

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

**ACTION/WORK SESSION MINUTES**

February 5, 2018

District Conference Room

Roll Call – Executive Session

Upon roll call at 7 P.M., the Board members responded as follows: Mmes. Becker, Castor, Kilday, and Quinlan. Messrs. Becker, Bunting, Butto, and Porro. 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 Mrs. Quinlan and unanimously carried to move into Closed Executive Session for the purpose of discussing personnel, litigation, and negotiations. Information from the Closed Executive Session will be made public at the discretion of the Board, as per Board Bylaw 0166, Executive Sessions, or as otherwise authorized by law. The Closed Executive Session was adjourned at 8 P.M.

Roll Call – Action/Work Session

Upon roll call at 8 P.M. Board members responded as follows: Mmes. Becker, Castor, Kilday, and Quinlan. Messrs. Becker, Bunting, Butto, and Porro. 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. Mrs. Castor announced that adequate notice of the meeting has been posted and published as required by law. She read a public statement advising the public to be aware that employees of the Ramapo Indian Hills Regional High School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. Mrs. Castor further stated that the Board shall not be held liable for comments made by members of the public and, in order to protect the privacy rights of employees in the District, the Board shall not respond to statements made by the public of or about District employees.

**BOARD PRESIDENT'S REPORT**

Mrs. Castor invited Mr. Mahtabfar, RHS, Student Board Representative and Ms. Durkin, IHHS, Student Board Representative, to present their reports as follows: Mr. Matabfar stated: 1) it's been a difficult week at Ramapo High School after the passing of Ben Landel, however, the staff has gone above and beyond to support the students during this very difficult time; 2) the RHS Track Team is selling ribbons to honor Ben and all proceeds will be donated to the Iron Matt Foundation; 3) a candle lit walk was held for Ben last week to honor him; 4) Gold Masque is hosting an open mic night next week; and 5) tee-shirts are on sale for the Relay for Life event. Ms. Durkin stated: 1) the Student Council is selling green ribbons to honor Ben Landel and all proceeds will be donated to charity; 2) Quarterly exams are complete and the marking period is coming to a close; 3) the Student Council is hosting a fundraiser for the school, a Match Quiz for Valentine's Day; and 4) the IHHS Academic Decathlon Team placed first in the Regional Competition.

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

Mrs. Castor discussed the process for filling the Franklin Lakes vacant Board seat. She stated that one candidate has expressed an interest in the vacant Board seat and an interview will be scheduled during Executive Session either at the February 26 or March 12 Board Meeting.

**SUPERINTENDENT'S REPORT**

Mrs. MacKay thanked the staff of the two high schools for their support and compassion demonstrated during the difficult days following the passing of Ben

Landel. She stated that she is so proud to work side by side with all staff members.

Mrs. MacKay congratulated the members of the IHHS and RHS Academic Decathlon teams for their performances in the Regional Academic Decathlon event. She stated that both teams will be competing in the State Academic Decathlon event on March 3.

She also congratulated Chief Kasper on his retirement from the Oakland Police Department effective February 1, 2018, and thanked him for all of his support for the Ramapo Indian Hills Regional High School District.

Mrs. MacKay discussed the proposed 2018-19 Student Calendar.

**BUSINESS ADMINISTRATOR’S REPORT**

Mr. Ceurvels reported on District capital projects/initiatives as follows: 1) a Finance Committee Meeting is scheduled on February 9 to discuss and review the first draft of the 2018-19 Budget; 2) the District’s State aid figures will be available following the March 13 Governor’s State of the State Address; and 3) a Bleacher Project Meeting was held recently to discuss the project. The work on the visitors’ bleachers is scheduled to begin at the end of March or early April and should be completed before the end of the school year. The work on the IHHS home bleachers will begin at the end of the school year.

Mr. Ceurvels will continue to update the Board members as to the status of these capital projects/initiatives.

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

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

No discussion.

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

**ACTION ITEMS - ✓ = Yes**

The following motions were approved by roll call: **P1 - PO2**

Moved by: PORRO Seconded: BUNTING

**PERSONNEL**

P1. To approve the request for a paid Maternity Leave of Absence (Presumptive Period of Disability), utilizing unused sick leave as allowed by law, for Nadia Mule, District, Social Studies, effective on or about April 4 - May 18, 2018, and an unpaid Family Leave of Absence utilizing The Family and Medical Leave Act (FMLA) effective on or about May 21 - June 29, 2018.

