

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

**WORK SESSION/REGULAR PUBLIC MEETING MINUTES**

July 26, 2021

Ramapo High School, Auditorium

Roll Call –

Upon roll call at 7:00 P.M., the Board members responded as follows: Mmes. King, Koulikourdis, Laforgia, and Sullivan. Messrs. Butto, Carolan, Fortunato, Kinney, and Setteducato. Mr. Stephen Fogarty, of Fogarty and Hara, Esq., Mr. Anthony Riscica, Interim Superintendent of Schools; and Mr. Thomas Lambe, Business Administrator/Board Secretary; were also present.

The meeting was called to order by the Board President at 7:00 P.M. Ms Laforgia announced that adequate notice of the meeting has been posted and published as required by law.

A motion was made by Mr. Butto and seconded by Mr. Kinney and unanimously carried into the Closed Executive Session for the purpose of discussing personnel. Information from the Closed Executive Session will be made public at the discretion of the Board, as per Board Bylaw 0166, Executive Sessions, or as otherwise authorized by law. The closed Executive Session was adjourned at 8:09 P.M.

The meeting was called to order by the Board President at 8:15 P.M. Mrs. Laforgia 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. She 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. 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. Laforgia 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 8:15 P.M. Board members responded as follows: Mmes. King, Koulikourdis, Laforgia, and Sullivan. Messrs. Butto, Carolan, Fortunato, Kinney, and Setteducato. Mr. Stephen Fogarty, of Fogarty and Hara, Esq., Mr. Anthony Riscica, Interim Superintendent of Schools; Mr. Thomas Lambe, Business Administrator/Board Secretary; and Mr. Daniel Sutherland, Director of Curriculum and Articulation; were also present.

Ms. Laforgia led the Pledge of Allegiance.

**BOARD PRESIDENT'S REPORT**

Ms. Laforgia apologized for opening the meeting late and stated that she had nothing to report.

**SUPERINTENDENT'S REPORT**

Mr. Riscica states that this was the first summer that the district could use ESSR funds for the summer programs, of which there were seventeen classes and one hundred and

fifty students enrolled. Mr. Riscica noted that this would enhance the support that the students received.

Mr. Riscica invited Mr. Sutherland to speak about the curriculum update. Mr. Sutherland reported that the district was updating the curriculum to the new standards. Mr. Butto inquired as to whether or not these were requirements as per state mandates or suggestions. Mr. Sutherland responded that these were mandated.

Mr. Carolan reminded the board that they had the opportunity to speak with Mr. Sutherland individually.

Board discussion and questions followed.

### **BUSINESS ADMINISTRATOR'S REPORT**

Mr. Lambe reported that the Facilities department was looking into the ESIP project. Mr. Lambe also reported that the district was looking to replace LED lighting and boilers at Ramapo. The Energy savings will help pay for these projects without using taxpayer dollars. Mr. Lambe noted that he met with architects and vendors.

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

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

Many members of the public addressed the board regarding curriculum.

Members of the public spoke toward racism and support toward diversity.

Members of the public addressed the Board in regard to the superintendent search.

Members of the public addressed the Board in regard policy 1648 and if there would be a new policy and contact tracing.

Members of the public addressed the board regarding decisions including the community and politics.

Members of the public addressed the Board regarding a timeline for reviewing curriculum.

Members of the public addressed the Board in regard to why parents are involved in what is being taught.

Members of the public addressed the Board in regard to social justice education.

Members of the public addressed the Board in regard to fairforall.org

Members of the public addressed the Board regarding masking.

Ms. Laforgia stated that the Board was still in the process of the superintendent search.

Ms. Laforgia invited Ms. Sullivan to speak about P1648. Ms. Sullivan said that P1648 was created by the Board and that the Board will address masking and contact tracing with the Superintendent. Masking will not occur and neither will contact tracing. Ms. Sullivan spoke to the communicable disease policy and if needed the Policy committee will address this policy in the future.

Mr. Riscica stated still exploring if we can do something other than the department of health and that he is working with the FLOW districts and that we will follow CDC protocols. The plan would be revisited every three months. Mr.

Riscica also noted that curriculum concerns would be looked at as well as professional development and different ways to approach curriculum.

