

RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT
Oakland, New Jersey 07436

REGULAR PUBLIC MEETING MINUTES

March 28, 2022

Indian Hills High School, Auditorium

Roll Call

Upon roll call at 7:00 P.M., the Board members responded as follows: Mmes. Emmolo, Underfer, King, Koulikourdis, and Sullivan. Messrs. Carolan, Fortunato, Setteducato, and Lorenz. Dr. Rui Dionisio, Superintendent of Schools; Mr. Thomas Lambe, Business Administrator/Board Secretary; and Mr. Rodney Hara Board Counsel, were also present.

The meeting was called to order by the Board President at 8:10 P.M. Mr. Carolan announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Ms. King and seconded by Dr. Lorenz and unanimously carried into the Closed Executive Session for the purpose of discussing Legal and HIB investigations. 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 8:00 P.M.

The meeting was called to order by the Board President at 8:10 P.M. Mr. Lambe announced that the New Jersey Open Public Meetings Law was enacted to ensure the rights of the public to have advance notice of and to attend meetings of public bodies at which any business affecting their interest is discussed or acted upon. He also announced that in accordance with the provisions of this act, the business administrator/ board secretary has caused notice of this meeting to be published by having the date, time, and place thereof posted 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. 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. Lambe 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.

Roll Call- Regular Public Meeting

Upon roll call at 8:10 P.M., the Board members responded as follows: Mmes. Emmolo,

Underfer, King, Koulikourdis, and Sullivan. Messrs. Carolan, Fortunato, Setteducato, and Lorenz. Student representatives, Renee Callari and Sofia Wowkum, were also present. Dr. Rui Dionisio, Superintendent of Schools; Mr. Thomas Lambe, Business Administrator/Board Secretary; Mr. Daniel Sutherland, Director of Curriculum and Instruction; and Mr. Stephen Fogarty Board Counsel, were also present.

Mr. Carolan led the Pledge of Allegiance.

BOARD PRESIDENT'S REPORT

Student Board Representatives

Renee Callari- Indian Hills High School reported on the following: 1.) Sports: Boys wrestling finished their season strong with 14-wins. Congratulations to all those on the team for an amazing season. Congratulations to our boys bowling team for being named State sectional champs! 2.) Thank you to Dr. Dionisio and the Ramapo student council for meeting with them at Indian Hills last week. They discussed many important topics about finishing the school year strong, thank you for such a wonderful discussion! 3.) Clubs: Interact has begun a sunflower fundraiser for the Ukraine, as well as a bunny bag drive. Each bunny bag includes a coloring book, crayons, a craft, and non-chocolate candy to benefit the children at the boys and girls club of Paterson. Interact also hosted a successful food packing event last Saturday in combination with the Rotary called "packages of hope." Each participant also brought in groceries to be donated to Ponds Church in Oakland. Over 100 bags were collected. Ms. Callari thanked all who participated. 4.) The class of 24 is hosting a professional decision day photoshoot for seniors! Shoott is a professional photography company that waves the sitting fee and only charges \$30 to buy a photo. Use code: INDIANHILLS when booking to make sure the proceeds support our school! 5.) The class of 2022 has begun ticket sales for a Devils game. The ticket covers a \$10 food and beverage voucher, group seating at the game, a donation to the senior class, and a post-game group ice photo. If you purchase two or more tickets by this Friday, you'll receive two complimentary tickets to the April 2nd or April 3rd games. 6.) TNT club hosted a "Find the Clover" gift card hunt last week. The "lucky" winners received a dunkin gift card! 7.) IHHS hosted its annual Mr. Indian Hills contest this past Thursday. Candidates competed in categories like beach wear, formal wear, talent, and questions. Congratulations to everyone involved, and especially to Jayden Mayer-Costa for being named the 2022 Mr. Indian Hills! 8.) Guidance has announced May 20th as the class of 2022's decision day. There will be games, food, music, and make sure to wear your respective school's merchandise. Congratulations seniors! Guidance also hosted a military meet and greet during all lunch periods today. Students gathered to learn more about life in the military and talk to veterans. 9.) Help Relay for Life fundraise money for their event! Luminaria bags are bags decorated in honor of, in memory of, and in support of loved ones who have had or currently have cancer. These bags will be displayed at the RIH Relay event in May and all proceeds are donated to the American Cancer Society. Give this bag to Maggie Wilson (m.wilson22@student.rih.org) and she will give you a luminaria bag to decorate.

