

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
JULY 29, 2019**

Minutes of the Regular Public Meeting of the Board of Education held on July 29, 2019, at 5:00 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Ms. Christina Krauss

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary

Absent: Mr. James Morgan, Vice President

Visitors: There were approximately five visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS

A. RESOLUTION HONORING CHRISTINA KRAUSS

Ms. Smith Wilson read the following resolution into record:

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, Christina Krauss has served as a trustee of the Ridgewood Board of Education for eight years of service to the community, staff, administration, and most importantly, the students of the Ridgewood Public Schools; and

WHEREAS, during her tenure on the Board, Christina Krauss was a member of the Calendar, Communications, Facilities, and JRC Committees, as well as a member of the Ad Hoc Committee for the Ashby Award;

WHEREAS, Christina Krauss served as Liaison to Federated, the Ridgewood Community School Advisory, RAHP, and alternate Liaison to the Safety Committee; and

WHEREAS, Christina Krauss has been a strong opponent against state-imposed mandates, and a strong advocate for keeping the budget increase under 2%, retaining the community's right to vote on the school budget, giving back to the taxpayers whenever possible; and who was never afraid of being the 'lone' no vote regarding these issues; and

WHEREAS, Christina Krauss has seen her two children successfully educated in the Ridgewood Public Schools; and

WHEREAS, the Ridgewood Board of Education accepts, with regret, Christina Krauss' resignation; and

WHEREAS, that as Christina Krauss completes her tenure and leaves her formal services to our schools, we express the hope that she will continue to remember us fondly, visit us, and share with us, whenever possible, her experience, knowledge and delicious baked desserts; and

WHEREAS, the Board and district are proud of the accomplishments the district has made during her tenure, Christina Krauss has earned a heartfelt thank you and goodbye, and the Board and district wish her and her family well in their future endeavors; now, therefore, be it

Resolved, that this resolution be entered into the official minutes of the Board of Education meeting held on the 29th day of July, 2019.

Ms. Krauss thanked everyone for their support.

Ms. Smith Wilson announced a commemorative brick has been anonymously donated to the RHS walkway in Ms. Krauss' honor and that she will be missed.

B. TRANSPORTATION ANALYSIS

Dr. Fishbein reported over the course of the school year, Business Administrator Antoinette Kelly worked with a consultant to do a transportation analysis for the district, which has not done in a very long time.

Ms. Kelly provided an overview of the transportation analysis, which included reviewing the busing eligibility process to determine which students are eligible for transportation, current routes to ensure accommodations provided by the district are justified and sufficient, and to determine if additional routes, changes to routes, or elimination of some hazardous busing routes are required. [Click here](#) to view the presentation.

The study determined whether the current routes were an accurate reflection of the needs for qualified students by using Google Maps. Home addresses that did not meet distance guidelines, but were considered to be on a hazardous route to school, were also examined. This past school year, the district spent approximately \$315,000 on hazardous routes, which are not eligible for state aid. A database was created for current and future use.

The district also collaborated with Officer Chuck of the Village Traffic Safety Department to identify known problem routes/areas, if increased crossing guards are needed, and addition of signage at intersections and roadways.

Based on the study, the following recommendations were made:

- Re-bid the four bus routes for Hawes School. This was already done and the company that currently has the routes won the bid again.
- The hazardous bus route on Oak Street (to Ridge School) continue as the same route (the Village Traffic Safety Department agreed). Although there were some requests from residents on Walnut Street to move the route, the Village did their own study and the district and Village believe Oak Street is the safest route. Walnut Street is more narrow than Oak Street and it is hard to get a bus down there.
- Eliminate the bus stop at Linwood Avenue and Oak Street.
- Additional signage be installed on Oak Street and have the crosswalks on Oak Street repainted. Construction is being done on Walnut, Oak and Chestnut Streets to replace the water mains, which must be completed prior to repainting the crosswalks.
- Adding an additional stop on West Glen Avenue to one of our current routes to the high school.

There is a section of West Glen Avenue between North Monroe and Heights that has no sidewalks. Based on this, a determination was made to add a stop for the student who lives in this area. Ms. Kelly acknowledged there are parents who live behind West Glen on Colwell Court and Alpine Terrace who raised concerns and requested transportation. However, she is not recommending busing for them at this time because they have a safe walking route through the neighborhood.

Ms. Brogan clarified students on Alpine Terrace can walk to North Monroe but there is no sidewalk on Glen.

Ms. Kelly responded the students would not walk on Glen. Dr. Fishbein pointed out they could walk on Ridgewood Avenue or pick up a NJ Transit bus on North Monroe. Ms. Kelly commented students would walk in the neighborhood behind West Glen, come up around to North Monroe and walk down.

- Keeping all other current hazardous bus routes that we have in district. Dr. Fishbein noted generally speaking, these routes are for Hawes and students on the other side of Route 17 and Goffle Road.
- Continual assessment of student busing eligibility for assurance of optimal route design, and consider bus routes with fewer stops and a larger number of student riders.
- Meeting with the Village Traffic Safety Department on a regular basis to review the potential impact on the district of the development of apartment complexes and the changes and/or additions to transportation that may be needed.

Ms. Kelly commented since Ridgewood is a village, many households are excluded from bus services since they reside within the range of distance to their assigned schools. However, the district is aware of the need to revisit the subject of traffic safety and busing of students on a regular basis. The safety of our students is our first concern, but we also have to consider the cost.

Mr. Kaufman asked if Officer Chuck said anything about incidents where students got hurt on existing routes. Ms. Kelly responded he did not mention it. They talked about the routes they have been hearing the biggest concerns from parents (Oak and Glen).

Dr. Fishbein mentioned incidents on existing routes do not happen often, but when they do, generally it is due to people on bicycles not paying attention and things like that.

Mr. Kaufman asked if there were any habitual areas that have problems. Dr. Fishbein responded there were not.

Ms. Brogan stated in the past, the Board talked about selling seats on bus routes that are not full. She asked if all of our buses are full to capacity and if that is an option for a parent who might live near a route (and not be eligible) and would like busing and are willing to pay for it.

Ms. Kelly responded the way the routes are calculated are based on the students who are eligible. She understands our buses are not always full. In the past, a survey was sent to parents of eligible students to see if their kids were taking the bus or not. The district did not receive a good response. Ms. Kelly acknowledged it is not very efficient if a bus is not full; however, regulations say we have to have a bus based on eligible students.

Dr. Fishbein declared with the younger grades, every seat is used as far as eligible kids. The bus might not arrive every day with 55 kids on it but we generally do not have excess seats.

Ms. Brogan asked if it would be worthwhile to ask parents if they would like to pay for a seat on a bus if there is the ability to provide transportation and they are on the route and could walk to the stop. She asked if that would be a way to broaden opportunities.

Ms. Kelly replied she would be glad to look into it. There are districts who have subscription busing and she has no problem sending out another survey.

Ms. Smith Wilson mentioned when her daughter was in school, she was eligible for busing but a neighbor a few houses down was not. One of the big concerns for residents on Oak Street was the stop at the flashing light and the crosswalks. Those concerns will be addressed by moving the stop and eventually having the crosswalks repainted.

Ms. Kelly confirmed the district is eliminating that stop. Ms. Smith Wilson stated the other stops are between the flashing light and Glen. Ms. Kelly noted there is a stop when you come from West Glen, one at Mastin, one at Douglas, one at Robinson and by Franklin Avenue, so there are plenty of stops.

Ms. Brogan commented she understands the Village concerns about crosswalks; but, re-piping was just done on her street and it could be six months for that to settle, which brings us to the winter and nobody is paving. It is a good year away. Ms. Brogan thinks we should revisit this with the Village since we are talking thermoplastic tape or paint, which is not that expensive. Perhaps, at least on Oak, the Village could update those crosswalks. That was a real concern and we need enforcement, education and also a built environment to be friendly. She felt we could educate people to stop for buses since that is a concern that has been voiced, enforcement can be done with police presence, but the built environment also has to be improved.

Dr. Fishbein stated the road is crumbling and he thinks the Village is concerned about having acute spraying.

Ms. Smith Wilson asked how many students use NJ Transit. Dr. Fishbein responded he thinks there are three that go to the high school and GWMS. More kids get off those buses than our yellow buses that are oversubscribed. There are days when there is high use, such as the first day of school, half days, Thanksgiving, etc.

C. QSAC

Dr. Fishbein discussed his recommendation that the district volunteer to participate in the QSAC process again this year rather than waiting for the state to assign the district a date in the far future. When QSAC first came about, Ridgewood was a pilot district. With over 70 districts in Bergen County, the county only conducted three QSAC visits the first year, which means they had over 30 for the next two years. It is a three-year rotation which was done twice. Then there was a moratorium where all we had to do was a statement of assurance and last year they started site visits again.

The county has asked for volunteers to equalize their workload and since the district just completed QSAC and scored very high (97% overall), everything is still in order and in place to complete the process easily again, thereby avoiding the intensive preparation that will be required further out in the future. [Click here](#) to view the individual category scores.

V. COMMENTS FROM THE PUBLIC

At 5:41 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Niti Mistry, 416 Colwell Court, spoke to Ms. Kelly earlier today and thanked her for the phone call. She received a letter stating her children were not eligible for a bus. Ms. Mistry reviewed that Ms. Kelly said 'the safety of the students is of the utmost important' but also said 'the transportation study did not factor in safety.' Ms. Mistry was happy to see the district was adding a spot on West Glen. Her request is that students from Colwell Court and Alpine Terrace be included in that stop. The reason is that on West Glen, there are only certain kids that walk on West Glen. It is not Phelps and Fairmont; it is the kids that live closest to West Glen that walk on West Glen and take those risks. Ms. Mistry commented those kids are the kids that live on West Glen, Colwell Court and Alpine Terrace. If they told her child to walk around, he would have to go $\frac{1}{2}$ - $\frac{3}{4}$ mile out of his way to avoid that section of West Glen. She pointed out it is too tempting and it does not matter what their parents tell them, they are still going to walk on that road. Ms. Mistry reiterated she would like to see them included on that stop to give them an option to deter them from walking on that road.

Ms. Mistry noted Ms. Kelly mentioned there is a safe walking path. However, that safe walking path takes them over 2.5 miles (they are at 2.6 or 2.7 miles at that point), and state guidelines are set at 2.5, which is when the state has deemed it is too far to drive. She asked why would it be okay to walk over 2.5 miles when it is too far to drive. This does not make sense to her.

With regard to NJ Transit, Ms. Mistry acknowledged it is there but asked who is accountable, who is responsible for student safety, and ensuring her child is getting to school safely. Ms. Mistry does not think NJ Transit will assume that responsibility because it is not affiliated with the school district. If the district has determined that portions of West Glen that students are actively walking on, even if we ask them not to, are not safe, she thinks it is the responsibility of the Board to address that and prevent students and do everything they can to keep them from walking on those roads. Ms. Mistry believes it would be an additional seven kids who need the bus for next year. Ms. Mistry also likes the idea of paid transportation and would be interested to opt in (which she mentioned last year) or maybe provide a small credit for those who opt out. Ms. Mistry again requested that the kids on Colwell Court and Alpine Terrace be added and included in the West Glen stop.

A mother of three children in the school system stated her oldest son starts high school this year and she expressed the same concern as Ms. Mistry. Her son has two ways to go to school. One is to walk two miles to Glen, which is very dangerous, and the other route is through Monroe and town, which would be 2.5 miles. The parent commented her son will always be taking the shortest way, which she knows is dangerous, but she will not be there in the morning. The parent would like to see the engagement of the security of the students by the Board.

Bob Furman, 49 Clinton Avenue, asked if we had a final cost on the spring Board of Education election.

Dr. Fishbein responded we did not. We have one bill and are waiting on three others.

Niti Mistry, 416 Colwell Court, commented she created an online poll last year on Ridgewood Moms and Dads and distributed it to the Board for their review. The survey talks about what is a reasonable distance from a parent's perspective of living away from the school, and of people who participated, how are their kids getting to school.

At 5:47 p.m., no one else wished to address the Board.

Ms. Smith Wilson asked if the stop that is being added on West Glen is heading towards the high school or away.

Ms. Kelly responded going to school the bus is going down the hill on West Glen. Ms. Smith Wilson stated kids from Alpine Terrace and Colwell Court would still have to cross Glen, with fast moving traffic and no crossing guard. Ms. Kelly confirmed that is correct.

Ms. Brogan mentioned there is talk of improving crosswalks on one section of West Glen. They have done the sidewalks but she thinks it is the crosswalk at Heights that they are going to enhance.

Ms. Kelly stated by putting that stop in, as Ms. Brogan mentioned, we need to educate our parents and let them know the children cannot cross until the bus comes and stops (and this is for every route). Students need to stay on the side of the road until the bus stops, the stop sign comes out, the lights go on, and then cross the street. Ms. Kelly has observed parents crossing the street before the bus even gets there.

Ms. Brogan commented parents do not do that because they want to cross and be standing at the bus stop before it arrives, hence the request for the enhanced crosswalks.

Ms. Kelly understood, but for safety reasons it is better to not do that.

Ms. Smith Wilson pointed out West Glen is unique because it is not broad, it has two lanes and is fast moving. She asked if we have a lot of buses that stop on streets like that. Ms. Kelly replied we do not.

Ms. Brogan noted Oak Street has high volume traffic.

Dr. Fishbein agreed.

Ms. Brogan stated the issue of Glen is the section without a sidewalk.

Ms. Smith Wilson commented the Village did improve some of the sidewalks this year.

VI. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C - Curriculum & Instruction, D – Human Resources, including the addendum (agenda item #i – Barclay, Classroom Aides - Attachment D – Baloch, Oliver, agenda item #vi – Special Program Evaluations - Wejnert, ABA Training - delete Castro, Kohan, Rubin), and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCEES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, pages 34-37.

B. ADMINISTRATION

i. Approval: First Reading of New Policy

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the first reading of the new policy listed below, in accordance with Bylaw 0131.

- Policy 2330.1 Extra Credit, as listed on **Attachment B**, page 38.

ii. **Approval: QSAC Switch from Bergen County Cohort 3 to Bergen County Cohort 1**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves switching from the Bergen County QSAC Cohort 3 to the Bergen County QSAC Cohort 1, effective immediately. As a member of the Bergen County QSAC Cohort 1, the district will undergo QSAC Monitoring during the 2019-2020 school year.

iii. **Approval: 2019-2020 Memorandum of Agreement Between the Ridgewood Board of Education and the Bergen County Special Services School District for a Suspension Alternative Program (SAP)**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2019-2020 Memorandum of Agreement between the Ridgewood Board of Education and the Bergen County Special Services School District for a Suspension Alternative Program (SAP).

This program provides the district five weeks of SAP services per school year, at a fee of \$750 (\$100 increase from last year).

Services requested beyond the five weeks will be billed at \$125 per week (\$25 increase from last year).

The Board had received background information.

iv. **Approval: 2018-2019 Completed Superintendent Merit Goals for Payment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2018-2019 Completed Superintendent Merit Goals for payment to be submitted to the Interim Executive County Superintendent of Schools.

- Goal 1: Stigma Free Presence
 - 3.33% - \$6,984
- Goal 2: PLC High Performing
 - 2.5% - \$5,243
- Goal 3: Social Media – District Promotion: Digital Citizenship, Mental Health, Information
 - 3.33% - \$6,984
- Goal 4: BOE Dashboard of Important Data for Board of Education
 - 3.33% - \$6,984
- Goal 5: School Security Specialist Certification
 - 2.5% - \$5,243

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips as listed on **Attachment C**, pages 39-42.

- ii. **Approval: Professional Development Proposal from Jennifer L. Goeke, Ph.D.**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development proposal from Jennifer L. Goeke, Ph.D., “High Quality IEP Development: From PLAAFP to Goals,” during the 2019-2020 school year, in the amount of \$2,625.

The Board had received background information.

- iii. **Approval: Professional Development Agreement with Dataspire Education & Evaluation LLC**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development agreement with Dataspire Education & Evaluation LLC, “Integrating Data Into Teaching & Learning in Science,” for Grades 6-12 science and special education teachers, during the 2019-2020 school year, in the amount of \$2,075.

The Board had received background information.

- iv. **Approval: Professional Development Agreement with Rachel Brusky**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development agreement with Rachel Brusky to provide training for the Visual Arts Instructors at Ridgewood High School on November 6, 2019, in the amount of \$1,100.

The Board had received background information.

- v. **Approval: Contracts with the State of NJ Department of Human Services, Commission for the Blind and Visually Impaired, for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves contracts with the State of NJ Department of Human Services, Commission for the Blind and Visually Impaired, for six students, for the 2019-2020 school year.

- vi. **Approval: Service Provider Agreement with North Jersey Behavioral Health Services**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a service provider agreement with North Jersey Behavioral Health Services, for the period June 17, 2019 through December 20, 2019.

The Board had received background information.

- vii. **Approval: Annual Contract with Bergen County Special Services School District for Hospital Instruction**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the annual contract with Bergen County Special Services School District for Hospital Instruction for the 2019-2020 school year, for students who are receiving services at New Bridge Medical Center in Paramus, NJ, during school hours, at the rate of \$65 per hour, as per N.J.A.C. 6A:14, 6A:16-10.1 and 6A:16-10.2.

The Board had received background information.

- viii. **Approval: Budgeted 2019 Extended School Year Out of District Placements**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted 2019 Extended School Year out of district placements, as listed below.

2019 ESY Out-Of-District Placements	
SCHOOL	# OF STUDENTS
Alpine Learning Group Paramus, NJ	5
Banyan School Fairfield, NJ	1
Banyan Upper School Livingston, NJ	2
Bergen County Special Services	7
Caldwell Univ. Center for Autism Caldwell, NJ	1
Cornerstone Day School Mountainside, NJ	1
CTC Academy Fair Lawn, NJ	1
CTC Academy Oakland, NJ	3
E.C.L.C. Ho-Ho-Kus, NJ	6
EPIC Paramus, NJ	4
Forum School Wyckoff, NJ	1
Glenview Academy Fairfield, NJ	2
Institute for Educational Achievement New Milford, NJ	1
New Alliance Paramus, NJ	3
New Beginnings Fairfield, NJ	1
Newmark High School Scotch Plains, NJ	1
Paradigm Therapeutic Day School Midland Park, NJ	2
Phoenix Center Nutley, NJ	1
P.G. Chambers Cedar Knolls, NJ	1
Pompton Lakes Board of Ed Pompton Lakes, NJ	3
Reed Academy Oakland, NJ	6
Ringwood Board of Education Ringwood, NJ	1
Shepard Prep High School	1

Morristown, NJ	
Spectrum 360 – Lower School Verona, NJ	1
Spectrum 360 – Upper School Livingston, NJ	4
Windsor Learning Center Pompton Lakes, NJ	1

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, if required.

Secretary

BARCLARY, Lindsey – Child Study Team/Guidance, Secretary, George Washington Middle School, effective August 19, 2019, or as soon after as possible, through June 30, 2020.

\$40,670
Cl. IV-11M
St. 3

Teachers

ALFARO, Yeni - Leave of Absence Replacement Spanish Teacher (non-tenure track), Ridgewood High School, effective August 30, 2019 through June 24, 2020, pending verification of employment as outlined by Chapter 5. Ms. Alfaro possesses a NJDOE Certificate of Eligibility as a Teacher of Spanish. Ms. Alfaro will be registered into the NJDOE Provisional Teacher Program.

\$59,688
Cl. BA, St. 1

Account #11-140-100-101-07-10-019-000

BARBA, Allison - Leave of Absence Replacement Learning Disabilities-Consultant/School Psychologist (non-tenure track), George Washington Middle School, effective August 30, 2019 through March 23, 2020, pending verification of employment as outlined by Chapter 5. Ms. Barba possesses an NJDOE Standard Certificate as a School Psychologist.

\$59,688
Cl. BA, St. 1

Account #11-000-219-104-00-09-019-000

CATTANI, Paige - Leave of Absence Replacement Kindergarten Teacher (non-tenure track), Travell School, effective August 30, 2019 through June 24, 2020. Ms. Cattani possesses an NJDOE Provisional Certificate as an Elementary School Teacher in Grades K-6. Ms. Cattani will be registered into the NJDOE Provisional Teacher Program.

\$59,688
Cl. BA, St. 1

Account #11-110-100-101-11-06-019-000

CRAWFORD, Ryan- 0.20 FTE Adapted Physical Education SAIL Teacher (tenure track), Benjamin Franklin Middle School, effective August 30, 2019 through June 24, 2020. Mr. Crawford possesses a NJDOE Certificate of Eligibility as a Teacher of Health and Physical Education. \$11,938
Cl. BA, St. 1
Account #11-212-100-101-00-08-019-000

Revision: FINK, Gary* - 0.20 FTE Music Teacher, Ridgewood High School, effective August 30, 2019 through June 24, 2020. Mr. Fink possesses an NJDOE Provisional Certificate as a Teacher of Vocational Arts/Instrumental Music. Mr. Fink will be registered into the NJDOE Provisional Program, originally approved by the Board at its meeting on June 3, 2019. **From:** \$12,747
Cl. BA, St. 2
To: \$12,747
Cl. BA+30
St. 2
Account #11-140-100-101-04-10-019-000

JOHNSON, Jesse - Special Education Mathematics Teacher (tenure track), Ridgewood High School, effective August 30, 2019 through June 24, 2020, pending verification of employment as outlined by Chapter 5. Mr. Johnson possesses an NJDOE Standard Certificate as a Teacher of Mathematics and Standard Certificate as a Teacher of Students with Disabilities. \$70,838
Cl. MA+30
St. 2
Account #11-213-100-101-00-10-019-000

ROTH, Jessica - Art Teacher (tenure track), Hawes School, effective August 30, 2019 through June 24, 2020, pending verification of employment as outlined by Chapter 5. Ms. Roth possesses an NJDOE Standard Certificate as a Teacher of Art. \$67,288
Cl. MA, St. 2
Account #11-120-100-101-04-02-019-000

Long-term Substitutes

BOYADJIAN, Diana - Second Grade Teacher, Travell School, effective August 30, 2019 through December 20, 2019, at a daily rate of \$125 per day, until the assignment ends.
Account #11-120-100-101-09-06-019-000

Revision: WEJNERT, Maryann - Speech Language Therapist, approved by the Board at its meeting on June 24, 2019, **from** Orchard School **to** Hawes School and Orchard School, effective September 25, 2019 through January 20, 2020, at a daily rate of \$125 per day, **from** 3.5 days per week, **to** 1.0 FTE, until the assignment ends.
Account #11-000-216-104-00-02-019-000
Account #11-000-216-104-00-03-019-000

Field Placements

AHN, Gie Su – Rutgers University, Clinical Practice with Jeffrey Haas, Music Teacher, Ridgewood High School, and Tara Hutchison, Music Teacher, Willard School effective September 3, 2019 through May 8, 2020

ATEHORTUA, Laura – Fairleigh Dickinson University, Practicum placement with Giselle Batista, School Psychologist, Ridgewood High School, effective September 3, 2019 through June 24, 2020

Classroom/Lunchroom Aides for the 2019-2020 School Year, as listed on Attachment D, pages 43-46.

Classroom Aides

Infant/Toddler Development Center

BROWN, Caelan - High School Aide, effective July 30, 2019 through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

TORTORICI, Jocelyn - High School Aide, effective July 30, 2019 through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

Revision: 2019 Summer School Special Needs Staffing, approved by the Board at its meeting on June 24, 2019

- **Natalie Garvin**, Special Needs - K-1, **from** 66 hours, at an hourly rate of \$43.07, total summer school salary of \$2,843 **to** 81 hours, at an hourly rate of \$43.07, total summer school salary of \$3,489

Account #11-204-100-101-00-04-024-001

- **Megan Roesemann**, RISE Program, **from** 135 hours, at an hourly rate of \$43.13 an hour, total summer school salary \$5,822, **to** 135 hours, at an hourly rate of \$45.26, total summer school salary of \$6,110

Account #11-212-100-101-00-04-024-001

Revision: Fall 2019 Coaching Assignments, approved by the Board at its meeting on June 24, 2019

Assistant Football

Remove: TBD

Replace: Richard Bello

Assistant Cheerleader

Remove: TBD

Replace: Jessica Hummel

Account #11-402-100-101-00-10-034-001

Season Site Manager(s)

Fall Season

James Beyer: \$5,000 stipend

Craig Bunzey: \$5,000 stipend

Account #11-402-200-104-00-10-034-001

Addition: 2019 Summer Ridgewood Community School Employees

James Beyer

Stacey Bukowski

Danielle DeLenardo
Susan Fischer
Odalys Romano
Audrey Sabino
Account #13-422-100-101-00-60-060-001

Revision: Technology Support for Board Meetings, effective July 1, 2019 through June 30, 2020, approved by the Board at its meeting on May 20, 2019

- **Jaeson Enmore**, **from** an hourly rate of \$45.60, **to** an hourly rate of \$48.28, as needed
Account #11-000-230-104-00-45-045-001

Temporary Employees

Addition: Temporary Employees - Buildings and Grounds - Summer 2019, to receive an hourly rate of \$10.00

Liam Bennett, Zaire Bobbitt, Grace Kautzmann, Patrick McDermott*, Walter McDermott*, Adam Rose, and Derek Sullivan
Account #11-000-262-110-00-42-048-001

Revision: Hourly Rates for Child Care Personnel, Infant/Toddler Development Center, approved by the Board at its meeting on June 24, 2019

BRITO, Nelly - from \$13.20 per hour to \$12.00 per hour
STEVENS, Mackenzie* - from \$10.00 per hour, to \$12.00 per hour
Account #62-990-100-106-00-62-060-001

*Related to staff member

ii. **Revision: Ridgewood Public Schools Salary List for the 2019-2020 School Year**, approved by the Board at its meeting on May 6, 2019

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Ridgewood Public Schools Salary List for all known positions and staffing as of May 6, 2019 for the 2019-2020 school year.

THOMAS-CANDRILLI, Anna - Registrar, Ridgewood Community School, Education Center, effective July 1, 2019 through June 30, 2020.

From: \$40,510
To: \$42,010
pro-rated

Account #13-422-200-105-00-60-060-000 (25%)

Account #13-423-200-105-00-60-060-000 (25%)

Account #13-424-200-105-00-60-060-000 (10%)

Account #13-602-200-105-00-60-060-000 (40%)

iii. **Change of Assignments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignments, as listed below.

JAROSZ, Kathleen - from 0.50 FTE Ed Specialist, Ridge School, to Leave of Absence Replacement Kindergarten Teacher (non-tenure track), Ridge School, effective November 4, 2019 through June 24, 2020.

From: \$39,405
Cl. BA+30, St. 12
To: \$59,688
Cl. BA, St. 1

Account #11-110-100-101-11-04-019-000

iv. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Teacher

PEPPER, Jamie - Special Education Teacher (LLD), Hawes School, effective July 1, 2019, or as soon as possible

Classroom Aide

CAMILLERI, Nicholas - District Applied Behavior Analyst Bus Aide (ABA), Ridgewood High School, effective August 14, 2019

v. **Resignation for the Purpose of Retirement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation for the purpose of retirement listed below.

