

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

**ACTION/WORK SESSION MINUTES
September 14, 2020
Electronic Public Meeting**

Roll Call – Executive Session

Upon roll call at 7 P.M., the Board members responded as follows: Mmes. Laforgia, Sullivan, and Zammitti Shaw. Messrs. Becker, Butto, Carolan, Fortunato, and Kinney. Mr. Bruce Watson, Interim 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. Mr. Kinney announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Mr. Carolan and seconded by Mr. Becker and unanimously carried to move into Closed Executive Session for the purpose of discussing personnel, litigation, and negotiations. Information from the Closed Executive Session will be made public at the discretion of the Board, as per Board Bylaw 0166, Executive Sessions, or as otherwise authorized by law. The Closed Executive Session was adjourned at 8 P.M.

Roll Call – Action/Work Session

Upon roll call at 8:03 P.M. Board members responded as follows: Mmes. Laforgia, Sullivan, and Zammitti Shaw. Messrs. Becker, Butto, Carolan, Fortunato, and Kinney. Mr. Bruce Watson, Interim 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 8:03 P.M. Mr. Kinney announced that due to the current State of Emergency, in accordance with N.J.S.A. 10:4-8(b), and guidance from the New Jersey Department of Community Affairs, Division of Local Government Services, this Meeting was posted and published as a remote meeting. 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. Kinney 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. Kinney invited Ms. Patel, IHHS, Student Board Representative, and Ms. Kologrivov, RHS, Student Board Representative, to present their reports as follows: Ms. Patel stated: 1) school is going well in the virtual environment and 2) clubs are beginning virtually. Ms. Kologrivov stated: 1) students are adjusting to the virtual environment; 2) the fall sports season began today; 3) clubs are beginning virtually; and 3) school elections will be scheduled for new officers.

Mr. Kinney welcomed the new Student Board Representatives and thanked them for their reports.

Mr. Kinney stated that the Board has received two letters of interest from Oakland residents interested in the open Board seat. He stated that interviews will be scheduled during the September 30 Regular Public Meeting.

Mr. Kinney stated that the Interim Superintendent Search Ad Hoc Committee will meet on September 16.

INTERIM SUPERINTENDENT'S REPORT

Mr. Watson welcomed both Ms. Patel and Ms. Kologrivov to the Board Meeting and thanked them for their reports.

Mr. Watson stated that the Ramapo High School Back-to-School Night is scheduled on September 15, and the Indian Hills High School Back-to-School Night is scheduled on September 17. Both events will be virtual.

Mr. Watson introduced Mr. Marano who discussed the District's Anti-Bullying Act Self-Assessment. Mr. Watson thanked Mr. Marano for his presentation.

Mr. Watson stated that to date 24 staff members have requested a childcare leave and 30 staff members have requested an ADA leave. Substitute teachers will be required to provide classroom coverages if these staff members are permitted to continue to teach remotely from home. The District is currently advertising for substitute teachers.

Mr. Watson stated that the District will advertise for the Business Administrator / Board Secretary position.

BUSINESS ADMINISTRATOR'S REPORT

Mr. Ceurvels reported on the capital projects/initiatives as follows: 1) the windows will be delivered in mid-November; and 2) the RHS Locker Room Project is completed; the IHHS Locker Room Project should be completed in mid-September.

Mr. Ceurvels stated that the deadline for letters of interest and resumes for the Interim Superintendent vacancy is October 5, 2020. The members of the Search Ad Hoc Committee will discuss the search timeline at its September 16 Committee Meeting.

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

PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

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

Members of the public addressed the Board regarding their concerns about the District's Return to Learning Plan.

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

ACTION ITEMS - ✓ = Yes

Mr. Ceurvels administered the Oath of Office to Ms. Stephanie Kologrivov, RHS, Student Board Representative, and to Ms. Asha Patel, IHHS, Student Board Representative. Mr. Kinney welcomed both Student Board Representatives to the Board of Education and stated that he is looking forward to working with them in the 2020-21 School Year.

The following motion was approved by roll call: **E6**

Moved by: BECKER Seconded: CAROLAN

EDUCATION

E6. To approve, as recommended by the Interim Superintendent of Schools, the Two Cohort Hybrid Schedule that was presented at the September 10, 2020 Special Public Meeting of the Ramapo Indian Hills Regional High School District, and further move to approve the filing of this Plan with the Department of Education.