P2. To approve the appointment of District staff to serve as a mentor for the 2017-18 School Year in accordance with the Agreement between the RIHEA and the Board of Education, stipend to be pro-rated up to \$450 for the full term of the mentorship, as follows:

<u>Staff Member/Department</u>	<u>Mentor</u>
<u>Ramapo High School</u>	
John Crouch/Science	David Russell

P3. That as recommended by the superintendent of schools, the following persons be approved as athletic coaches, subject to all federal, state, county and local regulations, governing said employment; effective for the 2017-18 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 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

**Indian Hills High School**

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
James Donahue	Asst. Baseball	Substitute	1	\$4,320
Molly Resto	Asst. Girls' Lacrosse	Substitute	1	4,320
David Stahl	Asst. Boys' Golf	Standard	1	\$2,057

- P4. That as recommended by the superintendent of schools, the following persons be approved as 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., 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>Certification</u>	<u>Step</u>	<u>Stipend</u>
Drew Gibbs	Football	Standard	4	\$10,186
Matt Occhipinti	Asst. Football	Standard	4	7,304
Brian Gibbs	Asst. Football	Substitute	3	6,413
Nicholas Guttuso	Asst. Football	Standard	4	7,304
Daniel Graff	Asst. Football	Standard	4	7,304
Joshue Resto	Asst. Football	Substitute	4	7,304
Robert Petrella	Asst. Football	Standard	4	7,304
Evan Baumgarten	Boys' Soccer	Substitute	4	8,437
Leonardo Castano	Asst. Boys' Soccer	Standard	2	4,784
Jerry Lewis	Asst. Boys' Soccer	Substitute	4	5,871
Michael Yasosky	Asst. Boys' Soccer	Standard	4	5,871
Sarah Francini	Girls' Soccer	Substitute	4	8,437
Georgina Donnelly	Asst. Girls' Soccer	Substitute	4	5,871
Madeline Dalie	Asst. Girls' Soccer	Substitute	1	4,320
Rebecca Cooke	Asst. Girls' Soccer	Substitute	1	4,320
Michael Nangle	Cross Country	Standard	4	6,904
Allison Lombardi	Asst. Cross Country	Standard	3	4,380
Alexandra Tomaselli	Asst. Cross Country	Standard	4	4,867
Kim Marchese	Girls' Tennis	Standard	4	6,904
Kristen Bialosky	Asst. Girls' Tennis	Substitute	1	3,572
David Van Hook	Girls' Volleyball	Standard	4	8,437
Danielle McCartan	Asst. Girls' Volleyball	Standard	4	5,871
Matthew O'Neill	Asst. Girls' Volleyball	Standard	3	5,293
Michelle Markowski	Gymnastics	Substitute	4	6,904
Elizabeth Sellitto	Asst. Gymnastics	Substitute	4	4,867
Marissa Imperato	Football	Standard	1	3,336
Stefaney Cicala	Cheerleading	CEAS	1	1,334
Drew Gibbs	Asst. Football	Standard	4	5,783
Nicholas Guttuso	Summer Strength & Conditioning	Standard	4	2,314
Joseph Spafford	Asst. Summer 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>
David Schuman	Football	Substitute	4	\$10,186
David Heitman	Asst. Football	Substitute	1	5,778
Franklyn Dawson	Asst. Football	Substitute	4	7,304
Darren White	Asst. Football	Standard	4	7,304
Dominic Mulieri	Asst. Football	Standard	1	5,778
Michael Calderon	Boys' Soccer	Substitute	4	8,437
Christopher Mayer	Asst. Boys' Soccer	Standard	4	5,871
Devin Deluccia	Asst. Boys' Soccer	Substitute	1	4,320
Mark Sinclair	Asst. Boys' Soccer	Standard	4	5,871
Joseph Gyulay	Girls' Soccer	Standard	4	8,437
Lauren Healey	Asst. Girls' Soccer	CEAS	1	4,320
Shannon DeMaio	Asst. Girls' Soccer	Standard	4	5,871
Antonio Kourtesis	Asst. Girls' Soccer	Substitute	4	5,871
Tom Zaccone	Cross Country	Standard	4	6,904
Brian Rodak	Asst. Cross Country	Standard	4	4,867
Brian Rochford	Co-Asst. Cross Country	Substitute	4	2,433.50
Vanessa Valdes	Co-Asst. Cross Country	Standard	2	1,975.50
Rich Ohren	Asst. Girls' Tennis	Standard	4	4,867
Karen Klingner	Girls' Volleyball	Standard	4	8,437
Maria LaBarbiera	Asst. Girls' Volleyball	Standard	4	5,871
Lindsey Rock	Asst. Girls' Volleyball	Substitute	1	4,320
Ann Danziger	Gymnastics	Standard	4	6,904
James McMullan	Football Cheerleading	Standard	4	4,576
Michael Michels	Fall Strength & Conditioning Co-Coach	Standard	4	2,891.50
Thomas Russo	Fall Strength & Conditioning Co-Coach	Standard	4	2,891.50
David Schuman	Summer Strength & Conditioning	Substitute	4	5,783
Christopher Anzano	Co-Asst. Summer Strength & Conditioning	Standard	4	1,157
George Hill	Co-Asst. Summer Strength & Conditioning	Standard	4	1,157

- P5. To approve the appointment of a District Special School Advisor, as recommended by the superintendent of schools, 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 2017-18 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. Salary guide placement to remain at the 2015-16 salary guide levels until such time when the 2017-18 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision.