Teacher

Revision: MOORE, Laura - Guidance Counselor, Ridgewood High School, effective July 1, 2019, approved by the Board at its meeting on June 24, 2019, **from** with twenty-nine years of Ridgewood service, **to** with thirty years of Ridgewood service.

vi. **Supplemental Pay Beyond Contract**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Revision: Preparation for September 1, 2019 All-Staff Convocation, not to exceed 5 hours, at an hourly rate of \$40.17 (\$200.85), approved by the Board at its meeting on June 24, 2019

From: September 1, 2019 **to:** August 30, 2019

- **Jennifer Landa**

Account #11-000-230-104-00-20-020-001

Revision: Preparation for September 1, 2019 All-Staff Convocation, each not to exceed 15 hours, each at an hourly rate of \$40.17 (\$1,205.10) approved by the Board at its meeting on June 24, 2019

From: September 1, 2019 **to:** August 30, 2019

- **Erica Pifher**
- **Samantha Stankiewicz**

Account #11-000-230-104-00-20-020-001

Preparation for August 30, 2019 All-Staff Convocation

- **Morgan Knight, New Players Director**, at an hourly rate of \$40.17, not to exceed 30 hours (\$1,205.10)
- **Elaine Thoman**, at an hourly rate of \$40.17, not to exceed 5 hours (\$200.85)

Account #11-000-230-104-00-20-020-001

Hawes School/Somerville School

Elementary Guidance Department - 2019 Summer Hours

- **David Tashian**, not to exceed 12 hours, at an hourly rate of \$74.81 (\$897.72)
Account #11-000-218-104-00-02-002-001
Account #11-000-218-104-00-05-005-001

Hawes School

Secretarial Support – August 30, 2019

- **Patricia Higgins**, not to exceed 7 hours, at an hourly rate of \$35.55 (\$248.85)
Account #11-000-240-105-00-02-002-001

Orchard School/Ridge School

Elementary Guidance Department - 2019 Summer Hours

- **Lindsay Rubin**, not to exceed 12 hours, at an hourly rate of \$53.09 (\$637.08)
Account #11-000-218-104-00-03-003-001

Orchard School

Secretarial Support – August 30, 2019

- **HaeJin Yook**, not to exceed 7 hours, at an hourly rate of \$30.30 (\$212.10)
Account #11-000-240-105-00-03-003-001

Ridge School

Additional Clubs and Activities for the 2018-2019 School Year

Math Solving Competition

- **Dana Higgins** and **Meghan McDermott**, each not to exceed 5 hours, each at an hourly rate of \$40.17 (\$401.70)
Account #11-401-100-101-00-04-004-001

Math Competition

- **Dana Higgins** and **Meghan McDermott**, each not to exceed 10 hours, each at an hourly rate of \$40.17 (\$803.40)
Account #11-401-100-101-00-04-004-001

Secretarial Support – August 30, 2019

- **Julianne Brunner**, not to exceed 7 hours, at an hourly rate of \$29.45 (206.15)
- **Rebecca Burger**, not to exceed 3.5 hours, at an hourly rate of \$27.89 (\$97.62)
Account #11-000-240-105-00-04-004-001

Somerville School

Departmentalization (\$853.28)

- **Meredith Kiernan**, not to exceed 4 hours, at an hourly rate of \$53.33 (\$213.32)
- **Elizabeth Mariotti**, not to exceed 4 hours, at an hourly rate of \$53.33 (\$213.32)
- **Kathleen O'Rourke**, not to exceed 4 hours, at an hourly rate of \$53.33 (\$213.32)
- **Robert Sabatino**, not to exceed 4 hours, at an hourly rate of \$53.33 (\$213.32)
Account #11-120-100-101-00-05-005-001

Travell School/Willard School

Elementary Guidance Department - 2019 Summer Hours

- **David Pfeiffer**, not to exceed 12 hours, at an hourly rate of \$74.81 (\$897.72)
Account #11-000-218-104-00-06-006-001

Account #11-000-218-104-00-07-007-001

Willard School

Secretarial Support – August 30, 2019

- **Rebecca Burger**, not to exceed 3.5 hours, at an hourly rate of \$27.89 (\$97.62)
- **Jane Parigi**, not to exceed 7 hours, at an hourly rate of \$31.21 (\$218.47)

Account #11-000-240-105-00-07-007-001

Benjamin Franklin Middle School

Revision: Overnight Field Trip to Quebec City, Canada, February 5, 2019 through February 8, 2019, approved by the Board at its meeting on November 5, 2018 and revised by the Board at its meeting on January 28, 2019

- **One Substitute Nurse: Jeanne Gao**, for three nights, at \$200 per night (\$600) and **from** at \$130 per day for four days (\$520), **to** at \$150 per day for four days (\$600), for a total of \$1,200

Account #11-000-213-104-00-08-008-001

Revision: 7th Grade Overnight Field Trip to Washington, DC May 28 - May 30, 2019, approved by the Board at its meeting on November 5, 2018 and revised by the Board at its meeting on June 3, 2019

- **Two Substitute Nurses, Jeanne Gao and Kerith Sunden**, each at \$200 per night, each for two nights (\$800) and **from** each at \$130 per day for 3 days (\$780), **to** each at \$150 per day for 3 days (\$900), for a total of \$1,700

Account #11-000-213-104-00-08-008-001

7th Overnight Field Trip: Washington, D.C. October 2-4, 2019

- **18 Chaperones (including two nurses) TBD**, each for two nights, each at \$200 per night (\$7,200); and **One Substitute Nurse TBD**, for 3 days, at \$150 per day (\$450) for a total of \$7,650

Account #11-401-100-101-00-08-008-001

Addition: Moving Classrooms, not to exceed 6 hours, at an hourly rate of \$40.17 (\$241.02)

- **Jason Porod**

Account #11-130-100-101-00-08-008-001

George Washington Middle School

Revision: Overnight Field Trip to Washington, D.C. - June 5-7, 2019, approved by the Board at its meeting on April 29, 2019 and revised on June 24, 2019

One Substitute Nurse: Jeanne Gao, for two nights at \$200 per night (\$400) and **from** 3 days at \$130 per day (\$390), **to** 3 days at \$150 per day (\$450), for a total of \$850

Account #11-000-213-104-00-09-009-001

Ridgewood High School

- **Emily Wong, R.N.**, for nursing services during the Ridgewood High School Marching Band Pre-Season Training at Timber Lake Camp, Shandaken, New York, August 25-30, 2019, for an agreed upon compensation of \$1,600 funded by a donation from the RHS Band Association.

Account #TBD

- **Gary Fink**, for Marching Band Arrangements, not to exceed 40 hours, at an hourly rate \$40.17 (1,606.80)
Account #11-401-100-101-00-10-010-001

Secretarial Support – August 30, 2019

- **Sheila Borchers**, not to exceed 7 hours, at an hourly rate of \$36.49 (\$255.43)
Account #11-000-221-105-00-10-010-001
- **Susan Hudson**, not to exceed 7 hours, at an hourly rate of \$35.55 (\$248.85)
Account #11-000-222-105-00-10-010-001
- **Jennifer Kazmierczak**, not to exceed 7 hours, at an hourly rate of \$30.39 (\$212.73)
Account #11-000-218-105-00-10-010-001
- **Skye Philbrick**, not to exceed 7 hours, at an hourly rate of \$29.90 (\$209.30)
Account #11-000-221-105-00-10-010-001
- **Clara Polulak**, not to exceed 7 hours, at an hourly rate of \$36.85 (257.95)
Account #11-000-221-105-00-10-010-001
- **Judith Tringali**, not to exceed 7 hours, at an hourly rate of \$34.86 (\$244.02)
Account #11-000-219-105-00-10-010-001

Support for Senior Fines Day - June 19, 2019

- **Linda Ames**, not to exceed 2 hours, at an hourly rate of \$34.24 (\$68.48)
- **Patricia Maggi**, not to exceed 2 hours, at an hourly rate of \$35.77 (\$71.54)
- **MaryAnn Schmitz**, not to exceed 2 hours, at an hourly rate of \$37.06 (\$74.12)
- **Lesley Whyard**, not to exceed 2 hours, at an hourly rate of \$29.60 (\$59.20)
- **Nancy Wrocklage**, not to exceed 2 hours, at an hourly rate of \$37.15 (\$74.30)
Account #11-000-240-105-00-10-010-001

Addition: Project Graduation Chaperones - June 20, 2019

- **Raymond Lug**, not to exceed 4 hours, at an hourly rate of \$40.17 (\$160.68)
Account #11-401-100-101-00-10-010-001

Social Media & Website

- **Skye Philbrick**, not to exceed 21 hours, at an hourly rate of \$28.53 (\$599.13)
Account #11-401-100-101-00-10-010-001

Overnight Field Trip: Orlando, FL December 13 – 16, 2019

- **Two Chaperones: Paul Cronk and Karen Mendez**, each for 3 nights, each at \$200 per night (\$1,200)
Account #11-401-100-101-00-10-010-001

Overnight Field Trip: Florence, Rome and Venice, Italy April 3-11, 2020

- **Two Chaperones: Paul Cronk and One TBD**, each for 8 nights, each at \$200 per night (\$3,200), to be funded by a donation
Account #TBD

Overnight Field Trip: Lille and Paris, France April 2 – 12, 2020

- **Two Chaperones: Helene Palumbo and Laura Polk**, each for 10 nights, each at \$200 per night (\$4,000), to be funded by a donation
Account #TBD

Special Programs

Evaluations

- **Maryann Wejnert**, not to exceed 10 evaluations, each evaluation is 4 days, at a per diem rate of \$125 (\$5,000)

Account #11-000-219-104-00-24-024-001

IEP Mailing

- **Douglas Aday**, not to exceed 50 hours, at an hourly rate of \$58.30 (\$2,915)

Account #11-000-219-104-00-24-024-001

Attend Summer CST Meetings

- **Deirdre Azzopardi**, not to exceed 4 hours, at an hourly rate of \$79.54 (\$318.16)

Account #11-000-219-104-00-24-024-001

Special Education Program Support

- **Douglas Aday**, not to exceed 25 hours, at an hourly rate of \$58.30 (\$1,457.50)

Account #11-000-219-104-00-24-024-001

Additional: 2019 Summer Special Programs Personnel (on an as-needed basis)

- **Linda Chamesian**, not to exceed 15 hours, at an hourly rate of \$39.99 (\$599.85)
- **Susan Fink**, not to exceed 50 hours, at an hourly rate of \$71.23 (\$3,561.50)
- **Amanda Valeri**, not to exceed 75 hours, at an hourly rate of \$50.57 (\$3,792.75)

Account #11-000-219-104-00-24-024-001

Summer CST Secretarial Support

- **Janet Crocamo**, not to exceed 70 hours, at an hourly rate of \$25.90 (\$1,813)

Account #11-000-219-105-00-24-024-001

Staff Training – ABA - August 28-29, 2019

- **Cindy Lora**, not to exceed 16 hours, at an hourly rate of \$53.03 (\$848.48)
- **Stacy Giardino**, not to exceed 16 hours, at an hourly rate of \$72.05 (\$1,152.80)

Account #11-000-219-104-00-24-024-001

ABA Training - August 27-28, 2019 – Each not to exceed 14 hours

- **Carla Amaral**, at an hourly rate of \$20.81 (\$291.34)
- **Maryann, Blau**, at an hourly rate of \$19.77 (\$276.78)
- **Daniel Brophy**, at an hourly rate of \$20.81 (\$291.34)
- **Thomas Bushnauskas**, at an hourly rate of \$19.77 (\$276.78)
- **Paola Callejas**, at an hourly rate of \$20.81 (\$291.34)
- **Wendy Coughlin**, at an hourly rate of \$20.81 (\$291.34)
- **Joseph Crabbe**, at an hourly rate of \$20.81 (\$291.34)
- **Ryan Crawford**, at an hourly rate of \$20.81 (\$291.34)
- **Patrick Driscoll**, at an hourly rate of \$20.81 (\$291.34)
- **Lauren Fisse**, at an hourly rate of \$20.81 (\$291.34)
- **Catherine Gray**, at an hourly rate of \$20.81 (\$291.34)
- **Ann Hopper**, at an hourly rate of \$20.81 (\$291.34)

- **Lauren Hudon**, at an hourly rate of \$19.77 (\$276.78)
- **Scott, Lauritano**, at an hourly rate of \$20.81 (\$291.34)
- **Meghan Maccarrone**, at an hourly rate of \$20.81 (\$291.34)
- **Lindsay Mager**, at an hourly rate of \$19.77 (\$276.78)
- **Maureen Meyer**, at an hourly rate of \$20.81 (\$291.34)
- **Danielle Miller**, at an hourly rate of \$20.81 (\$291.34)
- **Olga Ostrovskaia**, at an hourly rate of \$20.81 (\$291.34)
- **Nicole Parks**, at an hourly rate of \$20.81 (\$291.34)
- **Rachel Rabin**, at an hourly rate of \$20.81 (\$291.34)
- **Lauren Schierloh**, at an hourly rate of \$20.81 (\$291.34)
- **Kristine Sunden**, at an hourly rate of \$20.81 (\$291.34)
- **Tina Tilyou**, not to exceed hours, at an hourly rate of \$20.81 (\$291.34)
- **Anneliese Tobdzic**, at an hourly rate of \$20.81 (\$291.34)
- **Laurette Troncone**, at an hourly rate of \$20.81 (\$291.34)
- **Nicole Wahler**, at an hourly rate of \$20.81 (\$291.34)
- **Alison Wilson**, at an hourly rate of \$20.81 (\$291.34)

Account #11-000-217-106-00-24-024-001

State of New Jersey 2018 Post-School Data Collection

- **Patricia Kowalczyk**, Administrative Assistant, at an hourly rate of \$37.58, and **Pamela Moyer**, at an hourly rate of \$29.49, in a combined amount not to exceed \$2,400, at no cost to the district. Funding will be provided by the NJ Department of Education.

Account #11-000-219-105-00-24-024-001

Additional Summer CST Hours

- **Stephanie McAloon**, not to exceed 10 hours, at an hourly rate of \$44.68 (\$446.80)

Account #11-000-219-104-00-24-024-001

Curriculum, Instruction & Assessment

Revision: 2019 Summer Curriculum Writing

Staff members as listed on **Attachment E**, page 47.

Addition/Revision: 2019 Summer Teacher Technology Innovation Specialists for Coaching Sessions, approved by the Board at its meeting on June 24, 2019

- **Stephanie Gigante**, Technology Innovation Specialist, **from** not to exceed 8 hours, at an hourly rate of \$53.33 (\$426.64), **to** not to exceed 10 hours, at an hourly rate of \$53.33 (\$533.30)
- **Corinna Moss-Keller**, Technology Innovation Specialist, **from** not to exceed 4 hours, at an hourly rate of \$53.33 (\$213.32), **to** not to exceed 2 hours, at an hourly rate of \$53.33 (\$106.66)
- **Timothy Monahan**, Technology Innovation Specialist, not to exceed 2 hours, at an hourly rate of \$53.33 (\$106.66)
- **Thomas Trubac**, Technology Innovation Specialist, **from** not to exceed 8 hours, at an hourly rate of \$53.33 (\$426.64), **to** not to exceed 6 hours, at an hourly rate of \$53.33 (\$319.98)

Account #11-000-221-104-00-22-022-001

K-5 ELA Curricular Work

- **Molly Higgins** and **Jerome Ong**, each not to exceed 6 hours, each at an hourly rate of \$53.33 (\$639.96)

Account #11-000-221-104-08-31-031-001

Information Technology Department

Student Workers

- **Connor Stevens**, Information Technology Department Student Worker, effective July 1, 2019, through July 26, 2019, to be paid at the minimum wage of \$10.00 for 90 hours (\$900.00)

Account #11-000-221-110-08-31-031-001

Technology Support for Summer Chromebook Repairs Districtwide, each not to exceed 20 hours

- **Jason Forfa**: 10 hours at the regular hourly rate of \$26.95 (\$269.50) and 10 hours at the overtime hourly rate of \$40.42 (\$404.20), for a total of \$673.70
- **Tomo Kubo**: 10 hours at the regular hourly rate of \$28.82 (\$288.20) and 10 hours at the overtime hourly rate of \$43.23 (\$432.30), for a total of \$720.50
- **Ramon Quinones**: 10 hours at the regular hourly rate of \$27.25 (\$272.50) and 10 hours at the overtime hourly rate of \$40.87 (\$408.70), for a total of \$681.20
- **Neil Valere**: 10 hours at the regular hourly rate of \$30.83 (\$308.30) and 10 hours at the overtime hourly rate of \$46.24 (\$462.40), for a total of \$770.70

Account #63-990-320-104-08-31-031-001

vii. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Taylor Alessi, George Arluna, Victoria Bahner, Lindsey Barclay, Carolyn Bimonte-Brush, Arthur Bressler, Ginger Brown Monplaisir, Maryanne Brown, William Craig Burton, Kim-Yvette Cadaret, Nina Calvin, Noelle Caramanna, Ritu Chowbey, Keely Coffey, Jonathan Coppola*, John Cranston, William Crosby, John DeLamater, Justine DelVecchio, Angela DeMallie, Denise DeMassi-Valtin, Amy Deperro, Jennifer Dudley, Erica Dunckley, Jacqueline Durant, Zenab Elsouccari, Ellen Fiore, James Fleming*, Melissa Fluet, Glenda Frasier, Aretoula Fullam, Rita Goldhersh, Betty Goldman, Carol Goulian, Michele Haas, Kara Hadfield, Nancy Hafers, Anna Haworth, Roberta Hart, William Hauser, Paula Hegybeli, Diane Held, Beverly Herlihy*, John Herlihy*, Carol Hohausen-Nizza, Kathleen Hutton, Patricia Infantino, Samir Ismail, Philip Kaukonen, Tracy Keeney, Theresa Kelly, Ji Yon Kim, Nari Kim, Stamatina Levanti, Olga Liebkind, LuAnn Lorenzo, Brett Lowy, Audrey Magnuson, Fatima Manji, Kimberly Manziano, John Marcy, Dean Montelbano, Tara Montelbano, Michael Monticello, Fakhrossadat Moshasha, Louise Mullin, Amy Muzilla, Catherine Negron*, Lissette Negron*, Nan Nutt, James O'Rourke, Ellen Palmieri, Susan Pielka, Angela Quinlan, Maureen Raymond, Jessica Reitter, Evelyn Santos, Deirdre Scali, Victoria Schnure, Karen Sheridan, Pratyusha Singh,

Susan Smith, Lucinda Spence, Bojana Srblak, Katherine Suel, Sandra Sullivan, Alina Swanson, Patricia Taylor, Sahar Taschayyodi, Adrienne Tolbert, Barbara Wallace, Jaclyn Warner, Marcia Warren, Louis Wejnert*, Maryann Wejnert*, Christopher Wolfstirn, Theresa Zabielski, and Dorina Zinzi

Account #TBD

Nurses: Lynn Coromilas, Theresa DiMauro, Jeanne Gao, and Kerith Teschon

Account #TBD

Secretary: Carleen Ulinsky

Account #TBD

*Related to staff member

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year to be used as indicated:

2019-2020 SCHOOL YEAR			
Donor	Amount	Use	Account Number
ALPS/RHS Student Activity Account	\$ 2,583.60	To pay overnight chaperone expenses for the Sophomore Summer Training trip on June 21-25, 2019.	20-030-100-101-00-10-010-023 (\$2,400 Stipend) 20-030-200-220-00-10-010-023 (\$183.60 FICA)
Food Lab/RHS Student Activity Account	\$ 1,589.00	To be used to purchase a refrigerator for food classes.	20-030-100-610-00-10-010-014
Hawes HSA	\$25,382.00	To pay expenses for the extension of the kindergarten playground.	20-025-200-732-00-02-002-000
Hawes HSA	\$ 3,550.00	To be used to purchase fencing and benches.	20-025-200-420-00-02-002-000
Princeton University (Award for Distinguished Secondary School Teaching given to Sean Turkington)	\$ 3,000.00	To be used to purchase library books to benefit all students doing research for class assignments at RHS.	20-012-100-610-00-10-010-001
RHS Band Association	\$ 1,722.40	To pay Emily Wong's stipend for nursing services for the RHS Band Camp on August 25-30, 2019.	20-053-100-101-00-10-010-001 (\$1,600 Stipend) 20-053-200-220-00-10-010-001 (\$122.40 FICA)
RHS Class of 2019/RHS Student Activity Account	\$ 2,724.36	To pay chaperone expenses for the Senior Prom on May 31, 2019.	20-030-100-101-00-10-010-008 (\$2,530.76 Stipend) 20-030-200-220-00-10-010-008 (\$193.60 FICA)
RHS Class of 2019/RHS Student Activity Account	\$ 3,306.40	To pay for diploma covers for the Class of 2020.	20-030-100-610-00-10-010-015
RHS Student Congress/RHS	\$ 172.97	To pay chaperone expenses for students filming for RHS TV on May 18, 2019.	20-030-100-101-00-10-010-009 (\$160.68 Stipend)

Student Activity Account			20-030-200-220-00-10-010-009 (\$12.29 FICA)
Village of Ridgewood/REAC	\$ 541.98	\$354 to be used to construct a Palram Nature Hybrid Greenhouse at BFMS and \$187.98 to purchase two full Hydroponics Carts (1 for BFMS and 1 for RHS).	20-018-200-420-00-08-008-002 (\$354) 20-018-100-610-00-08-008-002 (\$93.99) 20-018-100-610-00-10-010-002 (\$93.99)

Acceptance of a gift in kind from the RHS Food Lab of six pizza blades, valued at \$123.50.

Acceptance of a gift in kind from the Travell Home and School Association of a Nature Path Sensory Walk, valued at \$2,030.

ii. **Approval: Award of Energy for America Time and Material Bids for Contracted Maintenance and Repair Work for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools approves the award of Energy for America Time and Material Bids for Contracted Maintenance and Repair Work for the 2019-2020 school year, as listed on **Attachment F**, page 48.

iii. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of the equipment listed on **Attachment G**, pages 49-63 and below through www.govdeals.org. These items are obsolete and are no longer needed.

RHS

➤ Spring Floor

iv. **Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

The Board had received background information.

v. **Approval: Revision to Substitute Rates of Pay**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revision to Substitute Rates of Pay for the 2019-2020 school year, approved by the Board at its meeting on May 20, 2019, as listed below.

Substitute Nurse

From: \$130.00 per diem **To:** \$150.00 per diem

vi. **Approval: Children of Non-Resident Employees Attending Ridgewood Public Schools**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves 57 children of non-resident employees to attend Ridgewood Public Schools. Tuition will be paid by the employee.

vii. **Approval: 2019 Extended School Year and 2019-2020 School Year Received Tuition Students from Other School Districts**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools approves the received tuition students from other school districts that pay tuition for the 2019 Extended School Year and the 2019-2020 School Year, as listed below.

2019 Extended School Year Received Tuition Students		
Home District	School Attending	# of Students
Emerson, NJ	Hawes SAIL	1
Mahwah, NJ	RHS RISE	1
Ramsey, NJ	Hawes SAIL	1
Wallington, NJ	GWMS	1

viii. **Approval: 2019-2020 Received Tuition Students Paid By Parents**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools approves the following received tuition students for the 2019-2020 school year, listed below. Tuition will be paid by the parents.

HOME DISTRICT	SCHOOL ATTENDING	# OF STUDENTS
Saddle River, NJ	GWMS	2
Hawthorne, NJ	RHS	1
Foreign Exchange Student	RHS	1

ix. **Approval: Budget Appropriation Transfers**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Resolved, the Board of Education approve transfers for **June 2019** as shown in the Journal Entry listing pursuant to Policy 6422.

x. **Approval: Secretary's Line Item Certification**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **June 2019**;

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A.10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriation section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20- 2A.10(a) (1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

xi. Approval: Acceptance of Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **June 2019**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C - Curriculum & Instruction, D – Human Resources, including the addendum (agenda item #i – Barclay, Classroom Aides - Attachment D – Baloch, Oliver, agenda item #vi – Special Program Evaluations - Wejnert, ABA Training - delete Castro, Kohan, Rubin), and E – Finance.

Ms. Krauss seconded the motion.

Prior to the roll-call vote, Ms. Smith Wilson noted the correction to Ms. Moore's years of service for retirement.

Ms. Brogan thanked Dr. Fishbein for the first reading of the Extra Credit Policy, which will be on the August agenda for second reading and adoption. She asked if the policy would go out to all of our teachers.

Dr. Fishbein replied it is already in the high school handbook. Ms. Smith Wilson thought the policy was concise and addressed all the issues and concerns that were raised.

Ms. Smith Wilson read the donations into record and thanked the responsible parties.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C - Curriculum & Instruction, D – Human Resources, including the addendum (agenda item #i – Barclay, Classroom Aides - Attachment D – Baloch, Oliver, agenda item #vi – Special Program Evaluations - Wejnert, ABA Training - delete Castro, Kohan, Rubin), and E – Finance, carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Krauss, Ms. Smith Wilson

NAYS: None

ABSENT: Mr. Morgan

VII. APPROVAL OF BILLS

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
June 25	Columbia Bank On-Line	093653-093715*	164,205.26	S. Brogan
June 28	Columbia Bank On-Line	093908-094046	964,534.59	S. Brogan
June 28	Columbia Bank On-Line	094047-094123	301,644.97	S. Brogan
July 9	Columbia Bank On-Line	094188-094317	780,490.59	S. Brogan
July 11	Columbia Bank On-Line	094318-094371**	547,196.81	S. Brogan
July 18	Columbia Bank On-Line	094372-094452	165,544.12	S. Brogan
July 24	Columbia Bank On-Line	094453-094533	727,955.55	S. Brogan
June 21	Columbia Bank On-line Scholarship	831480-831481	500.00	S. Brogan
June 25	Columbia Bank On-Line Unemployment	821111	2,071.50	S. Brogan
July 24	Columbia Bank On-Line Unemployment	821112	3,408.86	S. Brogan
June 11	Payroll Transfer	P25618	3,359,681.99	S. Brogan
June 19	Payroll Transfer	P25619	2,947,515.85	S. Brogan
June 26	Payroll Transfer	P25728	373,885.99	S. Brogan
July 10	Payroll Transfer	P26488	669,377.72	S. Brogan
July 18	Payroll Transfer	P26484	434.18	S. Brogan
June 28	Electronic Transfer	F26335	13,385.58	S. Brogan
June 30	Electronic Transfer	R25734	3,991.59	S. Brogan
June 28	Electronic Transfer	R26395	151,556.40	S. Brogan
July 15	Electronic Transfer	H26398	1,201,997.37	S. Brogan
July 17	Electronic Transfer	L26399	47,950.00	S. Brogan
June 25	Food Service	620144	36,183.32	S. Brogan
June 28	Food Service	620147-620148	27,549.70	S. Brogan
July 2	Food Service	620145	515.50	S. Brogan
July 11	Food Service	620146	515.50	S. Brogan
July 18	Food Service	620153-620154	257.47	S. Brogan
June 28	Columbia Bank Void Check	093414	(523.00)	S. Brogan
July 2	Columbia Bank Void Check	620145	(515.50)	S. Brogan
July 11	Columbia Bank Void Check	620146	(515.50)	S. Brogan
July 18	Columbia Bank Void Check	094388	(49.60)	S. Brogan
July 18	Columbia Bank Void Check	094211	(5,369.28)	S. Brogan
TOTAL			\$12,485,377.53	

*Checks 093716-093907 printed in error and voided.

**Checks 094367-094369 check stock used in error.

Ms. Brogan moved approval of all bills reviewed by her.

Ms. Smith Wilson seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Krauss, Ms. Smith Wilson

NAYS: None

ABSENT: Mr. Morgan

VIII. BOARD MEMBER ANNOUNCEMENTS

Legislative Update

Ms. Brogan did not have an update. The entire assembly is up for election in November and we will not see much from them until then.

IX. COMMENTS FROM THE PUBLIC

At 5:57 p.m., Ms. Smith Wilson asked if there were any comments from the public. There were none.

X. DISCUSSION ITEMS

Board Goals

Ms. Smith Wilson commented preliminary thoughts on Board Goals were shared with Board members to consider prior to this evening. She asked if anyone had questions or other considerations to add.

Ms. Brogan stated goals have to be specific, measurable and attainable, and the wording has to be specific – what is the action we are going to take rather than the philosophy behind it.

The proposed goals and comments are as follows:

- *Goal 1: Engage the community in the 2019-2024 vision for our schools.*

Ms. Brogan commented the Board's role is monitoring and communicating. She suggested breaking it up into 'the Board will monitor progress with an initial presentation on such and such date from the superintendent on the goals and action plans. Then set a monitoring schedule; maybe every six months there would be a report to the Board. In that way, the Board begins to bring it out into the public and you are publicizing the strategic plan goals and action items through the Board meeting, as well as *enews*, and maybe a column in *The Ridgewood News*, Twitter and/or Facebook. It should be a measurable and attainable goal on the visioning process because the work on that visioning is really the work of the district. The work of the Board is to monitor that progress is made on the goals identified.