E6

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓,
Laforgia ✓, Sullivan ✓, Zammitti Shaw ✓, Kinney ✓

The following motions were approved by roll call: **P1 – P15 & P17 – E5 & OP1 – PO1**

Moved by: CAROLAN Seconded: ZAMMITTI SHAW

PERSONNEL

P1. That, as recommended by the Interim 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 2020-21 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. 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>
Sally Binder	Science/RHS	MA+30, Step 16	10 months	11/13/20 - 6/30/21	\$85,221 ^{1/2}

¹Pro-rated

²Replacement for Vincent Nguyen

P2. Delete.

~~To approve, as recommended by the Interim Superintendent of Schools, the appointment of Pierre Agbadou, IHHS, World Languages, Long-term, Temporary Replacement Teacher, Maternity Leave Replacement for Natalie Deming, a non-tenured position, not accruing tenure in the position, MA, Step 1, \$294.62/diem, effective for the period September 15 - December 23, 2020, 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.* Further move to approve the assignment of the appropriate Unique Position Code as required by State Statute.~~

P3. To approve, as recommended by the Interim Superintendent of Schools, the salary adjustments for achieving a higher degree level for District staff as follows:

<u>Name</u>	<u>Degree</u>	<u>Salary</u>	<u>Effective Date</u>
Karli Basilicato	BA to BA+15	\$70,437 to \$74,628	September 1, 2020
Amy Brooks	MA to MA+15	\$63,165 to \$64,407	September 1, 2020
Angela DiBlasio-Funk	BA+15 to MA	\$86,224 to \$92,796	September 1, 2020
Lisa Higbie	BA+15 to MA	\$74,628 to \$77,492	September 1, 2020
Melissa Shea	MA+15 to MA+30	\$58,706 to \$61,745	September 1, 2020
Michael Verdon	BA to BA+15	\$55,847 to \$56,782	September 1, 2020

P4. To approve, as recommended by the Interim Superintendent of Schools, the sixth period teaching assignment for Pierre Barreau, RHS, World Languages, Period 8, at the contractual stipend of \$9,530, effective for the 2020-21 School Year.

P5. To approve, as recommended by the Interim Superintendent of Schools, the change in assignment for Jenna Calderon, RHS, from .6 Special Education, BA, Step 4, \$33,508.20, and .4 Instructional Aide, Step 4, \$12,060.40, to .7 Special Education, Step 4, \$39,092.90, and .3 Instructional Aide, Step 4, \$9,045.30, effective for the 2020-21 School Year.

P6. To amend, as recommended by the Interim Superintendent of Schools, the request for a paid Maternity Leave of Absence (Presumptive Period of Disability), utilizing

unused sick leave as allowed by law, for Megan Casey, RHS, English, effective on or about September 29 - November 20, 2020; and further move to approve an unpaid Family Leave of Absence pursuant to The Family and Medical Leave Act (FMLA), effective on or about November 23, 2020 - February 26, 2021.

- P7. To approve, as recommended by the Interim Superintendent of Schools, the request for a leave of absence for Marisa Barnes, RHS, Science, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 - December 17, 2020, to be paid according to District Policy 1649.
- P8. To approve, as recommended by the Interim Superintendent of Schools, the request for a paid leave of absence for Jenny Shannon, RHS, English, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 - December 17, 2020, to be paid according to District Policy 1649.
- P9. To approve, as recommended by the Interim Superintendent of Schools, the request for a paid leave of absence for Marisa Frissora, IHHS, English, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 - December 17, 2020, to be paid according to District Policy 1649.
- P10. To approve, as recommended by the Interim Superintendent of Schools, the request for a paid leave of absence for Alyssa Durfee, IHHS, Social Studies, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 - December 17, 2020, to be paid according to District Policy 1649.
- P11. To approve, as recommended by the Interim Superintendent of Schools, the request for a paid leave of absence for Courtney McDonough, IHHS, Science, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 24 - December 17, 2020, to be paid according to District Policy 1649.
- P12. To approve, as recommended by the Interim Superintendent of Schools, the request for a paid leave of absence for Thomas Russo, IHHS, Physical Education, pursuant to the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 14 - 23, 2020, to be paid according to District Policy 1649.
- P13. To approve, as recommended by the Interim Superintendent of Schools, the request for an unpaid leave of absence for John P. Williams, RHS, Custodian, utilizing the Federal Families First Coronavirus (COVID-19) Response Act (FFCRA), which includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA), effective for the period September 8 - November 27, 2020, to be paid according to District Policy 1649.
- P14. To approve, as recommended by the Interim Superintendent of Schools, the request for an unpaid Family Leave of Absence for Corinne Jasinski, IHHS, Administrative Assistant, utilizing The Family and Medical Leave Act (FMLA) effective on or about September 15 - October 31, 2020.
- P15. To approve, as recommended by the Interim Superintendent of Schools, the appointment of District staff to serve as a mentor for the 2020-21 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>	
Peter Tuohy	Lauren Winslow

