

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

REGULAR PUBLIC MEETING MINUTES

July 23, 2018

District Conference Room

Roll Call – Executive Session

Upon roll call at 7 P.M., the Board members responded as follows: Mmes. Becker (ABSENT), Castor, Kilday, and Quinlan (ABSENT). Messrs. Becker (ABSENT), Bunting, Butto, Porro (7:22 P.M.), 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 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 Mr. Rukaj 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 – Work Session/Regular Public Meeting

Upon roll call at 8 P.M. Board members responded as follows: Mmes. Becker (ABSENT), Castor, Kilday, and Quinlan (ABSENT). Messrs. Becker (ABSENT), Bunting, Butto, Porro, 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.

BUSINESS ADMINISTRATOR'S REPORT

Mr. Ceurvels reported on District capital projects/initiatives as follows: 1) the IHHS Visitors' Bleachers need additional grading work behind the bleachers as well as the retaining wall; 2) the IHHS Home Bleacher demolition is complete and excavating work will begin this week; the bleachers should be delivered by August 6; 3) Resolution F12 is approval to authorize participation in NJ/ARM – an investment option for the District; and 4) the District received notification on July 16 that it will receive approximately \$246,000 in additional State aid. Members of the Finance Committee discussed the use of these additional funds and these funds will be appropriated into the current year's budget, specifically to teachers' salaries.

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

PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

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

Mr. Gaccione, RIHEA, Negotiations Chairperson, read a prepared statement about the status of negotiations with the Board of Education.

Members of the public addressed the Board regarding their concerns about subscription bussing for the 2018-19 School Year. Mr. Ceurvells and Mrs. MacKay assured the parents that they both continue to look at all options available.

- B. Moved by PORRO Seconded RUKAJ to close public discussion of agenda items and to re-enter the Work Session/Regular Public Meeting.

SUPERINTENDENT’S REPORT

Mrs. MacKay invited Mr. Sutherland to present the District’s School Performance Reports. A Q&A Session followed Mr. Sutherland’s presentation. Mrs. MacKay thanked Mr. Sutherland for his presentation.

OPEN BOARD DISCUSSION

Mrs. Castor stated that the 2018-19 Board Goals will be on the August agenda for discussion and asked Board members to submit all proposals to Mr. Butto.

ACTION - ✓ = Yes

The following motion was approved by roll call:

Moved by: RUKAJ Seconded: BUTTO

To approve Closed and Action/Work Session Minutes of June 11, 2018.

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

The following motion was approved by roll call:

Moved by: BUTTO Seconded: RUKAJ

To approve Closed and Regular Public Meeting Minutes of June 26, 2018.

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

The following motions were approved by roll call: **P1 – PO1**

Moved by: BUTTO Seconded: PORRO

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”) submitted merit pay criteria for the 2017-18 School Year for Mrs. Beverly MacKay to the Bergen County Interim Executive Superintendent for review on August 1, 2017; and

WHEREAS, the Bergen County Interim Executive Superintendent approved the merit pay criteria for Mrs. MacKay on September 2, 2017; and

NOW, THEREFORE BE IT RESOLVED that the Board hereby certifies that the following qualitative and quantitative criteria that was submitted and approved by the Bergen County Interim Executive Superintendent have been satisfactorily completed by Mrs MacKay:

Quantitative

1. The Superintendent will increase the District online public relations presence in three key area including District website Human Resources, District website Board of Education, and Social media Twitter. Value 3.33% of base salary - \$5,817.14

2. The Superintendent will attend five Municipal Alliance / Stigma Free Meetings to increase the knowledge, understanding, and acceptance of mental illness and depression in our community and beyond. The Superintendent will share out the resources with the entire school community. Value 3.33% of base salary - \$5,817.14
3. The Superintendent will review and implement five new evaluation instruments for non-certificated support staff based upon revised job descriptions. Value 3.33% of base salary - \$5,817.14

