,500

⁴Longevity, Tier 4/MA, \$6,000

⁵Longevity, Tier 5/MA, \$7,560

⁶Doctorate Stipend, \$1,871

⁷Longevity, Step A, \$875

⁸Longevity, Step B, \$950

P10. To approve the request for an unpaid Family Leave of Absence, utilizing The Family and Medical Leave Act (FMLA), for Jill Matcovich, RHS, Special Education, effective on or about September 3 – November 1, 2019.

P11. To approve the request for an unpaid Family Leave of Absence, utilizing The Family and Medical Leave Act (FMLA) for Hanna Cantwell, IHHS, Math, effective for the period September 1 - 27, 2019, and further move to approve an unpaid Childrearing Leave of Absence effective for the period September 28, 2019 - June 30, 2020.

P12. To approve the reappointment, as recommended by the Superintendent of Schools, of tenured, certificated District subject supervisors effective for the period September 1, 2019 - June 30, 2020. Salary guide placement to remain at the 2018-19 salary guide levels until such time when the 2019-20 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 Berggrin	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
Jennifer Perry	Guidance	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

P13. To approve the appointment of District Head Teachers effective for the period September 1, 2019 - June 30, 2020, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, as follows:

<u>Name</u>	<u>Department</u>
John Fazio	Applied Technology
Lauren Gibson	Art
Debra Martin	Family & Consumer Science
Donna Harvey	Business
Jacqueline Sarracco	Music

P14. To approve the appointment of Building Head Teachers, effective for the period September 1, 2019 - June 30, 2020, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, as follows:

<u>Name</u>	<u>Department/Building</u>
Leslie Stephen	Physical Education/Health, RHS
Richard Ohren	Physical Education/Health, IHHS

P15. 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 Frank C. Ceurvels, Business Administrator/Board Secretary, at an annual salary of \$211,365, for the period beginning on July 1, 2019 and ending on June 30, 2020.

BE IT FURTHER RESOLVED that this Employment Agreement has been submitted to and approved by the Interim Executive County Superintendent, according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18A:7-8(j).

BE IT FURTHER RESOLVED that the Board approves the Employment Agreement with Frank C. Ceurvels for the position of Business Administrator/Board Secretary for the foregoing period of appointment, which Employment Agreement is attached to this Resolution and made a part hereof.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Board President and the Superintendent of Schools to execute, on behalf of the Board, the Employment Agreement by and between the Board and Frank C. Ceurvels.

P16. 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, 2019 and ending on June 30, 2020:

Nicholas Amaral	Staff Development Coordinator	\$96,920
Joseph Amatuzzi	Treasurer of School Monies	\$5,877
Ronald Anello	Director of Athletics & Student Activities, RHS	\$155,040
Lorenzo Baratta	Director of Athletics & Student Activities, IHHS	\$155,040
Brian Belthoff	District Information Systems Analyst	\$84,607
Jeff Boltzer	Building Foreman	\$78,474
Julie Browne	Executive Assistant to the Superintendent	\$125,892
John Chang	Director of Technology	\$126,075
Paul Cusack	Building Foreman	\$73,544
James Dunbar	Coordinator of Instructional Technology	\$82,786
Carrie Fohlinger	Confidential Secretary to the Business Administrator/Board Secretary	\$81,222
Lisa Hogan	Coordinator of Staffing	\$75,000
Peter Keaney	Coordinator of Facilities & Operations	\$120,610
Michael Marano	District Director of Student Personnel	\$171,000

Services		
Nancy Marshall	Coordinator of Payroll Services	\$75,000
Adam Nemeth	Coordinator of Multimedia Technologies	\$79,881
Bernice Parella	Asst. Business Administrator	\$111,826
Ronald Rhodes	District Bus Driver ¹	\$34,461
Daniel Sutherland	District Director of Curriculum, Instruction, & Articulation	\$172,500
Tony Vukicevic	District Transportation Supervisor	\$66,229
Charles Wolff	District Security Coordinator	\$99,343

