

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

**WORK SESSION/REGULAR PUBLIC MEETING MINUTES  
December 11, 2017  
District Conference Room**

Roll Call – Executive Session

Upon roll call at 7:38 P.M., the Board members responded as follows: Mmes. Becker, Castor, Kilday, Quinlan, and Sciancalepore (7:40 P.M.). Messrs. Becker, Bunting, Butto (ABSENT), and Porro (ABSENT). Mrs. Beverly MacKay, Superintendent of Schools; was also present.

The meeting was called to order by the Board president at 7:38 P.M. Mr. Becker announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Mrs. Kilday and seconded by Mrs. Castor 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 8:09 P.M.

Roll Call – Work Session/Regular Public Meeting

Upon roll call at 8 P.M. Board members responded as follows: Mmes. Becker, Castor, Kilday, Quinlan, and Sciancalepore. Messrs. Becker, Bunting, Butto (ABSENT), and Porro (ABSENT). Mrs. Beverly MacKay, Superintendent of Schools; was also present.

The meeting was called to order by the Board president at 8:09 P.M. Mr. Becker announced that adequate notice of the meeting has been posted and published as required by law. He read a public statement advising the public to be aware that employees of the Ramapo Indian Hills Regional High School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. Mr. Becker further stated that the Board shall not be held liable for comments made by members of the public and, in order to protect the privacy rights of employees in the District, the Board shall not respond to statements made by the public of or about District employees.

**BOARD PRESIDENT'S REPORT**

Mr. Becker welcomed everyone to the meeting.

Mr. Becker invited Mr. Mahtabfar, RHS, Student Board Representative and Mr. Forsyth, IHHS, Student Board Representative, to present their reports as follows: Mr. Forsyth stated: 1) the Student Council is hosting a toy drive; 2) a Holiday-theme Spirit Week is scheduled the week of December 18; 3) the Deck the Halls event is scheduled next week; 4) the World Languages National Honor Society event was held on December 5 – 47 students were inducted; 5) a Coffee House is scheduled on December 20 sponsored by Amnesty International; and 6) the Winter Sports season has begun. Mr. Matabfar stated: 1) Holiday Festival was enjoyed by all students; 2) the RHS student body enjoyed the the State Final Game held on December 2 at MetLife Stadium; 3) the RHS National Honor Society Toy Drive was very successful; and 4) the RHS Boys' Soccer Team was recognized by the Wyckoff Town Council.

Mr. Bunting, Chairperson of the Negotiations Committee, provided an update regarding the status of negotiations with the representatives of the RIHEA as follows:

- The Ramapo Indian Hills Regional High School District Board of Education and the Ramapo Indian Hills Education Association have been unable to reach a contract settlement after more than a year of negotiations and after exhausting mediation efforts. The Board and the Union presented their final offers to the State-appointed fact-finder on November 28, 2017. The fact-finder has the authority to recommend the terms of a settlement to the parties. However, the recommended terms of settlement are not binding upon either party.

- The Board's final offer included a 3-year increase for teachers of 8.88% and 8.34% for the educational support staff. The Board's offer to the teachers is well above the 3-year average percentage increase in teachers' salaries for Bergen County. Other 3-year increases include Midland Park at 7.8%, Waldwick at 8.7% and Wyckoff at 8.1%. Comparable 2-year settlements include Glen Rock at 2.7% and Northern Valley Regional at 2.8% in each year. River Dell Regional settled a 4-year contract at 2.7% in each year with a non-pensionable stipend of \$1,250 per year for teachers at maximum who contribute to their health insurance premiums.
- The Board proposed a salary guide structure that would increase starting salaries and provide a fair distribution of increases to all teachers by leveling out longevity and including the savings in the increases given to all teachers on the salary guide.
- The Board also proposed increased reimbursement for continuing education for teachers, a compassionate care day bank to provide for the needs of family members and recognition of additional clubs and stipends requested by the Union. In return, the Board asked for some additional supervision for advisorships previously exempted from supervision, a fixed rate for testing coordinators and the elimination of scheduled preparation time for non-classroom teachers.
- The Union's final offer included a 3-year increase for teachers of 10.66% with no change in the longevity structure and no opportunity to increase starting salaries or provide a fair distribution to all teachers and particularly, the junior staff. In addition, the Union proposed restructuring Chapter 78 in year 2 to reduce their maximum health care contribution from 35% to 22% that has an additional cost of \$93,000, which results in an overall 3-year increase of nearly 12%. For the educational support staff the Union proposes a 3-year increase of 8.85% with the same restructuring of Chapter 78. The Union's proposal far exceeds any comparable settlement in Bergen County, is unaffordable and in future years, is unsustainable.
- The fact-finder has scheduled February 2, 2018 for the submission of post hearing briefs, following which he will issue a report with his recommendations for settlement of the new 3-year agreement.