Qualitative

1. The Superintendent will develop a Continuity of Operations Plan as recommended by the Department of Homeland Security and the New Jersey Department of Education which could be activated in response to an emergency which causes a disruption in facilities or personnel. This Plan will allow for essential functions to be performed during a wide range of emergencies including localized acts of nature, accidents, and technological emergencies. Value 2.5% of base salary - \$4,367.23
2. The Superintendent will research and implement an online document management system for personnel records, moving forward the overall District "Green" Initiative. Value 2.5% of base salary - \$4,367.23

BE IT FURTHER RESOLVED that Mrs. MacKay is entitled to, and shall receive, a merit pay bonus of \$26,185.88, which is equal to 14.99% of her base salary of \$174,689; and

BE IT FURTHER RESOLVED, that the Board shall submit the within resolution to the Bergen County Interim Executive Superintendent for review and approval prior to payment being made to Mrs. MacKay.

- P2. To approve the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education (hereinafter referred to as the "Board") submitted merit pay criteria for the 2017-18 School Year for Mr. Frank Ceurvels to the Bergen County Interim Executive Superintendent for review on July 25, 2017; and

WHEREAS, the Bergen County Interim Executive Superintendent approved the merit pay criteria for Mr. Ceurvels on November 14, 2017; and

NOW, THEREFORE BE IT RESOLVED that the Board hereby certifies that the following qualitative and quantitative criteria that was submitted and approved by the Bergen County Interim Executive Superintendent have been satisfactorily completed by Mr. Ceurvels:

Qualitative

1. Oversight of update to Long-Range Facilities Plan (LRFP) and creation of Facilities Master Plan (FMP). Value 1.0% of base salary - \$2,052.09.

BE IT FURTHER RESOLVED that Mr. Ceurvels is entitled to, and shall receive, a merit pay bonus of \$2,052.09, which is equal to 1.0% of his base salary of \$205,209; and

BE IT FURTHER RESOLVED, that the Board shall submit the within resolution to the Bergen County Interim Executive Superintendent for review and approval prior to payment being made to Mr. Ceurvels.

- P3. To approve the resolution as follows:

WHEREAS, N.J.A.C. 6A:23A-3.1 permits a Board of Education to include in its contract with the Superintendent of Schools, qualitative and quantitative criteria and associated merit salary bonuses in recognition of her achievement during the school year, and

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education has now developed a set of annual goals for the 2018-19 School Year that it wishes to include in its Employment Agreement with the Superintendent,

NOW, THEREFORE, BE IT RESOLVED that the Ramapo Indian Hills Regional High School District Board of Education establishes the following qualitative and quantitative criteria and merit salary bonuses for her achievement and directs that these criteria and related bonuses be submitted to the Executive County Superintendent of Schools for approval before adding them to the Employment Agreement:

<u>Qualitative Criteria</u>	<u>Merit Bonus Amount</u>
<i>The Superintendent will work with the building administrators and security director to develop detailed crisis plans to be added to the Continuity of Operations Plan including guidelines for an emergency necessitating the use of one high school on split sessions. These plans will include room use, teacher schedules, student schedules, and parent direction and guidelines.</i>	2.5% of base salary
<i>The Superintendent will oversee the implementation of Frontline Central and Time and Attendance as we move forward with our "Green Initiative". All contracts and/or employment letters will be delivered electronically during the 2018-19 School Year and pay vouchers will be online during the 2018-19 School Year.</i>	2.5% of base salary
<u>Quantitative Criteria</u>	<u>Merit Bonus Amount</u>
<i>The Superintendent will schedule four government leaders/career speakers to attend and discuss their positions with the student council leadership of Ramapo and Indian Hills High Schools in October, January, March, and May. The Superintendent will facilitate these meetings to provide meaningful conversations for students to gain an increased understanding of municipal government as well as other career opportunities.</i>	3.33% of base salary
<i>The Superintendent will improve communication with the local municipalities of Franklin Lakes, Oakland, and Wyckoff by attending three municipal government meetings and organizing two FLOW leadership consortium meetings which will include all leadership stakeholder groups to discuss shared crisis planning and options for additional shared services.</i>	3.33% of base salary
<i>The Superintendent will conduct two comprehensive book study groups with administrators from Ramapo and Indian Hills High Schools. The Power of a Positive Team (Jon Gordon) will be studied during the Fall with three</i>	3.33% of base salary

scheduled meetings and What School Could Be (Ted Dintersmith) will be studied in the Spring with three scheduled meetings.