Ms. Laforgia invited Mr. Sutherland to add to some of the curriculum questions or comments. Mr. Sutherland noted that there was not an opt out option. Mr. Sutherland noted that there would be a curriculum presentation at the August 23rd board meeting.

Mr. Riscica added that the curriculum would be posted prior to the August 23rd meeting.

Mr. Fogarty noted that it would be best to make the revisions public with adequate time for the public to review.

Board discussion followed.

Moved by CAROLAN Seconded by BUTTO to close the public discussion of agenda items and to re-enter the Regular Public Meeting.

### **OPEN BOARD DISCUSSION ON AGENDA ITEMS**

Ms. King questioned P8 regarding substitute nurses and teachers. Ms. King also questioned the meeting minutes regarding Ms. Laforgia's personal statement. Ms. King read a statement.

Ms. Sullivan posed the question as to whether or not the language of the minutes can be debated.

Mr. Fogarty stated that minutes are to be a reasonable comprehensible representation of what was said.

Board discussion followed.

Ms. Laforgia reread her statement.

A motion was made by KINNEY and seconded by CAROLAN and passed to change the minutes from May 24, 2021 to reflect verbatim what Ms, Laforgia stated.

A motion was made by KINNEY and seconded by CAROLAN and passed to delete the two follow-up sentences from the minutes regarding Mr. Butto and Ms. Sullivans comments.

A motion was made by LAFORGIA and seconded by SULLIVAN to remove the statement. This did not pass.

Board member inquired as to the process of book disposal.

P1-P37 & OP1 held until after the closed session.

### **ACTION ITEMS - \* = Yes**

The following motions were approved by roll call vote:

### **PERSONNEL**

P1. Move to approve, as recommended by the Interim Superintendent of Schools, the appointment of RHS Marching Band Staff, subject to all federal, state, county, and





RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

P5. Move to approve, as recommended by the Interim Superintendent of Schools, that the following persons be approved as athletic coaches, subject to all federal, state, county and local regulations, governing said employment; effective for the 2021-22 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.

**Ramapo High School**

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Brian Winiarski	Assistant Boys' Soccer	Substitute	4	\$7,304
Kathleen Cericola	Asst. Football Cheerleading	Substitute	4	\$1,830

Moved By: KINNEY

Seconded: CAROLAN

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

P6. Move to amend, as recommended by the Interim Superintendent of Schools, that the following persons be approved as athletic coaches, subject to all federal, state, county and local regulations, governing said employment; effective for the 2021-22 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.

**Indian Hills High School**

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Dominic Mulieri	Summer Strength & Conditioning	Standard	4	\$5,783

**Ramapo High School**

<u>Name</u>	<u>Position</u>	<u>Certification</u>	<u>Step</u>	<u>Stipend</u>
Samantha	Football	Substitute	2	\$3,707
Samuel Gabrielle Carpenter	Cheerleading Asst. Football Cheerleading	Substitute	2	\$1,481

Moved By: KINNEY

Seconded: CAROLAN

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

P7. Move to approve, as recommended by the Interim Superintendent of Schools, the appointment of the following individuals listed below as bedside instructors for the 2021-22 School Year, beginning September 1, 2021 and ending June 30, 2022; and move to approve applicants' attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., or N.J.S.A. 18A:6-4.13 et seq., as applicable:

<u>Name</u>	<u>Name</u>
Charles Epstein	Annie Solomon





P16. Move that, as recommended by the Interim Superintendent of Schools, the following persons be appointed to fill the positions for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment; and further that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue the proper contracts for the 2021-22 School Year; and move to approve applicants' attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et seq., N.J.S.A. 18A:39-17 et seq., or N.J.S.A. 18A:6-4.13 et seq., as applicable. 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>
Jongwon Park	Math/RHS	BA, Step 4	10 months	9/01/21 - 6/30/22	\$57,012 <sup>1</sup>
Nicholas DiCarlo	Soc. Stds.,4 Resource Center/.542 Supplemental/RHS	MA, Step1	10 months	9/01/21 - 6/30/22	\$53,169 <sup>2</sup>
James Cramer	Chemistry/RHS	BA/ Step 1	10 Months	9/01/21- 6/30/22	\$54,912 <sup>3</sup>
Catherine Copeland	Special Ed./RHS	BA/ Step 3	10 Months	9/01/21- 6/30/22	\$56,312*