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 2019

- P17. To approve the re-appointment of Madeline Smith, District, Coordinator of Benefits, at the annual salary of \$77,862, pro-rated, effective for the period July 1 - 31, 2019.
- P18. To approve the appointment of Julie Browne, Executive Assistant to the Superintendent, as Board Recorder effective for the period July 1, 2019 - June 30, 2020, at an annual stipend of \$9,000.
- P19. 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 2019-20 School Year, as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Grade/Step</u>	<u>Salary</u>
Rosemarie Ambrose	Grade III/9	\$62,423 ¹
Judy Bagar	Grade II/Top+1	62,575 ¹
Karen Bailey	Grade IV/Top+1	68,770 ¹
Lisa Blackowski	Grade IV/Top+1	68,770
Karen Chamberlin	Grade III/Top+1	64,345 ¹
Cathryn Foschino	Grade IV/Top+1	68,770 ¹
Barbara Gaveglio	Grade III/Top+1	64,345 ¹
Teona Hargadon	Grade II/Top+1	52,700
Gina Huerta-Caro	Grade II/Top+1	52,700 ¹
Cheryl Kakascik	Grade II/Top+1	52,700 ¹
Daniella Kesting	Grade III/Top+1	64,345 ¹
Virginia Labinski	Grade II/Top+1	52,700
Maureen Lambrix	Grade IV/Top+1	68,770 ¹

Jeanette Lynch	Grade III/Top+1	\$64,345 ¹
Heather Michels	Grade II/Top+1	52,700
Jennifer Mola	Grade III/Top+1	64,345 ¹
Denise Pellegrino	Grade II/Top+1	52,700
Kristen Peterson	Grade III/Top+1	64,345 ²
Cathy Pezzuti	Grade III/Top+1	64,345 ³
Lisa Sakellariadis	Grade II/9	51,203
Sandra Sedlock	Grade II/Top+1	52,700 ⁴
Grace Stramiello	Grade II/Top+1	62,575 ⁴
Jill Sweeney	Grade IV/Top+1	68,770 ⁴
Diane Winters	Grade II/Top+1	52,700 ⁴

¹Longevity, \$1,000

²Longevity, \$1,300

³Longevity, \$1,500

⁴Longevity, \$1,800

P20. To approve the reappointment, as recommended by the Superintendent of Schools, of District, of ten-month, non-tenured Administrative Assistant, effective for the 2019-20 School Year as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Grade/Step</u>	<u>Salary</u>
Margaret Belger	Grade II/Top+1	\$52,700
Karen Guemeryl (.71)	Grade II/Top+1	37,417
Corrine Jasinski (.71)	Grade II/Step 6	33,358

P21. To approve the reappointment, as recommended by the Superintendent of Schools, of District Technology Support Specialists, effective for the period July 1, 2019 - June 30, 2020 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Step</u>	<u>Salary</u>
David Conca	11	\$68,843 ²
Joel Reid	11	68,843 ⁴
Samuel Salvi	6	57,780
Matthew Zmigrodski	11	68,843 ⁴

¹Longevity, \$1,000

²Longevity, \$1,300

³Longevity, \$1,500

⁴Longevity, \$1,800

P22. To approve the reappointment, as recommended by the Superintendent of Schools, of Matthew Zmigrodski, RHS, Head Technician, \$1,692, effective for the period July 1, 2019 - June 30, 2020 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*.

P23. To confirm the appointment of Anthony Neggers, District, Custodian, for satisfactorily completing the 90-day probationary period as of June 14, 2019.