Ms. Smith Wilson agreed what is incumbent upon the Board is to live that vision. If we approve that vision, the Board should be carrying that forward and to Ms. Brogan's point, how is that measurable. That should be something the Board visibly and actively supports. To her, that is the goal and for the Board to support it at this table. At this point, they do not have the specific vision to talk about. To embrace it, talk about it, help communicate it more broadly through the district to get buy-in from the community so that it can be successful, is how she looks at it.

Dr. Fishbein stated each objective within the goals will be measurable and something that we have to attain.

Ms. Brogan observed in looking at your goals, action plans and objectives, those should then be translating into the 2020-21 budget. But these are all upon recommendations from the superintendent. The Board's responsibility is to monitor that to make sure it is getting done, and then to reflect upon it as we are crafting the budget.

Ms. Smith Wilson thought that would be the act of sort of living it. She suggested working on crafting this so it reflects what Ms. Brogan is suggesting. The work that has been done to get us to the point of having this vision is very substantial work, and very important work moving forward. The Board's ability to engage the community in it will be critical to its success. Ms. Smith Wilson thinks it is a great goal for the Board because their role is to communicate with the community and superintendent.

Dr. Fishbein agreed as long as we can approve the intent of each goal tonight.

Ms. Brogan stated the intent for her is not about the communicating because that is part and parcel of what they do at the Board table. For her, the intent is the monitoring to make sure that it happens, and then to put it into practice as we move forward.

Dr. Fishbein pointed out part of the strategic planning process is reporting out to the public, whether it happens at a Board meeting or through any other means of media.

Ms. Smith Wilson also thinks it means we support it and the Board's support of it is supporting the superintendent and administration, living it, and delivering upon it. If we can agree that we want to engage the community in the vision for the schools and the Board takes that on as a responsibility, then we can work out what the details of what the measurable actions are for that.

- *Goal 2: Support educational excellence by providing adequate and well-maintained learning spaces.*

Ms. Smith Wilson commented the Board has been talking about the long-range needs of the district in terms of facilities with the goal of maintaining and extending the useful life of our buildings. The thought here is that if, in fact, we are going to have a bond referendum at some point in the foreseeable future, that the Board work with the superintendent to clearly communicate it and engage the public in it. The intent of this is to make sure that because it is a goal and stated this way, we are not doing this behind closed doors. It is being done in public, the Board is engaging the community, whether it is in the individual buildings or at Board meetings, so it is clearly communicated with all the stakeholders who are engaged.

Ms. Brogan stated with facilities, the first step has to be that the Board makes a decision. The goal she sees on this one is that the Board needs to decide on moving forward or not on a bond referendum and what information does the Board need. Ms. Brogan hears misinformation or maybe not a clear discussion on the financing of a bond referendum. Ms. Brogan thinks our goal should be very specific in terms of on certain dates the Board will have presentations on the financing of a bond, on state aid (not only the state aid that comes for renovations but also on new projects), and what are those rules. It entails our bond counsel coming, our legal counsel coming, and then what other information does the Board need to begin to separate out what it is we want to do for a bond referendum if we are going to go in this direction, and then communication.

Dr. Fishbein clarified Ms. Brogan is looking for a clear recommendation of what projects the administration feels there should be, and at that time or soon thereafter, what it would cost to bond those projects and what it will cost if we do get state aid.

Ms. Brogan confirmed. At that point then, we will have a new board member and Mr. Kaufman has never been through this, so it would also be helpful to him. When we are doing this, all

that information is out in the public, the Board has discussed it, understands it and then hopefully the Board will be comfortable enough to say they will move forward or not, or how they will move forward and structure it. Ms. Brogan believes that by a certain date, the Board needs to make this decision if it is to move forward, because then there is an incredible amount of work that needs to happen. That is the communications plan – exactly how and what we are going to communicate, and what questions we can anticipate.

Ms. Smith Wilson agreed we want to make sure the public understands exactly what the Board is talking about doing, and that they have a chance to hear from bond counsel and everybody involved in the pieces leading up to the Board's decision in order to understand the basis of the Board's decisions, in addition to the facilities' needs themselves.

Ms. Brogan commented what comes first is what are the facility needs and what information has the Board not gotten that they need to begin to say this makes sense. There is still stuff out there that the Board needs to bring more information back. There needs to be dates and deadlines in the goal that are actionable and measurable.

➤ *Goal 3: Study the timing of the annual school board election.*

Ms. Smith Wilson noted last year the Village Council unilaterally decided to move the school board election from November to April. There were community members on both sides who had concerns about moving it, not moving it, and a lot of people did not understand why it got moved. There is a group in town that is raising the specter of moving all elections to November except the June primary. There is a lot of talk about election dates. The thinking here is a lot of data has been put out to the public. The Board went to the Council when they were invited and spoke to them about their thoughts on moving the date as well as their concerns, and the Council moved the date anyway. Ms. Smith Wilson asked if this is an opportunity for this Board to study this, look at voter turnout and variables, and make a recommendation based on what the Board thinks the best thing is for our election, taking into account how residents feel. She would like to use this as an opportunity for the Board to bring in data, study it, and make a determination.

Ms. Brogan replied this is not a goal she is supportive of. She thinks the Board has a lot on their plate right now and is grateful to the community group that is looking at this. The Board decided in 2013 to move the election. We did for five years. The Village moved it back. At this point, the third opportunity to change or not change sits with the community in a referendum. Ms. Brogan does not think the Board needs to do this.

Ms. Krauss and Mr. Kaufman agreed with Ms. Brogan. It is where it is right now and the other group will do whatever it is they do and if there is enough community consensus around that, something will be done.

Ms. Brogan noted we have data we could share with them. The district has gotten the one bill for approximately \$10,000 but is still waiting for the costs to the Village, poll workers, etc., and whether it is \$42,000 or \$50,000 it is important information to let the public know.

Ms. Smith Wilson knows there have been questions that have come to them through email about the validity of some of the numbers regarding voter turnout originally reported, but they are not our numbers and we did not report or publish those numbers.

The consensus was to strike proposed Goal 3.

- *Goal 4: Support student achievement by demonstrating awareness of and supporting mental health and wellness programs across the RPS community.*

Ms. Smith Wilson stated the superintendent has led important initiatives to increase support for student mental health with new staff positions, parent outreach programs, the community outreach series, and through participation in Stigma Free. Ms. Smith Wilson knows little about Stigma Free but thinks the Board could support the actions of the superintendent, administrators and teachers by learning more about Stigma Free as one example. The Board could also become more involved by attending the community outreach programs, having a presentation here at night from the Stigma Free Committee in Ridgewood, and using their position to show their support for mental health initiatives and stigma free thinking across the community. Many of the Board members already go to the outreach programs, which are excellent, and Board presence there is an important signal to the community that they support the programs and the work.

Ms. Brogan thought this is a good goal but the Board's task needs to be more specific. Is it to make sure the stigma free newsletter is a link on our *enews* under community news, or identify speakers for the wellness series to broaden that conversation since a lot of people do not know exactly what the focus and purpose is of the Stigma Free initiative. Ms. Brogan loves the daytime and nighttime speaker opportunities and feels the Board could be supportive of that.

Another mental health issue to not lose sight of would be to monitor the impact that the additional three guidance counselors have at our elementary schools, with a focus on when developing the 2020-21 budget, review if these positions need to be expanded so we have one guidance counselor for each elementary school. This has been a request for many years. Ms. Brogan expressed her pleasure that there will be three counselors working within two schools but she thought the Board should look at what the impact of it is, what the power of it is, and does it need to get expanded. The Board will not know until they get recommendations from the superintendent. Ms. Brogan believes these are all bundled into supporting the mental health portion of the district.

Dr. Fishbein commented he could not say additional guidance counselors will or will not be part of the budget. The counselors will start in September and our budget process starts in October, so we may not have complete data.

Ms. Smith Wilson asked with some work, if the Board is prepared to move forward with Goals 1, 2 and 4 (dropping Goal 3 entirely), with some tangible deliverables attached to each one.

The consensus of the Board was to move forward as Ms. Smith Wilson stated.

Ms. Brogan stated her additional one was the guidance counselor but if it is rolled into the mental health goal she is fine with that.

Ms. Smith Wilson commented the Board has heard the importance of mental health in the schools, with Dr. Fishbein hiring people through the Stigma Free initiative and through the community outreach programs. This is something the Board can do more to promote and bring awareness to by hosting a Stigma Free presentation here, and getting a measurement on the guidance counselors midway through the year to see if that is a program that warrants expansion. It is important to the community and should be very important to this Board.

Ms. Brogan stated for consideration, there should be a deliberative effort on the Board's part to really look at our school calendar for the 2020-21 school year and whether there needs to be additional religious holidays.

Dr. Fishbein will be making a presentation on that at the August meeting.

Ms. Brogan said if that becomes a fourth goal, it should be measurable and deliberate; where the Board highlights it to the point where they will take a look at it, discuss it, collect the data and collaborate.

Ms. Krauss felt that would take a long time to work out. Dr. Fishbein commented when he brought up the plan, he heard some concerns at the table about surveys. He asked the Board to let him make the presentation in August and decide how to move forward from there.

Ms. Krauss thought as a public school, we should not be making any religious carveouts. Dr. Fishbein pointed out we already do for the Jewish holidays.

Ms. Brogan pointed out we do have Good Friday and we are one of two states that recognize it as a state holiday. Since the Board has been asked to consider the additional holidays, she does not want the request to be lost by the Board or Dr. Fishbein.

Ms. Smith Wilson commented she did not think the Board needed to add it as a goal since Dr. Fishbein would be doing a presentation in August.

Ms. Smith Wilson proposed approval of the concept of Goals 1, 2 and 4 for the 2019-2020 school year with the Board moving forward with some amendments/adjustments to be made.

Ms. Brogan moved approval of the concept of Goals 1, 2 and 4 for the 2019-2020 school year with the Board moving forward with some amendments/adjustments to be made.

Mr. Kaufman seconded the motion.

The motion carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Krauss, Ms. Smith Wilson

NAYS: None

ABSENT: Mr. Morgan

Ms. Brogan inquired how are we doing with candidates for the opening on the Board. It is July and will soon be August. She was wondering about our messaging. She has seen it on our Facebook page, she has shared it, and it has been on the blog, but she did not notice it in *The Ridgewood News*.

Dr. Fishbein replied we did send them a press release. Ms. Brogan wondered if a letter to the editor would work.

Ms. Smith Wilson has a draft letter to the editor she will share with the Board before sending.

Ms. Brogan was thinking there are multiple avenues for getting the word out such as through the Village Manager's *enews* to community members if they might be willing to share it. She felt the district should share it more frequently on our *enews*. She hoped it would be in tomorrow's *enews* and again in mid-August. Ms. Brogan thought the Board needed to create a better buzz since we have not received any applications yet.

Ms. Smith Wilson pointed out the deadline for applications to be delivered to the business administrator is September 3 at 4:00 p.m. The Board will hold public interviews at the September 9th Board meeting and conceivably make an appointment that night. We are still five weeks out from the deadline.

Ms. Brogan did not think the Board should interview and appoint that night because references still need to be checked and there needs to be deliberative thought.

Ms. Smith Wilson will check to see what was discussed at the last meeting as she thought we would do interviews and appoint at the same meeting.

Ms. Kelly noted there is a second meeting in September where the Board could appoint someone.

Ms. Krauss asked if we could put signs on the lawn stating we are accepting applicants for the open Board member position.

Dr. Fishbein commented he still thinks sending a postcard to every house is the only way we know it is going to get to everyone, whether people read it or not.

Ms. Krauss asked if we were going to ask the Village to post it on their website.

Ms. Brogan replied we could post it on the website, we could have a trailer on the bottom of Channel 77; there are a lot of ways to get it out but she has not seen them.

Ms. Smith Wilson noted she has seen it on social media a lot and shared it.

Mr. Kaufman stated the majority of the community knows and the question is who is going to step up. He thought if someone sees it in more places it may help spark interest. Mr. Kaufman asked if the HSA is allowed to send out emails.

Dr. Fishbein replied it would be the same list we use with our *enews*.

Ms. Brogan thinks if the Village would do it, it is another group of people. Dr. Fishbein will speak to the Village.

Ms. Krauss agreed if the Village gets involved it would be another avenue to outreach for people who are not paying attention to school issues.

Mr. Kaufman felt the dates and deadlines are important. A lot of people know about this but may not know time is running out. He thinks that is information that we need to spread. Applications are due the day after Labor Day.

Dr. Fishbein noted we started this in June. Ms. Smith Wilson asked if the Board wanted to reconsider the postcard as the only true way of getting the information in every resident's mailbox since not everyone subscribes to *enews* or is online.

Ms. Brogan commented the cost to send the postcard is approximately \$3,500 and in her personal opinion, she does not think it is a good use of money.

Dr. Fishbein stated we will do the other things that came up tonight to get the information out.

After a brief discussion on the pros and cons of the postcard, the consensus was not to send one.

XI. ACCEPTANCE OF MINUTES

➤ June 24, 2019 Executive Session & Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Kaufman seconded the motion, which was unanimously approved.

XII. OTHER BUSINESS

There was none.

XIII. ADJOURNMENT

At 6:31 p.m., on a motion made by Ms. Smith Wilson, seconded by Mr. Kaufman and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Business Administrator

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Coppola, Michele Eng Ridge	Summer Technology & Learning Conference – South Brunswick, NJ June 27, 2019	Professional Development	\$ 25	0
Meany, Judy Orchard	Comprehensive IMSE Orton- Gillingham Training – Secaucus, NJ July 8-12, 2019	Professional Development	\$1,175	0
Scire-Banchitta, Victoria Ridge	IMSE Orton-Gillingham Training, Hasbrouck Heights, NJ July 8-12, 2019	Professional Development	\$1,175	0
Kashmanian, Katie GWMS	NJPS Leadership Training Jamesburg, NJ July 11, 2019	Professional Development	\$ 75	0
Appel, Charles RHS	Northwestern University AP Summer Institute – Human Geography Chicago, IL – July 15-18, 2019	Professional Development	\$2,300	0
Boyadjian, Diana Travell	Summer Literacy Institute Paramus, NJ July 15-18, 2019	Professional Development	\$ 500	0
Connor, Danielle Willard	Summer Literacy Institute Paramus, NJ July 15-18, 2019	Professional Development	\$ 500	0
Ran, Salliann BFMS	Summer Literacy Institute Paramus, NJ July 15-18, 2019	Professional Development	\$ 500	0
Scire-Banchitta, Victoria Ridge	Summer Literacy Institute Paramus, NJ July 15-18, 2019	Professional Development	\$ 550	0
Tarulli, Matthew Ridge	Summer Literacy Institute Paramus, NJ July 15-18, 2019	Professional Development	\$ 550	0
Schoenlank, Jean Ridge	NJSBA Elementary Scheduling Roundtable Discussion Monroe Twp., NJ July 16, 2019	Professional Development	\$ 91	0
Hoffman, Caroline Willard	Scholastic Reading Summit Greenwich, CT July 18, 2019	Professional Development	\$ 199	0
Schoenlank, Jean Ridge	Scholastic Reading Summit Greenwich, CT July 18, 2019	Professional Development	\$ 251	0
McGuire, Erin Education Center	Handle with Care Instructor & Recertification Program Jersey City, NJ August 5-7, 2019	Professional Development	\$1,350	0
Kneis, Dana RHS	NJ Association for College Admission Counseling: Basics Workshop Lawrenceville, NJ August 8, 2019	Professional Development	\$ 81	0
Parks, Ruth RHS	FLENJ Refresher New Brunswick, NJ August 15, 2019	Professional Development	\$ 120	0
Bray, Ariana RHS	Handle with Care Instructor & Recertification Program Philadelphia, PA August 19-21, 2019	Professional Development	\$1,350	0

Dembin, Ross Somerville	Conquer Math – Year 1 Grade 3 Pompton Plains, NJ Sept. 16, Nov. 13, Dec. 6, 2019 & Jan. 16 and March 12, 2020	Professional Development	\$ 800	5
Ran, Salliann Willard	Conquer Math – Year 1 Grade 3 Pompton Plains, NJ Sept. 16, Nov. 13, Dec. 6, 2019 & Jan. 16 and March 12, 2020	Professional Development	\$ 800	5
Mariotti, Liz Somerville	Conquer Math – Year 1 Grade 5 Pompton Plains, NJ Sept. 18, Nov. 3, Dec. 2, 2019 & Jan. 28, Feb. 25, March 11, & April 2, 2020	Professional Development	\$1,120	7
Nyhuis, Jeff RHS	National Association of College Admission Counseling Louisville, KY September 26-28, 2019	Professional Development	\$1,765 (to be paid out of RAA funds)	0
Betstadt, Molly Ridge	Conquer Math – Special Ed Workshops – Fairfield, NJ Sept. 27, Oct. 30, Dec. 3, 2019 & Jan. 7, Feb. 4, and March 3, 2020	Professional Development	\$ 960	6
Dolfi, Dawn Willard	Conquer Math – Special Ed Workshops – Fairfield, NJ Sept. 27, Oct. 30, Dec. 3, 2019 & Jan. 7, Feb. 4, and March 3, 2020	Professional Development	\$ 960	6
Mollema, Kristine Willard	Conquer Math – Special Ed Workshops – Fairfield, NJ Sept. 27, Oct. 30, Dec. 3, 2019 & Jan. 7, Feb. 4, and March 3, 2020	Professional Development	\$ 960	6
Pepe, Michael GWMS	Conquer Math – NJSLS Year 1 Pompton Plains, NJ Oct. 3, Nov. 14, 2019 & Jan. 9, Feb. 5 and March 17, 2020	Professional Development	\$ 800	5
Ponchak, James GWMS	Conquer Math – NJSLS Year 1 Pompton Plains, NJ Oct. 3, Nov. 14, 2019 & Jan. 9, Feb. 5 and March 17, 2020	Professional Development	\$ 800	5
Thornton, Jennifer Hawes	School Library Journal of Dialog Cambridge, MA October 4, 2019	Professional Development	\$ 133	1
Enright, Susan Hawes	Conquer Math – Fairfield, NJ Oct. 10, Nov. 25, 2019 & Jan 27 and March 6, 2020	Professional Development	\$ 669	4
Martin, Patty Hawes	Conquer Math – Fairfield, NJ Oct. 10, Nov. 25, 2019 & Jan 27 and March 6, 2020	Professional Development	\$ 669	4
Silverstein, Staci Hawes	Conquer Math – Fairfield, NJ Oct. 10, Nov. 25, 2019 & Jan 27 and March 6, 2020	Professional Development	\$ 669	4
Finucane, Melissa Travell	Leveled Literacy Intervention Intermediate Training – Paramus, NJ Oct 15-16, 2019	Professional Development	\$ 400	0
Ferreri, Mark RHS	Fall, Winter & Spring NJ Social Studies Supervisor Conferences Oct. 17, 2019 & Jan. 17 and May 15, 2020	Professional Development	\$ 150 (to be paid out of RAA funds)	0
Ferreri, Mark RHS	NJ Council for Social Studies Annual Fall Conference – Piscataway, NJ October 21, 2019	Professional Development	\$ 147 (to be paid out of RAA funds)	0

McDermott, Meghan Ridge	Conquer Math – Year 2 Workshop Pompton Plains, NJ Oct. 22, Dec. 18, 2019 & Jan. 24 & March 10, 2020	Professional Development	\$ 640	4
Bodiwala, Tulsi RHS	NJ Science Convention-Princeton, NJ October 23, 2019	Professional Development	\$ 198	0
Raini, Amy RHS	NJ Science Convention-Princeton, NJ October 23, 2019	Professional Development	\$ 198	0
Halter, Wes Willard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28- November 1, 2019	Professional Development	\$1,175	5
Neff, Lydia Willard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28- November 1, 2019	Professional Development	\$1,175	5
Otterstedt, John Hawes	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28- November 1, 2019	Professional Development	\$1,175	5
Ran, Salliann Willard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28- November 1, 2019	Professional Development	\$1,175	5
Rota, Jill Hawes	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28- November 1, 2019	Professional Development	\$1,175	5
Cuellar, Angelica RHS	AP Workshop – Spanish Language & Culture – New York, NY November 5, 2019	Professional Development	\$ 240	0
Polk, Laura RHS	AP Workshop-French Language & Culture – New York, NY November 5, 2019	Professional Development	\$ 241	0
Fishbein, Daniel Education Center	55 th Annual Suburban School Superintendent Conference Charleston, SC November 6-8, 2019	Professional Development	\$1,547	0
Kashmanian, Katie GWMS	Center for School Mental Health Annual Conference for Advancing Austin, TX – November 7-9, 2019	Professional Development	\$1,994 (to be paid out of RAA funds)	0
Elkins, Janet Travell	Conquer Math NJSLs Workshop Pompton Plains, NJ November 13 and December 6, 2019	Professional Development	\$ 320	2
Finucane, Melissa Travell	Conquer Math NJSLs Workshop Pompton Plains, NJ November 13 and December 6, 2019	Professional Development	\$ 320	2
Barker, Barbara RHS	2019 ACTFL Annual Convention & World Languages Expo Washington, DC November 22-24, 2019	Professional Development	\$ 731	0
Gigante, Stefanie RHS	2019 ACTFL Annual Convention & World Languages Expo Washington, DC November 22-24, 2019	Professional Development	\$ 484	0
Parks, Ruth RHS	2019 ACTFL Annual Convention & World Languages Expo Washington, DC November 22-24, 2019	Professional Development	\$ 484	0
Polk, Laura RHS	2019 ACTFL Annual Convention & World Languages Expo Washington, DC November 22-24, 2019	Professional Development	\$1,052	0
Treible, Carolyn Travell	Conquer Math NJSLs Workshop Pompton Plains, NJ Nov. 22, 2019 & Jan. 30, 2020	Professional Development	\$ 320	2

Cook, Keith RHS	2019 National Interscholastic Association for Athletic Administrators National Harbor, MD December 13-17, 2019	Professional Development	\$1,534 (to be paid out of RAA Funds)	0
Buckler, Darien Travell	Conquer Math NJSLs Workshop Pompton Plains, NJ Jan. 30 and March 10, 2020	Professional Development	\$ 320	2
Feuilly, Lauren Travell	Conquer Math NJSLs Workshop Pompton Plains, NJ Jan. 30 and March 10, 2020	Professional Development	\$ 320	2
Posillico, Kerry Travell	Conquer Math NJSLs Workshop Pompton Plains, NJ Jan. 30 and March 10, 2020	Professional Development	\$ 320	2
Stipanov, Barbara Travell	Conquer Math NJSLs Workshop Pompton Plains, NJ March 5, 2020	Professional Development	\$ 160	1
Tracy, Natalie Travell	Conquer Math NJSLs Workshop Pompton Plains, NJ March 5, 2020	Professional Development	\$ 160	1

The total cost for these conferences is \$34,462 and \$5,590 to be paid out of RAA funds. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$76,642 leaving a balance of \$114,796.

The total cost of substitutes for these conferences is \$9,100. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$9,100.

2330.1 EXTRA CREDIT

Extra credit is offered at the discretion of the individual teacher. It is not a requirement to offer extra credit. Students and parents should not ask for extra credit.

Guidelines:

- 1. It must be related to the current curriculum.**
- 2. It should not impact a student’s marking period grade more than one percent.**
- 3. It must not require a monetary fee or purchase of goods (extra credit or grade).**
- 4. If it requires an afterschool no-cost event or activity, an alternative equivalent assignment must be provided. Equivalency is determined by the teacher.**
- 5. It must be offered to all students in the class.**
- 6. Extra credit or homework passes, etc. may not be bought, sold or exchanged.**

Nothing in this policy should limit incentivizing students (non-grade bearing) to participate in school activities, fundraising and cultural activities.

Adopted:



FIELD TRIPS FOR APPROVAL

July 29, 2019

ONE DAY TRIPS

ATTACHMENT C

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
09/13/19	RHS	BJs Warehouse Paramus, NJ	2 members of Student Congress	1	0	\$0	\$0	yes	yes
09/17/19 (rain date: 9/24/19)	RHS	Downtown Ridgewood Ridgewood, NJ	24 grades 10-12 art students	1	0	\$0	\$0	yes	yes
09/28/19	RHS	Pequannock HS Pequannock, NJ	98 members of the Marching Band	20	0	\$0	\$2,685 (3 buses)	no	yes
10/04/19 (rain date: 10/11/19)	Orchard	Village Hall/Ridgewood Library Ridgewood, NJ	42 grade 3 students	12	0	\$0	\$0	yes	yes
10/04/19	RHS	BJs Warehouse Paramus, NJ	2 members of Student Congress	1	0	\$0	\$0	yes	yes
10/05/19	RHS	Met Life Stadium East Rutherford, NJ	98 members of the Marching Band	20	0	\$0	\$2,595 (3 buses)	no	yes
10/11/19	RHS	BJs Warehouse Paramus, NJ	2 members of Student Congress	1	0	\$0	\$0	yes	yes
10/16/19	BFMS	Lyric Theatre New York, NY	51 members of Broadway Bound	4	0	\$0	\$0	no	yes
10/19/19	RHS	Ridge High School Basking Ridge, NJ	98 members of the Marching Band	20	0	\$0	\$2,265 (3 buses)	no	yes
10/25/19	RHS	BJs Warehouse Paramus, NJ	2 members of Student Congress	1	0	\$0	\$0	yes	yes
10/26/19	RHS	Rutgers University Piscataway, NJ	98 members of the Marching Band	20	0	\$0	\$2,385 (3 buses)	no	yes
11/02/19	RHS	J. Birney Crum Stadium Allentown, PA	98 members of the Marching Band	20	0	\$0	\$3,225 (3 buses)	no	yes
11/05/19	RHS	BJs Warehouse Paramus, NJ	2 members of Student Congress	1	0	\$0	\$0	yes	yes
11/15/19	RHS	BJs Warehouse Paramus, NJ	2 members of Student Congress	1	0	\$0	\$0	yes	yes

FIELD TRIPS FOR APPROVAL

July 29, 2019

ONE DAY TRIPS

ATTACHMENT C

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
11/15/19	RHS	Montclair High School Montclair, NJ	98 members of the Marching Band	20	0	\$0	\$2,475 (3 buses)	no	yes
11/22/19	RHS	BJs Warehouse Paramus, NJ	2 members of Student Congress	1	0	\$0	\$0	yes	yes
12/07/19	RHS	Met Life Stadium East Rutherford, NJ	98 members of the Marching Band	20	0	\$0	\$2,595 (3 buses)	no	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

July 29, 2019

Overnight Trips - Paid

ATTACHMENT C

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
10/02/19 to 10/4/19	BFMS	Tour of Washington, DC	214 grade 7 students	0	18 for 2 nights	\$7,200	1 sub nurse for 3 days	\$450	\$7,650	yes	yes
12/13/19 to 12/16/19	RHS	Disney Youth Education Series Program Orlando, FL	16 grades 10-12 Advanced Marketing students	0	2 for 3 nights	\$1,200	0	\$0	\$1,200	no	yes
04/02/20 to 4/12/20	RHS	Tour of Lille and Paris, France	15 grades 9-12 World Language students	0	2 for 10 nights	\$4,000	0	\$0	\$4,000	no	yes
04/03/20 to 4/11/20	RHS	Tour of Florence Rome, & Venice Italy	25 grades 11-12 art students	0	2 for 8 nights	\$3,200	0	\$0	\$3,200	no	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

July 29, 2019

Overnight Trips - Cocurricular

ATTACHMENT C

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
08/25/19 to 8/30/19	RHS	Timberlake Camp Shandaken, NY	98 members of the Marching Band	20	0	\$0	0	\$0	\$5,970 (3 buses)	yes	yes