- P4. 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., or N.J.S.A. 18A:6-4.13 et seq.*, as applicable. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 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>
Blake Costanzo	.542 Instructional Aide/RHS	Step 3	10 months	9/1/18 - 6/30/19	\$13,875.74
Cassidy Kologrivov	Instructional Aide/RHS ¹	Step 3	10 months	9/1/18 - 6/30/19	\$25,601
George Lebrezn	Applied Technology/RHS ²	BA, Step 10	10 months	9/1/18 - 6/30/19	\$57,928
Jose Rodrigues	Math/RHS ³	BA, Step 1	10 months	9/1/18 - 6/30/19	\$47,534
Jenny Shannon	English/RHS ⁴	BA+15, Step 7	10 months	9/1/18 - 6/30/19	\$55,701
	.3 Math/RHS ⁵	BA, Step 2			\$14,512.20
Erica Vitale	.542 Math Supplemental/RHS ⁵	BA, Step 2	10 months	9/1/18 - 6/30/19	\$26,219.00
Lauren Yerger	Instructional Aide/RHS	Step 3	10 months	9/1/18 - 6/30/19	\$25,601

¹Replacement for Kamran Hatefi
²Replacement for James Dobrinske
³Replacement for Janeine Bunagan
⁴Replacement for Carlin O'Hagan
⁵Replacement for Lona Ozrek

- P5. To approve the appointment, as recommended by the Superintendent of Schools, of Cassandra Zalarick, IHHS, Math, BA, Step 1, \$47,534, conditional upon receipt of appropriate New Jersey certification, (replacement for Mark Jacobus) 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.

- P6. To approve, as recommended by the Superintendent of Schools, David Hesselgrave, IHHS, Math, Long-term, temporary Replacement, Maternity Leave Replacement for Danielle Maglietta, a non-tenured position, not accruing tenure in the position, BA+15, Step 11, \$62,272, effective for the period September 1, 2018 - June 30, 2019, subject to all federal, state, county and local regulations, governing said employment; 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.*, or *N.J.S.A. 18A:6-4.13 et seq.* Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P7. To approve the change in assignment, as recommended by the Superintendent of Schools, for Michael Verdon, from RHS, .4 Social Studies, BA, Step 1, \$19,013.60, first-year, non-tenured, to District, .4 Social Studies, BA, Step 1, \$19,013.60, and .4065 Social Studies Supplemental, BA, Step 1, \$19,322.57, first-year, non-tenured, 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.
- P8. To amend the change in assignment, as recommended by the Superintendent of Schools, for Lona Ozrek, RHS, from a .3 Math Teacher, BA, Step 11, \$17,846.10 and .542 Math Supplemental Teacher, BA, Step 11, \$33,462, plus longevity, to Math Teacher, replacement for Allison Lombardi, BA, Step 11, \$59,487, plus longevity, effective for the period September 1, 2018 - June 30 2019, subject to all federal, state, county, and local regulations, governing said employment. 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.
- P9. To approve the change in assignment, as recommended by the Superintendent of Schools, for Catherine Copeland, RHS, from .542 English Supplemental, BA, Step 3, \$26,930, first-year, non-tenured, to RHS, .542 English Supplemental, BA, Step 3, \$26,930, and .458 Instructional Aide, BA, Step 4, \$12,183.26, first-year, non-tenured, 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.
- P10. To approve the request for a paid Maternity Leave of Absence (Presumptive Period of Disability), utilizing unused sick leave as allowed by law, for Diana Silva, IHHS, Guidance, effective September 4 - 6, 2018, and further move to amend the request for an unpaid Family Leave of Absence, utilizing The Family and Medical Leave Act (FMLA), effective for the period September 7 - November 23, 2018, and an unpaid Childrearing Leave of Absence effective for the period November 24, 2018 - June 30, 2019.
- P11. To approve the appointment, as recommended by the Superintendent of Schools, of Jennifer Mawhinney as Coordinator of Special Testing, subject to all federal, state, county, and local regulations, governing said employment, at an hourly rate of \$69.14, 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.*, or *N.J.S.A. 18A:6-4.13 et seq.* Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.
- P12. To approve the reappointment, as recommended by the Superintendent of Schools, of Kamran Hatefi, RHS, Administrative Assistant, Grade II, 10 months,