P24. 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, 2019 - June 30, 2020 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Step</u>	<u>Salary</u>
Greg Aug ⁷	9	\$67,578 ⁴
Mark Aug ⁷	9	67,578 ^{3/4}
Caesar Baldi	9	62,478 ^{3/4/5}
Vincent Bulzomi ⁷	2	47,758 ⁵
John Carey ⁷	6	55,738 ^{4/5}
Kenneth Doka	9	65,405 ^{3/4}
Gary Galek	9	70,985 ^{3/4/6}
Anthony Gesimondo ⁷	5	53,458 ⁴
Hank Gregory ⁷	9	67,578 ^{3/4}
Kirby Hummel ⁷	9	70,985 ^{3/4}
Thomas Kindergan ⁷	9	70,985 ⁴
James McBride ⁷	4	51,298 ^{4/5}
Anthony Neggers ⁷	7	66,244 ⁴
John P. Williams ⁷	9	62,428 ^{3/4}

¹Longevity, \$2,250

²Longevity, \$2,700

³Longevity, \$3,100

⁴Black Seal License, \$500

⁵Second Shift Bonus, \$250

⁶In-Charge License, \$600

⁷Non-tenured

P25. To approve the reappointment, as recommended by the Superintendent of Schools, of Instructional Aides, effective for the period September 1, 2019 - June 30, 2020 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper

officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Building</u>	<u>Step</u>	<u>Salary</u>
Guy Bertola	IHHS	4	\$29,256
Gregg Cobb (.79)	IHHS	4	23,112
Bettina Curtiss	IHHS	4	29,256
James Donohue	IHHS	2	27,576
Heather Johnson	IHHS	4	29,256 ¹
Donna Luberger	IHHS	4	29,256 ¹
Tiffany Mendez	IHHS	4	29,256
Kathryn Munley	IHHS	4	29,256
Laurie Restieri	IHHS	4	29,256
Deborah Rioux-Van Dine	IHHS	4	29,256 ³
Nadia Stampone (.79)	IHHS	4	23,112
Jordana Tarlowe	IHHS	4	29,256
Maritza Torres (.79)	IHHS	4	23,112
Jenna Calderon (.4)	RHS	3	11,366
Catherine Copeland (.4)	RHS	4	11,702
Madeline Dalie	RHS	4	29,256
Anna Frodella	RHS	4	29,256
Brian Gibbs	RHS	4	29,256
Cassidy Kologrivov (.79)	RHS	4	23,112
Laurie Lydecker	RHS	4	29,256 ³
Raymond Soff	RHS	4	29,256
Lauren Yerger	RHS	4	29,256

¹Longevity, \$300

²Longevity, \$600

³Longevity, \$900

P26. 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, 2019 - June 30, 2020 as per the terms and conditions of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education effective July 1, 2016 - June 30, 2021*, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment as follows:

<u>Name</u>	<u>Building</u>	<u>Step</u>	<u>Salary</u>
Connie Cheff (.85)	IHHS	4	\$23,214
Barbara Dirk (.43)	IHHS	4	11,744

Robert Jasinski (.85)	IHHS	4	\$23,214 ¹
Emanuel LaTerra	IHHS	4	27,311 ³
Walter Meyers	IHHS	4	27,311 ³
Kevin Mosca (.85)	IHHS	4	23,214
William Mulcahy (.85)	IHHS	4	23,214 ³
Salvatore DeSena (.85)	RHS	4	23,214
Paul Dispoto (.85)	RHS	4	23,214
Ronald Dubiel (.85)	RHS	4	23,214
Kevin Fitzgerald (.85)	RHS	4	23,214
Karen Leenstra (.85)	RHS	4	23,214
Linda Lucibello	RHS	4	27,311 ³
Brian Mosca (.85)	RHS	4	23,214

¹Longevity, \$1,125

²Longevity, \$1,350

³Longevity, \$1,550

P27. That as recommended by the Superintendent of Schools, the following person be appointed to fill the position for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment; and 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 2019-20 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., as applicable:

<u>Name</u>	<u>Position</u>	<u>Degree</u>	<u>Basis of Employment</u>	<u>Employment Date</u>	<u>Annual Salary</u>
Scott Dempster	One-to-One Instructional Aide/RHS	Step 4	10 months	9/01/19 - 6/30/20	\$29,256

P28. To approve the change in assignment of Andrea Saladino, RHS, from Guidance Counselor, MA+30, Step Top+1, \$103,561, to Student Assistance Coordinator, MA+30, Step Top+1, \$103,561, effective for the 2019-20 School Year.