P17. That, as recommended by the Interim Superintendent of Schools, the following persons be approved as Special School Advisors, subject to all federal, state, county, and local regulations, governing said employment, effective for the 2020-21 School Year; and move to approve applicants’ 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.*, as follows:

Ramapo High School

<u>Advisor</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
Meredith Noah	Junior Class	4	\$5,711
Keri Myones	Newspaper Online	4	1,615 ¹
Jill Matcovich	Freshman Class Co-Advisor	4	1,528
Karli Basilicato	Freshman Class Co-Advisor	4	1,528
Lisa Higbie	Literary Magazine - Art	4	3,056 ²
Jill Matcovich	Teens Need Teens	4	3,056 ¹
Thomas Basili	Junior Statesmen	4	1,606

Indian Hills High School

<u>Advisor</u>	<u>Position</u>	<u>Step</u>	<u>Stipend</u>
Danielle Ferrara	Interact Assistant	1	\$2,284
Jill Fackelman	SADD	2	1,473
Cherie McLaughlin	Love Letters	1	1,409

¹Pro-rated, effective September 1 - November 24, 2020

²Pro-rated, effective September 1 - November 14, 2020

P18. To approve, as recommended by the Interim Superintendent of Schools, the change in assignment for Madeline Dalie, RHS, from Asst. Girls’ Soccer Coach, Step 4, \$5,871, to Girls’ Soccer Head Coach, Step 4, \$8,437, effective for the 2020-21 School Year.

P19. That, as recommended by the Interim 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 2020-21 School Year; and move to approve applicants’ 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 follows:

Indian Hills High School

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Danielle Connolly	Asst. Girls' Soccer	Substitute	1	\$4,320
Krystian Krol	Asst. Girls Soccer	Substitute	1	4,320

- P20. To approve the appointment of, as recommended by the Superintendent of Schools, Sara Caporuscio, RHS Volunteer Coach, Football Cheerleading, effective for the 2020-21 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 applicable.
- P21. To approve, as recommended by the Interim Superintendent of Schools, the change in assignment, for Mark Brinkley, IHHS, from Girls' Asst. Soccer, Step 2, \$4,784, to Volunteer Girls' Soccer, effective for the 2020-21 School Year.
- P22. To accept the resignation of Andrew Hogan, RHS, Physics I League Advisor, Physics II League Advisor, and Robotics Club Advisor, effective immediately.
- P23. To accept the resignation of Jon-Paul Francini, RHS, Girls' Soccer Volunteer Coach, effective immediately.
- P24. To rescind, as recommended by the Interim Superintendent of Schools, the appointment of Richmond Borgonos, District, Custodian/Maintenance, effective immediately.
- P25. To accept the resignation of District Staff as follows:

<u>Name</u>	<u>Effective Date</u>
Vincent Nguyen/RHS, Science	October 30, 2020
Kathleen Tichacek/Out-of-District Instructional Aide	effective immediately
Mary Twomey/RHS, Art Leave Replacement	September 21, 2020

- P26. To accept retirement, with regret, effective November 30, 2020, as follows:

WHEREAS, Laura Dantoni has dedicated herself to the Ramapo Indian Hills Regional High School District for 6 years and 3 months as a Family & Consumer Science Teacher; 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 Laura Dantoni 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 Laura Dantoni in recognition of her exemplary service to our school district.

EDUCATION

- E1. To approve in accordance with Chapter 46, Title 18A, New Jersey Statutes, and on the recommendation of the Interim 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 2020-21 School Year as follows:

<u>Student No.</u>	<u>Placement</u>	<u>Tuition</u>
040706	Northern Valley Regional High School	\$7,095.00 ¹
424301	New Beginnings	\$83,462.28 ²
422236	Barnstable Academy	\$48,750.00
421616	Eastwick College - Hackensack Campus	\$9,900.00
421658	Ho-Ho-Kus School of Trade & Technical Sciences Paterson Campus	\$9,900.00

¹Extended School Year Only

²Includes Extended School Year

E2. To approve, as recommended by the Interim Superintendent of Schools, 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”) and the terms, stipulations and conditions as established in 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 Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

E3. To approve, as recommended by the Interim Superintendent of Schools, 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”) and the terms, stipulations and conditions as established in 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 Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

E4. To approve, as recommended by the Interim Superintendent of Schools, the Sidebar Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Ramapo Indian Hills Education Association.