Mr. Becker thanked Mr. Bunting for his presentation.

### **SUPERINTENDENT'S REPORT**

Mrs. MacKay welcomed everyone to the Board Meeting. She stated that the RHS Holiday Festival was an outstanding event. She congratulated the students inducted into the IHHS World Language National Honor Society. She also thanked Coach Gibbs on his success during the 2017 season and stated that the school spirit exhibited at the December 2 football game was amazing.

### **PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS**

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

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

A member of the public addressed the Board regarding his daughter. Mrs. MacKay stated that she will speak with him immediately following the Board Meeting.

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

Mrs. MacKay invited Mr. Sutherland to discuss the *2018-19 Program of Studies*. A brief question and answer session followed the presentation.

Mrs. MacKay thanked Mr. Sutherland for his presentation.

### **ACTION - ✓ = Yes**

The following motions were approved by roll call:



Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Matthew Markman	Boys' Tennis	Substitute	4	\$6,904

P5. To approve the appointment of Volunteer Athletic Coaches effective for the 2017-18 School year. Authorization for employment is based on prior verification of background check pursuant to the provisions of N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., N.J.S.A. 18A:6-4.13, and N.J.S.A. 18A:12-1 et seq., as follows:

<u>Name</u>	<u>Position</u>
Dennis Brown	Ice Hockey / IHHS
Jillian Hochuli	Girls' Basketball / IHHS
Gina Huerta-Caro	Fencing / IHHS
Ryan Larkin	Ice Hockey / IHHS
Kevin Ryffel	Ice Hockey / IHHS
William Sharlow	Indoor Track / IHHS
Mark Sheridan	Wrestling / IHHS

P6. To approve the appointment of Lawrence Landsman, RHS, Film Club Volunteer Advisor, effective for the 2017-18 School Year. Authorization for employment is based on prior verification of background check pursuant to the provisions of N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., N.J.S.A. 18A:6-4.13, and N.J.S.A. 18A:12-1 et seq.

P7. To approve Elizabeth Wentworth, Doctoral Student, Teachers College, Columbia University, to work with the IHHS Math Department Staff, Algebra 2 CPE classes, for the purpose of conducting research, effective for the period January 2 - 9, 2018.

P8. To accept retirement, with regret, effective July 1, 2018, as follows:

*WHEREAS, Richard Albanese has dedicated himself to the Ramapo Indian Hills Regional High School District for twenty five years as a Science Teacher, Physics I League Advisor, Physics II League Advisor, and Environmental Club Co-Advisor; displaying an unselfish commitment to our children; exemplifying the ideals of professionalism and the standard of excellence, and*

*WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Richard Albanese has provided our children,*

*NOW, THEREFORE, BE IT RESOLVED THAT the Ramapo Indian Hills Regional High School District Board of Education does hereby extend its appreciation and gratitude to Richard Albanese in recognition of his exemplary service to our school district.*

P9. To rescind the appointment of Michael Begen, IHHS, Asst. Indoor Track Coach, effectively immediately.