P29. To approve the sixth period teaching assignment for Giuseppina Monterey, RHS, Math, Period 3AB, at the contractual stipend of \$9,530, pro-rated, effective for the period May 23 - June 25, 2019.

P30. 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, 2019 - June 30, 2020, as follows:

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

Salvador Saavedra District

P31. To approve the appointment, as recommended by the Superintendent of Schools, of District substitute bus drivers, effective for the period September 1, 2019 - June 30, 2020, for a maximum of 35 hours per week, and further move to approve the summer, temporary employment for the period July 1 - August 31, 2019, as follows:

<u>Name</u>	<u>Hourly Rate</u>
Kim Carey	\$25.00
Vincent Degennaro	25.00
Emanuel Garofalo	25.00
Guvan Nuralis	25.00
Laurie Lydecker	25.00
Kim Marchese	25.00
Diane Maskley	25.00
Katherine Van Dyke	25.00
David Van Hook	25.00
Dennis Villarie	25.00

P32. To approve the temporary summer employment of custodial and maintenance staff for the months of July and August 2019, for a maximum of 35 hours/week, as follows:

<u>Name</u>	<u>Building</u>	<u>Effective Date</u>	<u>Hourly Rate</u>
Colin Hogan	IHHS	7/01 - 9/04/19	\$10.25
Jason Kelly	IHHS	7/01 - 9/04/19	10.25
Caleb Becker	IHHS	7/01 - 9/04/19	10.25
Killian McBride	IHHS	7/01 - 9/04/19	8.85
Walter Meyer	IHHS	7/01 - 9/04/19	13.00
Justin DeFeo	RHS	7/01 - 9/04/19	\$13.00
Timothy Suchora	RHS	7/01 - 9/04/19	10.25
Ryan Amato	RHS	7/01 - 9/04/19	10.25
Luke Miller	RHS	7/01 - 9/04/19	13.00

P33. To approve the employment of temporary summer clerical staff during the months of July and August 2019, for a maximum of 35 hours/week, as follows:

<u>Name</u>	<u>Building</u>	<u>Hourly Rate</u>
Nicole Rock	IHHS Guidance Office	\$13.00
Hailee Gregory	RHS Guidance Office	13.00

Chris Csengeto RHS Main Office \$13.00

- P34. To approve the summer employment for Kim Sikora and Tereena Elias, RHS, School Nurses, during the months of July and/or August 2019, not to exceed 10 days, at the approved contractual hourly rate.
- P35. To approve the summer employment for Lisa Haas-Wasserman and Donna Garbaccio, IHHS, School Nurses, during the months of July and/or August 2019, not to exceed 10 days, at the approved contractual hourly rate.
- P36. 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 2019; 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
Evan Wasek	Drill Instructor / Brass	800
Michael Sasson	Drill Instructor / Percussion	800
David Marks	Drill Writer	1,500

- P37. 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 2019-20 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

- P38. 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 2019-20 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>
Gordon Fisher	Music Writer	\$2,000
David Marks	Drill Writer	1,500
Gordon Fisher	Percussion Writer	1,000
Gordon Fisher	Percussion Instructor	1,000
Keith Warfield	Percussion Instructor	1,000

P39. 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 2019; 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 Cappela	Asst. Band Director	1,000
David Marks	Drill Instructor	1,000
Michael Sasson	Color Guard Director	800
Kristin DiNapoli	Color Guard Instructor	800
Brian Prokop	Percussion Instructor	800
Keith Warfield	Percussion/Pit Instructor	800
Luke Short	Drill/Brass Instructor	800
Eric Tashji	Drill/Woodwind Instructor	800
James Garde	Music/Woodwind Instructor	800
Gordon Fisher	Music/Brass Instructor	800