<sup>1</sup>Replacement for Lona Ozrek

<sup>2</sup>New Position

<sup>3</sup>Replacement for Rebecca Gordy

\*Replacement for James Fleming

Moved By: KINNEY

Seconded: CAROLAN

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*, Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

P17. Move to approve the re-appointment, as recommended by the Interim Superintendent of Schools, of tenured, certificated District staff, effective for the 2021-2022 School Year, as per the terms and conditions of the *Two Year Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Ramapo Indian Hills Education Association effective July 1, 2021 - June 30, 2023*, unless salary increment is withheld, and further move that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue contracts of employment, effective for the period September 1, 2021 - June 30, 2022, as follows:

<u>Name</u>	<u>Position</u>	<u>Degree</u>	<u>Basis of Employment</u>	<u>Employment Date</u>	<u>Annual Salary</u>
Concepcion Fernandez-Vilaseca	World Language/RHS	MA/ Step 18	10 months	9/01/21 - 6/30/22	\$88,814

Moved By: KINNEY

Seconded: CAROLAN









RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

P35. Move to accept the retirement, with regret, effective October 1, 2021 as follows:

WHEREAS, Maureen Lambrix has dedicated herself to the Ramapo Indian Hills Regional High School District for 19 years a Ramapo High School Administrative Assistant; displaying an unselfish commitment to our children and district; 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 Maureen Lambrix has provided our district,

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 Maureen Lambrix in recognition of her exemplary service to our school district.

Moved By: KINNEY

Seconded: CAROLAN

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

P36. Move to accept, with regret, as recommended by the Interim Superintendent of Schools, the resignation of Lucy George-Lekunze, IHHS, Special Ed., effective June 30, 2021.

Moved By: KINNEY

Seconded: CAROLAN

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

P37. Move that, as recommended by the Interim Superintendent of Schools, the following person be appointed to fill the positions for the length of time and with the compensation noted, subject to all federal, state, county, and local regulations, governing said employment; and further that the president and secretary, as proper officers of the Board of Education, be authorized and directed to issue the proper contracts for the 2021-22 School Year; and move to approve applicants' attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of *N.J.S.A. 18A:6-7.1 et seq.*, *N.J.S.A. 18A:39-17 et seq.*, or *N.J.S.A. 18A:6-4.13 et seq.*, as applicable. 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>
Susan Weiner	School Counselor	MA +30/ Step 15	10 months	9/01/21 - 6/30/22	\$81,518

Moved By: KINNEY

Seconded: CAROLAN

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

## EDUCATION



Regional High School Regional High School District Board of Education in the amount of \$115,000 for the placement of one (1) clinically licensed (LCSW, LPC, LMFT) 40 hour per week therapist effective for September 1, 2021 - June 30, 2022.

Moved By: FORTUNATO

Seconded: KINNEY

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

## **OPERATIONS**

OP1. To approve, as recommended by the Interim Superintendent of Schools, insurance coverages for the 2021-2022 School Year as follows:

<u>Coverage</u>	<u>Rate</u>	<u>Carrier</u>
AIG Package: Property, Genera, Auto, Crime, Primary	\$300,586.00	NESBIG
Cyber/6 Month Option	2,112.00	NESBIG
Environmental/Pollution	4,016.00	NESBIG
CAP Liability Umbrella	29,105.00	NESBIG
Volunteer Accident	130.00	NESBIG
Legal Liability/Errors and Omissions	49,351.00	NESBIG
Workers Compensation	178,523.00	NESBIG
Risk Manager's Fee	23,118.00	NESBIG
Executive Director's Fee	1,500.00	NESBIG
Student Accident	75,975.00	Hartford/AIG
Workers Compensation Supplemental Indemnity	6,230.00	Chubb
Bonds - Business Administrator/Board Secretary and Treasurer of School Monies	762.00	Selective Casualty

Moved By: KINNEY

Seconded: CAROLAN

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

OP2. Move to approve, as recommended by the Interim Superintendent of Schools, the renewal of US Omni and the Ramapo Indian Hills Regional High School District for third party compliance and remittance / administrative services relative to Employer-sponsored Tax Sheltered Annuity Plans 403(b), 457(b) and Vanguard Accounts for employees of the Ramapo Indian Hills Board of Education, in the amount of \$31.00 per contributing participant, effective for the period July 1, 2021 - June 30, 2022.