Sofia Wowkum- Ramapo High School reported on the following: 1.) **Sports-** Boys' Baseball: They have their first game Friday at home against Pascack Hills. Softball: They were able to go down to Florida and play in a tournament last week. They have their first game this Friday against Ridgewood. Track: Tomorrow Ramapo track will be hosting a meet against Hanover Park. They have the Season Opener Invitational this weekend. Girls' Lacrosse: They have their first game on Thursday at home against Summit. Boys' Lacrosse: They have their first game on Wednesday at home against Northern Highlands. Girls' Golf: Their first match is next Monday against Ridgewood. Boys' Golf: They have their first match next Monday against Indian Hills. Boys' Tennis: They have their first match next Monday at home against Hackensack. Boys' Volleyball: They have their first game Friday at Bergenfield. Cheerleading: forms are due. Boy's Basketball was named Bergen County Team of the Year. 2.) Student Life/Extracurricular: Clubs-Many clubs have been meeting like Ramapo Runway, Chemistry League, Games Club, Junior State of America, Light the Candle. Physic League competed against Indian Hills last week. Last week the Film Club viewed Little Women. Lily Farcy won our Greatness and Kindness award. Rampage came out with their march edition with a great article dedicated to Dr Dionisio. 3.) Guidance: Check schoology for employment and volunteering opportunities. 4.) Student Government: Decision day- May 16, 2022. Pochella - May 24, 2022. Student Government elections are at the end of April. 5.) Relay for Life is continuing to raise money for the American Cancer Society and we hope we can hold an event to celebrate our successes so we should continue to make teams!

SUPERINTENDENT'S REPORT

Dr. Dionisio reported on the following: Ramapo College K-12 Insights Panel: Dr. Dionisio took a moment to publicly thank President Jebb of Ramapo College for inviting him to participate with superintendents and other school and district leaders from across the region last month to discuss important issues facing public schools today. Dr. Dionisio spoke very highly of the panelists that he had the opportunity to engage with before, during, and after the panel was held. Dr. Dionisio noted that it was clear from the conversations that there are unique challenges that we all face in each of our school districts addressing the critical needs of our students. It was also evident from his interactions the care, thought, and compassion that each of the superintendents, principals, and educational leaders possesses to work to address those complex challenges in each community. Dr. Dionisio noted that day was both a teaching and learning opportunity for him. He is grateful to President Jebb of Ramapo College for the opportunity and looks forward to continuing to work with her and her outstanding team in the future.

Athletic Highlights: Dr. Dionisio reported that in the recent Weekend Morning Brew edition, our Athletic Departments showcased the many wonderful team and individual student accomplishments in the Winter Sports Highlights. Congratulations to all of our student athletes and coaches for an outstanding winter season. We are proud of all of your success and wish everyone a successful upcoming Spring season.

Thought Exchange: Dr. Dionisio had the amazing opportunity to meet with students at each of our high schools and also enjoys meeting with our Student Council on a monthly basis who represent your voice. In these meetings, he has discussed with our Student Council the opportunity to hear from our entire student body. This week, both Ramapo and Indian Hills High Schools are engaging our students in Thought Exchange. We recently began using a software technology platform called Thought Exchange. The purpose of Thought Exchange is to leverage technology software so people can share their perspectives which will enable us to build our strategy and plan for the future. Our students will have the opportunity to participate in Thought Exchange this week in their English classes on designated days. In order for us to be able to help our team build upon the incredible success of our schools, we want to hear from all of our students so they can share their perspectives. At this time, we want to hear from our students on the following question: *What are the points of pride in our schools that we should continue to celebrate, and what are some areas we should focus on in order to continue to improve?* A similar Thought Exchange will be distributed to parents later in April. In April and May, he will be sharing the results of the student Thought Exchange with our Student Council so we can work together on prioritizing areas of focus for the immediate future and next school year.

Virtual Recruitment Job Fair: Dr. Dionisio reported that last week, our District recently advertised a virtual recruitment job fair. Since March 23rd when the posting became active, the District has received 24 applicants who have expressed interest in participating in virtual recruitment interviews to be considered for any potential future openings in the District. Supervisors will be scheduling interviews with candidates upon review of their certification and it is our hope that this proactive approach may assist the team in preparing for potential vacancies should they become available so we can be well prepared for the start of the new school year in September. Thank you to our supervisors and administrators for all of their efforts in this endeavor.

Human Resources: Dr. Dionisio reported that our Human Resources Department has been working with our supervisors and principals on streamlining efficiencies, protocols, and the coordination of the recruitment & hiring process workflow. We have made excellent progress over the past several weeks and he is looking forward to finalizing the details on our internal framework by next week. The timing of this initiative is important as we approach the typical peak of hiring in the school setting each Spring. It is our hope that our efforts will ensure we are operating most efficiently.

School Budget: As it relates to the school budget for next school year, Dr. Dionisio thanked Mr. Lambe and our Business Office team for all of their efforts. A great deal of work goes into preparing for the complexities of the annual school budget within the constraints while meeting the needs of our students. He also thanked our Board Finance Committee who has met several times over the past several weeks to discuss how to best strike the appropriate balance in the proposed preliminary school budget. Dr. Dionisio noted that Mr. Lambe will provide the Board with a presentation overview of the preliminary budget. He will provide us with context into the budget process, budget revenues and expenses, the historical perspective on the tax levy, regional allocations and the tax impact, and the increases and reductions in order to balance the budget. Dr. Dionisio reported that an addition to next year's school budget is the consideration for a new administrative position for a Director of Special Services with sole leadership responsibility for both high schools. He has asked Mr. Lambe to budget for this expense in this year's proposed preliminary budget. Dr. Dionisio reported that this possible recommendation is being made upon my review of the scope of responsibilities in the current organizational chart structure, the needs of the district, and upon the review of the feedback from the Special Education Report last year combined with his first five months serving as Superintendent. This recommendation will be discussed with the Board of Education in Board Committees in the upcoming weeks.