**Ridgewood Public Schools
2019-2020 Classroom/Lunchroom Aides**

Last Name	First Name	Location	Assignment	Hourly Rate	No	No.	Daily Rate	Weekly Salary	Annual Salary
Caron	Lisa	BFMS	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
Cermack	Lisa	BFMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Crawford	Ryan	BFMS	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Cullen	Tara	BFMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Daly	Ann	BFMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Downs	Emily	BFMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Kraemer	Jane	BFMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Liebkind	Olga	BFMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Oliver	Jo'ell	BFMS	Applied Behavior Analyst Aide (ABA)	19.77	5.75	5	113.68	568.39	20,461.95
Seibold	Julie	BFMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
TBD	TBD	BFMS	Resource Room						
Vaughan	Catherine	BFMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Alaimo	Melissa	Glen	Teacher Assistant (REACH)	17.16	5.75	5	98.67	493.35	17,760.60
Amaral	Carla	Glen	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Baloch	Sumera	Glen	Self-Contained (RED)	17.16	5.75	5	98.67	493.35	17,760.60
Bini	Natalie	Glen	Self-Contained (RED)	17.16	5.75	5	98.67	493.35	17,760.60
Blau	Mary Ann	Glen	Applied Behavior Analyst Aide (ABA)	19.77	5.75	5	113.68	568.39	20,461.95
Chalmers	Stephanie	Glen	Teacher Assistant (REACH)	17.16	5.75	5	98.67	493.35	17,760.60
Fernandez	Patricia	Glen	Teacher Assistant (REACH)	14.72	5.75	5	84.64	423.20	15,235.20
Latif	Shaista	Glen	Teacher Assistant (REACH)	17.16	5.75	5	98.67	493.35	17,760.60
Lauritano	Scott	Glen	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Linton	Kristin	Glen	Teacher Assistant (REACH)	17.16	5.75	5	98.67	493.35	17,760.60
Maxwell	Andrea	Glen	Teacher Assistant (REACH)	17.16	5.75	5	98.67	493.35	17,760.60
Ostrovskaja	Olga	Glen	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Pillai	Bamini	Glen	Self-Contained (RED)	17.16	5.75	5	98.67	493.35	17,760.60
Rienzi	Caterina	Glen	Self-Contained (RED)	17.16	5.75	5	98.67	493.35	17,760.60
Tronccone	Laurette	Glen	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Mertens	Meghan	Glen	Self-Contained (RED)	17.16	5.75	5	98.67	493.35	17,760.60
TBD	TBD	Glen	Self-Contained (RED)	17.16	5.75	5	98.67	493.35	17,760.60
Banushi	Artur	GWMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Bushnauskas	Thomas	GWMS	Applied Behavior Analyst Aide (ABA)	19.77	5.75	5	113.68	568.39	20,461.95
Gillis	Daniel	GWMS	One-to-One	14.72	5.75	5	84.64	423.20	15,235.20
Goodman	Nancy	GWMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Rabin	Rachel	GWMS	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Sand	Grace	GWMS	One-to-One	14.72	5.75	5	84.64	423.20	15,235.20
Sharar	Connie	GWMS	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
Sullivan	Tyler	GWMS	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
Taylor	Marcee	GWMS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Tucker	Annette	GWMS	One-to-One	14.72	5.75	5	84.64	423.20	15,235.20
Wilhelm	George	GWMS	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
Callejas	Paola	Hawes	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35

**Ridgewood Public Schools
2019-2020 Classroom/Lunchroom Aides**

Last Name	First Name	Location	Assignment	Hourly Rate	No	No.	Daily Rate	Weekly Salary	Annual Salary
Chaiken	Kamber	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Dube	Christina	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Fisse	Lauren	Hawes	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Franklin	Jessica	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Graham	Kristen	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17760.6
Haug	Sheri	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Koski	Dorotea	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Kuiken	Brian	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Levy	Daniela	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Miller	Danielle	Hawes	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Parks	Nicole	Hawes	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Saltalamacchia	Julianne	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Tattoli	Angela	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Tilyou	Tina	Hawes	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Weinstein	Nicole	Hawes	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Wheeler	Therese	Hawes	Resource Room	14.72	5.75	5	84.64	423.20	15,235.20
Ardito	Daniel	Orchard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Bednarski	Patricia	Orchard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Brickner	Kimberly	Orchard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
DeClesis	Shannon	Orchard	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Keenan	Kathleen	Orchard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Linder	Brittany	Orchard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Micciche	Gabriella	Orchard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Scanlon	Josephine	Orchard	Lunch Aide	17.16	2.0	5	34.32	171.60	6,177.60
Spina	Dorothy	Orchard	Lunch Aide	17.16	2.0	5	34.32	171.60	6,177.60
Wahler	Nicole	Orchard	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
TBD	TBD	Orchard	Braillist						
Beyer	James	RHS	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
Brandes	Melissa	RHS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Chowbey	Ritu	RHS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Collins	Carla	RHS	Resource Room	15.40	5.75	5	88.55	442.75	15,939.00
Crabbe	Joseph	RHS	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
DiLorenzo	Danielle	RHS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Driscoll	Patrick	RHS	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Griffith	Rosanna	RHS	Librarian Aide	17.16	4	5	68.64	343.20	12,355.20
Lacka	Dafina	RHS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Lohr	Jennifer	RHS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Lug	Raymond	RHS	ESL Aide (Title 3 Immigrant Fund)	17.16	4.25	5	72.93	364.65	13,127.40
Palazzola	Joan	RHS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Spadaccini	Ann	RHS	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Wilson	Alison	RHS	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35

**Ridgewood Public Schools
2019-2020 Classroom/Lunchroom Aides**

Last Name	First Name	Location	Assignment	Hourly Rate	No	No.	Daily Rate	Weekly Salary	Annual Salary
TBD	TBD	RHS	Applied Behavior Analyst Aide (ABA)	19.77	5.75	5	113.68	568.39	20,461.95
Barclay	Andrea	Ridge	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Bavagnoli	Susan	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Brophy	Daniel	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Clark	Riley	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Coughlin	Wendy	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Dittamo	Rachel	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Feder	Karen	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Gray	Catherine	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Hopper	Ann	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Hort	Irene	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Hudon	Lauren	Ridge	Applied Behavior Analyst Aide (ABA)	19.77	5.75	5	113.68	568.39	20,461.95
Kilgallen	Caitlin	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Kowalski	Alexandra	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Kral	Kirsten	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Lupino	Amanda	Ridge	Lunch Aide	17.16	5.75	5	98.67	493.35	17,760.60
Maccarrone	Meghan	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Mager	Lindsay	Ridge	Applied Behavior Analyst Aide (ABA)	19.77	3	5	59.31	296.55	10,675.80
Meyer	Maureen	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Perry	Cynthia	Ridge	Lunch Aide	17.16	1.5	5	25.74	128.70	4,633.20
Schierloh	Lauren	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Sunden	Kristine	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Tarantino	Brittany	Ridge	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Tobdzic	Annelies	Ridge	Applied Behavior Analyst Aide (ABA)	20.81	5.75	5	119.66	598.29	21,538.35
Totaro	Dayna	Ridge	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Trongone	Deborah	Ridge	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Vehmas	Heidi	Ridge	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Aynilian	Elizabeth	Somerville	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Budesa	Margaret	Somerville	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Dekens	Gina	Somerville	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Eidschun	Maura	Somerville	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Gatto	Carol	Somerville	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Haworth	Anna	Somerville	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Kisilevich	Lana	Somerville	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Manziano	Kimberley	Somerville	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Materia	Donna	Somerville	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Moskowitz	Stephanie	Somerville	Lunch Aide	17.16	2	5	34.32	171.60	6,177.60
Pertuz	Kathleen	Somerville	Lunch Aide	20.81	2	5	41.62	208.10	7,491.60
Pielka	Susan	Somerville	Resource Room	17.16	5.75	5	96.72	483.58	17,408.70
Quinlan	Angela	Somerville	Resource Room	17.16	5.75	5	96.72	483.58	17,408.70
Taylor	Patricia	Somerville	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60

**Ridgewood Public Schools
2019-2020 Classroom/Lunchroom Aides**

Last Name	First Name	Location	Assignment	Hourly Rate	No	No.	Daily Rate	Weekly Salary	Annual Salary
Asch	Carolyn	Travell	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Balzano	Victoria	Travell	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Ebenhack	Kayley	Travell	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Felipe	Brenda	Travell	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Heins	Lisa	Travell	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Hughes	Regina	Travell	Resource Room	14.72	5.75	5	84.64	423.20	15,235.20
Manrara	Edna	Travell	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Morano	Victoria	Travell	Self-Contained (LLD)	17.16	5.75	5	96.72	483.58	17,408.70
Porfido	Joann	Travell	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Pounds	Catherine	Travell	Lunch Aide	17.16	2	5.75	34.32	197.34	6,177.60
Schmarak	Lorraine	Travell	One-to-One	14.72	5.75	5	84.64	423.20	15,235.20
Tornatore	Stacey	Travell	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Yucis	Jessica	Travell	Self-Contained (LLD)	17.16	5.75	5	98.67	493.35	17,760.60
Barnes	Deborah	Willard	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
Bragg	Karen	Willard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Broesler	Breanna	Willard	Resource Room	17.16	5.75	5	96.72	483.58	17,408.70
Bukowski	Stacey	Willard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Burgess	Jennifer	Willard	Self-Contained (LLD)	17.16	5.75	5	98.67	493.35	17,760.60
Carson	Savannah	Willard	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
Cunningham	Carol	Willard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Fischer	Susan	Willard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Galvin	Jennifer	Willard	Self-Contained (LLD)	17.16	5.75	5	98.67	493.35	17,760.60
Gosselin	Linda	Willard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Luongo	Elizabeth	Willard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Lynch	Shannon	Willard	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
Mayer	Suzanne	Willard	Kindergarten Aide	17.16	5.75	5	98.67	493.35	17,760.60
Neilson	Margaret	Willard	One-to-One	17.16	5.75	5	98.67	493.35	17,760.60
O'Neill	Karen	Willard	Kindergarten Aide	17.16	5.75	5	98.67	493.35	17,760.60
Paik	Bernadette	Willard	Lunch Aide	17.16	1.5	5	25.74	128.70	4,633.20
Paris-Rodriguez	Amber	Willard	Self-Contained (LLD)	17.16	5.75	5	98.67	493.35	17,760.60
Passno	Edith	Willard	Lunch Aide	17.16	2.0	5	34.32	171.60	6,177.60
Sklar	Judith	Willard	Self-Contained (LLD)	17.16	5.75	5	98.67	493.35	17,760.60
Sweeney	Marcella	Willard	Resource Room	17.16	5.75	5	98.67	493.35	17,760.60
Tutuian	Donna	Willard	Lunch Aide	17.16	1.5	5	25.74	128.70	4,633.20

Curriculum	New or Revised (N/R)	Staff Member	Total Hours	Cost per hour 53.33	APPROVED 6/24/19 REVISE FROM:	Amount Not to Exceed REVISE TO:
ELA Grade 5	R	Andy Raupp	0		12 hours/ \$639.96	0 hours / \$0.00
		Danielle Connor	16.5		12 hours / \$639.96	16.5 hours / \$879.94
		Dawn Fleming	16.5		12 hours / \$639.96	16.5 hours / \$879.94
		Kathleen O'Rourke	16.5		12 hours / \$639.96	16.5 hours / \$879.94
		Andrea Petrone	16.5		12 hours / \$639.96	16.5 hours / \$879.94
		Leigh Porod	16.5		12 hours / \$639.96	16.5 hours / \$879.94
		Lindsay Tamuzza	16.5		0 hours / \$0.00	16.5 hours / \$879.94
Multi-Sensory Reading	R	Jill Bonfanti	4		0 hours / \$0.00	4 hours / \$213.32
Social Psychology	R	Katherine Keppel	3		0 hours / \$0.00	3 hours / \$159.99
		Trecia Donnelly	3		0 hours / \$0.00	3 hours / \$159.99
Concert Orchestra	R	Kristi Geronimo	18		0 hours/ \$0.00	18 hours/\$959.94

Ridgewood Board of Education Service Contractor Directory 2019-2020 School Year

Boiler & Burner Service

Express Heating Co., Inc.	James Clarken	Labor Rates
67 Ridge Road Phone: (201) 447-5576		Mechanic 79.56 /Hr
Oak Ridge, New Jersey Fax: (973) 925-7911		Welder 79.56 /Hr
		Helper 20.4 /Hr
		Markup % 5%

Plumbing Repairs

United Welding & Plumbing	Thomas Perlitz	Labor Rates
25 Central Ave. Phone: (973) 226-1824		Plumber 90.51 /Hr
Caldwell, New Jersey Fax: (973) 226-6335		Welder 81.60 /Hr
		Helper 45.90 /Hr
		Markup % 8%

Glazing Repairs

Suburban Glass & Mirror	Jeffrey Gangeri	Labor Rates
231 Herbert Avenue Phone: (201) 768-9586		Glazier 55.08 /Hr
Closter, New Jersey Fax: (201) 767-9131		Helper 42.84 /Hr
		Markup % 20%

Electrical Repairs

Post & Kelly Electric Co., Inc.	Kevin Post	Labor Rates
P.O. Box 109 Phone: (973) 423-0555		Foreman 99.96 /Hr
Hawthore, New Jersey Fax: (973) 423-5624		Electrician 90.78 /Hr
		Helper 66.3 /Hr
		Markup % 10%

Fire Alarm Systems Services

Fire & Safety Technologies, Inc.	Jason Kraska	Labor Rates
217 Halls Mill Road Phone: (908) 823-4367		Technician 81.60 /Hr
Lebanon, New Jersey Fax: (866) 844-3086		Inspector 76.50 /Hr
		Helper 61.20 /Hr
		Markup % 10%

Roofing Repairs

Northeast Roof Maintenance, Inc.	Steven Hooley	Labor Rates
649 Catherine Street Phone: (732) 442-2020		Rofer 81.6 /Hr
Perth Amboy, New Jersey Fax: (732) 442-8099		Helper 79.56 /Hr
		Markup % 15%

HVAC Equipment Repairs

KCG Inc.	Kenneth Graceffo	Labor Rates
70 Pine Brook Road Phone: (973) 335-3884		Technician 89.76 /Hr
Towaco, New Jersey Fax: (973) 402-6673		Helper 45.9 /Hr
		Markup % 10%

Masonry Repairs

Askari Construction Inc.	Muhammad Iqbal	Labor Rates
416 Woodbury Drive Phone: (908) 821-5880		Mechanic 102.15 /Hr
Wycoff, New Jersey Fax: (908) 891-5808		Helper 84.54 /Hr
		Markup % 14.5%

Key Administrative Requirements

(See the full Contract Documents for other requirements.)

1. Contractor must respond to emergency service requests within 4-6 hours, and routine service requests within 5 business days.
2. Contractor is not paid for travel time but may bill for a minimum of 3 hours for job if he remains on site & fills out the 3 hours with PM or other work.
3. Owner approval is required before Contractor sends more than one workman for a job.
4. Contractor must check in at school office & fill out a service record that must be initialed by the custodian. Owner should reconcile service records with invoices.
5. All work must meet codes and materials & equipment must match existing.



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Roseland, NJ 07068
973-228-4400 fax 973-228-4466

Item	Model	Serial Number
Charging Cart RHS	Bretford LAP30ULV-CT	F122600164
Charging Cart RHS	Bretford LAP30ULV-CT	D11B800076
Charging Cart RHS	Bretford LAP30ULV-CT	201307175134
Charging Cart RHS	Bretford LAP30ULV-CT	D11CU00064
Charging Cart BF		
Charging Cart BF		
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Projector	Mitsubishi XD360	99999

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
AUGUST 26, 2019**

Minutes of the Regular Public Meeting of the Board of Education held on August 26, 2019, at 5:00 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President Ms. Sheila Brogan

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary

Absent: Mr. Cristopher Kaufman

Visitors: There were approximately three visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS

A. 2020-2021 SCHOOL CALENDAR- RELIGIOUS HOLIDAYS

Dr. Fishbein recalled this past spring there was a discussion about the school calendar and which school closings for holidays should be on it. At the time, he said we would look to this year to make a concerted effort to ask parents when their children are out (not to pry) but for the reasons to know why they are out and see if we need to adjust the calendar and track those holidays. He also mentioned the idea of surveying school families to see what holidays people celebrate and if this is a reason why they miss school, and if kids are attending school because they do not want to miss anything.

The three holidays not on our calendar are Diwali, EID and the Lunar New Year. Dr. Fishbein look at the 2020-21, 2021-22 and 2022-23 school years to see what the impact would be. Currently, the district has one day off for Rosh Hashanah, one day off for Yom Kippur, Good Friday is a state holiday and Christmas Day is a federal holiday.

In the 2020-2021 calendar, Diwali falls on Saturday, November 14 so it would not impact the calendar. The Lunar New Year falls on February 12 and matches up with the February break so there is no impact to the calendar. One of the EID holidays is on Thursday, May 13, so that would impact our calendar. In 2020-2021 teachers would start on August 31. This year, teachers start on August 30 and finish on June 23. Those dates fall into the guidelines the calendar committee was given.

In the 2021-2022 calendar, Diwali is during Teachers Convention so there would be no impact. The Lunar New Year and EID would impact the calendar. Teachers would start on August 31 and finish on June 22.

Ms. Brogan asked for clarification that teachers finish on June 22 and graduation is June 21. Dr. Fishbein confirmed.

In the 2022-2023 calendar, Diwali falls on a Sunday in October so there is no impact. The Lunar New Year also falls on a Sunday and would not impact the calendar, and EID falls on a weekend and would not impact the calendar. During 2022-2023, teachers would start on September 2 and finish on June 23.

Dr. Fishbein did hear from families that had an interest in putting their holiday on our calendar but he thinks we should have data to bring to the Board with a recommendation to see if this is something we want to do.

Ms. Smith Wilson asked if Dr. Fishbein would send a letter to parents explaining why we are asking them to specify the holidays their child is observing. Dr. Fishbein said he would.

Ms. Smith Wilson commented the Board had talked about a survey but felt that could be invasive, since this is not something public schools normally track.

Mr. Morgan stated the Board already has a policy that is aligned with state law/regulation that states religious observances by parents and families are respected by the district. The district makes accommodations and tries not to schedule tests on those days, and homework assignments are not required on days we know students are going to be out for religious observance. There are accommodations made to make up any work. Mr.

Morgan pointed out the state publishes a list of holidays that it acknowledges (approximately 180). Mr. Morgan thought when Dr. Fishbein sends the letter to families (via email), it would be helpful to attach our policy and the list of holidays the state currently acknowledges.

Mr. Morgan felt it was important, as the year goes on and parents decide their child will be out due to the family observing a particular holiday, for secretaries to keep track of the days and let families know why we are keeping track of it. If parents feel they do not want to take their child out because they are afraid they are missing work and if there is a way to hear about that, it would also be helpful. Mr. Morgan has a problem with adding religious holidays to the calendar due to the fact that we are a secular school district, but he would be interested to see what the results are.

Ms. Smith Wilson observed we are looking at going through the entire school year tracking this, and towards the end of the school year, coming back to the table for a conversation about what we have learned and then deciding what our options are.

Ms. Brogan has concerns about going through the whole year and would like to shorten that time, if possible. She thought it might be beneficial to talk to religious leaders because she does not have a sense of how large these communities are. The religious leaders may have a better sense of how many families there are, although everyone does not always practice the observance on a regular basis. Ms. Brogan asked what was the thinking to look at the Lunar New Year. She was not sure if that is really a religious holiday.

Dr. Fishbein responded he was not the best person to make that determination but it is a holiday that some districts do give off.

Ms. Smith Wilson stated it seems that districts that have added these holidays have added those three, but that does not necessarily indicate an understanding of their population.

Mr. Morgan's concern is we are not a religious organization; we are a secular organization. We do not know what observance is within particular religions. He just found out Ash Wednesday is an important holiday in the Catholic religion and although the Catholic religion and Episcopal religion is of the same origin, in the Episcopal Church across the street, it is a morning drop off and then you are done. Mr. Morgan does not think the Board is in the position, as a secular body, to be able to make the call to decide what is a good or observable holiday. It is the parents and family's decision and the district does provide accommodations for those students. As Ms. Smith Wilson said, some districts do not have any religious holidays off; they note them on the calendar so people know when they are.

Ms. Smith Wilson added the district and others have policies in place to make sure those days are not burdened with extra homework assignments or presentations or the things that students would feel badly about missing. That is one of the concerns the Board heard from the parents who came to the microphone. Their kids do not want to stay home because they do not want to miss what is happening at school. The school tries to mitigate that by putting those days on the calendar so that everyone understands and is not loading those days with things students will miss.

Ms. Brogan pointed out the Board has already gone down the road a number of years ago (at least 20-22 years) when the district made the decision to give Rosh Hashanah

and Yom Kippur as holidays, and those are religious holidays. Even though Good Friday it is a state holiday, she thinks there is a religious part to that. That goes back to Christian tradition in the United States. Ms. Brogan thinks we need to understand that our community changes, new people are moving in and we need to recognize that. The district also has to have a good handle on how many people there are and certainly, there are accommodations made by our teachers in the schools. If it is not consistent then we can work on consistency. If we spend the whole year studying this, we are talking about making a change in the 2021-22 school year. Ms. Brogan thinks we should make that decision earlier in the year for the 2020-21 school year.

Dr. Fishbein replied if we wanted an earlier decision, he would have to survey the community.

Mr. Morgan commented he is happy to wait and collect the data over the course of the year. He has discussed with Dr. Fishbein before that he is not sure what the magical percentage of absent students would be. Mr. Morgan's concern is that Dr. Fishbein is the chief administrator, and if he were to come to the Board and say for a certain day or holiday or religion that he cannot fully, effectively staff the school because our teachers are going to be observing that holiday and he cannot provide substitutes or a good education program, that is a good justification for not having school on that day. Although Mr. Morgan is interested in what the results of the survey are, he is not sure a percentage is necessary to make a major change to the district.

Ms. Smith Wilson wants to make sure we are not establishing a precedent for adding additional days to the calendar without some kind of guidelines to work with, because there are so many days that could be observed. Ms. Smith Wilson is not sure what was done in the past when we added the Jewish holidays and what the process was that got the Board to that. Now it seems logical and she thinks most districts observe those days. She asked how do we avoid being asked and expected to add days in the future and then really begin to chip away at the calendar. Ms. Smith Wilson thinks tracking will be a good thing and asked how far into the year can we go before we need to cement the calendar for next year.

Dr. Fishbein noted some of the holidays are later in the year so we would not know before then. The Board has a history of cementing the calendar two years out.

Ms. Brogan pointed out the district has done it as late as November.

Dr. Fishbein agreed we have made changes due to testing dates. Ms. Smith Wilson stated we are talking about adding one day to the calendar for the next year.

Mr. Morgan commented we are also talking about not disturbing the current vacation schedules or the start of school.

Ms. Brogan asked what the final decision is.

Dr. Fishbein will do a holiday survey. The opening letter will be important and explain exactly why we are doing it, and talk about the community and more diversity to make sure we are inclusive.

Mr. Morgan thinks we are inclusive by the policies we have.

V. COMMENTS FROM THE PUBLIC

At 5:16 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Dan Creed, 897 Hillcrest Road, commented after listening to the Board's discussion, he agreed with Mr. Morgan that we will never win if we keep adding holidays as the community gets more diverse. Personally, he thinks if we just put all the holidays down, don't give homework or tests and be accommodating, that solves it, otherwise the Board will have this discussion every five years. As a parent (and he has heard from other parents), he talked about the stress on the kids over February break and not taking time off when parents would love to go on a family vacation, but they can't because now it is only a four or five day break. Mr. Creed suggested asking about that when doing the survey. Mr. Creed feels high school kids have a lot of stress about missing school and getting docked days. He thinks if the Board can work out something where there is no homework, assignments, or testing during those two or three days, the Board would get a big win not only from students, but also parents, and it would help everybody.

Mr. Creed stated with regard to the upcoming potential capital bond referendum, he implored the trustees to give great thought to a forced rank of these projects. He stated we can turn on the television, read the news, look at our 401ks and investment portfolios, and see that we will most likely have some rockier times as opposed to sunny days. Mr. Creed thinks as we are going to a \$60-80 million bond referendum, it is more and more unlikely the taxpayers will support this huge number. Secondly, as taxpayers, they should be able to request from the school board a prioritization of the capital projects they are being asked to go into debt for. This is not small change; this is big money.

At one meeting, the public can hear the furnaces are going to blow up and students will not have heat, at the next meeting the windows will fall out and people will get hurt, and then we have a \$10-20 million Performing Arts Center. As a taxpayer, Mr. Creed asked how we can make sense of what the priorities are. If not, he is afraid if the Board comes with a big number, many taxpayers will vote it down. He felt there will be a lot of taxpayers who will advocate to vote it down and the Board will end up with nothing. Mr. Creed again implored the Board to do the work on a forced rank and give that transparency to the taxpayers of what are the most important projects. When he says forced rank, he means what is 1-20 or 1-100 and that does not change unless there is an emergency. Sooner or later, there will be a discussion of where to snap the line (i.e. project 20 or 40, etc., or all of it). Finally, Mr. Creed talked about transparency. He thinks it would be great if the Facilities Committee kept minutes so at least, for those taxpayers who are interested, they can track the discussions or the progress, or at least be informed of how this is developing. Mr. Creed thinks right now, the public is in the dark and there will be angst and anxiety over it and this will not help anybody's cause.

Saurabh Dani, 390 Bedford Road, thanked the Board for giving him the opportunity to speak and for their service. He came to talk about the referendum and Facilities Committee meeting topics but he heard the calendar discussion and thanked Ms. Brogan for being an advocate for minorities here. The current approach, as he understands from the previous meetings and the first part he missed, if he follows it correctly, is the plan is to wait and see how many parents call in for kids taking time off. Mr. Dani stated that may not be a good solution. Primarily, the community that came here for the EID holiday, one of their points was most years EID happens in June or July so it may not even be in the school year; or a holiday can be on a Saturday or Sunday, and nobody will be calling to report their child absent. The criteria to use the child being absent from school may not be the right criteria to count how many people are interested in adding the holiday. A survey may be a big help. As Dr. Fishbein said, the district wants to be

inclusive and he appreciates that. Mr. Dani feels a survey or some other alternative may be better because if you are just taking the data for one year, in that one year that holiday may be on a Saturday or Sunday. He suggested another solution can be recognizing the minority holiday; it does not have to be a school holiday. Mr. Dani stated last year at Willard, his wife went to his daughter's class to talk about Diwali, played a five-minute video showing what Diwali was about, and had the kids do a small project. There are other ways to promote and educate people. The community should know why people are celebrating these holidays.

Mr. Dani commented the main reason he came here is because he was going through old meeting minutes and found a comment, *'Ms. Brogan said that the Board had received the minutes of the recent Facilities Committee meeting. The topic was security and the Board had received a presentation about this at the October 9 meeting.'* That was a comment from Ms. Brogan saying that she and the Board received Facilities Committee meeting minutes. Mr. Dani stated at some point in the past, this Board used to keep minutes of the Facilities Committee. He then scrolled and searched and did not find any agenda item at any time, where this Board collectively decided to not keep Facilities Committee meeting minutes. He pointed out at some point, the Board just stopped keeping minutes and taxpayers do not know about it.

Mr. Dani stated as Mr. Creed said, either the Board use forced rank or some process so the public knows how the Board is going from \$32 – \$200 plus million. What is the process. The public needs some transparency to know the process and why the Board is looking at a Performing Arts Center or a science wing. He asked what the process is for identifying these projects? The district hired two outside consultants who gave priority P1 and P2 projects at the cost of \$32 million. That \$32 million is now becoming more than \$100 million. Mr. Dani again asked what the process is for that change and at what point did the Board stop keeping minutes.

At 5:25 p.m., no one else wished to address the Board.

Ms. Smith Wilson explained the Board keeps notes of Board committee meetings. Board committee meetings are meetings with the administrative staff and no more than two Board members at any time. No decisions are made and no votes are taken. These are meetings where we discuss the fundamentals and ideas, but no vote is taken. That happens at this table. All trustees see the notes for the meetings and are welcome to discuss and ask questions about what they see, but there is nothing that takes place in those meetings that does not come in front of the public through this meeting. In those meetings, the Board is not required (from what she read from someone from NJSBA) to take notes or publish notes or minutes from those meetings; we call them notes, but this Board does, so that the Board is aware of what is happening. Ms. Smith Wilson stated the Board is up to date on their meeting notes. She reiterated the Board does not take minutes, they take notes.