Moved By: FORTUNATO

Seconded: KINNEY

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,





F10. Move to approve, as recommended by the Interim 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 employee's current work responsibilities; and

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

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

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

<u>Req. No.</u>	<u>Employee</u>	<u>Conference</u>	<u>Date</u>	<u>Expenses</u>
R20-34	Laura Dondero	Endicott's School Counselor Summer Program	07/30/21	\$169.40
R20-35	Jennifer Perry	NACAC National Conference	09/23/21	\$199.00
R20-36	Karli Basilicato	SHAPE NJ Driver Education Virtual Conf. 2021	08/11/21	\$49.00

Moved By: FORTUNATO

Seconded: KINNEY

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

## **POLICY**

PO1. Move to approve, as recommended by the Superintendent of Schools, the abolished and expired District Policies as follows:

<u>Policy Title</u>	<u>Policy No.</u>
Federal Families First Coronavirus (COVID) Response Act (ABOLISHED)	1649
Restart and Recovery Plan (EXPIRED)	1648

Moved By: FORTUNATO

Seconded: KINNEY

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

PO2. Move to approve, as recommended by the Superintendent of Schools, the first reading of revised District Policies as follows:

<u>Policy Title</u>	<u>Policy No.</u>
Vocational-Technical Education	2421
Board Member Resignation & Removal	0145

Moved By: FORTUNATO

Seconded: KINNEY

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

PO3. Move to approve, as recommended by the Superintendent of Schools, the second and final reading of revised District Policies as follows:

<u>Policy Title</u>	<u>Policy No.</u>
Property Inventory	7450
Emergency and Crisis Situations	8420

Moved By: FORTUNATO

Seconded: KINNEY

RC): Carolan \*, Fortunato \*, King \*, Kinney \*, Koulikourdis \*,  
Setteducato \*, Sullivan \*, Butto \*, Laforgia \*

## **COMMITTEE REPORTS**

### *Education/Special Educ./Vocational/Extra-Curricular- **John Carolan***

Mr. Carolan reported that the committee met with Mr. Sutherland regarding curriculum and textbooks. He also reported that the committee went over the Palestis report.

### *Personnel/Evaluation/Goals- **James Setteducato***

Mr. Setteducato stated there was not a meeting this month.

### *Negotiations Committee- **Robert Fortunato***

Mr. Fortunato stated that there was not a meeting this month.

### *Communications/Public Engagement/Student Experience- **Helen Koulikourdis***

Ms. Koulikourdis stated that the next meeting will be on Austh 11, 2021.

### *Finance/Technology- **John Butto***

Mr. Butto stated that there was n meeting this month.

### *Strategic Planning/Data Collection (survey)/Future Schools- **John Kinney***

Mr. Kinney mention OP3 and that the next meeting would be held on August 17, 2021.

### *Facilities/Return to Learning/Safety Management- **Vivian King***

Ms. King noted that Mr. Lambe and Mr. Riscica covered the topics discussed in facilities. She also mentioned the no mask mandate.

### *Policy/Litigation/Legislation- **Judith Sullivan***

Ms. Sullivan said that policy met on July 14, 2021 to discuss the following policies: P14, 2421, 1648, 1649. Ms. Sullivan mentioned the next meeting will be in August.

## **PUBLIC DISCUSSION**

Moved by CAROLAN Seconded by KINNEY to open the meeting to public discussion.

Many members of the public addressed the Board in regard to curriculum.

Members of the public addressed the board in regard to CDC guidelines.

Members of the public addressed the Board regarding the Superintendent search.

Members of the public addressed the Board in regard to a student survey.

Members of the public addressed the Board in regard to the website.

Members of the public addresses the Board regarding diversity and inclusion

Moved by CAROLAN Seconded by KINNEY to close the public discussion.

### **EXECUTIVE SESSION**

A motion was made by CAROLAN and seconded by BUTTO to return to executive session to discuss personnel at 10:34 PM. Action will be taken.

### **ANTICIPATED FUTURE MEETING DATES**

Monday, August 23, 2021, Work Session/Public Meeting, Ramapo High School Auditorium

### **ADJOURNMENT**

Motion to adjourn by Mr. Carolan, seconded by Mr. Butto.

Filomena Laforgia  
Board President

Thomas Lambe  
Business Administrator/ Board Secretary