Student Enrollment: Dr. Dionisio reported that the district will be examining our overall student enrollment and the class sizes for next school year. He noted that this is typical this time of each year as we build the schedule to ensure our class sizes are not too large or too small. Our District experienced a significant student enrollment increase over the years demonstrated by an increase from 1,883 students in the year 2000 to a peak of 2,326 students in 2011. This represents a significant student enrollment increase of nearly 24%. In 2014, the enrollment began to steadily decline each year from 2,305 to approximately 1,980 next school year by today's current figures. This student enrollment decline is consistent with our sending schools in our FLOW Districts. These enrollment projections are the result of the previous enrollment spike now dropping and normalizing in the FLOW community to figures from the early 2000's. Our team is currently developing the master schedule for our student schedules for September. They have met on a number of occasions and are committed to maintaining our programs and classes for our students while appropriately balancing class size. Based on the current projections for next school year, it is likely that there will be areas where there will no longer be the same staffing needs and some staff reductions will be necessary due to declining enrollment. In the coming weeks, our team will continue to work together to identify the areas where we will need to make staffing adjustments and we will have that process finalized in time for the final budget adoption on April 25th.

Strategic Plan: Dr. Dionisio reported that he has a meeting with our consultants to review the timeline and goals of the Strategic Plan and to coordinate our next steps. He plans on presenting an update on the process to the Board by the end of April with action steps on strategic planning.

The State of Our Schools: Lastly, Dr. Dionisio reported that he intends on presenting an update for the Board of Education in late May or early June entitled the State of Our Schools. It is his intent to provide the Board a summary overview of my first 7 months in Ramapo Indian Hills as your Superintendent. It is his hope that this update will relay where we have been, where we are, and where we aim to move our schools forward. Dr. Dionisio concluded his report by thanking the student representatives for attending and sharing their update at tonight's meeting and offered them the opportunity to excuse themselves.

BUSINESS ADMINISTRATOR'S REPORT

Mr. Lambe provided a presentation on the preliminary budget update. Mr. Lambe provided an explanation on the tax levy cap and the use of banked cap.

Board questions and comments followed.

PUBLIC DISCUSSION OF AGENDA AND NON-AGENDA ITEMS

Moved by KING Seconded by SETT EDUCATO, unanimously carried to open the meeting to public discussion.

A member of the public, Wyckoff commented on student enrollment and thanked Mr. Lambe for his presentation. They also commented on capital reserves and inflation. They also commented on the decrease in health benefits in 2021.

A member of the public, Franklin Lakes, thanked Mr. Lambe for the informative budget. They also question what the finance committee reviews as well as expenses for police, legal. They also commented on policy 0164. They also questioned substitute pay.

A member of the public, Oakland, commented on P5 and E2 field trips.

A member of the public, Oakland, commenced on the budget and qualifications of committee members. They also commented on F4 and OP1.

A member of the public, Oakland, thanked everyone for their service as well as the police officers for being present. They also commented on Thought Exchange and asked to consider seventh and eighth grade students and parents. They also commented on busing.

A member of the public, Wyckoff, thanked Mr. Lambe for the budget presentation. They also commented on reserves and thought exchange regarding questions that students will be asked.

A member of the public, Wyckoff Thanked Mr. Lambe for the budget presentation and enrollment figures between the two schools. They also commented on the board minutes.

A member of the public, Franklin Lakes, commented on public comment and policy.

A member of the public, Franklin Lakes, commented on the curriculum.

A member of the public, Wyckoff, commented on curriculum and teacher resources.

A member of the public, Oakland, commented on the tax increase.

A motion by KING and seconded by SETTEDUCATO to close the public discussion and re-enter the public meeting.

RC) * = YES:

| | | | | |
|-------------|------------|----------------|-----------|---------------|
| Emmolo * | Fortunato* | Koulikourdis * | Lorenz* | Setteducato * |
| Sullivan NO | Underfer * | King * | Carolan * | |

Mr. Carolan commented on the population numbers in Wyckoff. He also commented on the finance committee and their review of the budget. Mr. Carolan commented on the tax increase. He also commented on the qualifications for committee members.

Dr. Dionisio requested a revision to P5 and to strike the words child study team and have it read staff as follows: "Move to approve, as recommended by the Superintendent of Schools, the additional pay for additional supervisory duties for staff evaluations for the following staff, at the rate of pay \$175/diem, max four days, for twelve weeks, and not to exceed \$8,400.00, retroactive from March 15, 2022 - June 15, 2022. " He also commented on the child study team supervisors and the needs of our students. He reported that the position has not been filled subsequently requiring additional supervisors to assist in evaluations.

Dr. Dionisio responded to the substitute pay and noted that we are competitive with other school districts.

Dr. Dionisio responded to the question regarding E2 field trips and noted that no one is excluded.

Dr. Dionisio responded to the Thought Exchange question and noted that it will be moderated with ground rules in a positive and constructive manner.

Mr. Lambe responded to budget inquiries.