Ms. Smith Wilson reported in the fall there will be numerous presentations on construction projects that could be part of a referendum, building on presentations made over the past five years. The Board started with EI, went to LAN and have had numerous presentations from LAN. She noted at this moment in time, there is no plan for a Performing Arts Center. It has been discussed and there have been parents who have come to the microphone and talked about how much they would like to have it, but there is no plan, it is an idea. As a community, we want to encourage the Board of Education to think about ideas to improve the schools, and not shut that down. Exploring it, investigating it, and learning about what it might be and how it might be used, and what it may cost, is a good, worthwhile exercise for this Board.

A member of the public asked to speak again and Ms. Smith Wilson pointed out public comment was closed but there would be another public comment session in a little while. She asked if any Board members wanted to add anything else.

Ms. Brogan stated since the remark was attributed to her, she may have said minutes but they are notes. The Board has always treated them as notes to the internal Board so they know what things were discussed at those meetings. They are not verbatim, very specific or long. If she did say the word minutes, that would be incorrect as she has always known them to be notes.

VI. **CONSENT ITEMS**

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources (including the addendum, agenda item #i – Besser, Bruno, Lowy, Rissmeyer, Scifo, Shahidi, and Vanderaa, agenda item #iii – Pepper, agenda item #vii – Ridge – Coppola, ABA Training – Castro, Kohan, Rubin, and agenda item #viii - Friedl), and E – Finance, for approval.

A. **ATTENDANCE AT CONFERENCES**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, page 99.

B. **ADMINISTRATION**

i. **Approval: Second Reading & Adoption of New Policy**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the second reading and adoption of the new policy listed below

- Policy 2330.1 Extra Credit, as listed on **Attachment B**, page 100.

C. **CURRICULUM & INSTRUCTION**

i. **Approval: Field Trips**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips as listed on **Attachment C**, pages 101-102.

ii. **Approval: Contract with CPRofessionals, Inc.**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a contract with CPRofessionals, Inc. to provide CPR recertification, AHA BLS for Health Care Providers, for 11 participants on October 14, 2019, at a cost of \$75 per participant (\$825).

The Board had received background information.

iii. **Approval: Contract for Services with The Great Schools Partnership, Inc.**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a contract for services with The Great Schools Partnership, Inc. to support members of the Growth Learning Assessment Mindset (GLAM) network, for the period August 1, 2019 through June 30, 2020, in the amount of \$24,498.

The Board had received background information.

iv. **Approval: Professional Development Workshop Proposal from Bard College Institute for Writing & Thinking**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development proposal from Bard College Institute for Writing & Thinking for a workshop, “Teaching the Academic Paper,” on November 6, 2019, in the amount of \$7,926.

The Board had received background information.

v. **Approval: Revision to Contracts with the State of NJ Department of Human Services, Commission for the Blind and Visually Impaired, for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves revision to contracts with the State of NJ Department of Human Services, Commission for the Blind and Visually Impaired, **from** six students, approved by the Board at its July 29, 2019 meeting, **to** seven students, for the 2019-2020 school year.

vi. **Approval: New Community School Courses for Fall 2019**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the New Community School Courses for Fall 2019, as listed on **Attachment D**, page 103.

The Board had received background information.

vii. **Approval: New and Revised Curricula for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves new and revised curricula for the 2019-2020 school year, as listed on **Attachment E**, page 104.

viii. **Approval: Budgeted 2019 Extended School Year & 2019-2020 School Year Out of District Placements**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted 2019 extended school year and 2019-2020 school year out of district placements listed below.

2019 ESY Out of District Placements	
School	# of Students
Alpine Learning Group Paramus, NJ	1
BCSS – Bleshman School Paramus, NJ	1
Northern Valley Regional H.S. Demarest, NJ	1
Windsor Bergen Academy Ridgewood, NJ	1
Total	4

2019 – 2020 School Year Out-Of-District Placements	
School	# of Students
Alpine Learning Group Paramus, NJ	5
Banyan School Fairfield, NJ	1
Banyan Upper School Livingston, NJ	2
Barnstable Academy Oakland, NJ	1
BCSS – HIP Godwin Midland Park, NJ	2
BCSS – New Bridges Paramus, NJ	3
BCSS – Springboard Program Paramus, NJ	3
BCSS – Washington Elem. School Paramus, NJ	1
Caldwell Univ., Center for Autism Caldwell, NJ	1
The Community School Inc. Teaneck, NJ	1
Cornerstone Day School Mountainside, NJ	1
CTC Academy Fair Lawn, NJ	1
CTC Academy Oakland, NJ	3
E.C.L.C. Ho-Ho-Kus, NJ	6
EPIC Paramus, NJ	4
Forum School Wyckoff, NJ	1
Glenview Academy Fairfield, NJ	1
Holmstead School Ridgewood, NJ	1
Institute for Educational Achievement New Milford, NJ	1
New Alliance Paramus, NJ	2
New Beginnings Fairfield, NJ	1
Newmark High School Scotch Plains, NJ	1
Northern Valley Regional HS Demarest, NJ	1
Paradigm Therapeutic School Midland Park, NJ	2
Phoenix Center Nutley, NJ	1
P.G. Chambers Cedar Knolls, NJ	1
Pompton Lakes Public Schools	3

Pompton Lakes, NJ	
Reed Academy Oakland, NJ	6
Ridgefield Public Schools Ridgefield, NJ	3
Ringwood Public Schools Ringwood, NJ	2
Shepard Prep High School Morristown, NJ	1
Spectrum 360 – Lower School Verona, NJ	1
Spectrum 360 – Upper School Livingston, NJ	4
Windsor Bergen Academy Ridgewood, NJ	1
Total	69

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, if required.

Teachers

BESSER, Lauren - Social Studies Teacher (tenure track), \$59,688
Ridgewood High School, effective August 30, 2019 through June 24, 2020, pending verification of employment as outlined by Cl.BA, St. 1
Chapter 5. Ms. Besser possesses a NJDOE Provisional Certificate as a Teacher of Social Studies.
Account #11-140-100-101-05-10-019-000

FRITOG, Jonathan - Leave of Absence Replacement Third Grade \$59,688
Teacher (non-tenure track), Travell School, effective November 11, 2019, or as soon after as possible, through June 24, 2020. Mr. Cl. BA, St. 1
Fritog possesses a NJDOE Certificate of Eligibility with Advanced Standing as an Elementary School Teacher in Grades K-6. Mr. pro-rated
Frito will be registered into the NJDOE Provisional Program.
Account #11-120-100-101-09-06-019-000

HAUPTLY, Kara - Leave of Absence Replacement Media \$59,688
Specialist (non-tenure track), Somerville School, effective October 15, 2019, or as soon after as possible, through January 31, 2020, Cl. BA, St. 1
pending verification of employment as outlined by Chapter 5. Ms. Hauptly is pending issuance of an Emergency Certificate as an Associate School Library Media Specialist, and a Certificate of Eligibility with Advanced Standing as an Elementary School Teacher in Grades K-6.
Account #11-000-222-104-00-05-019-000

SCAPPI, Caitlin - Special Education Teacher (tenure track), Hawes School, effective August 30, 2019 through June 24, 2020, pending verification of employment as outlined by Chapter 5. Ms. Scappi possesses a NJDOE Standard Certificate as an Elementary School Teacher Grades K-6 and a Standard Certificate as a Teacher of Students with Disabilities. \$60,188
Cl. BA, St. 2
Account #11-204-100-101-00-02-019-000

YOUNG, Leticia - Leave of Absence Replacement First Grade Teacher (non-tenure track), Travell School, effective August 30, 2019 through January 24, 2020. Ms. Young possesses a NJDOE Certificate of Eligibility with Advanced Standing as a Teacher of Preschool through Grade 3 and Certificate of Eligibility with Advanced Standing as a Teacher of Students with Disabilities. Ms. Young will be registered into the NJDOE Provisional Program. \$59,688
Cl. BA, St. 1
Account #11-120-100-101-09-06-019-000

Long-term Substitutes

FONTANA, Elisabeth - Art Teacher, Benjamin Franklin Middle School, effective August 30, 2019, through TBD, at a daily rate of \$125 per day, until the assignment ends.
Account #11-130-100-101-04-08-019-000

GOLDSHOLL, David - Social Studies Teacher, Ridgewood High School, effective August 30, 2019 through November 1, 2019, at a daily rate of \$125 per day, until the assignment ends.
Account #11-140-100-101-05-10-019-000

GRAHAM, Kristen - Kindergarten Teacher, Orchard School, effective August 30, 2019 through October 10, 2019, at a daily rate of \$125 per day, until the assignment ends.
Account #11-110-100-101-11-03-019-000

ITALIA, Michele – English Teacher, George Washington Middle School, effective August 30, 2019 through October 31, 2019, at a daily rate of \$125 per day, until the assignment ends.
Account #11-130-100-101-03-09-019-000

Revision: WEJNERT, Maryann - Speech Language Therapist, approved by the Board at its meeting on June 24, 2019, Hawes School and Orchard School, effective September 25, 2019 **from** through January 20, 2020, approved by the Board at its meeting on July 29, 2019, **to** through January 30, 2020, at a daily rate of \$125 per day, until the assignment ends.
Account #11-000-216-104-00-02-019-000 (20%)
Account #11-000-216-104-00-03-019-000 (80%)

Information Technology Department

Support

DeROCHE, Andrew - Technology/Media Technician, Benjamin Franklin Middle School, effective September 1, 2019, or as soon after as possible, through June 30, 2020. \$44,500
pro-rated

Account #11-000-222-104-08-31-019-000

Permanent Substitutes for the 2019-2020 School Year
Benjamin Franklin Middle School

- **Jonathan Fritog**, effective August 30, 2019 through November 6, 2019, 5.75 hours per day, 5 days per week, at an hourly rate of \$21.50
- **Kenneth Hayes**, effective August 30, 2019 through December 22, 2019, 3 hours per day, 5 days per week, at an hourly rate of \$21.50

George Washington Middle School

- **Gerald Schoenberger**, 5.75 hours per day, 5 days per week, at an hourly rate of \$21.50

Ridgewood High School

- **Andrew Johnson**, 5.75 hours per day, 5 days per week, at an hourly rate of \$21.50

Field Placement

HAYES, Kenneth – Seton Hall University, Clinical Practice with Casey Schick, Fourth Grade Teacher, Travell School, effective September 3, 2019 through June 24, 2020

Classroom Aides/Lunchroom Aides

BONAVITA, Madison – Resource Room Special Education Classroom Aide, Ridge School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-04-024-001

BRUNO, Jennifer – Lunch Aide, Hawes School, effective September 4, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 2 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-262-106-00-02-002-001

CADORETTE, Christi - Resource Room Special Education Classroom Aide, Hawes School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-02-024-001

CASTRO, Johana - Applied Behavior Analyst Aide (ABA), Ridge School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$20.81

Account #11-000-217-106-00-04-024-001

DRISCOLL, Kathrine - Resource Room Special Education Classroom Aide, Ridgewood High School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-10-024-001

ESPOSITO, Michael - One-to-One Special Education Classroom Aide, Ridgewood High School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-217-106-00-10-024-001

FEENEY, Rory - Resource Room Special Education Classroom Aide, Hawes School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-02-024-001

GABOARDI, Sofia - Resource Room Special Education Classroom Aide, Ridgewood High School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-10-024-001

HICKEY, Kelly - Lunch Aide, Somerville School, effective September 4, 2019 through June 23, 2020, 2 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-262-107-00-05-005-001

KACMARCIK, Christine - Lunch Aide, Somerville School, effective September 4, 2019 through June 23, 2020, 2 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-262-107-00-05-005-001

KIM, Elena - Resource Room Special Education Classroom Aide, Ridge School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-04-024-001

LAURITE, Tammy - Applied Behavior Analyst Bus Aide (ABA), Ridgewood High School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77
Account #11-000-217-106-00-10-024-001

LAWRENCE, John - Brailist, Orchard School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.85
Account #11-000-217-106-00-03-024-001

LOWY, Meredith - Resource Room Special Education Classroom Aide, Orchard School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-03-024-001

Revision: LUG, Raymond - ESL Aide (Title 3 Immigrant Fund), Ridgewood High School, effective September 3, 2019 through June 23, 2020, **from** 4.25 hours per day, approved by the Board at its meeting on July 29, 2019, **to** 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #20-244-100-106-00-22-022-001

MOHAJER, Poopak – Resource Room Special Education Classroom Aide, Ridge School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined in Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-04-024-001

NARDONE, Tammy - Resource Room Special Education Classroom Aide, Travell School, effective September 4, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-06-024-001

OZBURN, Amanda - Lunch Aide, Somerville School, effective September 4, 2019 through June 23, 2020, 2 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-262-107-00-05-005-001

PASCUAL, Jalyza - Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-08-024-001

PLAVIER, Geradina - Lunch Aide, Willard School, effective September 4, 2019 through June 23, 2020, 2 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-262-107-00-07-007-001

RISSMEYER, Lindsay - Resource Room Special Education Classroom Aide, Travell School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-10600-06-024-001

SCIFO, Nicola – Brailist, Orchard School, effective September 3, 2019 through September 13, 2019, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.85
Account #11-213-100-106-00-03-024-001

SCOFFI, Alexander - Applied Behavior Analyst Bus Aide (ABA), Ridgewood High School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77
Account #11-000-217-106-00-10-024-001

SHAHIDI, Terry-Jo - Lunch Aide, Hawes School, effective September 4, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 2 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-262-106-00-02-002-001

SIKES, Oscar - Lunch Aide, Hawes School, effective September 4, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 2 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-262-106-00-02-002-001

TRAMA, Nivy - Self-Contained Special Education Classroom Aide, Willard School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-204-100-106-00-07-024-001

VANDERRA, Lori – Lunch Aide, Orchard School, effective September 4, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 2 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #

YEGELWEL, Samara - Resource Room Special Education Classroom Aide, Ridge School, effective September 3, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-04-024-001

ZAVERI, Salomee – Lunch Aide, Hawes School, effective September 4, 2019 through June 23, 2020, pending verification of employment as outlined in Chapter 5, 2 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-262-106-00-02-002-001

Infant/Toddler Development Center

ALMODOVAR, Angeliza - Teacher Assistant Entry Level, Step I, effective September 1, 2019 through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00
Account #62-990-100-106-00-62-060-001

BRITO, Nelly - Teacher Assistant Entry Level, Step I, effective September 1, 2019 through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00
Account #62-990-100-106-00-62-060-001

CARSON, Brittany - Teacher Assistant Entry Level, Step I, effective September 1, 2019 through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00
Account #62-990-100-106-00-62-060-001

DEMPSEY, Cheryl - Teacher Assistant Entry Level, Step I, effective September 1, 2019 through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00

Account #62-990-100-106-00-62-060-001

FRANCESCO, Natalie - High School Aide, effective July 30, 2019 through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

Season Site Manager(s)

Winter Season

Charles Appel: \$5,000 stipend

Account #11-402-100-104-00-10-034-001

Spring Season

Michael Lucchesi: \$5,000 stipend

Account #11-402-100-104-00-10-034-001

Ridgewood Community School Evening Coordinator

James Michels: two sessions per year, at \$1,500 per session (\$3,000)

Account #13-602-200-104-00-60-060-001

Ridgewood Community School Employees – Fall Semester 2019

Resolved, that the list of individuals listed on **Attachment F**, pages 105-106, be approved to work for the Ridgewood Community School for the Fall 2019 Semester. Salary range is \$25-\$52 per hour and/or \$12-\$125 per participant and/or \$65-\$475 per course.

Addition: 2019 Summer Ridgewood Community School Employees

Danielle DiLonardo

Jessica Palmeri

Aubriana Sabino

Account #13-422-100-101-00-60-060-001

ii. **Change of Assignments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignments, as listed below.

BEYER, James - **from** One-to-One Special Education Classroom Aide, Ridgewood High School, **to** Applied Behavior Analyst Aide (ABA), Ridgewood High School, effective September 3, 2019 through June 23, 2020

Account #11-000-217-106-00-10-024-001

From: \$17.16 per hour, 5.75 hours per day, 5 days per week

To: \$19.77 per hour, 5.75 hours per day, 5 days per week

CHOWBEY, Ritu - **from** Resource Room Special Education Classroom Aide, Ridgewood High School, **to** Applied Behavior Analyst Aide (ABA), George Washington Middle School, effective September 3, 2019 through June 23, 2020
Account #11-000-217-106-00-09-024-001

From: \$17.16 per hour, 5.75 hours per day, 5 days per week
To: \$19.77 per hour, 5.75 hours per day, 5 days per week

HORT, Irene - Resource Room Special Education Classroom Aide, **from** Ridge School, **to** Somerville School, effective September 3, 2019 through June 23, 2020
Account #11-213-100-106-00-05-024-001

Hourly rate remains the same

THOMAS-CANDRILLI, Anna - **from** Registrar, Ridgewood Community Schools, Education Center, **to** Administrative Assistant to Principal, George Washington Middle School, effective October 16, 2019 through June 30, 2020
Account #11-000-240-105-00-09-024-001

From: \$42,010
To: \$48,419
Cl. II-12M, St. 3

iii. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Teachers

Revision: PEPPER, Jamie - Special Education Teacher (LLD), Hawes School, **from** effective July 1, 2019, or as soon as possible approved by the Board at its meeting on July 29, 2019, **to** September 13, 2019.

SALADINO, Joshua - Social Studies Teacher, Ridgewood High School, effective July 1, 2019

Classroom Aides

ALAIMO, Melissa - Teacher Assistant (REACH), Glen School, effective July 1, 2019

BALZANO, Victoria - Resource Room Special Education Classroom Aide, Travell School, effective July 1, 2019

BARNES, Deborah - One-to-One Special Education Classroom Aide, Willard School, effective July 1, 2019

DiLONARDO, Danielle - Resource Room Special Education Classroom Aide, Ridgewood High School, effective August 1, 2019

KOSKI, Dorothy - Resource Room Special Education Classroom Aide, Hawes School, effective July 1, 2019

KISILEVICH, Lana - Lunch Aide, Somerville School, effective July 1, 2019

MICCICHE, Gabriella - Resource Room Special Education Classroom Aide, Orchard School, effective July 1, 2019

PERTUZ, Kathleen - Lunch Aide, Somerville School, effective July 1, 2019

PILLAI, Bamini -Self-Contained (RED), Glen School, effective July 1, 2019

WEISS, Ilene - RISE Special Education, Ridgewood High School, effective July 1, 2019.

Infant/Toddler Development Center

GOKBERK, Taleen - Teaching Assistant, effective August 14, 2019

iv. Resignations for the Purpose of Retirement

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations for the purpose of retirement listed below.

Support Staff

ANDERSON, Debra - Public Information Officer, Education Center, effective January 1, 2020, with 12 years of Ridgewood service

UPTON, Rosanne - Coordinator Grants/Testing, Education Center, effective December 1, 2019, with 27 years of Ridgewood service

v. Rescind Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves rescinding of the appointments of the employees listed below.

Long-term Substitute

RISSMEYER, Lindsay - Kindergarten Teacher, Orchard School, effective August 30, 2019 through November 5, 2019, at a daily rate of \$125 per day, until the assignment ends

Classroom Aide

KILGALLEN, Caitlin - Resource Room Special Education Classroom Aide, Ridge School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per, at an hourly rate of \$17.16

vi. Leave of Absences

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves leaves of absences listed below.

Revision: BLATT, Nicole – Kindergarten Teacher, Ridge School, **from** effective November 1, 2019 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement, approved by the Board at its meeting on June 24, 2019, **to** effective November 4, 2019 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance

with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement

DODD, Stephanie – Physical Education Teacher, George Washington Middle School, Ridge School, and Willard School, effective December 2, 2019 through April 3, 2020, with a reinstatement date of April 13, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement

NEVINS, Lauren – Third Grade Teacher, Travell School, effective November 11, 2019 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement

vii. Supplemental Pay Beyond Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Glen School

Secretarial Support – August 30, 2019

- **Nadine Macolino**, not to exceed 7 hours, at an hourly rate of \$27.66 (\$193.62)
Account #11-000-219-105-00-01-024-001

Hawes School

Development of Rubrics for K-5 ELA

- **Ellen Raupp**, not to exceed 4 hours, at an hourly rate of \$53.33 (\$213.32)
Account #11-120-100-101-00-02-002-001

Ridge School

Development of Rubrics for K-5 ELA

- **Nancy Catalano, Wendy Carroll, and Jill Marmo**, each not to exceed 4 hours, each at an hourly rate of \$53.33 (\$639.96)
Account #11-120-100-101-00-04-004-001

Library Book Exchange

- **Michele Coppola**, not to exceed 6 hours, at an hourly rate of \$80.05 (\$480.30)
Account #11-120-100-101-00-04-004-001

Travell School

Development of Rubrics for K-5 ELA

- **Dawn Fleming**, not to exceed 4 hours, at an hourly rate of \$53.33 (\$213.32)
Account #11-120-100-101-00-06-006-001

Willard School

Development of Rubrics for K-5 ELA

- **Danielle Connor, Rebecca Dodd, Lindsay Tamuzza, and Christa Valentine**, each not to exceed 4 hours, each at an hourly rate of \$53.33 (\$642.72)
Account #11-120-100-101-00-07-007-001

Special Programs

Interscholastic Unified Sports Conference

- **Michael Kilcullen** and **Robert Rinaldo**, each not to exceed 5 hours, each at an hourly rate of \$40.17 (\$401.70)

Account #11-000-219-104-00-24-024-001

Additional: 2019 Summer Special Programs Personnel (on an as-needed basis)

- **Jennifer Ajosa**, not to exceed 40 hours, at an hourly rate of \$56.70 (\$2,268)
- **Eileen Devaney**, not to exceed 30 hours, at an hourly rate of \$68.93 (\$2,067.90)
- **Melissa Finucane**, not to exceed 10 hours, at an hourly rate of \$60.02 (\$600.20)
- **Kate Killby**, not to exceed 40 hours, at an hourly rate of \$53.96 (\$2,158.40)
- **Laura Murphy**, not to exceed 21 hours, at an hourly rate of \$74.59 (\$1,566.39)
- **Amanda Valeri**, not to exceed 50 hours, at an hourly rate of \$50.57 (\$2,528.50)

Account #11-000-219-104-00-24-024-001

Interview Process for Open Position

- **Christie DeAraujo**, not to exceed 10 hours, at an hourly rate of \$55.51 (\$555.10)

Account #11-000-219-104-00-24-024-001

ABA Training - August 27, 2019, August 28, 2019, and August 30, 2019, each not to exceed 14 hours (\$1,214.22)

- **James Beyer**, at an hourly rate of \$19.77 (\$276.78)
- **Johanna Castro**, at an hourly rate of \$20.81 (\$291.34)
- **Ritu Chowbey**, at an hourly rate of \$19.77 (\$276.78)
- **Natalie Kohan**, at an hourly rate of \$13.19 (\$184.66)
- **Jamie Rubin**, at an hourly rate of \$13.19 (\$184.66)

Account #11-000-217-106-00-24-024-001

Bus BIP Training of New ABA Aide

- **Ariana Bray**, not to exceed 5 hours, at an hourly of \$46.75 (\$233.75)
- **Tammy Laurite**, not to exceed 5 hours, at an hourly rate of \$19.77 (\$276.78)

Account #11-000-217-106-00-24-024-001

Curriculum, Instruction & Assessment

Mentor Meeting – New Teacher Orientation 2019 (\$893.30)

- **Barbara Barker**, not to exceed 2 hours, at an hourly rate of \$68.62 (\$137.24)
- **Elizabeth Fischetti**, not to exceed 2 hours, at an hourly rate of \$68.62 (\$137.24)
- **Meghan McDermott**, not to exceed 2 hours, at an hourly rate of \$60.31 (\$120.62)
- **Helen Poulis**, not to exceed 2 hours, at an hourly rate of \$76.32 (\$152.64)
- **Ellen Scott**, not to exceed 2 hours, at an hourly rate of \$49.68 (\$99.36)
- **Melanie Tormey**, not to exceed 2 hours, at an hourly rate of \$62.09 (\$124.18)
- **Christopher Watkins**, not to exceed 2 hours, at an hourly rate of \$61.01 (\$122.02)

Account #11-000-223-104-00-22-022-001

viii. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Daniel Ardito*, Elizabeth Aynilian, Patricia Baney, Kimberly Brickner, Josiane Charles, Ayana Collado, John Cranston, Gina Dekens, Alan Dlugasch, Susan Doyle, Maura Eidschun*, Binah Ezra, Summer Foerch, Rosemary Fossari, Richard Friedl, Danielle Gallucci, Corrine Gubb, Candace Gutierrez, Orion Hartmann, Stewart Holmes, Thomas Hughes*, Daniel Hurley, Michele Italia, Kathleen Keenan, Sunghui Kim, Natalie Kohan, Kerry Kraisorn, Peter Lagomarsino, Yuhsiu Lai, Brittany Linder, Meredith Lowy, Megan Matesic, Ara Meyer, Danielle Miller, Camryn Muller, Jessica Palmeri, Jamie Rubin, Diane Samra, Benjamin Saporito, Katherine Schwartz, Skylar Suess, Camille Taveras, Karen Trujillo, Susan Vadeika, Nicole Wahler, Brooke Wittlinger, and Leticia Young

Nurses: Laura Thurlow

Secretaries: Kathleen Kiedaisch, Eileen Rix, and Karen Sheridan
Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year to be used as indicated:

2019-2020 SCHOOL YEAR			
Donor	Amount	Use	Account Number
Korean Parents Association	\$1,078.39	Repurposing of funds to be used for stained glass restoration in the RHS cafeteria.	From: 20-043-100-890-00-10-010-002 (\$1,000) 20-043-200-610-00-10-010-004 (\$78.39) To: 20-043-200-420-00-10-010-002
RHS Student Activity/Arrow Yearbook	\$4,556.00	To be used to purchase 3 computers for students to use in production of the yearbook.	20-030-100-610-00-10-010-026
RHS Student Activity Account/Guidance Testing	\$ 5,860.30	To be used to purchase tables for testing for the Campus Center.	20-030-200-610-00-10-010-025
The Foundation	\$20,500.00	Science & Engineering Supplies grant for grades 9-12 to be used to purchase STEAM Physics equipment for RHS.	20-001-100-731-00-10-010-003
Willard Student Activity Fund	\$18,572.00	\$16,072 to be used to purchase a projection system for the Auditorium, and projection, audio and installation for the Willard Lunchroom; and \$2,500 to purchase a Sensory Path and installation fee for the lower level hallway.	20-030-100-731-00-07-007-010

Acceptance of a gift in kind from Matthew Crikelair of desks, cabinets, and cubicle furniture for the Education Center to be used by the Manager of Maintenance & Custodial Services and Aramark, valued at approximately \$5,000.

Acceptance of a gift in kind from the RHS Alumni Association for the beautification of the front lawn of Ridgewood High School, valued at approximately \$5,680.

Acceptance of a gift in kind from Tarleton Landscaping Company for the beautification of the front lawn of Ridgewood High School, valued at approximately \$5,000.

ii. **Approval: Infant/Toddler Development Center Revenue and Expenditures for 2018-2019 and Proposed Budget for 2019-2020**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Infant Toddler Development Center Revenue and Expenditures for 2018-2019 and Proposed Budget for 2019-2020, as listed on **Attachment G**, page 107.

iii. **Approval: Agreement with Midtown Bridge, LLC, d/b/a Ice House**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Midtown Bridge, LLC, d/b/a Ice House, Hackensack, NJ, for scheduled ice rink usage from November 4, 2019 through February 28, 2020, in the amount of \$49,162.50. This fee represents an increase of \$5,276.25 from the 2018-19 school year.

The Board had received background information.

iv. **Approval: Additional Contracted Therapists to Provide Special Education Services for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2019-2020 school year, as listed on **Attachment H**, page 108.

v. **Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

The Board had received background information.

vi. **Approval: Non-Public School Nursing Agreement with the County of Bergen, Department of Health Services for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a Non-Public School Nursing Agreement with the County of Bergen, Department of Health Services for the 2019-2020 School Year.