E5. To approve, as recommended by the Interim Superintendent of Schools, the Sidebar Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Ramapo Indian Hills Education Association as per the proposed revisions discussed with Board Counsel.

OPERATIONS

OP1. To approve, as recommended by the Interim Superintendent of Schools, 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

Oakland Recreation	Athletic Fields; Soccer, Football, Softball & Baseball; 9/19/20 - 11/30/20 as available; times to be based on availability.
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FINANCE

F1. That, as recommended by the Interim Superintendent of Schools, bills in the District Cafeteria Fund in the total amount of \$915.00 having been duly audited and approved by the business administrator/board secretary, and previously paid, be approved by the Board as follows:

Aramark	Change Money	\$915.00
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POLICY

PO1. To approve, as recommended by the Interim Superintendent of Schools, the second and final reading of new District Policies as follows:

<u>Policy Title</u>	<u>Policy No.</u>
Restart and Recovery Plan	1648
Remote Learning Options for Families	1648.02
Restart and Recovery Plan - Full-Time Remote	1648.03
Federal Families First Coronavirus (COVID-19) Response Act	1649

P1 – P15 & P17 – E5 & OP1 – PO1

RC): Becker ✓, Butto ✓, Carolan ✓, Fortunato ✓,
Laforgia ✓, Sullivan ✓, Zammitti Shaw ✓, Kinney ✓

The following motion was approved by roll call: **P16**

Moved by: CAROLAN Seconded: ZAMMITTI SHAW

P16. To approve, as recommended by the Interim Superintendent of Schools, the appointment of the following individuals listed below as substitute teachers for the 2020-21 School Year, beginning September 1, 2020 and ending June 30, 2021; 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:

- Mayda Bosco/District
- Carla Carillo/District
- Lisa DeLeo/District
- Joseph Doughty/District
- James Hegybeli/District
- Daniel Jablonski/District
- Kaethe Klein/District
- Zoe Kresker/District
- Jack Krimkowitz/District
- Sumati Lamba/District
- Elizabeth McDermott/District
- McKenzie Morando/District
- Robert Osieja/District
- Jane Pappas/District

Stefanie Siegel/District

Cindy Simeone/District

Susan Sullivan/District

Camille Taveras/District

Tyler Walther/District

P16

RC): Becker ✓, Butto ✓, Carolan **ABSTAIN**, Fortunato ✓,
 Laforgia ✓, Sullivan ✓, Zammitti Shaw ✓, Kinney **ABSTAIN**

COMMITTEE REPORTS

Mr. Butto stated that a Finance Committee Meeting will be scheduled in the near future.

Mr. Carolan stated that the Strategic Plan Committee Meeting is scheduled on September 22.

Ms. Sullivan stated that the September 15 Extracurricular Committee Meeting will be re-scheduled. She also reported that the Interim Superintendent Search Ad Hoc Committee Meeting is scheduled on September 16.

Mr. Fortunato stated that a Facilities Committee Meeting will be scheduled in the near future.

Mrs. Zammitti Shaw stated that a Policy Committee Meeting will be scheduled in the near future.

Mr. Becker reported that the members of the Education Committee met on September 10 and will meet again on October 8.

BOARD COMMENTS

Members of the Board welcomed Ms. Kologrivov and Ms. Patel, Student Board Representatives.

PUBLIC DISCUSSION

A. Moved by CAROLAN Seconded FORTUNATO to open the meeting to public discussion.

Members of the public addressed the Board regarding the District’s Return to Learning Plan.

B. Moved by CAROLAN Seconded LAFORGIA to re-enter the Action/Work Session.

ANTICIPATED FUTURE MEETING DATES

Mr. Kinney announced anticipated future meeting dates as follows:

Wednesday, September 30, 2020 Regular Public Meeting, Electronic Meeting, 8 P.M.

ADJOURNMENT

Moved by CAROLAN Seconded: FORTUNATO to adjourn at 10:35 P.M.

 John Kinney
 Board President

 Frank C. Ceurvels
 Business Administrator / Board Secretary