Mr. Lambe and Dr. Dionisio responded to the strategic plan and the long range facilities plan.

OPEN BOARD DISCUSSION ON AGENDA ITEMS

Mr. Setteducato asked about E5, in which Dr. Dionisio responded that Mr. Herren is a

presenter on substance abuse for all four grades and both schools.
Ms. Emmolo gave a statement regarding F1 questioning the budget and PO1.
Board discussion followed.
Ms. Sullivan asked her fellow board members not to pass PO1 and cited the NJDOE published mental health resource guide. Ms. Sullivan also questioned whether any other board members attended the Ramapo College meetings and demographic studies. Ms. Sullivan also echoes Ms. Emmolo's comments and supports her comments regarding the budget.
Dr. Dionisio responded about potentially doing a joint demographic study. Dr. Dionisio stated that he only went to one panel at Ramapo College and Dr. Lorenz stated that he was at the panel as a Dean of the School and not in the capacity as a board member.
Mr. Setteducato commented on the tax increase.
Mr. Fortunato commented on the difficult decisions made in regard to the budget.
Ms. Sullivan mentioned that the NJDOE has a parent engagement tool on the website.

ACTION ITEMS

Move to approve Closed and Action/Work Session Minutes of January 6, 2022.

Moved by KING, Seconded by SETTEDUCATO

RC): *=Yes

Emmolo * Fortunato * Koulikourdis * Lorenz * Setteducato *
Sullivan * Underfer * King * Carolan *

Move to approve Closed and Regular Public Meeting Minutes of January 24, 2022.

Moved by KING, Seconded by SETTEDUCATO

RC): *=Yes

Emmolo * Fortunato * Koulikourdis * Lorenz * Setteducato *
Sullivan *, NO to Public Mtg. Minutes Underfer * King * Carolan *

Move to approve Closed Meeting Minutes of February 08, 2022.

Moved by KING, Seconded by SETTEDUCATO

RC): *=Yes

Emmolo * Fortunato * Koulikourdis * Lorenz * Setteducato *
Sullivan * Underfer * King * Carolan *

PERSONNEL

- P1. Move to approve, as recommended by the Superintendent of Schools, the decrease of the Substitute Teacher pay to \$140.00/diem, effective 04/01/22 - 06/30/22.
- P2. Move to approve, as recommended by the Superintendent of Schools, the Substitute Nurse rate of pay at \$240.00/diem, effective 04/01/22 - 06/30/22.
- P3. Move to approve, as recommended by the Superintendent of Schools, Michael DeFazio as a full time permanent substitute teacher effective April 4, 2022 - June 30, 2022; and move to approve applicant's attestation that she/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, and N.J.S.A. 18A:12-1 et seq.*, as applicable:
- P4. Move to approve, as recommended by the Superintendent of Schools, the appointment of the following individuals listed below as Substitute Teachers effective for the 2021-22 School Year; and move to approve applicant 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:

- | | |
|------------------|----------|
| a. Lisa Estrella | District |
| b. Diana Vita | District |

- P5. Move to approve, as recommended by the Superintendent of Schools, the additional pay for additional supervisory duties for staff evaluations for the following staff, at the rate of pay \$175/diem, max four days, for twelve weeks, and not to exceed \$8,400.00, retroactive from March 15, 2022 - June 15, 2022.

| <u>Staff Member</u> | <u># of Staff being Evaluated</u> | <u>Amount</u> |
|-------------------------|-----------------------------------|---------------|
| a. Angela Manzi | 8 | \$2,167.74 |
| b. Amanda Zielenkiewicz | 9 | \$2,438.71 |
| c. Michael Kaplan | 7 | \$1,896.77 |
| d. Michelle Thomas | 7 | \$1,896.77 |

- P6. Move to approve, as recommended by the Superintendent of Schools, the appointment of Spring Production Staff, as recommended by the Superintendent of Schools, subject to all federal, state, county, and local regulations, governing said employment, for the 2021-22 School Year; and move to approve the applicants' attestation that he/she has not been convicted of any disqualifying

crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., N.J.S.A. 18A:6-4.13 et seq., and N.J.S.A. 18A:12-1 et seq.*, as follows:

Indian Hills High School

| <u>Name</u> | <u>Position</u> | <u>Stipend</u> |
|----------------|-------------------|----------------|
| Jonathan Sitar | Lighting Designer | \$2,000 |

- P7. Move to approve, as recommended by the Superintendent of Schools, the appointment of the following individual listed below as an athletic coach, subject to all federal, state, county and local regulations, governing said employment; effective for the 2021-22 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 follows:

Ramapo High School

| <u>Name</u> | <u>Position</u> | <u>Certification</u> | <u>Step</u> | <u>Stipend</u> |
|-----------------|---|----------------------|-------------|----------------|
| Michael DeFazio | Head Coach Spring Strength & Conditioning | Substitute | 1 | \$4,216 |

- P8. Move to approve, as recommended by the Superintendent of Schools, the appointment of Volunteer Coach, effective for the 2021-22 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> |
|--------------|----------------------|
| John Renaldo | Girls’ Flag Football |