effective for the period September 1, 2018 - June 30, 2019. Salary guide placement to remain at the 2015-16 salary guide level until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

P13. To amend the appointment of Jennifer Mawhinney as a Bedside Instructor, effective for the months of July and August 2018 and effective for the 2018-19 School Year, beginning September 1, 2018 and ending June 30, 2019.

P14. To approve the appointment of Chemical Hygiene Officers effective for the 2018-19 School Year as follows:

<u>Name</u>	<u>Building</u>
Lisa Martone	Ramapo High School
Angela Manzi	Indian Hills High School

P15. To approve, as recommended by the Superintendent of Schools, the appointment of the following individuals listed below as substitute teachers for the 2018-19 School Year, beginning September 1, 2018 and ending June 30, 2019; and move to approve applicants' attestation that he / she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, or *N.J.S.A. 18A:6-4.13 et seq.*, as applicable:

<u>Name</u>	<u>Name</u>
Jin-Young Ahn	Luke Miller
Robert Backman	Jeffrey Moss
Brenda Belohoubek	Eileen O'Brien
Rosemary Bencivenga	Kelli O'Hanlon
Josif Benfeld	Kristen Paxos
Caroline Bennet	Mia Polesovsky
Kristin Bialosky	Andrea Powers
Cally Calabrese	Barbara Procopi
Nancy Diehl	Joseph Quinlan
James Donohue	Maria Riba-Slutsky
Steven Fabian	Lindsay Rock
Nikki Felice	Janet Rosenblum
Sarah Francini	Kelly Rowe
Cynthia Freyeisen	Matthew Salisbury
Joseph Frodella	Alan Sandberg
Karen Galinko	Robert Santin
Andrew Garlick	Grishma Shah
Derek Giorgio	Nancy Shaver
Greta Goodman	David Sherwood
Taylor Grbelja	Matthew Small

Eric Gross	Gina Sodora
Nancy Hafers	Jodi Steinhart
Darren Hamilton	Michael Swanson
David Heitman	Anthony Tabbacchino
Deborah Holden-Holloway	Charlene Taormina
Mohammed Khalil	Ester Vierheilig
Gloria Kirwan	Sally Vigna
Cassidy Kologrivov	Hillary Wasserman
Vilan Kvyat	Justin Weiner
Susan Lehner	Sandy White
Lance Leibowitz	Joan Wilkinson
Jonathan Leroux	Joseph Wolfson
Elizabeth Levine	Brianne Wolman
Jennifer Mawhinney	

P16. To approve, as recommended by the Superintendent of Schools, the appointment of the following individuals listed below as bedside instructors for the 2018-19 School Year, beginning September 1, 2018 and ending June 30, 2019; and move to approve applicants’ attestation that he /she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., or N.J.S.A. 18A:6-4.13 et seq.*, as applicable:

<u>Name</u>	<u>Name</u>
Marilyn Bartholme	Jill Kane
Tracy Batelli	Dinora Nati
Claire Cullen	Susan Rockwell
Paula Doumas	Ashley Sands
Karen Drury	Annie Solomon
Charles Epstein	Albert Taliaferro
Joan Hirsch	Charlene Taormina
Sue Hoyt	Bonnie Walsh
Dahne Inglesias	

P17. To approve, as recommended by the Superintendent of Schools, the appointment of the following individual listed below as a Substitute Nurse, for the 2018-19 School Year, beginning September 1, 2018 and ending June 30, 2019; and 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., or N.J.S.A. 18A:6-4.13 et seq.*:

Name
Lois Craumer

P18. To approve, as recommended by the Superintendent of Schools, the appointment of John Fazio, District Head Teacher, Applied Technology Department, \$4,056 annual stipend, 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.