P40. That as recommended by the Superintendent of Schools, the following person be approved as athletic coaches, subject to all federal, state, county and local regulations, governing said employment; effective for the 2019-20 School Year; and move to approve 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:

Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Guy Bertola	Asst. Football	Substitute	4	\$7,304
Brandon McCann	Asst. Football	Substitute	1	5,778

Salvatore Montevago	Asst. Football	Standard	4	7,304
Joseph Romeo	Asst. Football	Substitute	4	7,304
Owen Ross	Asst. Cross Country	Standard	2	3,951

P41. To approve the appointment, as recommended by the Superintendent of Schools, of Pasquale DiMaiolo, IHHS, Boys’ Soccer, Volunteer Coach, effective for the 2019-20 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.*

P42. To approve the placement of Megan Brady, a Caldwell University Student, to complete her School Counseling Internship in the Guidance Department, Indian Hills High School, effective for the period September - December 2019.

P43. To accept the resignation of District Athletic Coaches as follows:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Roger Cummings	Girls’ Fencing/RHS	effective immediately
Georgina Donnelly	Asst. Girls’ Soccer/RHS	effective immediately
Robert Petrella	Asst. Football/RHS	effective immediately

EDUCATION

E1. To approve the District Goals for the 2019-20 School Year as follows:

1. By June of 2020, students will have engaged in interdisciplinary learning opportunities as evidenced through school activities, projects, and/or assessments. Through this interdisciplinary approach, teachers will work with colleagues of varying disciplines to create and implement grade appropriate lessons that span multiple content areas. Lessons will incorporate skills and understandings of the engaged learner and differentiated instruction while infusing relevant and applicable technologies.
2. By June of 2020, District staff will analyze and refine assessment construction and data analysis to guide decision making throughout the learning process, as evidenced through:
 - Using standardized test data to make instructional/curriculum decisions;
 - Using formative and summative assessment to guide classroom instruction;
 - Using classroom observation data to improve instruction/student achievement;
 - Improving the quality of assessment design through deliberate and targeted standards-based assessment questions.
3. By June of 2020, students will explore opportunities outside of the classroom to learn the importance of living in a connected world, as evidenced through:
 - Extending learning outside the school through connections to businesses, colleges and universities, students in other countries, scientists, professionals, field experts, etc.
 - Service projects that can involve humanitarian organizations, historical societies, Day of Service, etc.
 - Other organizations, such as Special Olympics, Municipal Alliance, Stigma-free Committee, etc.

- E2. To approve a Summer Curriculum Workshop and authorize the review and revision of Curriculum for the 2019-20 School Year as follows:

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hours Per Staff Member</u>
English	ELL	2 Participants	8
		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>
419900	IHHS	12
419377	IHHS	12
421282	IHHS	10
422410	IHHS	9

- E4. To approve the expenditure of \$100 to Staci Anson, RHS, and Gale Fanale, IHHS, for educational materials of their choice for use either in their classrooms or the libraries as recipients of the 2018-19 Bergen County’s Teacher / Educational Services Professionals Recognition Award.

Moved by _____ Seconded _____
 RC): Becker Bunting Butto Kinney
 Laforgia Rukaj Kilday Becker

- E5. Move to approve the District’s Three-Year Comprehensive Equity Plan, School Years 2019-20 through 2021-22, and the Statement of Assurance, and further move to approve submission to the Interim Executive County Superintendent for review and approval.

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:

Ramapo High School

Oakland Team Tennis (OTT) OTT League Play; Tennis Courts; June 12 & 13, 2019; 7 - 11 P.M.