**Indian Hills High School**

<u>Advisor</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
Rena Rothman	Drama Asst.	N/A	\$2,116

P6. To approve the appointment of Volunteer Coaches, effective for the 2018-19 School Year. Authorization for employment is based on prior verification of background check pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., N.J.S.A. 18A:6-4.13 et seq., and N.J.S.A. 18A:12-1 et seq.*, as follows:

<u>Name</u>	<u>Position</u>
Michael Esposito	Football/RHS
Karl Kazmierczak	Football/RHS
Blake Costanza	Football/RHS
Matthew Rossi	Football/RHS
Stephen Rossi	Football/RHS
Brian Winiarski	Boys' Soccer/RHS
Michael Preziosi	Girls' Tennis/RHS

P7. To approve the following individual listed below as a substitute teacher for the 2017-18 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:

<u>Name</u>	<u>Location</u>
Mia Polesovsky	District

P8. 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 to "Board") accepts and approves an employee's, whose name is on file in the Superintendent's Office, resignation effective February 5, 2018.

P9. To rescind the appointment of Susan Hereema, IHHS, Drama Asst., effective immediately.

**EDUCATION**

E1. To approve a District student field trip and transportation cost for the 2017-18 School Year as follows:

<u>Location</u>	<u>Group</u>	<u>Date(s)</u>	<u>Cost</u>
Apple Store, Woodcliff Lake	RHS Tech Help Desk	February 14, 2018	\$350

**FINANCE**

F1. To approve the resolution as follows:

WHEREAS, the district employees, as listed on the attached, have submitted requests for reimbursement for work-related travel that is directly related to and within the scope of each employee's current work responsibilities; and

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

WHEREAS, the attachment specifies for each item of reimbursement the specific promotion of delivery of instruction or furtherance of the efficient operation of the

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

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

<u>Req. No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
IH17-46	R. Jasinski	DECA	February 27 - March 1, 2018	\$346.00
IH17-47	Guido	Test Coordinator/ Technology Coordinator Training	March 5, 2018	\$39.00
IH17-48	Garbaccio	NJSSA Conference	March 17, 2018	\$265.92
IH17-49	Funk	DECA	February 27 – March 1, 2018	\$346.00
IH17-50	Cintron- Bashian	World Languages Roundtable	March 5, 2018	\$3.97
R17-44	Glodava	NJ Wage & Hour Laws	May 10, 2018	\$140.81
R17-45	Shemon	DECA	February 27 – March 1, 2018	\$929.34
R17-46	C. Jasinski	DECA	February 27 – March 1, 2018	\$346.00
R17-47	Ferrara	Science Standards Conference	March 12, 2018	\$259.00
R17-48	Dargento	ADHD & Stress in Classroom	March 23, 2018	\$214.99

## **POLICY**

PO1. To approve the second and final reading of revised District Policy 8330, Student Records.

PO2. To approve the revised District Regulation 8330, Student Records.

### **P1 – PO2**

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

## **COMMITTEE REPORTS**

Mrs. Becker reported that a Crisis Management Committee Meeting is scheduled on Friday, March 16.

Mrs. Kilday reported that an Education Committee Meeting is scheduled on February 6.

Mr. Butto reported that a Personnel/Goals/Evaluation Committee Meeting is scheduled on March 12.

Mr. Becker reported that an Extra-curricular Committee Meeting will be scheduled in the near future.

Mrs. Quinlan reported that the Facilities Committee Meetings will be held on the Tuesdays prior to the Regular Public Meeting each month.

Mr. Bunting reported that the members of the Finance Committee will be meeting on Friday, February 9, and the members of the Negotiations Committee will be meeting with representatives of the RIHEA on February 15.

**BOARD COMMENTS**

Board members thanked District administrators and staff for the care and support for all District students following the loss of Ben Landel.

**PUBLIC DISCUSSION**

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

No discussion.

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

**ANTICIPATED FUTURE MEETING DATES**

Mrs. Castor announced anticipated future meeting dates as follows:

Monday, February 26, 2018, Regular Public Meeting, IHHS, Auditorium, 8 P.M.

**ADJOURNMENT**

Moved by KILDAY Seconded: QUINLAN to adjourn at 8:55 P.M.

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Jane Castor  
Board President

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Frank Ceurvels  
Business Administrator/Board Secretary