P19. To approve, as recommended by the Superintendent of Schools, the appointment of Athletic Coaches, subject to all federal, state, county, and local regulations, governing said employment; effective 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.*, or *N.J.S.A. 18A:6-4.13 et seq.* Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2018-19 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

Ramapo High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Christopher Anzano	Asst. Football	Standard	4	\$7,304
Brian Gogerty	Boys’ Golf	Standard	1	4,438
Olivia Heidenfelder	Football Cheerleading	Standard	4	4,576
Olivia Heidenfelder	Basketball Cheerleading	Standard	4	4,576
Robert Petrella	Asst. Football	Standard	4	7,304
Shawn Rembecky	Asst. Cross Country	Standard	4	4,867
Karen Szura	Fall Strength & Conditioning	Standard	4	5,783

Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Meghan Weiss	Asst. Girls’ Soccer	Substitute	1	\$4,320

P20. To approve the change in assignment of Christopher Mayer, IHHS, from Asst. Boys’ Soccer, Step 4, \$5,871, to Boys’ Soccer, Step 4, \$8,437, 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.

P21. To approve the change in assignment of Joshue Resto, RHS, from Asst. Football Coach, Step 4, \$7,304, to Volunteer Football Coach, effective for the 2018-19 School Year.

P22. To approve, as recommended by the Superintendent of Schools, the appointment of Special School Advisors, subject to all federal, state, county, and local regulations, governing said employment, effective 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.* 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:

Ramapo High School

<u>Name</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
Kathleen Steier	Drama Asst./Fall	N/A	\$2,116
Kathleen Steier	Drama Asst./Spring	N/A	2,116

P23. To approve the appointment of Fall & Spring Production Staff, effective for the 2018-19 School Year. 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:

Ramapo High School

<u>Name</u>	<u>Position</u>	<u>Stipend</u>
Jacob Prince	Set Designer & Construction/Fall	\$1,000
Jacob Prince	Set Designer & Construction/Spring	1,500

P24. To approve the summer employment of Gina Huerta-Caro, IHHS, Athletics & Student Activities Office, Administrative Asst., during the months of July and/or August 2018, not to exceed ten (10) days, 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.

P25. 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>
Laura Degelmann	Color Guard Instructor	\$800
Luke Short	Drill/Brass Instructor	800
James Garde	Music Woodwind Instructor	800

P26. 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>
Kamran Hatefi	Main Office/RHS	\$13.00

P27. To approve the appointment, as recommended by the Superintendent of Schools, of Emanuel Garofalo, District, Substitute Bus Driver, at an hourly rate of \$21.70, effective for the period September 1, 2018 - June 30, 2019, for a maximum of 35 hours per week, and further move to approve the 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..

P28. To amend the hourly rate for Colin Hogan, IHHS, Custodial/Maintenance Temporary Summer Staff, from \$9.00/hr. to \$10.00/hr., effective for the months of June, July, and August 2018.

P29. To amend the 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>
Kate Robinson	IHHS	8
Allison Schachtel	IHHS	17

P30. To accept, with regret, the resignations of District Athletic Coaches as follows:

<u>Name</u>	<u>Position</u>	<u>Effective Date</u>
Michael Calderon	Boys' Soccer/IHHS	effective immediately
Lauren Healy	Asst. Girls' Soccer/IHHS	effective immediately
Jamie Kornitzer	Football Cheerleading/RHS	effective immediately
Jamie Kornitzer	Basketball Cheerleading/RHS	effective immediately

P31. To rescind the appointment of District Special School Advisors, effective immediately, as follows:

<u>Name</u>	<u>Position</u>
Staci Anson, RHS	District Debate
Carlin O'Hagan, RHS	Fall & Spring Drama Asst.