- OP2. To approve insurance coverages for the 2019-20 School Year as follows:

<u>Coverage</u>	<u>Rate</u>	<u>Carrier</u>
Property, General & Cyber Liability, Auto, Crime, Primary, Environment, Umbrella	\$256,590	NESBIG
Environmental	\$3,500	NESBIG
Errors and Omissions	\$42,627	NESBIG
Workers Compensation	\$179,233	NESBIG

Workers Compensation Supplemental Indemnity	\$6,230	Chubb
Student Accident	\$70,364	McClosky
Bonds - Business Administrator/ Board Secretary and Treasurer of School Monies	\$1,000	Selective
Executive Director’s Fee	\$1,500	NESBIG
Risk Manager’s Fee	\$18,171	NESBIG

OP3. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional School District Board of Education (hereinafter referred to as the “Board”) advertised for bids for student transportation services for the 2019-2020 school year (hereinafter referred to as the “Transportation Services”); and

WHEREAS, on May 31, 2019, the Board received three (3) bids for the various routes as reflected on the attached bid tabulation sheet; and

WHEREAS, First Student, Inc. (hereinafter referred to as “First Student”) submitted the lowest responsible overall bid, with a base bid in the following amounts:

<u>Route No.</u>	<u>Route Cost</u>	<u>Increase/Decrease Adjustment</u>	<u>Per Diem Aide Cost</u>
301	\$225.50	\$.94	\$40
303	\$225.50	\$.94	\$40
304	\$225.50	\$.94	\$40
305	\$225.50	\$.94	\$40
306	\$225.50	\$.94	\$40
307	\$225.50	\$.94	\$40
62	\$236.50	\$.94	\$40
400	\$236.50	\$.94	\$40
401	\$236.50	\$.94	\$40
402	\$236.50	\$.94	\$40
403	\$236.50	\$.94	\$40
405	\$236.50	\$.94	\$40
407	\$236.50	\$.94	\$40
408	\$236.50	\$.94	\$40

410	\$236.50	\$.94	\$40
412	\$236.50	\$.94	\$40

Total Per Diem Bid \$3,943.50

Bulk Bid – 10% deduction

WHEREAS, the bid submitted by First Student is responsive to the specifications in all material respects and it is the Board’s desire to award the bid to First Student.

NOW, THEREFORE, BE IT RESOLVED that the contract for the Transportation Services is hereby awarded to First Student for the following amounts:

<u>Route No.</u>	<u>Route Cost</u>	<u>Increase/Decrease Adjustment</u>	<u>Per Diem Aide Cost</u>
301	\$225.50	\$.94	\$40
303	\$225.50	\$.94	\$40
304	\$225.50	\$.94	\$40
305	\$225.50	\$.94	\$40
306	\$225.50	\$.94	\$40
307	\$225.50	\$.94	\$40
62	\$225.50	\$.94	\$40
400	\$225.50	\$.94	\$40
401	\$225.50	\$.94	\$40
402	\$225.50	\$.94	\$40
403	\$225.50	\$.94	\$40
405	\$225.50	\$.94	\$40
407	\$225.50	\$.94	\$40
408	\$225.50	\$.94	\$40
410	\$225.50	\$.94	\$40
412	\$225.50	\$.94	\$40

Total Per Diem Bid \$3,943.50

BE IT FURTHER RESOLVED that because the Board is accepting all routes a 10% deduction shall be applied to each route and aide cost, where applicable.

BE IT FURTHER RESOLVED that the Board President and the School Business Administrator/Board Secretary are hereby authorized to execute any and all documents necessary to effectuate this Resolution. The School Business Administrator/Board Secretary shall submit all required documents to the Executive County Superintendent in accordance with the regulations governing student transportation.

OP4. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional School District Board of Education (hereinafter referred to as the "Board") advertised for bids for school related activity student transportation services for the 2019-2020 school year (hereinafter referred to as the "Transportation Services"); and

WHEREAS, on May 31, 2019, the Board received two (2) bids for the various routes as reflected on the attached bid tabulation sheet; and

WHEREAS, First Student, Inc. (hereinafter referred to as "First Student") submitted the lowest responsible overall bid, with a base bid in the following amounts:

	Up to 16 Passenger <u>Vehicle</u>	17-24 Passenger <u>Vehicle</u>	25-35 Passenger <u>Vehicle</u>	36-54 Passenger <u>Vehicle</u>
Adjustment	\$.94 per mile	\$.94 per mile	\$.94 per mile	\$.94 per mile
2 hour min.	\$160	\$160	\$160	\$160
4 hour min.	\$320	\$320	\$320	\$320
6 hour min.	\$480	\$480	\$480	\$480
Add'l Hour	\$40	\$40	\$40	\$40
Per Aide (if applicable)	\$30	\$30	\$30	\$30

WHEREAS, the bid submitted by First Student is responsive to the specifications in all material respects and it is the Board's desire to award the bid to First Student;

NOW, THEREFORE, BE IT RESOLVED that the contract for the Transportation Services is hereby awarded to First Student for the following amounts:

	Up to 16 Passenger <u>Vehicle</u>	17-24 Passenger <u>Vehicle</u>	25-35 Passenger <u>Vehicle</u>	36-54 Passenger <u>Vehicle</u>
Adjustment	\$.94/mile	\$.94/mile	\$.94/mile	\$.94/mile

2 hour min.	\$160	\$160	\$160	\$160
4 hour min.	\$320	\$320	\$320	\$320
6 hour min.	\$480	\$480	\$480	\$480
Add'l Hour	\$40	\$40	\$40	\$40
Per Aide (if applicable)	\$30	\$30	\$30	\$30

BE IT FURTHER RESOLVED that each award is expressly conditioned upon the successful vendor furnishing the requisite insurance certificate and performance bond as required in the specifications and executing a contract in accordance with the terms of the specifications.

BE IT FURTHER RESOLVED that the Board President and the School Business Administrator/Board Secretary are hereby authorized to execute any and all documents necessary to effectuate this Resolution. The School Business Administrator/Board Secretary shall submit all required documents to the Executive County Superintendent in accordance with the regulations governing student transportation.

- OP5. To approve the contract renewal for ATC Services, Inc., Middlesex, New Jersey to provide Automatic Temperature Control Services, at a rate of \$137.70/hour effective for the 2019-20 School Year. This rate represents a 2% increase over the current year.
- OP6. To approve the contract renewal with A & C Plumbing & Heating, Inc., Fair Lawn, New Jersey, to provide Plumbing Services, at a rate of \$131.25/hour effective for the 2019-20 School Year. This rate represents a 2% increase over the current year.
- OP7. To approve the contract renewal with Alarm and Communications Technologies, Wharton, New Jersey, to provide Fire Alarm Services the rate of \$95/hour effective for the 2019-20 School Year. This rate represents a 0% increase over the current year.
- OP8. To approve the contract renewal for Tri-State Folding Door Partitions, Inc., Chestnut Ridge, New Jersey, for Scoreboard Bleachers & Gym Equipment Services a rate of \$75.00/hour effective for the 2019-20 School Year. This rate represents a 0% increase over the current year.
- OP9. To approve the contract renewal for Redmann Electric, Inc., Wyckoff, New Jersey, to provide Electrician Services at rate of \$86.53/hour effective for the 2019-20 School Year. This rate represents a 2% increase over the current year.
- OP10. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (the "Board") advertised for bids for Notifier Fire Alarm Monitoring and Services Contract ("Services"); and

WHEREAS, on May 16, 2019, the Board accepted bids for the Project; and

WHEREAS, the low bidder, Automatic Suppression and Alarm Systems Inc.,

(“Automatic Suppression”), submitted a defective bid insofar as it failed to include a completed bid proposal form, an affidavit of non-collusion, a stockholder disclosure form, an affidavit of no material change form, a Department of Property Management and Construction (“DPMC”) notice of classification, a DPMC 701 Form, a debarred list affidavit, IRAN disclosure form, and a political contribution disclosure form, which together, are non-waivable material defects; and

WHEREAS, the next low bidder, Allied Fire & Safety Equipment Co., Inc. (“Allied Fire & Safety Equipment”), submitted a bid price that exceeds the Board’s budget and cost estimate for the Services; and

WHEREAS, the Board desires to reject the bids for either being materially defective or substantially exceeding its cost estimate/budget.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Board rejects Automatic Suppression’s bid for being materially defective.
2. The Board rejects Allied Fire and Safety Equipment’s bid for exceeding the Board’s budget and cost estimate for the Services.