- P9. Move that, as recommended by the Superintendent of Schools, the following person be appointed to fill the position for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment; and further that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue the proper contract for the 2021-22 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. 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> |
|-------------|--|---------------|----------------------------|--------------------------------------|-----------------------|
| Janet Foley | Grade II, Administrative Assistant | Step 10 | 10 Months | On or About 04/18/22- 06/30/22 | \$56,260 ¹ |

¹Replacing Eileen Minogue

P10. Move to rescind, as recommended by the Superintendent of Schools, the class coverage pay for the following staff at the rate of \$50, effective, from March 17, 2022- June 30, 2022.

| <u>Class</u> | <u>Period/Staff Member</u> | <u>Staff Member</u> | <u>School</u> |
|--------------|----------------------------|---------------------|---------------|
| a. Algebra I | 1/J.Matcovich | Robert Zitelli | RHS |

P11. Move to approve, as recommended by the Superintendent of Schools, the change in assignment for Robert Zitelli, RHS, from MA, Step 3, .542 RHS, Supplemental \$31,465 & MA, Step 3, .4 RHS, Teacher, Math \$23,221.20 to MA, Step 3, .1355 RHS, Supplemental \$7,866, MA, Step 3, .4 RHS, Teacher, Resource Room \$23,221.20, and .4 RHS, Teacher, Math \$ 23,221.20, effective March 29, 2022 - June 30, 2022.

P12. Move to approve, as recommended by the Superintendent of Schools, the appointment of the following individual(s) listed below as Substitute Nurses, for the 2021-22 School Year, beginning September 1, 2021 and ending June 30, 2022; and move to approve the 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.*:

Name

Diana Vita

P13. Move to approve, as recommended by the Superintendent of Schools, the sixth period teaching assignment for Nicole Fischetto, at the contractual stipend of \$9,530, prorated, for the mathematics portfolio development process to meet the high school assessment graduation requirement beginning on or about March 29,

2022, until the completion of the portfolio or until a satisfactory score is achieved on a substitute competency assessment.

EDUCATION

E1. Move to approve the Board Goals for the 2021-22 School Year as follows:

1. **Communication.** The Board will support District efforts to enhance accessibility and communication with the FLOW community through strategies including but not limited to press releases, District communications, websites, social media, and other modes of communication strategies.
2. **Strategic Plan.** The Board will support the development of a District Strategic Plan that will engage stakeholders to organize feedback into strengths, weaknesses, opportunities and challenges to guide the vision, strategy, and goal setting process.
3. **Student Learning Needs.** The Board will engage in initiatives and activities that will establish best practices for working collaboratively with the Superintendent to ensure the Board establishes policies that consider all students' learning needs and will provide resources to support personalized learning experiences (academic options, engaging internships or apprenticeships, and impactful community involvement) to connect student strengths and interests with additional experiential learning opportunities.

E2. Move to approve, as recommended by the Superintendent of Schools, District student field trips and transportation costs for the 2021-22 School Year as follows:

| <u>Location</u> | <u>Group</u> | <u>Date(s)</u> | <u>Cost</u> |
|--------------------------------|---------------------------|----------------|-------------|
| Bergen Community College | Family & Consumer Science | 04/22/2022 | 0 |
| Hershfield Park, Pompton Lakes | UP Biology | 04/27/2022 | \$165.47 |
| Kirby Theater, Madison, NJ | English | 04/28/2022 | 0 |
| Ramapo College | Digital Photography | 04/28/2022 | 0 |
| Great Adventure, Jackson NJ | Teens Needing Teen | 05/19/2022 | 0 |
| Great Adventure, Jackson, NJ | Click Clack Front & Back | 05/26/2022 | 0 |

E3. Move to approve, as recommended by the Superintendent of Schools, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention, and counseling supports imposed during the 2021-22 School Year as a result of HIB Investigation for the following HIB investigations:

RHS 009

RHS 010

RHS 015

RHS 020

RHS 023

E4. Move that home instruction for District students, as recommended by the Superintendent of Schools, at the contracted hourly rate, be approved as follows:

| <u>Student No.</u> | <u>School</u> | <u>Grade</u> |
|--------------------|---------------|--------------|
| 423024 | RHS | 11 |
| 422137 | RHS | 12 |
| 422337 | RHS | 12 |

E5. Move to approve, as recommended by the Superintendent of Schools, the Speaker Contract with Herren Talks for a Student Assembly in the amount of a \$10,000 fee, plus travel expenses, not to exceed \$1,000. The costs will be paid using ARP ESSER funding.

OPERATIONS

OP1. On this 28 day of March, 2022, the Ramapo-Indian Hills Regional Board of Education hereby resolves to appoint Methfessel and Werbel, P.C., as special counsel to the Board, relative to the continued and future handling of the litigation in the matter of student number 422642 v. Ramapo-Indian Hills Regional Board of Education, EDS 08596-21, at an hourly rate of \$175.00 for partners/counsel and \$155.00 for associates.