P32. To rescind the appointment of David Hilton, IHHS, Summer Band Camp Staff, Music Woodwind Instructor, effective immediately.

P33. To accept the resignation of Nicole Duarte, RHS, Temporary Summer Clerical Staff, effective July 23, 2018.

EDUCATION

E1. 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 students listed below to attend the school indicated at the tuition costs indicated for the 2018-19 School Year as follows:

<u>Student No.</u>	<u>Placement</u>	<u>Tuition</u>
021204	Chapel Hill Academy	\$71,190.00

022203	Chapel Hill Academy	61,020.00
042904	Community School	49,856.40
083104	Community School	49,856.40
110101	ECLC of New Jersey	61,110.00 ¹
082700	ECLC of New Jersey	61,110.00 ¹
082002	ECLC of New Jersey	61,110.00 ¹
092599	ECLC of New Jersey	61,110.00 ¹
092500	ECLC of New Jersey	58,266.00 ¹
071901	Sage Day School	60,300.00
121902	Sage Day School	60,300.00
041003	Sage Day School	60,300.00
083104	The Forum School	6,453.18 ²
092899	The Forum School	70,984.98 ¹
101602	Youth Consultation Service	64,036.21

¹Extended 2018-19 School Year Included

²Extended 2018-19 School Year Only

E2. To approve the Harassment, Intimidation, & Bullying student consequences imposed during the 2017-18 School Year as a result of the HIB Investigation conducted for IHHS-HIB 2017-18-008.

E3. To approve the resolution as follows:

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

E4. To approve the request for District textbooks for the 2018-19 School Year as follows:

<u>Title</u>	<u>Author(s)</u>	<u>Publication & Copyright Date</u>	<u>Courses</u>
<i>Conceptual Physics</i>	Hewitt	12th Edition/ Pearson/2015	CP Conceptual Physics
<i>Physics</i>	Young & Stadler	Wiley/2018	AP Physics 1, 2, & Selected Topics
<i>Conversations in American Literature</i>	Robin Dissin Aufses, Renee H. Shea, Lawrence Scanlon, & Kate Aufses	2015	English 3 AP - Language & Composition

E5. To approve the disposal of obsolete District textbooks no longer in use or included in the Science Department’s Course of Study as follows:

<u>Title</u>	<u>Quantity</u>	<u>Author/Copyright</u>	<u>Publisher</u>	<u>ISBN No.</u>
<i>Biology, Eighth Edition</i>	43	Campbell & Reese, 2010	Pearson / Prentice-Hall	0-8053-009-0
<i>AP Test Prep Workbooks</i>	54	2013	Pearson	0-321-85663-5
<i>Chemistry</i>	25	Wilbraham, Staley, Matt, Waterman	Pearson	978-0-13-252576-3

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

Drew Gibbs Football Camps	Football Camp; Athletic Fields; Auditorium or Gymnasium or Coach’s Office (in case of lightning); July 16 - 20, 2018; 9 A.M. - 3 P.M.
Staff Prep, LLC	SAT Class; Classroom; August 14 - 16 & August 21 - 23, 2018; 12:30 - 3:30 P.M.
Diversified Strategies, LLC (Garth Weil)	Education Course for Adults/Life Planning & Retirement Issues; Classroom; October 2, 9, 11, & 18, 2018; 6:30 - 9:30 P.M.
Wyckoff YMCA	Volleyball Camp; Lower Gymnasium; July 23 – 27, 2018; 9 A.M. – 12 P.M.