BE IT FURTHER RESOLVED that the Board authorizes the Business Administrator/Board Secretary to either re-advertise for bids or solicit quotations in accordance with law for this service.

FINANCE

F1. To approve the hourly rates for Student/Staff Member Summer Employment effective for the 2019-20 School Year as follows:

First Summer	\$8.85 High School
Second Summer	\$9.25 High School
Third Summer	\$10.25 College
Staff Member	\$13.00

F2. To approve the hourly rates for the 2019-20 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	\$25.00
In-Sub Teacher	\$24/period

F3. 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>
IH18-80	Shea	AENJ	10/7/19	\$101.88
IH18-81	Smalley	Sheltered Instruction Training of Trainers	7/24-26/19	153.64
IH18-82	Kopp	Sheltered Instruction Training of Trainers	7/24-26/19	114.20
IH18-83	Levine	Sheltered Instruction Training of Trainers	7/24-26/19	\$162.38
IH18-84	Janiszak	Sheltered Instruction Training of Trainers	7/24-26/19	170.00
R18-75	Whaley	NCTE Conference	11/21-23/19	1,074.32
R18-76	Villegas	AP Computer Science Principles	7/1-5/19	1,229.56

And further, move to approve reimbursement for the Sheltered Instruction Training of Trainers at the contracted rate of \$59.75/hour, PDC/Curriculum/Summer Work Rate, for a maximum of 18 hours, effective for the period July 24 - 26, 2019, for District Staff as follows:

Samantha Janiszak
 Maryann Kopp
 Jennifer Levine
 Lauren Smalley

P1 – P43 & E1 – F3

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

COMMITTEE REPORTS

Mrs. Laforgia reported that the FLOW Leader Meeting is scheduled on Wednesday, June 12.

Mrs. Becker reported that the members of the Personnel/Goals/Evaluation Committee met to discuss and develop the proposed Board Goals for the 2019-20 School Year. These Goals will be finalized and approved by the Board at its June 27 Regular Public Meeting.

Mrs. Becker also reported that she attended the District Technology Committee and thanked Mr. Sutherland, teachers, and staff for their work throughout the 2018-19 School Year.

Mr. Butto reported that the members of the Facilities Committee met on June 3 to discuss Agenda items as follows: 1) Future ready classrooms; 2) student murals at IHHS; 3) the automated parking gate; 4) the electronic signs at both high schools; 5) the tree service/landscaping at both high schools; and 6) Capital projects scheduled during the summer months and throughout the 2019-20 School Year.

Mrs. Kilday reported that an Education Committee Meeting is scheduled on June 18.

Mr. Bunting reported that a Finance Committee Meeting is scheduled on June 21.

Mr. Kinney stated that a meeting with the representatives of the RIHSA will be scheduled after graduation.

BOARD COMMENTS

Members of the Board thanked Ms. Goodrich and Mr. Illardi for their reports.

Members of the Board congratulated the retirees, staff, and students for their many accomplishments during the 2018-19 School Year.

Members of the Board thanked Mr. Sutherland for his work on the District's Future Ready Schools Application.

PUBLIC DISCUSSION

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

A member of the public addressed the Board asking for the qualifications of the newly-appointment Board Member. Mr. Becker stated that he will reach out to answer her questions.

B. Moved by BECKER Seconded RUKAJ to re-enter the Action/Work Session.

ANTICIPATED FUTURE MEETING DATES

Mr. Becker announced anticipated future meeting dates as follows:

Thursday, June 27, 2019, Regular Public Meeting, District Conference Room, 8 P.M.

ADJOURNMENT

Moved by KILDAY Seconded: BUTTO to adjourn at 9:30 P.M.