OP2. Move to approve, as recommended by the 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 uses and the request to waive Facilities use fees as follows:

Indian Hills High School

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|-------------------------|--|
| American Cancer Society | Relay For Life of FLOW, Athletic Fields & Surrounding Grass Areas; Concession Stand, & Press Box, May 13 & 14, 2022; 3 P.M. - 7: A.M. (Request for Fee Waiver) |
|-------------------------|--|

OP3. Move to approve, as recommended by the 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

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|--------------------|--|
| Oakland Recreation | Softball Practices and Games; Softball Field; April 4 - July 29, 2022 (Monday-Friday); 6 - 8:30 P.M. |
| Oakland Recreation | Softball Practices and Scrimmages; Softball Field; August 26 - November 4, 2022 (Monday-Friday); 4 - 6 P.M. and August 27 - November 6, 2022 (Saturdays & Sundays); 1 - 6 P.M. |

OP4. Move to approve, as recommended by the Superintendent of Schools, Change Order No. 001, dated September 14, 2021, from Tri-Plex Industries, Inc., South Amboy, New Jersey, for the Bathroom Renovations at Ramapo High School.

| <u>Change Order No.</u> | <u>Description</u> | <u>Amount</u> |
|-------------------------|--|---------------|
| 001 | Supply and install 24" black steel pipe 2.5" and 2", recut pipes and weld both ends in the Boys' Room. | \$3,585.00 |

The Original Contract Sum is \$108,000.00. (The net change by previously authorized Change Orders is \$0.00). The Contract Sum including this Change Order will be \$111,585.00. The Contract Sum will be increased by this Change Order in the amount of \$3,585.00. The New Contract Sum including this Change Order will be increased \$111,585.00.

OP5. Move to approve, as recommended by the Superintendent of Schools, Change Order No. 002, dated March 3, 2021, from Tri-Plex Industries, Inc., South Amboy, New Jersey, for the Bathroom Renovations at Ramapo High School, to include the following:

| <u>Change Order No.</u> | <u>Description</u> | <u>Amount</u> |
|-------------------------|--|---------------|
| 002 | Eliminate work as it relates to frame and marble saddle replacement and add for tile work and a credit for DDC work. | -\$1,000.00 |

The Original Contract Sum is \$108,000.00. (The net change by previously authorized Change Orders is \$3,585.00). The Contract Sum prior to this Change Order was \$111,585.00. The Contract Sum will be decreased by this Change Order in the amount of -\$1,000.00. The New Contract Sum including this Change Order will be \$110,585.00.

OP6. Move to approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, the Ramapo Indian Hills Regional High School District Board of Education ("the Board") advertised for bids for Contract No. 107 - Boiler Replacement at Ramapo High School Project ("Project");

WHEREAS, on March 22, 2022, the Board received four bids for the Project;

WHEREAS, C. Dougherty & Co., Inc. ("Dougherty") submitted the lowest bid with a base bid in the amount of \$1,285,000.00, Alternate No. 107A in the amount of \$24,000.00 and Alternate No. 107B in the amount of \$59,000.00 for a total bid in the amount of \$1,368,000.00;

WHEREAS, the bid submitted by Dougherty is responsive in all material respects; and

WHEREAS, the Board desires to award the contract for the Project to Dougherty.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby awards the contract for the Project to Dougherty for a total contract sum of \$1,368,000.00.

BE IT FURTHER RESOLVED that this award is expressly conditioned upon the contractor furnishing the requisite insurance certificate and labor and materials/performance bond as required in the Project specifications, together

with an AA201-Project Manning Report, and an executed AIA Agreement, as prepared by the Board Attorney, within ten (10) days of the date hereof.

BE IT FURTHER RESOLVED that the Board Attorney is hereby directed to draft the agreement with the successful bidder consistent with this Resolution and the terms contained in the bid documents and specifications for the Project. The Board President and the Board Secretary are hereby authorized to execute such agreement and any other documents necessary to effectuate the terms of this Resolution.

OP7. Move to approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, a number of Boards of Education in Bergen County have joined together to form a Joint Insurance GROUP as permitted by N.J. Title 18A-.18B and;

WHEREAS, said GROUP was approved effective July 1, 1985 by the New Jersey Commissioner of Insurance and has been in operation since that date and;

WHEREAS, the Bylaws and regulations governing the creation and operation of this Insurance GROUP contain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a GROUP, and;

WHEREAS, the Board of Education of Ramapo Indian Hills Regional High School District has determined that membership in the NORTHEAST BERGEN COUNTY SCHOOL BOARD INSURANCE GROUP is in the best interest of the District;

NOW, THEREFORE, be it resolved that the Board of Education of Ramapo Indian Hills Regional High School District does hereby agree to renew membership in the NORTHEAST BERGEN COUNTY SCHOOL BOARD INSURANCE GROUP and hereby accept the Bylaws as approved and adopted. The renewal term is July 1, 2022 to June 30, 2025.

BE IT FURTHER RESOLVED that the Board Secretary/Business Administrator is authorized to execute the application for membership and the accompanying certification on behalf of the District and;

BE IT FURTHER RESOLVED that the Board Secretary/Business Administrator is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the GROUP as are required by the Group's Bylaws and to deliver the same to the Executive Director.