OP2. To amend Resolution OP1, as approved by the Board of Education, at its March 26, 2018 Regular Public Meeting as follows:

Move to approve the renewal of Transportation Contracts with the allowable CPI 1.5% increase over the 2017-18 costs with First Student, Inc., for the 2018-19 School Year, as follows:

<u>Contract No.</u>	<u>Route No.</u>	<u>Rate</u>
RIH	301	\$177.05/ diem
	303	177.05/ diem
	304	177.05/ diem
	305	177.05/ diem
	306	177.05/ diem
	307	177.05/ diem
	308	177.05/ diem
	62	177.05/ diem

400	193.41 / diem
401	193.41 / diem
402	193.41 / diem
403	193.41 / diem
405	193.41 / diem
407	193.41 / diem
408	193.41 / diem
410	193.41 / diem
412	193.41 / diem

<u>Contract No.</u>	<u>Two-Hour Minimum</u>	<u>Each Add'l Half Hour</u>
RIHACT-1 (TYPE II) up to 16-Passenger	\$142.11	\$70.00
RIHACT-2 (TYPE 1) 17-24 Passenger	142.11	70.00
RIHACT-3 (TYPE 1) 25-35 Passenger	152.27	75.00
RIHACT-4 (TYPE 1) 36-54 Passenger	152.27	75.00

OP3. To amend Resolution OP4, as approved by the Board of Education, at its May 21, 2018 Regular Public Meeting as follows:

Move to approve the renewal of the Transportation Contract with Panorama Tours, for transportation services for Athletics and Student-related Activities, with an allowable CPI 1.51% for the 2018-19 School Year as follows:

<u>Contract No.</u>	<u>Two-Hour Minimum</u>	<u>Each Add'l Half Hour</u>
RIH COACH 49-Passenger Coach Bus	\$305.53 ¹	\$45.00
RIH COACH 55-Passenger Coach Bus	380.66 ¹	45.00
RIH COAH 56-Passenger Luxury Coach Bus	807.00 ¹	45.00

¹or \$4.00 per mile, whichever is greater

FINANCE

- F1. That the financial report of the business administrator and the treasurer of school monies for the month of May 2018, including a cash report for that period, be approved and ordered filed.
- F2. To approve the *Committed Purchase Order Report* for the month of June 2018, having been duly audited by the business administrator and the chairperson of the Finance Committee.

- F3. That the additional bills paid in June 2018 and drawn on the current account in the total amount of \$879,363.57 for materials received and/or services rendered, having been duly audited by the business administrator and the chairperson of the Finance Committee, be ratified by the Board.
- F4. To authorize approval of bills drawn on the current account in the total amount of \$2,555,530.78 for materials received and/or services rendered including the July 15, 2018 payroll, having been duly audited by the business administrator and the chairperson of the Finance Committee.
- F5. That bills in the District Cafeteria Fund in the total amount of \$108,347.03 having been duly audited and approved by the business administrator/board secretary and previously paid, be approved by the Board as follows:

ARAMARK	\$107,021.03 June Operations
RIH District Cafeteria Fund	1,326.00 June Student Lunches

- F6. To approve transfers and to authorize the superintendent and business administrator/board secretary to make additional transfers that would be ratified at the next Board Meeting as necessary to comply with State requirements in accordance with Policy 6422 as per the attached *Expense Account Adjustment Analysis* for the month of June 2018.
- F7. To approve the 10% Transfer Report that represents transfers made during the 2018-19 School Year.
- F8. That pursuant to *N.J.A.C. 6:23A-16.10(c)4*, we certify that as of June 30, 2018 after review of the Secretary’s monthly financial report (Appropriations Section) and upon consultation with the appropriate District officials, to the best of our knowledge no major account or fund has been over-expended in violation of *N.J.A.C. 6A:23A-16.10(b)* and that sufficient funds are available to meet the District’s financial obligations for the remainder of the fiscal year.
- F9. To approve the resolution as follows:

Receipt of Certification from Board Secretary
Pursuant to *N.J.A.C. 6:23A-16.10(c)4*, I, Frank C. Ceurvels, certify that as of June 30, 2018, no budgetary line item account has obligations or payments (contractual orders) which in total exceeds the amount appropriated by the District Board of Education pursuant to *N.J.S.A. 18A:22-8* and *N.J.S.A. 18A:22-8.1*.