The County of Bergen, Department of Health Services agrees to furnish health services of a technical and professional nature by the County to the Local Board

of Education, pursuant to Chapter 226 Laws of 1991 Provision of Nursing Services to Non-Public Schools, wherein the County shall be responsible for providing a registered nurse to the Naaleh High School for Girls (total state aid in the amount of \$3,298 (\$97 per student, for 34 students), for the 2019-2020 school year.

The Board had received background information.

vii. Approval: Cooperative Pricing System Agreement with the County of Bergen

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a Cooperative Pricing System Agreement with the County of Bergen to participate in the NJ Cooperative Purchasing Alliance #CK04-Bergen.

The Board had received background information.

viii. Approval: Authorization of the Cancellation of Outstanding Columbia Bank Checks Drawn on the General Fund and Payroll Account

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the authorization of the cancellation of outstanding Columbia Bank checks drawn on the General Fund and Payroll Account.

Whereas, the Business Office has reviewed the disbursement activity of the General Fund and Payroll Account found that these outstanding checks are approximately six months old or more and should be cancelled; now therefore,

Be it Resolved, that the Ridgewood Board of Education authorize the cancellation of the Columbia Bank checks as listed below.

General Fund		
Date	Check #	Amount
8/22/18	089881	\$720.00
9/28/18	090414	\$ 16.81
09/28/18	090524	\$155.50
12/12/18	091488	\$ 16.61
1/23/19	092022	\$190.00
1/23/19	092048	\$ 31.74
	Total:	\$1,130.66
Payroll Account		
Date	Check #	Amount
9/14/18	171457	\$ 210.37
9/28/18	172365	\$ 157.61
10/30/18	171809	\$ 42.71
1/30/19	171443	\$ 114.52
1/30/19	171876	\$ 509.14
1/30/19	171877	\$1,267.78
4/12/19	172116	\$1,945.27
6/15/19	172289	\$1,945.27
7/30/19	172432	\$1,266.78
	Total	\$7,459.45

ix. **Approval: Renewal of Transportation Contracts for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the renewal of transportation contracts for the 2019-2020 school year, as listed below. The contracts reflect a 1.45% CPI index which has been mandated by the State of NJ for 2019-2020.

Route #	Contractor	School	Annual Cost
BF10	Durham School Services	BFMS	\$37,773.00
BF11	Durham School Services	BFMS	\$37,773.00
BF12	Durham School Services	BFMS	\$37,773.00
BF 13	Durham School Services	BFMS	\$37,773.00
BF13A	Durham School Services	BFMS	\$38,192.40
GW 14	Durham School Services	GWMS	\$37,773.00
GW 16	Durham School Services	GWMS	\$37,773.00
RW17	Durham School Services	RHS	\$38,043.00
RW18	Durham School Services	RHS	\$38,043.00
RW19	Durham School Services	RHS	\$38,043.00
RW20	Durham School Services	RHS	\$38,043.00
RW21	Durham School Services	RHS	\$38,043.00
RW22	Durham School Services	RHS	\$38,043.00
RW23	Durham School Services	RHS	\$38,043.00
R7	D&M Tours	Ridge	\$42,712.20
R8	D&M Tours	Ridge	\$42,712.20
W9	D&M Tours	Willard	\$42,712.20
9050	Parent	New Bridges	\$5,400 (based on actual days attended)
9051	Parent	Academy 360	\$5,400 (based on actual days attended)

x. **Approval: 2019-2020 School Year Received Tuition Students from Other School Districts**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the received tuition students from other school districts that pay tuition for the 2019 -2020 school year, as listed below.

2019-2020 School Year Received Tuition Students		
Home District	School Attending	# of Students
Englewood, NJ	Ridge RISE	1
Mahwah, NJ	Somerville NOVA	1
Wyckoff, NJ	Ridge RISE	1

xi. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of the equipment listed on **Attachment I**, pages 109-114, through www.govdeals.org. These items are obsolete and are no longer needed.

xii. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Resolved, the Board of Education approve transfers for **July 2019** as shown in the Journal Entry listing pursuant to Policy 6422.

xiii. Approval: Secretary's Line Item Certification

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **July 2019**;

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A.10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriation section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20- 2A.10(a) (1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

xiv. Approval: Acceptance of Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **July 2019**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources (including the addendum, agenda item #i – Besser, Bruno, Lowy, Rissmeyer, Scifo, Shahidi, and Vanderaa, agenda item #iii – Pepper, agenda item #vii – Ridge - Coppola, ABA Training – Castro, Kohan, Rubin, and agenda item #viii - Friedl), and E – Finance.

Mr. Morgan seconded the motion.

Ms. Brogan asked if someone could speak about the contract with The Great Schools Partnership since it is a collaborative effort with another district, and asked for some information, background, and why we chose to do a collaboration.

Ms. Poelstra stated Dr. Gorman is the one behind the consortium of schools, which consist of about 7-8 districts, that over the past couple of years have started to dive in deeper into quality assessments at the secondary level. An investigation was done of the types of skills that really came through our strategic planning, such as critical thinking, creativity, empathy, resiliency, and some of the things we have been speaking about and really looking at how to present a better picture of our graduates overall, and build assessments that will communicate to colleges and paint a more in-depth picture of the types of students coming out of Ridgewood.

There are a lot of other districts and states looking at this and everyone is trying to identify those 21st Century Skills and articulate them well for our students. At a meeting in the spring, there was a speaker from The Great Schools Partnership, an organization of schools that has done a lot of work in New England. Over the past five years, those schools have revamped the high school transcript. Ms. Poelstra is not saying Ridgewood is going there; but, in terms of philosophy, thinking about assessment and what we want our students to demonstrate, this organization has done a lot of work. They have also done work in Colorado and other areas around the country.

Our supervisors and teachers who were there were impressed with what they heard and on board with wanting to go in this direction. The Great Schools Partnership, due to our interest and others, put out a proposal of what they would like to do to help us go in this direction. The proposal includes everything from designing assessments to how do you measure some of these types of skills, how do you articulate them, and how do you integrate them not only into the curriculum, but also in terms of giving students feedback. From that proposal, Ridgewood decided to jump on board and is ready to take that next step with the work we are doing in assessment and interdisciplinary work as the foundation. Emerson also decided they wanted to participate.

The district will be working with two coaches who will come to us at least four times during the year for two and three-day visits. It will be a mix of site visits, seminars for teachers, application and process, coaching, and Skype sessions in between, to really dig a little deeper into the type of work we want to do for professional development for our staff. The company gave us a very comprehensive program. Ms. Poelstra and the assistant superintendent in Emerson have been speaking to the company at least three times to say here is where we are, provide them with information from our strategic plan, our high school profile and some of the interdisciplinary things we have been working on, so they could customize the seminars for the cohort of teachers that will be working on this. Ms. Poelstra also thinks it is important to have some middle school people involved, so there will be some elementary teachers and administrators involved, as well as two elementary principals. Everyone is very excited about the work. The district has spent a lot of professional development money and resources at the elementary level over the past few years and the high school, at this point, needs this infusion of sustained professional development of where are we really going. It ties in nicely with the strategic plan.

Ms. Brogan asked for an example of a redesigned transcript.

Ms. Poelstra explained there are a few different models and she does not want people to think we are getting rid of the transcripts. Generally speaking, when you do this kind of work, it is set up for a five-year plan. One example is when a college gets the transcript, they see grades ('A', 'B', etc.) but how do they know what that 'A' or 'B' means to that school district. Even though we have an excellent reputation, that 'A' does not necessarily represent the work the students have done. There are some schools that have taken that 'A' and defined it as this is the foundational work the student has done to earn this 'A' (it might be spelled out in terms of the types of standards they have met) and here is the advanced work the student did to earn that 'A' and that can also be defined out.

Another example is to define the habits of learning and have them on the side of the transcript and note where that student met that disposition (i.e., a research project, portfolio, presentation, community service, etc.). Where did that student really demonstrate their ability to collaborate across global networks?

We are also starting to see electronic transcripts in some places. Not only do you have the transcript with the 'A' and the type of 21st Century skill they demonstrated, but also a link to the student's presentation they did on a project in a certain course. Some places are linking the standard to the actual work and where the student demonstrated it. So, the college gets the snapshot of the grade, but also gets to see more information aligned with certain proficiency that is valued. There are places across the country going in this direction. We have been looking at it for a few years and feel that we are ready for the next level of exploration and thinking about what we can do for our students and design assessments that pull in more of those 21st Century skills more explicitly, and train our teachers and families.

Ms. Brogan thought it sounded exciting and asked as we move forward, if the Board could continue to learn the positives of the program.

Ms. Poelstra mentioned The Great Schools Partnership does have a website for anyone interested. There are a number of schools in New England that use proficiency-based transcripts and have gotten rid of grades, which is not a step we are ready to do. It is a shift in the philosophy of thinking of what kind of work are you actually doing that demonstrates that you have mastered these skills, in addition to the content.

Ms. Smith Wilson commented it seems like we have a system dependent on grades, not just in Ridgewood, but in colleges.

Ms. Poelstra agreed but one of the points they make is you do not have to get rid of grades. Where they have chosen to do that in certain parts of New England, they have gone to great lengths to involve the colleges and make them aware. There is also another consortium and group called the Mastery Transcript Consortium. That group has been in operation for a while and is a network of very prestigious private schools who made the case that student pressure and anxiety around the 'A' has been counterproductive to learning. They have been doing this work for a few years. Last year, Mastery Transcript just started opening up to public schools. She had some great conversations with the head of that consortium and

were invited to go to Bronxville to get a feel of what schools in Westchester County were going to join them. The concepts are the same. The notion is every teachers' frustration of students saying tell me what I have to do to get an 'A.' Educators wants to bring it back to it is about the learning, so let's define the learning around that 'A' and make that the focus. Our students have gotten so stressed out by the GPA and that one letter that defines them. Ms. Poelstra thinks it is our responsibility and can be great work for us to bring it back to what does it actually mean, what does it look like, how are we going to define it and how can we help you grow in those skills.

Prior to the roll-call vote, Ms. Smith Wilson read the retirements into record and thanked the staff members for their years of service.

Mr. Morgan and Ms. Smith Wilson noted Ms. Anderson and Ms. Upton are two very valuable and great people who will be missed.

Ms. Smith Wilson also read the donations into record and thanked the responsible parties.

Mr. Morgan pointed out the STEAM grant donation from The Foundation has been ongoing for several years. The Foundation has been adding weight and the ability to get some very exciting equipment for the high school, middle and elementary schools, as we increase this initiative.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources (including the addendum, agenda item #i – Besser, Bruno, Lowy, Rissmeyer, Scifo, Shahidi, and Vanderaa, agenda item #iii - Pepper, agenda item #vii – Ridge - Coppola, ABA Training – Castro, Kohan, Rubin, and agenda item #viii - Friedl), and E – Finance, carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Morgan, Ms. Smith Wilson

NAYS: None

ABSENT: Mr. Kaufman

VII. APPROVAL OF BILLS

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
August 1	Columbia Bank On-Line	094534-094601	110,522.53	J. Smith Wilson
August 2	Columbia Bank On-Line	094602-094603	41,963.34	J. Smith Wilson
August 6	Columbia Bank On-Line	094604	462.00	J. Smith Wilson
August 7	Columbia Bank On-Line	094605	495.32	J. Smith Wilson
August 12	Columbia Bank On-Line	094606-094608	3,042.00	J. Smith Wilson
August 14	Columbia Bank On-Line	094609-094744	626,481.96	J. Smith Wilson
August 14	Columbia Bank On-Line	094745	477,736.00	J. Smith Wilson
August 21	Columbia Bank On-Line	094746-094833	439,405.04	J. Smith Wilson
July 24	Payroll Transfer	P26657	817,764.34	J. Smith Wilson
August 12	Payroll Transfer	P26749	644,119.24	J. Smith Wilson
July 29	Electronic Transfer	L26658-L26659	4,994.00	J. Smith Wilson
July 29	Electronic Transfer	L26661-L26662	11,281.08	J. Smith Wilson

July 31	Electronic Transfer	F26741	4,514.19	J. Smith Wilson
July 31	Electronic Transfer	F26747	10,502.02	J. Smith Wilson
August 06	Electronic Transfer	R26740	35,600.00	J. Smith Wilson
August 15	Electronic Transfer	H26748	1,182,257.87	J. Smith Wilson
August 19	Electronic Transfer	L26892-L26894	425,186.96	J. Smith Wilson
August 9	Food Service	620155	588.00	J. Smith Wilson
August 21	Food Service	620156	26,383.64	J. Smith Wilson
July 29	Columbia Bank Void Check	094382	(307.60)	J. Smith Wilson
August 12	Columbia Bank Void Check	094220	(1,150.00)	J. Smith Wilson
		TOTAL	\$4,861,841.93	

Ms. Smith Wilson moved approval of all bills reviewed by her.

Mr. Morgan seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Morgan, Ms. Smith Wilson

NAYS: None

ABSENT: Mr. Kaufman

VIII. BOARD MEMBER ANNOUNCEMENTS

Ms. Smith Wilson announced on Saturday, October 19 from 11:00 a.m. – 3:00 p.m., it is Ridgewood High School's inaugural homecoming and 100th birthday. It is a class reunion for the class of '84, '89, '94 and more featuring the performance by a local band called Group Therapy.

Ms. Brogan felt it would be interesting if they proceeded and marched from the Ed Center to the high school, which is what they did 100 years ago, when this building was the high school.

Ms. Smith Wilson announced the unveiling of the renovated life skills room at BFMS on August 29 from 3:00 – 5:00 p.m. This was an Eagle Scout service project by Cole Hammond to renovate a very important room.

Ms. Brogan announced Convocation is Friday, when we welcome teachers back and one week from tomorrow, we will welcome our students back. It is always wonderful to start a new school year.

IX. COMMENTS FROM THE PUBLIC

At 5:47 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Dan Creed, 897 Hillcrest Road, commented when it comes to his comment about forced rank, whether it is Performing Arts or whatever the case is, he thinks the community just wants the Board to come up with a ranking of the importance that the school board and trustees put on that project, whatever it may be. This just is not about money. It is also about being prudent with the resources we have so taxpayers have the transparency as to what the priorities are. Mr. Creed clarified this is not about stomping everything out but just coming up with a rank from first to last of where each and every project sits. Mr. Creed thinks this will go a long way in being able to explain it to the community.

Saurabh Dani, 390 Bedford Road, commented Ms. Smith Wilson mentioned that the Performing Arts Center may not be under consideration right now for the referendum.

Ms. Smith Wilson stated she said we are studying it; there is no plan, but we are learning more and studying it. That is what we are doing.

Mr. Dani replied that is not what he heard. The way she mentioned it sounded like it is not part of the proposal but it was publicly made part of the proposal by the Facilities Committee last time and at one time it was part of the proposal. That was one of the options. Mr. Dani stated he did not think Ms. Smith Wilson is part of the Facilities Committee. This is not a closed session topic and it has not been discussed here. He asked where she got more information than the rest of the public, unless the Board is meeting without public notices.

Ms. Smith Wilson remarked the Board discussed it at a meeting last spring, where she believes they agreed to look further at a Performing Arts Center based on people coming to the microphone and asking.

Mr. Dani stated that was just an observation. The second comment he has was regarding notes versus meetings. He has an email from Mr. Morgan regarding the May 20 Finance Committee meeting where he mentioned that *'after I and the other member of the committee discussed the matter with the members of the staff involved in the negotiation, I recommended the lease to the Board in accordance with our procedure.'* Mr. Dani reiterated Mr. Morgan mentioned in an email that he recommended to the rest of the Board, as per the procedures, which Mr. Dani is assuming there are some procedures. Mr. Dani asked for the communication or something written that came out of that Finance Committee meeting to the rest of the Board and Ms. Kelly responded to him that there was nothing, no written communication, or no written documents from that meeting where Mr. Morgan recommended this lease. Mr. Dani felt there is a big gap here when a Board member is saying that he recommended as per the procedure to the rest of the Board, unless that was an oral recommendation, he is assuming it was part of the notes. Mr. Dani pointed out two of the Board members just mentioned the Board keeps notes.

Mr. Dani asked for written communication from Mr. Morgan to the rest of the Board, and he has an email, in writing, where it says *'This is my response to your Open Public Records request dated Monday, June 10. There was no written recommendation from the committee or Mr. Morgan to the Ridgewood Board of Education with respect to the YMCA contract.'*

Mr. Dani stated the public has a huge trust issue within Ridgewood residents. They do not trust this Board. Mr. Dani observed they may have very good intentions, but they do not have processes or they are not disclosing their processes to the public. Mr. Dani asked what are the processes and if they are keeping notes. Mr. Dani has at least three OPRA requests that were denied for Facility or Finance Committee meeting minutes. If the Board has notes, then he asked they provide those notes.

Ms. Kelly made a statement that those notes (based on talking to the attorney), and the reason why she denied the notes to Mr. Dani, is because they are privileged to the Board and she cannot provide them.

Mr. Dani countered a judge in Hackensack can decide that but Ms. Kelly's email says that we do not have any written communication. If there is something written, she can redact it and provide it to him. That is what the Village Council does. She cannot say that it does not exist. If Ms. Kelly has said they do not exist, there is a difference between it does not exist and redacting

it and providing him with the redacted notes. Mr. Dani commented he has had a lot of documents from the Village Council where parts are redacted, but there is still a header and footer and shows who is present in those meetings, but Ms. Kelly cannot say that it is privileged to tell the public who was present in the meeting. Whether a meeting took place or not, who was present at a meeting, what topics were discussed in that meeting, those are not privileged. Only advisory information can be privileged. Mr. Dani continued if those committees are acting or working as an extension of an open public meeting, they cannot be closed.

Dr. Fishbein replied what we are saying is that they are not extensions of the open public meeting. Every agenda item on the Board's agenda comes with his recommendation and they are not recommendations from the committee.

Mr. Dani commented in one of the meetings here, Dr. Fishbein mentioned the Board has a committee structure (he can pull the minutes of the meeting), that these are committees and the committee makes the decision and the rest of the Board trusts those committees, and that is why everything ends up on the consent agenda. If some things are ending up on the consent agenda and the rest of the Board is trusting two members of the Board, then this is an extension of the open public meeting. The two committee members are working in advance. Mr. Dani declared there is a difference between saying this is privileged and you do not have access, or here is the redacted version, versus saying it does not exist.

Mr. Dani has numerous emails where he was told this does not exist. No written form or written communication or written notes exist. Unless the Board is a grammatical difference between notes versus minutes, Mr. Dani stated it is not a correct statement in saying the Facilities or Finance Committee notes do not exist. If he is asking for minutes and we say they do not exist because we are calling them notes, that is a trust issue between residents and the Board.

Dr. Fishbein stated just to be clear, the work of the Committees of the Board is administrators explaining where we are going to go. Last week at the Curriculum Committee meeting, supervisors and Ms. Poelstra reviewed the curriculum that is presented for approval tonight. The Board members do not ask to change things.

Mr. Dani replied curriculum is different than \$100 million facilities. HIB, curriculum and some of those things where Board members are just observing is different. Mr. Dani said Dr. Fishbein's statement was the work is done by two members of the committee and the rest of the Board trusts that. Mr. Dani has looked at other Boards (Hoboken) and they have an open public meeting in advance of the open public meeting where they hold discussions. The Council has a work session followed by the vote. Mr. Dani feels we are skipping the public work session and replacing it with a Facilities Committee meeting. That is a two member Facilities Committee. Whatever work that two member Facilities Committee is doing, that is ending up on the consent agenda. In Dr. Fishbein's words, the rest of the Board trusts the remaining members of the Board. That is the process here. Mr. Dani asked if three members of the Board are trusting the other two members, and that is considered advisory, then what is the rest of the board actually doing.

Dr. Fishbein replied they are trusting, as the Board's job is, to make sure the district is being run correctly. By explaining what we are going to do, unless they come out at this meeting and say this has been explained to me and I am not in favor of it, that is their role in the committee structure.

Mr. Dani stated they should not be voting on something they are not part of.

Mr. Morgan affirmed the Board does not vote in committees. Mr. Morgan stated the Board votes here.

Dr. Fishbein commented if it was problematic coming out of the committee, the Board would say it here.

Ms. Smith Wilson noted that has happened.

Mr. Dani stated you cannot say they are an extension of this meeting if they are voting here on the topics that are discussed in those meetings. Those meetings are in preparation for the vote.

Dr. Fishbein replied it is for the work of the administration.

Mr. Dani stated then those notes are not, or to let a judge in Hackensack decide that the work is advisory or available to the public or not. So far, all the responses are this document or nothing written exists. If they think it is advisory, print it, redact it, and let a judge decide.

Ms. Smith Wilson suggested having the Board attorney give us another opinion on how to handle this and share it with Mr. Dani.

Mr. Dani reiterated so far, the response is it does not exist and that is not correct.

Ms. Kelly stated her response was there are no minutes that exist and that is true. They are notes and not minutes. There is a difference.

Mr. Dani stated that is the trust. She is playing between words.

Ms. Kelly responded he asked her for the minutes and she told him there are no minutes.

Mr. Dani indicated she also said there was no written communication, and Mr. Morgan said he advised the rest of the Board as per procedure.

Mr. Morgan stated if he says he advises or makes a recommendation, he makes it verbally and he makes it to the other Board members. When there is a topic that comes up, the Board discusses it and Mr. Dani knows Ms. Brogan and he discuss Facilities and Finance quite often. Mr. Morgan is not on the Facilities Committee but Ms. Brogan is. Ms. Brogan often discusses Finance even though she is not on the Finance Committee. They discuss it back and forth. Ms. Smith Wilson is on both. Mr. Morgan stated there is a discussion at this table. What the Board is doing in the committee meetings is meeting with the administrators and learning facts which they share and the administrators share with everybody. The only decision making that goes on with this Board happens at this table. It does not happen in the Committee. This concept that committees are making decisions is wrong; they are not. They are reviewing materials and passing it on.

Mr. Dani felt Mr. Morgan was missing the point. He stated Mr. Morgan just admitted that the committees are meeting and then they are discussing with those members, before coming here.

Ms. Smith Wilson replied they are discussing topics here.

Mr. Dani stated there was no discussion here. Things end up on the consent agenda and here they are just voted, with no discussion.

Ms. Smith Wilson pointed out the Board can have discussion if they want to. If there is disagreement, someone will raise a question and ask for more information.

Mr. Morgan agreed and he and Ms. Brogan often do.

Mr. Dani argued that Mr. Morgan just stated he and Ms. Brogan can have discussions separately.

Mr. Morgan pointed out that happens here.

Mr. Dani claimed the public has not seen those happening here and that is their observation. The public has brought up, multiple times, that what they have seen is the Board has small committees with two members, things end up on the consent agenda, and they are voted here a lot of the time. All Mr. Dani is asking is that finance, facilities, and referendum related items should be more open. HIB policies, student and teacher related stuff, and payroll information can be different. Mr. Dani thinks anything where taxpayers are going to be affected should be more transparent.

Jennifer Williams, 301 Astin Place, wanted to follow up on additional communications from parents in her neighborhood regarding bus safety to Ridge School. Ms. Williams commented Oak Street is pretty scary all the time, especially when you have little ones, and you do not know if people are going to follow the rules and stop for the school buses. Ms. Williams was very emotional and commented parents are looking for solutions to have additional safety measures, whether it is better crosswalks, more stop signs, or additional police trafficking or signs. Ms. Williams felt anything that would help to secure the safety of that space would be great.

At 6:00 p.m., no one else wished to address the Board.

Ms. Smith Wilson noted we talked about Oak Street at the last Board meeting. The Village is going to install new crosswalks.

Ms. Kelly reported the Village has put new signage that there are bus stops on that street. There is one that has been put on either side. The district has been told that although there will be construction on the road shortly, they are going to paint the existing crosswalks prior to school starting. She was not sure if that happened yet but it is what she was told. The district is eliminating one of the bus stops (Linwood and Oak at the blinking light) because she agrees it is not a good place for the bus to stop. The other stops are still there.

Ms. Williams had heard that and one of the concerns last year with that was there was a lot of responsiveness to questions about the crosswalks and they were repainted quickly but they immediately wore out because it is such a heavy travelled road. She commented knowing that is a reality of traffic and life, if there are ways to do additional work such as bricking, it would be helpful. She said parents received confusing communication regarding folks who have kids who live on Walnut to not cross the street with their children, which seems complicated, from a safety measure, because she does not know even in the best conditions if she trusts her five-year-old to cross the street.

Ms. Kelly asked if she was talking about staying on the other side.

Ms. Williams confirmed.

Ms. Kelly was assuming parents are still with their little ones. Her explanation was that if you do not live on the side the bus comes down, she is recommending the parent, with the child, stay on the opposite side of the road, until the bus stops completely, the stop sign comes out, the lights come on, and then cross over to get on. She knows, and she has seen it through observation, that parents want to be on the same side of the street of the bus stop so they are crossing prior to when the bus comes. As an added precaution to that, as well as safer, is that if you can, wait on the other side until the bus actually comes. If the lights are flashing and the stop sign is out, the cars should be stopping for the children so they can cross.

Ms. Williams expressed her appreciation for Ms. Kelly's clarification since all of the parents she spoke to interpreted the letter to mean the parents should stay on one side and have the children cross by themselves.

Ms. Kelly apologized for the miscommunication. She explained the reason why the Village is not painting the crosswalks yet is because once they do the construction and everything settles, she has been told they are going to try to redo some of the corners where the crosswalks are to improve them.

Dr. Fishbein thinks they are paving Oak next summer due to utility installation and it needs to settle for six months to a year so the new pavement does not sink.

Mr. Morgan noted there is a citizens Safety Committee which Ms. Brogan is our liaison to. He asked if these are issues the committee also addresses.

Ms. Brogan replied the committee has been talking about it and she has been talking with Dr. Fishbein and Ms. Kelly so they are aware of it. Although we can advocate, much of this is the Village, in terms of the painting of the crosswalks, and we are responsible for the busing. Ms. Brogan thinks staying on the other side of the street until the bus comes is worth trying. She knows some concerns were about people who do not always follow the law and are not stopping for the buses, and that is a police issue and enforcement. There are three components to safety – enforcement, education and engineering.

X. DISCUSSION ITEMS

There were none.

XI. ACCEPTANCE OF MINUTES

➤ July 29, 2019 Regular Public Meeting

Acceptance of Minutes was tabled to the next meeting since Mr. Morgan was not there for that particular meeting and only two Board members present were.

XII. OTHER BUSINESS

There was none.

XIII. MOTION TO GO INTO EXECUTIVE SESSION

At 6:06 p.m., Ms. Smith Wilson moved the following resolution. Ms. Brogan seconded the motion, which was unanimously approved. Ms. Smith Wilson stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists.

The Open Public Meetings Act authorizes a public body to meet in Executive Session under circumstances; and

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet

in such Executive Session; now, therefore,

Be it Resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss a residency hearing/personnel and/or litigation matter and/or negotiations and/or contract matter and/or HIB hearing. No action will be taken in Executive Session.

XIV. RECONVENED PUBLIC MEETING AND ADJOURNMENT

At 6:55 p.m., on a motion made by Ms. Smith Wilson, seconded by Mr. Morgan and unanimously approved, the public meeting reconvened and adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Dembin, Ross Somerville	Comprehensive IMSE Orton- Gillingham Training - Secaucus, NJ July 8-12, 2019	Professional Development	\$ 1,175	0
Kelly, Antoinette Education Center	NJSBA Sustainable Practices Workshop – Trenton, NJ September 25, 2019	Professional Development	\$ 58	0
Price, Megan Orchard	Comprehensive IMSE Orton- Gillingham Training - Secaucus, NJ September 30 – October 4, 2019	Professional Development	\$ 1,175	5
Townes, Ojetta Education Center	AASPA's 81 st Annual Conference New Orleans, LA October 8-11, 2019	Professional Development	\$2,563	0
Fenwick, Michelle Education Center	Special Education Law in NJ Hasbrouck Heights, NJ October 16, 2019	Professional Development	\$ 228	0
Nese, Janel Education Center	Special Education Law in NJ Hasbrouck Heights, NJ October 16, 2019	Professional Development	\$ 228	0
Wood, Danielle Education Center	Special Education Law in NJ Hasbrouck Heights, NJ October 16, 2019	Professional Development	\$ 228	0
Gorman, Tom RHS	NJSBA Annual Workshop Atlantic City, NJ October 22-23, 2019	Professional Development	\$ 486	0
Fischer, Katherine Orchard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28 – November 1, 2019	Professional Development	\$1,175	5
Saglimbeni, Mary Orchard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28 – November 1, 2019	Professional Development	\$1,175	5

The total cost for these conferences is \$8,491. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$85,133 leaving a balance of \$106,305.