FINANCE

- F1. Move to approve, as recommended by the Superintendent of Schools, the resolution as follows:

BE IT RESOLVED to approve the tentative FY 2022-23 School District Budget for submission to the Executive County Superintendent as follows:

| | <u>Budget</u> | <u>Local Tax Levy</u> |
|----------------------------|---------------|-----------------------|
| Total General Fund | \$63,024,544 | \$53,755,616 |
| Total Special Revenue Fund | \$647,524 | N/A |
| Total Debt Service Fund | \$1,575,550 | \$1,575,550 |
| TOTAL | \$65,247,618 | \$55,331,166 |

FURTHER, BE IT RESOLVED that the FY 2022-23 Budget includes an adjustment for the use of banked cap, in accordance with N.J.A.C. 6A:23A-10.3(b), in the amount of \$935,936 for the purpose of funding costs for salaries, health benefits, transportation and other areas that exceed a 2% increase.

FURTHER, BE IT RESOLVED that the Board approve the withdrawal of \$1,124,500 from Maintenance Reserve and to be used as revenue to offset budgeted required maintenance appropriations included in the FY 2022-23 budget.

FURTHER, BE IT RESOLVED that the Board approve the withdrawal of \$3,000,000 from Capital Reserve to offset budgeted capital projects included in the FY 2022-23 budget.

- F2. Move to approve, as recommended by the Superintendent of Schools, the resolution as follows:

WHEREAS, District Policy 9250 and N.J.A.C. 6A:23B-1.2(b) provides that the Board of Education shall establish in the annual budget a maximum expenditure amount that may be allotted for such travel and expense reimbursement for FY 2022-23;

NOW, THEREFORE BE IT RESOLVED, that the Ramapo Indian Hills Regional High School District Board of Education hereby establishes the school district travel maximum for the 2022-23 School Year at the sum of \$60,000.

BE IT RESOLVED that the school business administrator shall track and record these costs to insure that the maximum amount is not exceeded.

- F3. Move that, as recommended by the Superintendent of Schools, the financial report

of the Business Administrator and the Treasurer of School Monies for the month of January 2022, including a cash report for that period, be approved and ordered filed.

- F4. Move to authorize, as recommended by the Superintendent of Schools, approval of the *Committed Purchase Order Report* for the month of February 2022, having been duly audited by the Business Administrator and the chairperson of the Finance Committee.
- F5. Move to ratify, as recommended by the Superintendent of Schools, the February 28, 2022 Payroll in the amount of \$1,481,942.16 having been duly audited by the Business Administrator and the chairperson of the Finance Committee, and previously paid, approved by the Board. (Amount was not available for the February 28, 2022 Regular Public Meeting.)
- F6. Move to authorize, as recommended by the Superintendent of Schools, approval of bills drawn on the current account in the total amount of \$4,555,996.44 for materials received and/or services rendered, including the March 15, 2022 Payroll, having been duly audited by the Business Administrator and the chairperson of the Finance Committee.
- F7. Move to approve, as recommended by the Superintendent of Schools, 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 February 2022.
- F8. Move that pursuant to *N.J.A.C. 6:23A-16.10(c)4*, we certify that as of February 28, 2022 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. 6:23A-16.10(b)* and that sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.
- F9. Move 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, Thomas Lambe, certify that as of February 28, 2022, 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. Move to approve, as recommended by the Superintendent of Schools, 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> |
|-----------------|-----------------|--|-----------------------------------|-----------------|
| IH21-37 | K.Davidson | SUPA WRT 114 Seminar | May 16, 2022 | 27.00 |
| R21-43 | K. Whaley | SUPA WRT 114 Seminar | May 16, 2022 | 68.90 |
| IH21-38 | O. de Diego | FLENJ Annual Conf- The Future is Language | April 29, 2022 | 65.00 |
| IH21-39 | K.Davidson | New Jersey Council for Teachers of English | April 30, 2022 | 80.00 |
| IH21-40 | A.DiBlasio-Funk | International Career Development (Atlanta, GA Career Development Conference for DECA Students) | April 23, 2022- April 27, 2022 | 1972.00 |
| IH21-41 | M.Patrickio | International Career Development (Atlanta, GA Career Development Conference for DECA Students) | April 23, 2022- April 27, 2022 | 2002.80 |
| IH21-42 | S.Wiener | NJACAC Conference: Crafting the Model Professional | May 25, 2022- May 26, 2022 | 429.72 |

| | | | | |
|---------|--------|--|-----------------------------------|---------|
| IH21-43 | O.Ross | International Career Development (Atlanta, GA Career Development Conference for DECA Students) | April 23, 2022- April 27, 2022 | 1972.00 |
|---------|--------|--|-----------------------------------|---------|

POLICY

PO1. Move to approve, as recommended by the Superintendent of Schools, the second and final reading of the District Policy as follows:

| <u>Policy Title</u> | <u>Policy No.</u> |
|-------------------------------|-------------------|
| Conduct of Board Meetings (M) | 0164 |

P1-P13, E1-E5, OP1-OP7, F1-F10, PO1

Moved by KING, Seconded by SETTEDUCATO

RC) * =Yes

RC): Emmolo *, NO E3- RHS 009, 010, 015, OP1, F1, PO1 Fortunato *, NO F4- PO 22-05466, F6-Machado Law Group Koulikourdis * Lorenz * Setteducato * Sullivan *, No-E3- RHS 009, 010, 015, OP1, F1, ABSTAIN F4, NO P/O Yudins, No Florio, NO Methfessel & Werbel, No Machado Law Firm, F6- No to Machado Group, Methfessel, Florio, Machado, Yudins, NO- PO1. Underfer * King *, ABSTAIN F4-Yudin's P/O 22-05331 & 22-05405, ABSTAIN F6 Florio & Yudin's Carolan *

Motion made by KING, seconded by SETTEDUCATO and unanimously carried to take a ten minute recess.