- F10. 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>
D18-01	Keaney	AHERA	8/1/18	\$215.00
D18-02	Hogan	AESOP	8/7-8/18	1,529.28
R18-01	Caulfield	AMTNJ	8/14/18	149.00
R18-02	Caulfield	AMTNJ	8/7/18	119.00
R18-03	Caulfield	AMTNJ	8/9/18	119.00

F11. To approve the resolution as follows:

WHEREAS, on July 13, 2018 the State of New Jersey provided revised State Aid notices to school districts for the 2018-19 School Year, and;

WHEREAS, the Commissioner has authorized School Boards of Education to appropriate unbudgeted State Aid pursuant to N.J.S.A. 18A:22-8.1 and;

WHEREAS, the Ramapo Indian Hills Board of Education has received an additional amount of \$246,330.00 in State Aid for the 2018-19 School Year;

NOW THEREFORE BE IT RESOLVED, that the Ramapo Indian Hills Regional High School District will increase the 2018-19 appropriations by \$246,330.00 as follows:

<u>Account No.</u>	<u>Account Name</u>	<u>Amount</u>
11-140-100-101-000-00-10-00	Salaries - Teachers	\$246,330.00

F12. To approve the authorization for the Business Administrator/Board Secretary of the Ramapo Indian Hills Regional High School District to invest funds in the New Jersey Asset & Rebate Management Program (“NJ/ARM”).

BE IT RESOLVED, by the Ramapo Indian Hills Regional High School District Board of Education (“Board”) as follows:

The Board hereby finds and determines that (a) the Business Administrator/Board Secretary has received and reviewed (i) the Information Statement dated as of January 3, 2005 describing the NJ/ARM Program and (ii) the Amended and Restated Interlocal Services Investment Agreement governing the NJ/ARM Program (“Program Agreement”) and (b) the Business Administrator has been afforded the opportunity to discuss NJ/ARM with the Investment Administrator and Special Counsel to NJ/ARM and the Board has determined that it is in the best interest of the Board to authorize the participation in NJ/ARM. The Program Agreement is hereby approved and the Business Administrator/Board Secretary is authorized to execute the Program Agreement on behalf of the Board.

BE IT FURTHER RESOLVED, Wells Fargo Bank, N.A., as Custodian for the NJ/ARM Program, is hereby approved to act as the depository of Public Funds for the Board.

The Board acknowledges that its decision to authorize the participation in NJ/ARM is based solely on the information set forth in the Information Statement and in the Program Agreement.

This resolution shall take effect immediately upon its adoption.

POLICY

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

<u>Policy Title</u>	<u>Policy No.</u>
Disclosure and Review of Applicant's Employment History	1613
Harassment, Intimidation, & Bullying	5512

P1 – PO1

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

COMMITTEE REPORTS

Mrs. Kilday reported that an Education Committee Meeting is scheduled on August 21.

BOARD COMMENTS

Mr. Rukaj stated that he is looking forward to learning about new options for the subscription bussing situation.

PUBLIC DISCUSSION

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

A member of the public addressed the Board regarding the status of negotiations with the RIHEA. Mrs. Castor stated that the Board has posted information to the District's website.

B. Moved by PORRO Seconded RUKAJ to re-enter the Work Session/Regular Public Meeting.

ANTICIPATED FUTURE MEETING DATES

Mrs. Castor announced anticipated future meeting dates as follows:

Monday, August 27, 2018, Work Session/Regular Public Meeting, District Conference Room, 8 P.M.

ADJOURNMENT

Moved by PORRO Seconded: RUKAJ to adjourn at 9:46 P.M.

Jane Castor
Board President

Frank Ceurvels
Business Administrator / Board Secretary