**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 schools indicated at the tuition costs indicated for the 2017-18 School Year as follows:

<u>Student No.</u>	<u>Placement</u>	<u>Tuition</u>
091501	The Learning Clinic, Inc.	\$118,859.25
011800	Eastwick College, Hackensack	9,000.00

E2. To approve the 2018-19 *Program of Studies*.

E3. To approve the District student field trips and transportation costs for the 2017-18 School Year as follows:

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Montclair High School	IHHS Mock Trial	December 13, 2017	\$490
Indian Hills High School	RHS Orchestra	December 19, 2017	0
Passaic County Tech, Wayne	RHS Mock Trial	January 5, 2018	420
Bergen Community College	IHHS Heroes & Cool Kids	January 9, 2018	560
Indian Hills High School	RHS NJSL	January 11, 2018	140
Valley Middle School & Franklin Avenue Middle School	IHHS Heroes & Cool Kids	January 17, 2018	140
Glen Rock Train Station/Fed Reserve	RHS Fed Challenge	February 1, 2018	280
Indian Hills High School	IHHS Orchestra	February 15, 2018	0
Harrah's, Atlantic City	RHS & IHHS DECA	February 27 - March 1, 2018	0
Wall Street Walks	RHS Business Principles/Accounting	April 26, 2018	0

E4. To approve the Harassment, Intimidation, & Bullying student consequences imposed during the 2017-18 School Year as a result of the HIB Investigation for IHHS-HIB 2017-002.

E5. To approve the *Update to Uniform State Memorandum of Agreement* between the Ramapo Indian Hills Regional High School District Board of Education and the Law Enforcement Officials effective for the 2017-18 School Year.

E6. That home instruction for District students, at the approved hourly rate, be approved as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
418641	IHHS	12
420607	RHS	10
419562	RHS	11

E7. To approve the District Curriculum Evaluation Hours for the 2017-18 School Year as follows:

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hours Per Staff Member</u>
Physical Education/ Health	Physical Education	4 Participants	8
		1 Presenter	8
	Health	2 Participants	8
		1 Presenter	8
Science	Biology	4 Participants	8
		2 Presenters	8
	Chemistry	4 Participants	8
		2 Presenters	8
	Physics	4 Participants	8
		2 Presenters	8
World Languages	French	4 Participants	8
		2 Presenters	8
	Spanish	4 Participants	8
		2 Presenters	8
	Italian	4 Participants	8
		2 Presenters	8
Accuplacer Prep	English	2 Participants	12
Accuplacer Prep	Math	2 Participants	12

E8. To authorize the amendment of the District’s IDEA Application to include a carryover amount of \$31,171.00, and further move to accept the Grant Award of Funds in the amount of \$459,676.00.

**OPERATIONS**

OP1. To approve the resolution as follows:

Move to approve the use of the Ramapo Indian Hills Regional High School

District facilities for the date(s) indicated in accordance with the rules and regulations governing said use as follows:

*Indian Hills High School*

Franklin Avenue Middle School	Graduation and Practice; Auditorium, Cafeteria & Library; June 19, 2018; 9 - 11 A.M. June 20, 2018; 9 - 11 A.M & 5 - 8 P.M.
RYSA Wildcats	Soccer Practice; Lower Gymnasium (as available per Athletic Director); Tuesdays and Thursdays; December 12, 2017 - March 29, 2018; 7 - 9 P.M.
RYSA Wildcats	Soccer Clinic; Lower Gymnasium (as available as per Athletic Director); Saturdays; December 16, 2017 - March 31, 2018; 1 - 4 P.M.
RYSA Wildcats	Soccer Games; Athletic Field (as available as per Athletic Director); Saturdays; April - June 1, 2018; 6 - 8:30 P.M.
RYSA Wildcats	Soccer Games; Athletic Field (as available as per Athletic Director); Sundays; March 11 - June 17, 2018; 10 A.M. - 7 P.M.
RYSA Wildcats Juniors	Soccer Clinic; Athletic Fields; Saturdays in April & May, 2018; 4 - 6 P.M.