Motion made by KING, seconded by SETTEDUCATO and unanimously carried to reopen the meeting.

COMMITTEE REPORTS

Athletics, Arts, & Extracurriculars- Dr. Aaron Lorenz

Dr. Lorenz reported that the committee met with the Athletic directors. ID software was discussed, as well as potentially converting grass fields to turf. They also discussed that spring practices have begun. Dr. Lorenz also noted the drama productions at both schools. He also reported that they also discussed the Drew Gibbs memorial and no action will be taken at this time as it is still in the discussion stages.

Education- Helen Koulikourdis

Mr. Koulikourdis thanked Mr. Lambe for his informative presentations. She also thanked Dr. Dionisio for his Morning Brew. Ms. Koulikourdis reported that the committee met and discussed policy 5460 and has been recommended to the policy committee for review. They also discussed the Saturday AP STEM exams. They also discussed Ipad refresh. The district would like to purchase ipads, cases, and pencil tubes. They also discussed graduation assessment assignments. They also discussed Summer learning programs and the Thought Exchange.

Finance & Facilities- Robert Fortunato

Mr. Fortunato thanked the committee, Mr. Lambe and Dr. Dionisio for their time and efforts on preparing the budget.

Personnel & Negotiations- James Setteducato

Mr. Setteducato noted that his committee hasn't met yet but will be meeting on 4/1/22.

Policy- Vivian King

The policy program has reviewed Policy 5460 High School Graduation and Policy 0167- Public participation. Ms. King thanked Mr. Lambe and his staff for their efforts as well as Dr. Dionisio for his guidance.

BOARD COMMENTS

Mr. Fortunato thanked his supporters and addressed comments that were made about him during his time at his private law firm. He also noted that he and other board members have children in the district.

Ms. King commented on the mental health of the students and personal attacks.

PUBLIC DISCUSSION

Moved by KING Seconded by SETTEDUCATO, unanimously carried to open the meeting to public discussion.

A member of the public, Wyckoff, commented on its appreciation of the time put in by the board members. They also commented on the challenge of hearing speakers. They also commented on surplus and tax relief.

A member of the public, Oakland, commented on F8, F2, and P5. They also commented on the student population in special education. They also commented on legal expenses. They also commented on the zero increase two years ago.

A member of the public, Wyckoff commented on OPRA requests and FLOW forward and district leadership.

A member of the public, Franklin Lakes, commented on Thought Exchange. They also commented on committee assignments.

A member of the public, Franklin Lakes, commented on the good things that boards do for the district. They also commented on sports. They also commented on student enrollment and curriculum.

A member of the public, Oakland, commented on Yudin's Appliance and going out to bid.

A member of the public, Franklin Lakes, commented on the share of taxes amongst the towns and number of Franklin Lakes board members.

A member of the public, Wyckoff, commented on reserves and funding project costs. They also commented on the minutes.

A member of the public, Wyckoff, commented on police presentations.

A member of the public, Franklin Lakes commented on board members and the volatile atmosphere.

A motion by KING and seconded by SETTEDUCATO and unanimously carried to close the public discussion and re-enter the public meeting.

Mr. Carolan responded to budget questions.

Mr. Lambe responded to a question regarding surplus, fund balance and capital reserve. He also responded to inquiries regarding the long range facilities plan. Mr. Lambe responded to the zero increase under Mr. Ceurvels purview and noted that Mr. Ceurvels was against the zero increase; however when the decision was made, he supported it. Mr. Lambe also noted that purchase orders are not bids.

Dr. Dioniso also followed up on the budget numbers and the average increase over the year is 1.7%. He responded to the inquiry on P5 as that was a typo. He also responded to Thought Exchange.

ANTICIPATED FUTURE MEETING DATES

Monday, April 11, 2022, Regular Public Meeting, Ramapo High School Auditorium.

Monday, April 25, 2022, Budget Public Hearing/Regular Public Meeting, Indian Hills High School Auditorium

ADJOURNMENT

Moved by KING Seconded by SETTEDUCATO to adjourn at 11:24 P.M.

RC) * =Yes

| | | | | |
|------------|-------------|----------------|-----------|---------------|
| Emmolo * | Fortunato * | Koulikourdis * | Lorenz * | Setteducato * |
| Sullivan * | Underfer * | King * | Carolan * | |

John Carolan
Board President

Thomas Lambe
Business Administrator/Board Secretary