The total cost of substitutes for these conferences is \$1,500. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$10,600.

2330.1 EXTRA CREDIT

Extra credit is offered at the discretion of the individual teacher. It is not a requirement to offer extra credit. Students and parents should not ask for extra credit.

Guidelines:

1. It must be related to the current curriculum.
2. It should not impact a student's marking period grade more than one percent.
3. It must not require a monetary fee or purchase of goods (extra credit or grade).
4. If it requires an afterschool no-cost event or activity, an alternative equivalent assignment must be provided. Equivalency is determined by the teacher.
5. It must be offered to all students in the class.
6. Extra credit or homework passes, etc. may not be bought, sold or exchanged.

Nothing in this policy should limit incentivizing students (non-grade bearing) to participate in school activities, fundraising and cultural activities.

Adopted:



FIELD TRIPS FOR APPROVAL

August 26, 2019

ONE DAY TRIPS

ATTACHMENT C

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
09/26/19	RHS	Ellis Island, Tenement Museum New York, NY	28 grade 11 American Studies students	2	0	\$0	\$565 (bus)	yes	yes
04/29/20	GWMS	Pony Power Therapies Mahwah, NJ	6 grades 6-8 students	3	0	\$0	\$161 (driver)	yes	yes
05/13/20	GWMS	Pony Power Therapies Mahwah, NJ	6 grades 6-8 students	3	0	\$0	\$161 (driver)	yes	yes
05/20/20	GWMS	Pony Power Therapies Mahwah, NJ	6 grades 6-8 students	3	0	\$0	\$161 (driver)	yes	yes
06/03/20	GWMS	Pony Power Therapies Mahwah, NJ	6 grades 6-8 students	3	0	\$0	\$161 (driver)	yes	yes
06/10/20	GWMS	Pony Power Therapies Mahwah, NJ	6 grades 6-8 students	3	0	\$0	\$161 (driver)	yes	yes
06/17/20	GWMS	Pony Power Therapies Mahwah, NJ	6 grades 6-8 students	3	0	\$0	\$161 (driver)	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

August 26, 2019

Overnight Trips - Cocurricular

ATTACHMENT C

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
09/13/19 to 9/15/19	RHS	Yale University <i>Speech & Debate Tournament</i> New Haven, CT	30 members of the Speech & Debate Club	3	0	\$0	0	\$0	\$5,300-total (\$4,600-fees) (\$700-bus)	no	yes

**RCS New Trips, Tours & Classes
Fall 2019**

Day Tours

Grey Towers Estate & Annual Sussex County Craft Fair
Sagamore Hill & Cold Spring Harbor
Frank Lloyd Wright's Temple Beth Shalom & the Masonic Temple in Philadelphia
AKC Museum of the Dog & *The Vessel* at Hudson Yards
Untermeyer Park and Gardens & PepsiCo Gardens
The High Line, Chelsea Market, Ferry Ride Battery Park City Esplanade , Hudson Eats & Brookfield Place
Christmas Wonderland Show at The Bethlehem Sands Casino & Buffet Lunch
Group Tours & Travel LLC
Afternoon Tea at The Cairnwood Estate at Christmas Time, Glencairn Museum & Bryn Athyn Cathedral

Multi-Day Tours

Atlanta ~ the Empire City of the South
Williamsburg & Busch Gardens at Christmas Time
Seven Night Great Lakes Cruise on the M/V Victory II from Chicago to Niagara Falls

Creative Arts

Stand-Up Comedy
Relax and Paint in Acrylics

Culinary Arts

Cooking on the Healthy Side
Italian Cuisine - Pasta and More
Wings
Hearty Fall and Winter Soups
Main Meals in Parchment - the Art of Cooking en Papillote
Cookies - Favorites from Kim's Recipe Box
Hand Dipped Chocolates & Truffles for Holiday Giving

Handcrafting

Copper/Iron/Bronze Patina Painting

Health

Playing With Pendulums
The Wonderful World of Crystals

Home

Clutter Busters to Keep You Sane
No Drama Downsizing

Leisure Time

Organizing Your Community or Family Group on Korhort

Liberal Arts & Music

Victorian Book Club

Sports

Pickleball
Indoor Simulator Adult Golf Clinic

<u>CURRICULUM</u>	<u>DEPARTMENT</u>	<u>NEW COURSES</u>	<u>REVISED COURSES</u>
12 Revised Courses	Elementary		<ul style="list-style-type: none"> • ELA K-5 • Social Studies K-5
1 Revised Course	Business - HS		<ul style="list-style-type: none"> • Sports & Entertainment Marketing
1 New Course	English - HS	<ul style="list-style-type: none"> • Journalism Honors 	
16 Revised Courses	Fine & Applied Arts - HS Fine & Applied Arts - MS		<ul style="list-style-type: none"> • Intro to 21st Century Music Production, Advanced 21st Century Music Production, Symphonic Orchestra, Concert Orchestra, Chamber Orchestra, Symphonic Band, Concert Band, Wind Ensemble, Music Mentors, Music Theory AP • Band 6, Band 7, Band 8, Orchestra 6, Orchestra 7, Orchestra 8
1 Revised Course	Interdisciplinary - MS		<ul style="list-style-type: none"> • Social Psychology
6 Revised Courses	Math – HS Math - MS		<ul style="list-style-type: none"> • Algebra II Honors and Algebra II E • Math 6, Math 7, Math 8, Math 8 Geometry
2 Revised Courses	Science – HS		<ul style="list-style-type: none"> • Chemistry Honors RAHP • Environmental Science
10 Revised Courses	Wellness – HS Wellness - Elementary		<ul style="list-style-type: none"> • Aerobic Units in Grades 9-12, Strength & Conditioning 10, Wellness 12, Child Development • Health K-5
7 Revised Courses	World Language – HS World Language - MS		<ul style="list-style-type: none"> • German I Honors, German III Honors, German IV Honors, French V Honors, French V AP, Spanish V AP • French 7

**Ridgewood Community School
Fall 2019 Employees**

Adult Education

Account #13-602-100-101-00-60-060-001

Carl Andreasen
Tyler Ardizzone
Robert Austin
Cyndi Avedon
Claire Babbitt
Marina Bardash
William Brown
Robert Burke
Vivian Burns
Hugo Caravajal
Alain Chahine
Martine Chahine
Catherine Chriss
Susan Christopher
Mary Lee Costello
Roger Davidoff
Jean (John) DiCostanzo
Dawn Dittmar
Patricia Ermilio
Rick Feingold
Ellen Feld
Mary Fitzgerald
Lisa Fondo
Irene Fortunato
Stephen Fowls
Julian Garcia Medina
Mary Ann Gebhart
Diana Gibson
Gwendolen Gross
Burton Hall
Fred Hammond
Yasuko Hansen
Amy Harrison
Kim Hendrickson
Lynn Howells
Alex Ishkanian
Fran Kelley
Kathleen Kiedaisch
Terry Kovalcik
Lois Kramer-Perez
Tomohiro Kubo
Michelle Kupfer

Adult cont.

Isabel LeLuc
Karen Livianos-Centauro
Robert Livingstone
Angela Maniaci
Michael Manna
Vincent Marchese
Deirdre Mastrangelo
Evelyn McKinnon
James Michels
Lynn Needle
Amy Nellissen
Samuel Nutile
Eugene Papay
Joanne Paul
Myra Petretti
Harold Petzold
Joel Popadics
Jason Porod
Garry Poznick
Harris Reinstein
Aliza Rosen
Laura Rottino
Donald Rubin
Zahava Schwartz
MT Schwartzman
Joseph Scillieri
Chuck Soloman
David Spiegel
Joan Tarrant
Akemi Thompson
Steve Tichenor
LaShondra Tyree
Jennifer Ulman
Thomas Valenti
Neil Valere
Richard Van Der Wall
Patricia Vangieri
Lesley Whyard
Anne Winner
Maksim Zaitsev

Driver Education**13-424-100-101-00-60-060-001**

James Cosgrove
Robert Currier
Peter Kay
Ronald Knott
Robert Ranson
Jennifer Ross
Andrea Watson*

Maker Space Volunteer - Adult

Thomas Puleo

Substitute Secretary RCS Office**13-602-200-105-00-60-060-001**

Kathleen Kiedaisch
Eileen Rix

Junior Edition**13-423-100-101-00-60-060-001**

Lisa Alexander
David Bailey
Andre Baruch
Matthew Beaumont
Megan Beaumont
Matthew Bilyk
Kenneth Brescia
Vivian Burns
Louise Butler
Zhe (Gil) Cheng
Eva Conti
Kate Cosco
Patrick Driscoll
John Eichmann
Gary Fink
Mauricio Garcia
James Garde
Daryl Goldberg
Benjamin Hankle
Christine Ims
Ronald Knott
Greg Landes
Patricia Lazzara
Robert Livingstone
Ann Monton
John Monton
James Ponchak
Michael Pounds
Robert Ransom
Michael Troy
Maksim Zaitsev

	Budget	Actual	Proposed
	<u>7/1/18-6/30/19</u>	<u>7/1/18-6/30/19</u>	<u>7/1/19-6/30/20</u>
Revenue			
Summer	65,000	81,096	65,000
Infant	148,600	135,352	128,734
Toddler	161,170	182,800	194,140
Twos	202,090	198,137	306,070
Threes	372,220	375,177	266,670
Fours	170,710	201,305	289,420
New Students registration fees		950	
Non-returning Student deposits 2018/19		4,000	
TOTAL REVENUE	<u>1,119,790</u>	<u>1,178,817</u>	<u>1,250,034</u>

Expenditures

100.0101	Cont. Head Teachers	192,108	192,108	198,732
100.0101.001	Teacher-summer timecards	8,000	6,736	11,879
100.0101.001	Music/Yoga	9,200	11,889	11,940
100.0106.001	Teacher Asst.-timecards	374,723	301,954	399,096
100.0106.001	Teacher Asst.-summer timecard	30,000	35,594	28,000
100.0420	Cleaning, Repair	213	214	0
100.0500	Purchased Service	357	0	0
100.0610	Instructional Supplies	3,900	3,529	3,900
100.0731	Equipment-Inst.	0	0	0
100.0890	Misc. Exp.-Dues, Ref.	0	0	0
200.0103	Contracted-Director	55,489	55,488	56,803
200.0104	Salary-Other Prof.	0	0	0
200.0105	Contracted - Secretary	36,796	37,594	37,661
200.0105.001	Secretary - Summer	3,700	2,477	3,335
200.0220	Social Security	50,500	31,755	57,000
200.0241	Pensions	52,200	67,416	76,000
200.0250	Unemployment		1,969	2,300
200.0260	Workmen's Compensation	4,000	2,235	3,100
200.0270	Health Benefits	153,000	213,310	218,912
200.0330	Pur. Ser.-Other Prof.	0	0	0
200.0420	Cleaning, Repair, Mainten.	0	0	0
200.0441	Rental-Land/Bldgs.	109,986	109,986	112,180
200.0490	Lease Equipment	4,500	4,535	4,570
200.0500	Other Pur. Services, Advertise	1,200	210	0
200.0512	Contracted Transportation	0	0	0
200.0520	Liability Insurance	10,418	7,890	5,200
200.0530	Communication/Tele.	600	407	800
200.0580	Travel/subst.	0	1,265	0
200.0610	General Supplies	9,900	8,455	8,826
200.0732	Equipment-Noninst.	0	0	0
200.0732	Equipment-Replacement	0	0	0
200.0890	Snacks/Dues/Misc. Exp.	9,000	7,184	9,800
TOTAL EXPENDITURES		<u>1,119,790</u>	<u>1,104,200</u>	<u>1,250,034</u>

Contracted Therapists/Providers for Special Education Student Services for the 2019 - 2020 School Year			
Contractor	Service	Schedule	Rates
Alpine Learning Group Inc.	ABA Therapy, Consultation, Supervision, Clinical	75 hr/wk	\$65- \$300
Bergen County Special Services	OT/PT/SL/ ABA/ AVT/TOD/ In Home Services	80-95 hrs/wk	\$17.25-\$165 hr
Cresskill BOE	Counseling Services, Speech Therapy	1 day/wk	\$50 per session
Grube, Laura	Speech	1 hr/wk	\$140/hr
Therapy	Speech @ RHS	<80 hrs/mo	\$80/hr
Learning Tree BiLingual Evals	Bilingual Evaluations	As needed	\$750 per eval
Northern Valley Regional HS	Occupational/ Physical Therapy	2x/wk, 30 min	\$65 per 30 min
Professional Education Services, Inc	Hospital Instruction/Tutoring (5-10 hrs wk per student)	As needed	\$58.09 per hr
Progressive Therapy of NJ	Training	25	\$70-\$110 per hr
Reed Academy	ABA Therapy, 1:1, Coordination, Supervision	~45 hr/wk	\$57 - \$150/hr
Ridgefield Board of Education	OT/ PT/Speech	sessions/mo	100 per session
SP & SK, LLC	Interpretation Services	As needed	\$180 session
Supreme Consultants	Bilingual Speech Evaluations, translation, interpretation	As needed	\$47/hour and/or \$750

DISPOSAL OF EQUIPMENT

Item	Model	Serial Number
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Desktop	Apple iMac	C02MM6W6F8J2
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Desktop	Apple iMac	QP82503A2PN
Desktop	Dell Optiplex 9020	3Z3B8Y1
Document Camera	Avervision 300+	419927040
Laptop	Vostro 3400	3PLMHL1
Laptop	Vostro 3400	678GRQ1
Projector	Epson Powerlite 822	1002510
Projector	Epson Powerlite 822	1002496
Projector	Hitachi CP-X2011	H1c415928

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
SEPTEMBER 9, 2019**

Minutes of the Regular Public Meeting of the Board of Education held on September 9, 2019, at 5:00 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President Ms. Sheila Brogan; Mr. Cristopher Kaufman

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: None

Visitors: There were approximately three visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

Ms. Smith Wilson noted we were starting early to interview applicants for the seat vacated by Ms. Krauss and the term ending in April 2020. She thanked everyone for taking the time to engage in the application process and being here tonight. It is a tribute to the schools that so many residents are interested in serving this Board of Education.

The Board received applications on Friday and spent the weekend reviewing them. Interviewing ten applicants at approximately 25 minutes each should take approximately four hours. The regular public meeting will begin at the end of the interviews. Ms. Smith Wilson thanked the administrators and staff who are here tonight for this long meeting.

Ms. Smith Wilson explained the order of interviews was drawn out of a hat. Everyone received the same nine questions. Some sent responses to the questions with their applications, and some did not. Submission of the answers with the application was not required. She will ask the questions and Board members may ask follow up questions. She will keep a timer and move the process along so we can stay on schedule. If needed, there will be two breaks – one at 7:00 p.m. and one at 9:00 p.m.

The process agreed to is that interviews will be completed this evening, the Board will check references, and nominations and the vote to appoint a trustee will take place at the September 23 Board meeting. In the event the Board is unable to agree on a candidate or there is a tie, the Board will announce that process at that time. She thanked everyone for their interest in serving.

IV. INTERVIEWS OF CANDIDATES FOR THE VACANT BOARD MEMBER POSITION

Ms. Smith Wilson asked the questions of each candidate and the interviewees responses are in italics.

Charles Krause

1. What prompted you to submit your application to become a member of the Board of Education?

I like to serve the community. I have been a coach on various athletic teams, as well as at my church. I like to give back. I believe that is important, in education especially. We demonstrate ourselves by what we do and how we are educated to be a stepping stone for others. The Board is a great place to do that. They are the keeper of policy and set goals for the education here in Ridgewood, NJ.

2. Is there anything that interests you about this position?

As you can see from my background, I do a great deal of work in policy and goal setting and enjoy that. I also enjoy looking at comparative standards and providing data in order to come to a decision. I really appreciate collaboration, diversity of opinion, and getting to the bottom line and doing what is right for the organization I am serving; whether it is a corporation or a not for profit or a charity.

3. What do you see as the duties and responsibilities of a Board of Education member?

I believe that it is about guidance and collaboration primarily. To serve the student body for generations to come, for each class as it exists right now, and help them to achieve. I think it is also important for each one of us to aspire and reach for more. To be constantly collaborative with one another but drive each other to reach for the next standard, and looking for that brass ring. It may not ever be achievable; however, it is something we should always strive for.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation?

As you can see from my resume and the answers provided, there is a litany of things I can provide, and I do this on a regular basis at various organizations from which I convert in different states of existence. Some of them are turn around, some are carve-outs, some are about to be sold and there is a great deal of chaos inside of them. Some are already well set with regard to administrative processes. However, the changing times with regard to legal, regulatory, and technology is always commanding and an insightful look and something we need to step back from and never become complacent with regard to what it is that we currently do, and constantly looking at how we can do it better.

At these organizations I provide leadership training in addition to executive coaching. I also provide talent and performance management from the very beginning and help write employee handbooks. I am presently looking at various different things that are going on inside these organizations that I think would relate to the schools, with regard to marijuana and vaping policies, in addition to technology and how it is used in these organizations. I do believe that the private sector, as far as corporations are concerned, are entirely different from public schools; however, people's behavior is people's behavior and it stands to reason that it is about virtues and ethics, and that is something we can always strive for. When looking at these types of things that are constantly changing in this world, it is something that we always have to keep in mind – that barometer. I provide that kind of guidance to a number of different organizations and for different

investment groups. They are a tough group. They make decisions based upon dollars and data and gut and intuition. As a result, that is something I need to bring to the table. It is a good deal of information and data in order to guide those conversations.

Ms. Brogan asked where does Mr. Krause see the gut as coming into decision making.

I do not as far as gut and intuition is concerned, unless there isn't enough data or dollars to establish that decision. When it comes down to it, what they generally look for is the person who has the most experience to be led by their gut with regard to what to do. That is a really important thing. However, moving forward from that gut position, you need to establish a measurement process and other goal setting measurements, not in just a backward-looking process, but also what is it you are tweaking right now that will keep us moving forward. If it comes down to gut, it is about making sure you establish the right sort of data to measure and move forward.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

I presently volunteer at Bethlehem Lutheran Church. I am on the Elders Committee, Vision Committee, and Kyros Network, which looks at planting churches throughout the state, especially where some churches are dying. In addition, I coach at Upward Basketball and am the MC and half-time speaker there. I provide youth gathering leadership. I took a group of Ridgewood youth to Minneapolis, MN for a gathering of 35,000 students and provided leadership and training.

I haven't coached football in a year. Last time I did, I coached flag football with Mr. Kaufman. We won the championship because we were not seeking to win at all. At every game, my coaches and I never once sought strategic plays throughout the course of the process. Instead, at every game we did a side out and it was just about rolling with whoever we had at quarterback, whether it was the smallest or biggest kid, it did not matter. All we wanted to do was to teach fundamentals to the kids. By doing that, I believe they reached for more. I really miss that. I also have coached baseball and been a part of Cub Scouts and Boy Scouts.

Ms. Smith Wilson asked what a side out is.

It is like volleyball where you move everybody out to the next position. So, every single kid on our team played every single position several times during the game. There are no set positions.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

When I was the vice president of Bethlehem, I believe the core responsibility was the organizational process for the Council itself. I made sure that each one of the heads of committees was prepared for each of the meetings and was not going to hold us over time as far as our meetings were concerned. We are all busy with other things but also had to recognize our families. I had to make sure that each head of the committee was ready and provided a brief report to me before those meetings. If they did not have it, I set policy that they would do so. Everybody was pretty much on board. It created a great deal of efficiency for each meeting and a strong change as far as process was concerned.

In addition, I asked each member of the Council to think about who it is that they could have as their mentee that they would bring up into the position. I had a situation with many volunteer organizations and this generation regarding apathy. There is not a great deal of community involvement and low volunteerism. I thought it was important that each individual on those committees and on that Council, who had been taken under their own guidance, look for a person who they could see be their replacement and guide as a mentor. It was not as raving a success as I would have hoped, but I think that the constant encouragement is something that continues to go on today.

In addition to that, I am involved in Youth Services and reaching out to different ages (elementary, middle and high school) and continue to have relationships with college kids and young adults. I started teaching Sunday School 20 years ago, and through the course of that, instead of taking the road of teaching manuals that were provided to us, I sought to provide creative new solutions to approaching how they went in to scripture and the Bible, also applying that in a progressive, more contemporary way. I did the same thing with Cub Scouts. While I did not hold the official title of troop leader, I was a parent volunteer and had to go through the background check process as well. Through that, I was responsible for providing training to the kids. Looking at guidance through the scout manual was very important and I put my own leg work into that to make it more applicable to contemporary situations.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member? *No.*

Ms. Smith Wilson commented Mr. Krause seems to do a lot of stuff and time is a value.

This is one of the things I teach in these organizations. Part of leadership for most of these organizations is recognition of the importance of people that you are leading; their time. The biggest operational expenses to any organization are the salaries and bonuses. For any of those leaders, the most important thing that they do is have good time management in order to manage those people. If they are squandering their leadership of those people, they are squandering their investments. One of the things I teach is time management so I think that I am pretty good at it.

Ms. Brogan pointed out Mr. Krause graduated from RHS. She asked if Mr. Krause could reflect for a moment upon the change in education he has seen from his experience in high school.

I really appreciate the question. When I was in high school, my mother took it upon herself to reach out to my teachers and tell them they could do whatever they needed to keep me in line (whether it was before or after school, detentions, adding additional work, etc.). In addition to that, she gave them her direct number at work in case I was late to school so she would get a call. Many teachers took a deep interest in me because my mom said to do so. I believe that as a result of that interest, I commanded a greater grasp of the English language and appreciation for various philosophers and great books.

I believe it is words that tell you truth and by being able to select that word in a precise fashion is how we get to agreement, how we come to collaboration, and how we become a community. That came from people who were very precise and very exacting in what it was that I was handing in and asking to take pride in. If I was putting my name on it, it should be something I am proud of. That was exciting and took me through the rest of my career, as well as undergrad and law school. I try to communicate it to my employees and children I work with.

My experience with Ridgewood with my kids going through it has been hit or miss. Teachers, despite my presence at Back to School Night and providing them with my personal email, looking them right in the eye and telling them that there is nothing they can say to me that would make me upset about the behavior of my child, if he needs to be put in line, that is absolutely fine. Any sort of reports that they need to provide me, I wanted to hear it. There were some that were sort of engaged, but most were not. I especially found that most recently with my older son at the high school. The entire time he was there, he had no interaction with his guidance counselor except for when there was a meeting.

Mr. Morgan asked as a Board member, how would Mr. Krause address that kind of issue.

I think that is something I cannot do as an individual. I think that is something we can do as a Board. Together, we can find solutions as far as that is concerned. I truly believe that some of the most important roles in society are the educators. This is something that I would lay out there as possibly the most important role in society. That is something I would love to collaborate with all

of you on; setting a standard to attract the right people who feel that way with regard to students, as a calling to educate, as opposed to merely a career choice. I also think that is something we can do to relight and reignite that fire. I do believe that people want to do good and with the right tools and encouragement, they will reach out and do that.

Ms. Brogan commented Mr. Krause mentioned great western books still having a place in education today. What is your sense of these great western books.

All the way back from Homer and the Iliad Odyssey and whether or not these were taught or have a place inside of education these days, through Plato's Republic, Aristotle and Socrates and the arguments that they have. The difference between the philosophers, the discussions between the new and old testaments, whether it is from the Hebraic or Greek or Latin; all of these things create a woven fabric that really established us as civilized people, as society. What they really did for us is what I spoke of before – that constant reaching for the brass ring. It is not necessarily about viewing someone with education or the pursuit and knowledge of what virtues and ethics are, it is what do we do with those things on a daily basis. Throughout those great western books, all the way through to some of the classic literature (i.e., Shirley Jackson and Mark Twain, etc.), those are some of the stories that were the fabric of what I learned and the way that I was educated. I still believe that as far as nobility is concerned in education, reaching for that brass ring whether or not we achieve it, it is something noble that we should always do.

8. Do you have any specific questions for us, or need further information at this time?
Ms. Smith Wilson noted Mr. Krause's questions for the Board were quite significant. One question she had runs from his question as to if there is enough parent involvement and he referred earlier to his mother's involvement when he was in school. She asked how do you change the parent involvement?

I do believe that it is up to the parent. I believe that is a generational thing. We are going through a period right now with an incredible amount of apathy with regard to community and volunteerism. That is something that is terribly distressing to me. I am not sure exactly how you get it done, but I would imagine there is a great deal of thought that is out there and probably a number of different schools and organizations that are working on that, in order for us to achieve that kind of greater involvement in schools. I think there is an opportunity for us to get a survey of private and public schools to see what it is that makes parents more involved in their kid's education. It is something that is important. I cannot imagine not being that way.

9. Did you vote in the April 2019 School Budget Election?

Yes, I have not missed a vote since I registered in 1984. I made sure my son, when he was 18, also registered and voted.

Mary Micale

1. What prompted you to submit your application to become a member of the Board of Education?

I really believe in public schools and the Ridgewood Public Schools and I want to serve and continue to contribute to continuing our Tradition of Excellence. Personally, for me, it is a natural progression of what I have been doing. Since my oldest was in kindergarten in 2007, I started volunteering in schools in every capacity I was able to; HSA, Federated, Ridgewood Education Foundation where I served as president, and I am a member of the Board of Trustees. Having sat through almost ten years of federated meetings in some capacity or another, I am never bored, I am always interested, I like what the Board does, and I have developed an appreciation for the profound impact that what the Board of Education and our schools do, and the impact they have on families and our community and it is something I want to devote my talents to.

2. Is there anything that interests you about this position?

Almost everything. I have been spending time thinking about it and in my written answers to the questions I listed I am very interested. Every time I hear a presentation either through the Foundation for a grant application, or at Board meetings and Federated meetings, and hear about the latest discussions, even the discussion last month about changing assessments, I find it fascinating. I am excited when hearing about what students do in the arts and when kids are singing. That to me is interesting and fun. I am just as interested in learning about what goes into allowing that part to happen as the fun part, but we have to have facilities that work, a comfortable environment, and efficient resources. My background as a lawyer, where I did commercial litigation, when you talk about the business of education, it brings it all back to me and I found that interesting at that time as well. A wide variety of things that I see the Board of Education doing, I am sure if given the opportunity to serve on this Board, there will be something that is not my favorite thing, but as of now, I find it interesting. I sat through the entire HVAC system presentation twice and learned something. I am interested in how policies are developed and how they affect what our administrators and teachers do.

Mr. Morgan commented he sees Ms. Micale quite frequently at meetings. He asked if she has been coming for a while?

Yes, I have been coming on and off for a while because when you have small children, it is sometimes difficult to do that, but I made it a point to come.

3. What do you see as the duties and responsibilities of a Board of Education member?

I think the primary thing a Board of Education member has to understand is what exactly her or his role is. The first thing you need to do is take your personal agenda and leave it at the door. I think Board of Education members are stewards of the schools and the job is not to run the schools or micromanage; but to come in and listen and make sure the schools are well run, make sure that policies are developed that are consistent with our community goals and that are educational and sound, and to work collaboratively with everyone else to have it done. I think that is very important and something that I feel I instinctively understand.

As a lawyer, I understood that I was representing someone else. I would advise and advocate when necessary, but the interests were not necessarily mine. Working as a Board of Education member, I believe it is quite similar. It is not my personal interest as a parent, it is in the best interest of the community, which is a broader task the Board of Education has. I have to have time to do the work and show up to meetings, do the homework, which includes a lot of reading and the ability and interest to learn about what you do not know.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation?