OP2. To approve the purchase of Apple computers, 35, 21.5" iMacs; 5, 27" iMacs; and 2 iMac Minis in the amount of \$58,401.80, as per Quotation 2204488205, dated December 4, 2017, from Apple, Inc., Education. Pricing is as per Educational Services Commission of New Jersey (ESCNJ - formerly MRESC), Bid Identifier No. MRESC 15/16-69, Apple Contract No. 1062153.

**FINANCE**

- F1. That the financial report of the business administrator and the treasurer of school monies for the month of October 2017, including a cash report for that period, be approved and ordered filed.
- F2. That the following bills drawn on the current account in the month of November 2017 in the total amount of \$255,677.90 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.
- F3. To ratify the November 30, 2017 payroll in the amount of \$1,251,669.22, having been duly audited by the business administrator and the chairperson of the Finance Committee, be ratified by the Board. (Amount was not available for the November 27, 2017 Regular Public Meeting.)
- F5. That bills in the District Cafeteria Fund in the total amount of \$128,426.09 having been duly audited and approved by the business administrator /board secretary, and previously paid, be approved by the Board as follows:

ARAMARK	\$ 126,960.34	November Operations
RIH District Cafeteria Fund	\$1,465.75	November Student Lunches

F6. 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 employees' 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 requests listed below specifies for each item of reimbursement the specific promotion of delivery of instruction or furtherance of the efficient operation of the school district, and the amount of each listed reimbursement does not exceed State travel reimbursement guidelines;

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

<u>Req. No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
D17-17	Ceurvels	NJASBO	December 13, 2017	\$158.00
R17-35	Blomquist	NJECC	January 9, 2018	125.00
R17-36	Angerson	NGSS	December 13, 2017	35.58
IH17-27	Fanale	DECA Conference	February 26 - March 1, 2018	922.52
IH17-28	Peller	NJECC	January 9, 2018	135.16

F7. To accept the donation of a drum set, valued at \$409.00, for the Ramapo High School Music Department, received from Mr. Mark Rosen.

**POLICY**

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

<u>Policy Title</u>	<u>Policy Number</u>
Evaluation of Superintendent	1240
Americans With Disabilities Act	1510
Records Retention	8350

PO2. To approve revised Bylaw, Introduction.

PO3. To abolish Policy 2320, Independent Study Programs.

**P1 – F3 & F5 – PO3**

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

The following motion was approved by roll call: **F4**

Moved by: SCIANCALEPORE                      Seconded: KILDAY

F4. To authorize approval of bills drawn on the current account in the total amount of \$1,142,829.16 for materials received and/or services rendered, having been duly audited by the business administrator and the chairperson of the Finance Committee.

**F4**

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

**COMMITTEE REPORTS**

Mrs. Kilday reported that a Facilities Committee Meeting is scheduled on December 18, 5:30 P.M.

Mrs. Becker reported that the Crisis Management Committee Meeting, scheduled in December was cancelled and will be re-schedule some time in January 2018.

Mrs. Castor stated that the members of the Education Committee will not meet until January 2018.

**BOARD COMMENTS**

Members of the Board congratulated the students and staff for their amazing performances in *A Chorus Line*.

Mrs. Becker congratulated Kevin Forsyth on his induction into the IHHS World Languages National Honor Society.

Mrs. Sciancalepore wished everyone happy holidays.

Mrs. Quinlan congratulated the IHHS students inducted into the World Languages National Honor Society.

**PUBLIC DISCUSSION**

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

No discussion.

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

**ANTICIPATED FUTURE MEETING DATES**

Mr. Becker announced anticipated future meeting dates as follows:

Thursday, January 4, 2018, Reorganization/ Action/Work Session, RHS, Cafeteria, 7 P.M.

**ADJOURNMENT**

Moved by CASTOR Seconded: KILDAY to adjourn at 9:51 P.M.

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E. David Becker  
Board President

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Julie Browne  
Board Secretary Pro Tem