Primarily, I am a lawyer and practiced law for 15 years and retired in 2006. My training as a commercial litigator gives me a lot of skills that I can use in this type of situation. I know how to approach complex issues. I understand the difference between facts and opinions, and between facts that are and facts that you would like them to be. I think it is very important to understand when approaching a problem or issue. I also understand how to read laws and statutes and how they work and then how to apply them to situations. I learned early on that you can advocate but you always need to be practical. You do not try to win at any cost. It is not an adversarial process but you need to collaborate and have clear goals. If you are negotiating, you need to be open minded, move toward your goal and be practical about it. Just because there is something you may want, is simply may not be possible. You don't always win by going to the masses. I think that is a matter of perspective and one I bring to the table, along with my ability to litigate, analyze, and negotiate.

There is a second skill set I have that did not come full circle until I retired; to stay at home with the kids. I learned that number one, no matter what situation you walk into and how much you think you know, you just do not know everything. I think that is really important no matter what problem, issue or policy you are faced with. You have to be flexible and patient which I had to work on with my kids. I think there is also an intangible human element in every situation. I remember seeing that at work in this district a few different times. When you take my professional training, which is to be a tough litigator, and my personal training and realize that may not always serve the situation, and put it together, you end up with somebody who knows how to collaborate, listen, work together with people and think outside of the box. That is what this Board and district strives to do. This is why when everyone comes to the microphone, you do not immediately respond. You study it, you think about it, and then respond. That is what I think should be done and I compliment the Board for it.

Ms. Brogan stated the Board received a lot of nice emails about her collaboration. Ms. Brogan was wondering, because sometimes it is difficult to distinguish small groups or one loud voice versus what the community values or wants, if she had that at the HSA and Federated. She asked Ms. Micale to reflect on how to differentiate the voices.

First, I would listen. If there is a small but loud voice, consistent, you have to take a look at it to see where it is coming from. Then it is important to draw upon relationships you have in the community and kind of take the temperature and see what everyone thinks. I think there is nothing wrong with that. Through the HSAs, I have always had relationships with everyone and could read what the reaction was to certain things and also talk about it. If you bring the question to the public and say if this is something that is important and you care about...for example, I will tell you about when I was the president of the Ridge HSA, it was the practice at that time for Friends of Ridge to help with enrichment to pay for field trip costs. They did an analysis and found out 20% of parents were paying for 100% of the costs. At that time, there was a little bit of economic pressure and it did not seem fair. We had an HSA meeting, sent out emails, and canvassed the community and said if you care about this, come and talk about it. We collected the information and had a second meeting. We said based upon everything we discussed, a decision was made to recommend that Friends of Ridge no longer pays for those field trips. We asked each individual parent to pay for those field trips and had another fund at the school. There was discussion, it was one of the biggest HSA meetings I ever attended, and some people did not agree and voted against it, but the majority voted in favor. We made that change, which started as a complaint and went from there to a more general discussion and eventually it changed.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

My involvement is mostly in the schools but I have also been involved in the community. I have been a Girl Scout Leader which is connected to the schools but is a community group. Most recently, I was a small group leader at Mount Carmel for my son's confirmation group, which gave me the opportunity to talk about something personal, which is my faith, and try to reach kids about that and challenge them to think about their own faith. Years ago, before I was in the HAS, I did volunteer for the YMCA at a silent auction. I try to show up when volunteers are needed.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

In each of these organizations, I have ranged from a soldier who shows up and does a shift and does exactly what she is told to being the president of the HSA, to being a trustee on the Ridgewood Education Foundation, to being second vice president, to running the Octoberfest, and being president of that organization. I have served pizza at the Wizards game and been secretary or treasurer. I have run the gamut in terms of involvement. I think that is very important because you learn something different with each different role you take. The very first tag sale I

did taught me about delegating. When I first did it, I just showed up and did what I was told to do. What I learned was that I had some ideas. Some of them were acceptable and some were not, and that you cannot necessarily second guess the person who spent months doing it prior to you showing up. You need to help them and there needs to be respect for a role. On the other side of it, when you are the organizer or the person who runs the foundation, you have to have respect for the person doing the legwork for you. The people on the grant committee of the REF spend a great deal of time going through grants and they ask questions. When they come in and make a recommendation (and they have done their homework), there has to be respect and a certain amount of deference. You are certainly able to ask questions and you should, and you should be a critical listener; but, you also need to understand that when you are at a certain level (presidential), you may not be able to be involved and you need to respect the people who are.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member?

Not really. First and foremost, I have the time and energy to devote to this position; I am not employed right now. From my perspective, time is not a problem. I have the ability to do the reading and do homework and attend meetings. When I was looking at some of the ethical roles, I heard them talking about relatives who may be in education. I have two sisters who work for the Union City schools. One is a middle school principal and one is a sixth-grade teacher. They are members of the Union City Education Association. Here in Ridgewood it is the REA and they are all affiliated with the NJEA. I would defer to the Board attorney on this, but based on my reading, because they are siblings and not in-house members and out of district, I do not believe it would preclude me from voting on negotiations or contracts. However, I would defer to the attorney to make that decision.

Ms. Brogan thinks Ms. Micale is reading it right, but she is not the attorney.

Ms. Smith Wilson stated it is complicated.

8. Do you have any specific questions for us, or need further information at this time?

I really do not. I have been watching for a long time and that does not mean I think I know everything but I would need to wait. I am comfortable with what I know that if selected, I can serve and serve well, and that whatever requirements there are of me, I can satisfy them. If chosen for the Board, I will have a million questions.

9. Did you vote in the April 2019 School Budget Election? Yes

Ms. Smith Wilson pointed out Ms. Micale did state she had time and energy to devote to this position. She wanted to clarify for everyone here regarding time. There are night meetings, county school board association meetings, and a lot of opportunity to expand your knowledge in all different aspects of schools, in addition to the mandated training everyone has to go through. If she said on average it would be 5-15 hours (and her colleagues may say more or less), does that work for you in the timeframe you see in your life.

Five to fifteen hours per week – yes.

Ms. Smith Wilson commented and sometimes it might be three.

And sometimes it may be 30, whatever it is, I have the time.

Ms. Smith Wilson noted she brings an interesting perspective as Ms. Micale's children attended elementary, middle and high school and her oldest is now a senior. How has her perspective as a parent evolved as her children moved from elementary to middle to high school?

That is a great question. When we started, I walked my son into kindergarten carrying my two-week old daughter. My perspective was lack of sleep but very focused on what was going on in that classroom at that time. As he progressed through the schools, I looked at what was going on not just in that classroom but the entire school. My experience was middle and high school is so far way. I blinked and here I am. As my boys grew and my daughter went to elementary school, I saw that as they got to middle school, that parent involvement was different and the approach to education is different. Once I became the HSA president and got to sit on Federated, I started to hear things beyond Ridge School and started to see the needs of all schools (especially learning about the tremendous needs at RHS and what was done at the library and how inadequate it was). I had no idea as I had not been to the high school. I had not gone to Super Science Saturday at that point. I started to see that it is so much more than what is just in front of you and that everything builds, but as a community, even when your child is in second grade or fifth grade, you need to think about the fact that they will be in those grades. Once you get to the high school the experience is significantly different. What I learned is that it takes a Village and each individual school has its own personality in this town and we all come together as educators at the appropriate time.

Mr. Morgan commented on Ms. Micale's legal experience. One of the most important responsibilities is budgets and financials. He came out of the corporate world and Mr. DeSimone taught him that the experience in finance was not the same here. How does she feel in exposure in looking at financials and other things from a school perspective?

I have some experience with financials professionally and from a school perspective. The professional experience is limited but relevant. What I needed to do was every time I had to negotiate a settlement, I had to understand what the dollars and cents were for each claimant and how it affected them. I had to understand how much money to spend on experts so I had to work within a budget and have respect for numbers that were not my personal numbers. I had to learn what they took into account when they calculated a premium, and work on spreadsheets for settlements. It was learning how to learn about finances, which was important, because I did not have that skill out of law skill or an accounting background. Then I came to the school and I had to deal with the budget. I learned what went into each line item and sat with the treasurer who explained what went into each line item and what the goals were for each program.

I think all of that is relevant to what the Board has to do on a much larger, much more complicated scale. That is certainly something I need to learn more about. It is something I have an interest in and I think it is important. We cannot approach anything as money is no object. You need to run the district efficiently, and at the same time, keep in mind what it is that we need to do to maintain the tradition of excellence of the district. That is a challenge, something I can handle and would like the opportunity to try.

Michael Lembo

Ms. Smith Wilson thanked Mr. Lembo for the work he does with Michael Feeney – Best Day Ever.

Mr. Lembo replied that is one of the reasons why he stepped forward.

1. What prompted you to submit your application to become a member of the Board of Education?

I thank everyone for being here, all the candidates and the people watching at home. The reason why I want to do this is everyone up here said service. Dr. Martin Luther King said 'Life's most persistent and urgent question is, 'what are you doing for others?'

That is what we are here for. I have a life of service through my whole life. My biggest thing is safety and I wanted to come to the Board as a different perspective. We all have a different view and besides the learning perspective there is also safety. I want to use my expertise and management skills.

2. Is there anything that interests you about this position?

If it didn't interest me I would not have applied. When I saw the vacancy, I thought this is right up my alley and something that I would enjoy. I wanted to be with a like-minded group of individuals who want to serve their community and help out. I also feel there is so much I have gotten back. I am a third generation Ridgewood resident. I grew up here, my kids and brother's kids are here. There are Lembos everywhere. We are here for the long haul. My father and grandfather are still here. We give back to the community and I saw this as great opportunity. I've thought about it in the past as one of the things that interest me. I'm not a politician and unfortunately, I do not have time to run but when I saw there was a vacancy, I thought I can give back and show the Board what I can do, as well as the community.

3. What do you see as the duties and responsibilities of a Board of Education member?

They are listed on the website but are not black and white. I feel there is a core vision and goals of the district, working side by side with Dr. Fishbein and evaluating him, working with the budget and collective bargaining. Those are the ones I thought of and are very important. But there is also listening to the community, not just who comes to meeting and who has the loudest voice on the internet, it is what do the kids and parents want. It is not just one group; you have to listen to everyone. I have friends in other districts and it is very interesting because everything and everyone is different. Sometimes what the teachers or administrators want the kids do not want. You have to listen to everyone. You have to have an open mind. I have to do it all the time with work. I am used to it and used to being at meetings. I watch a lot of meetings online and they can be very stressful so I appreciate the Board's hard work.

Mr. Morgan commented Mr. Lembo mentioned collective bargaining and that he is a member of the PBA. He asked Mr. Lembo to talk about what legal limitations he might have.

I do not have any family members in district. My wife and sister are teachers, my mom is retired and still teaches.

Mr. Morgan asked if his wife is a teacher in another New Jersey district and a member of a union.

My wife works for the South Bergen Jointure Commission and is a member of the union. I know Ms. Brogan was saying it is kind of a gray area and I would also defer to the attorney to make sure there are no improprieties; however, I can still help. I do contract negotiations currently with our union. I know a lot about case law and Chapter 78. I would not skew myself as a community member. My duty is to the community and kids; not to a union. If I had to recuse myself from voting I would. I believe the contract is up after this appointment is over, but I know that is not a set time. There can be early negotiations so I would help any way I could with a different perspective.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation? (question not asked)

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

In the past growing up here, I have very fond memories of a lot of Ridgewood events. My father was a member of Dads Night and I would do the curtains and I still go. I grew up in the Hawes district and I love it. My son was there briefly and I still go to the shows. I do a lot of stuff at Travell and I have been asked to be a cub scout leader.

Being a member of the PBA, I do a lot community involvement. I started a lot of groups for charities. Initially, there was growing a mustache in November, now we have beards. We do the

month of October for breast cancer, men's cancer in November and in December, we have a shave off for children's cancer. I give back to the community.

Six years ago, or longer, we realized there was a different vibe between the community and law enforcement, especially the kids. As law enforcement, we used to know every kid. I know the kids on my block and now I know a lot more kids, but we were starting to get distant and kids were seeing us as bad guys. That's not what we want them to see. We want people to come to us for help. We want the community to know that we are a great resource for help; we are not the enemy. We love seeing the kids at graduation, it is something we all enjoy and we really do love our kids.

When it came to deciding to have a Junior Police Academy, we did not want to have one with drill sergeants yelling at the kids. We wanted something that would show off what we can provide and have a lot of fun with it and also show the kids that we are fun. The goal would be that someone will graduate and go into service. However, that is not the point. The point is for the community to see we live here, we are community members, and are here to protect them. We started chief for a day which is when we met Michael Feeney. Michael was amazing and taught them a lot of lessons. We learned that community and police needed that bridge. A lot of people think that because the police academy was named after him that he wanted to be a police officer. That is not the case. He wanted to help bridge the two together. Me and his family and the rest of the team have really strived to keep that dream alive. This year was our sixth year and we had over 100 kids from different school districts. We do it for a week and take these kids everywhere. We take them to Newark airport, Giants Stadium and the Giants and Jets locker rooms, and the kids have so much fun. They get to see that we are real people That community is growing. We started a scholarship fund in his honor and it is something we definitely want to keep. We don't want to say once you age out we don't want to see you anymore. We want to keep kids coming back to help out. We are building that service back.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education? (Combined with #7)
7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member? Ms. Smith Wilson mentioned Mr. Morgan talked about the union.

I do not know, it may be something that is not a conflict, but if it was, I would recuse myself. I would also make sure that any information I could provide, I would. I would not withhold anything. My dedication is to the community and the children that are in it.

Mr. Morgan asked if Mr. Lembo was on the Board, would he continue to supervise the SRO?

My position as detective/sergeant is relatively new and on a part-time basis. There is currently a captain that is in charge of the detective bureau who oversees everything and the SRO falls underneath me but the captain could supervise him. If it is a conflict, I could withhold himself. It is a collaboration to bring this program back and I helped on the back end because I felt we needed it. There are two safety things I am big on. One is cyber safety and the other is structural safety. The SRO program is one of the things that is big because we do have the largest school system in Bergen County. The Board and Dr. Fishbein have their hands full with a lot of people. I felt we were not providing dedication to juveniles and we have our hands full and needed that collaboration from the Board and police department. The SRO cannot be everywhere at once. I walk through all the schools and we wanted to be able to provide that safety for the school and kids.

Mr. Morgan asked if Mr. Lembo works with Mike Reinke.

Yes, and I know him very well. He is a great liaison for us because he flows through and he contacts us all the time. He is a great resource.

Mr. Morgan stated the SRO, Mike Reinke and securities are the total package and they all work together.

What had happened before we had the SRO and what is happening in the schools now is that administrators and teachers may know somebody who works for them but there was not a streamlined communication. Dr. Fishbein and the Board need to know of issues that are going on and the school needed a point of contact. With Mike Reinke being the School Safety Officer and our SRO, we have that connection and are still able to flow information to the proper authorities, and make sure that everything that goes on goes to my chief and Dr. Fishbein. The flow of information has been a great thing.

Mr. Morgan commented this is a term that goes until April and then the position is up for election. He asked Mr. Lembo if he intends to run for election.

Possibly, this is not an in and out thing. If chosen, I would like to stay and if not, I would think about it. I am not really looking at that right now. I am more concerned with what is happening right now and what help I can give. I am doing one thing at a time.

Ms. Brogan stated Mr. Lembo graduated from RHS and has children in the district. Certainly, things have changed dramatically (safety issues and technology) and asked Mr. Lembo to reflect on his experience and his children's experiences.

I have an awesome circle that I went through. I grew up here; went to Somerville, BFMS and RHS, went to college, and when I came back, I worked at RHS. I got to work with teachers I had and had to learn what it means to see the other side; that teachers are people too. These educators that I like really do care and most are really strong people. I always said I wanted to give back to the community and always felt the education I got here in Ridgewood put me on a path that he wants to make sure that our youth have that. I have a strong connection to town and law enforcement. I graduated college and wanted to give back to law enforcement so when a job came up, I could have left here in November but I stayed through mid-terms instead of leaving the students high and dry. I am still in contact with some students and can now interact with some students. I have family here and I wants to raise my family here.

My kids are in PreK and kindergarten and my brother's kids are in elementary school. I see the difference, as well as working in the schools. There is no more wood or auto shop; now everything is computerized. One of the new things I see for the last ten years since working with the prosecutor's office is cybercrimes. I go to schools throughout the county. I make sure I go to all the Ridgewood schools and work with the principals and do presentations to the kids so they learn about cyber bullying. Kids do not understand that we give them such great knowledge with the Chromebooks (which is awesome) but they need to learn it's a great responsibility. With the elementary kids I do 'Respond, Don't react.' We created a program I would love to start again with high school kids about teen suicide, active shooting and recognizing kids who need help. They are not bad kids, they just need help and information. Sometimes we miss a lot of things and could be better. Those are the things that scares me the most. I am also a parent who grew up with the street lights going off meant it was time to go home. My son is six and already asking when he can have a phone.

Ms. Smith Wilson mentioned the theme of time. She noted Mr. Lembo is a student at Marist and will graduate in May and also has his career. It is a question she would ask anyone with a big resume and a lot going on and asked how much time does he have.

I think you are underselling yourself with the 15-20 hours but I'll give you that. You can also see a lot of community groups, i.e. the Cub Scouts, which I cannot commit to but will help out. My duties and my job are protecting the town. Besides school, I would dedicate myself to this and make sure there would be no problem. I am the king of lists and have a lot of to do lists, and make

sure I go through them every day and try to be as organized as possible. A lot of my duties could overlap. I am in town and work in town, so I do not have an issue with that at all.

8. Do you have any specific questions for us, or need further information at this time? See #9.
9. Did you vote in the April 2019 School Budget Election?

Yes, I vote at every election and encourage everyone to vote. Our votes matter and that is the only way the Board knows they are doing well.

Ms. Smith Wilson asked Mr. Lembo if he had any questions.

Yes, what is the Board looking for in a new member.

Ms. Smith Wilson pointed out there are four of us here so you will get four different answers. The interesting thing about this process is we get to use what we know from having served on the Board for a decent amount of time altogether to select who we think would make a good addition to this Board. She thinks they all probably have different ideas on what that is.

Ms. Brogan commented for her it's knowledge of the community and involvement in the community; rounding out this Board, and representing our community to the best of our ability through our different lives outside of the Board. A commitment to education to keep students first and foremost as we make decisions, and to be very cognizant of the taxpayers because they support the schools, and it has to be a partnership.

Mr. Kaufman commented it is keeping an open mind. When you are just a member of the community there are a lot of people in your ear. When you are on the Board, there are rules and guidelines, and as Ms. Micale said, you have to leave your personal agenda at the door, and time. As the newest member of this Board, he did not realize it was 5-15 hours per week, he was thinking maybe three or five, so you have to be ready to do what you have to do. It is a big commitment.

Mr. Morgan stated we have a great education system here and it is a wonderful experience to work with colleagues within restraints and understanding the limitations on what they want to do, and listening to the taxpayers. At the end of the day we are five members and we have to collaborate, complement each other, and work together. He needs to see a Board member with the same vision going forward to continue the excellence, because we are all working together and representing the community.

That makes me think about one of my quotes. Michael Jordan said "talent wins games but teamwork wins championships." I see that all of you have amazing talents when you come together. I want to bring my talent, which is a little different. Are there any challenges the Board is facing?

Mr. Morgan replied we work in a constrained environment. Taxpayers only have a certain amount of resources and the Board has to prioritize needs. Do you bring any particular financial or budget expertise to help this Board?

I deal with the municipal budget. Every year, similar to how the school board budget works, all of the different departments in the Village have to present to the Council. They then break it down to each director and then we have to present their budgets to the chief. I run the bike unit, some things for the detective bureau, and the police IT group, so I have to ask for things. As the Board and Dr. Fishbein know, I try to ask for it and alot of times it gets cut. Sometimes we need computers in the cars versus ammunition. I understand capital and operating budgets. Right now, I am taking an economics social issues class and this community is very diverse and awesome. There are people from all walks of life, we cannot represent just one group. You have to listen to

everyone. I don't want to ask someone to pay more and someone to pay less. I want to make sure everyone is represented. I have to look at what is needed in terms of budget and how to afford it. That's why I went back to school; to learn these things. If I don't know about it, I'm going to learn.

Ms. Brogan said another challenge for us is facilities as we identify our systems that need upgrading or replacement. The other is continuing to make sure we have the trust of our community because it is with that relationship that our work will be that much better.

What does everyone love about the Board?

Ms. Brogan replied this is the best volunteer position in the community.

I would not have applied if I did not think so.

Ms. Brogan stated it is so rewarding, fulfilling, and interesting. It is the quintessential of life learning, because you are always learning and it is great.

Excellent, that is what I want to hear because that is how I view this and I want to come and help out. In closing, I want to thank everybody and the amazing outreach of so many candidates. I want to be able to provide as a resident. I am going to be here for the long haul. I look forward to working with you. Thank you for your time.

Joseph Madison

1. What prompted you to submit your application to become a member of the Board of Education?

There are three basic reasons I stepped forward. One is I have a strong conviction to the importance of education and the role it plays in the lives of our students to achieve their life ambition; two is I have concerns about the district and the years ahead; and three, I am currently a stay at home dad and find myself with the time, energy and the motivation to commit and do a good job.

Ms. Smith Wilson stated Mr. Madison heard the time and the hours and asked if it resonates okay with him.

The hours do not scare me and I look forward to being involved and watching the students in action.

Ms. Brogan asked Mr. Madison to elaborate on his concerns.

The increasing costs each year to provide education and the mounting financial pressures for public financing, and the local tax base that is showing signs of fatigue. I am concerned and think it will take thoughtful and creative leadership to navigate and be able to provide the kind of education that our students need.

Ms. Smith Wilson commented Mr. Madison chose to pursue his business administrator certification and she was curious about that.

Over a year ago, I closed a business that I had established so it was time for something new. Education has always been a career ambition of mine. I don't know that I have the skills to be an educator instructor, but I have years of experience in finance and leading organizations. The business aspects of public education are appealing. I talked to friends and colleagues who are in the business who gave me the lay of the land and explained how it works and the challenges of making the transition from the private sector to public education. One of the things that was recommended was that NJASBO runs a 100-hour training on school law, finance, business

management, transportation, etc., so I signed up. It took almost one year to complete on weekends and I got my certification.

Ms. Smith Wilson asked if it gives him a different perspective on the challenges we are facing in the whole state and Ridgewood.

It opened my eyes in a lot of ways. One of them was learning the different state requirements - statutes, mandates, regulations, and what the state requires. The Board of Education works with one hand tied behind their back in terms of being able to say and not say things in a public forum. I got an appreciation for the awareness that there are a lot of things that you are constrained in doing that people are not aware of. It gave me an opportunity to see behind the curtain how it works, how it can work, and how it cannot work.

2. Is there anything that interests you about this position?

My concern when thinking about the future of our district is the different fiscal pressures with regard to state budgets and the resources to fund public education will be harder to come by. It occurs to me that the next 10 years of public education will look different than the last ten years. It is one of the things we are seeing happening with social norms and the expectations of the way we deliver education. I think there is a tremendous amount of opportunity and challenges we need to look at differently.

Ms. Brogan asked what does he see as those differences as being in the future.

The public funding issue is going to be increasingly constrained on what it is and how we deliver education, increasing costs each year, and it is time to think about different ways to deliver education, as well as in terms of construction. There is innovation and technology we need to embrace and continue to embrace to help develop our students.

3. What do you see as the duties and responsibilities of a Board of Education member?

The three that come to mind is the Board of Education has the leadership role in forming and articulating the vision of the district and establishing policies that support the philosophy; fiscal responsibility in not just developing the budget each year, but thinking about sustainability from a financial perspective - not just this year but next year, and the year after, and how the decisions we make today have implications down the road. Also, any human resource matters as recommended by the superintendent. The one job that the Board of Education does not have is to administer the schools; that is the job the Board gives to the superintendent. I heard recently that the role of the Board is to have eyes on but hands off.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation?

Professionally, I came up in my career in finance. I am a data driven decision maker who likes numbers and trusts them. There is also having management responsibility and leading large organizations, starting a small business. I currently take a big picture view of large organizations. You need to see the whole thing – not just numbers or data. You need to be aware of the personnel issues. It is important to see things from different perspectives, it is important to listen to people you work with (clients, customers and students) and bring those perspectives, because although decisions are sometimes easy to make, you need to maintain a human perspective to see how it impacts people and the effect it has on them. That needs to be part of the calculus.

Ms. Smith Wilson asked if he would include students in that.

I would in the sense that it would be important for me as a member of the Board to get a good feel of the temperature and temperament of students - how are they are doing, are they frustrated

in some way, and understand what the student is experiencing, and how and if the Board should address that.

Ms. Smith Wilson repeated question #4.

I am a numbers person by nature and love data driven information. I am very much in tune to financial limitations and seeing all that in action. In some ways it is very different how it applies to education than a profit-making organization. But, there are many best practices that can and should be part of education as well.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

I am active in the community. I am a coach in the Ridgewood Rebels girls' basketball program, and a parent volunteer for my daughter's Maroons soccer program.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

I run the gamut of experience in providing roles in these volunteer organizations. I have a leadership role as a coach, which involves a lot of planning and organizing with parents and the kids. I do a lot of communicating that involves a lot of problem solving, and a fair bit of instructing as a coach. The primary role as a coach is a teacher and to instruct. You have to be a troubleshooter and problem solver. Things may look good at first but you have to roll with the punches and calm down parents. I have spent time behind the scenes with my role in Girl Scouts. My largely unseen job was to lift heavy stuff and move it in the direction I was pointed.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member?

I have no conflicts of interest and no limitations, just the opposite. It is a confluence of events that brings me here tonight. One of the contributing factors is that I find myself with the time and energy to get involved in something that has been a lifelong ambition – to support education. I have a good degree of flexibility in my schedule and a number of hours.

Ms. Brogan asked if Mr. Madison still has children in the district.

My oldest graduated from RHS three years ago and my daughter is currently in seventh grade at BFMS.

Ms. Smith Wilson asked as a parent who has seen it all from different perspectives, how would you characterize that.

It has been an interesting experience for me and I have learned from the 16 years of having children in the district. Some of the things I have learned and seen change is that I went into it as a parent who expected the school system to understand what my children needed, how to deliver it and do it to the success of the children. I relied on the education system to take care of it. My expectations have largely been met but what changed for me in the early days was for this to work, in terms of kids getting a good education, parent involvement is absolutely essential. The success of students comes from good involvement at home and from family, as well as the school system. That is what makes it come together. The early mistakes I made were I trusted the school system to just take care of it but I learned early on that I needed to be involved and also to encourage my student child to be involved, and work on the homework, etc.

8. Do you have any specific questions for us, or need further information at this time?

One for Mr. Morgan. For him, what is the most rewarding part of serving on the board?

Mr. Morgan answered prior to serving on the Board, he served as president of the REF so he had good exposure to the creativity of our teachers. By joining the Board, he learned several things are different. Finance is one of them and the learning curve he referred to in discovering the difference between school finance and real-world finance. Along with the teachers, who he has great respect for, being on the Board exposed him to the administrators. Ridgewood has a fantastic set of administrators, people who are not always in the classroom, but who are just as committed to the kids and the district and want only what the best for kids and education. He hears many people talking outside of the district about people just putting in their time for retirement and he finds none of that with our administrators. We have one of the smallest group of administrators who are very cognizant of our finances. The combination of our administrators and teachers gives him a greater feeling that the Board and district are in very good hands. Our constraints in finance are not our commitment to personnel; they are excellent committed, wonderful people. We may not always agree, but he understands their commitment to the children and the system.

9. Did you vote in the April 2019 School Budget Election? Yes.

Saurabh Dani

1. What prompted you to submit your application to become a member of the Board of Education?

Thank you for volunteering and giving me the opportunity for this interview. My wife, our two school aged daughters, and I moved to Ridgewood five and a half years ago, and this is one of the best decisions we made for our family. From the day we moved here, we have felt welcomed. We moved in the middle of the school year, and my elder daughter was in third grade. For the first week, her third-grade teacher, Mr. Wyka, made Shriya's transition smoother by making the whole week about her. He had a student of the week award and she got it. She came home happy that week and every day since then. Additionally, when I first showed up at the July 4th committee to volunteer four years ago, other committee members gave me a pouch and asked me to collect cash at one of the gates. That was a lot of cash they trusted me to handle as a newcomer to the Village. These instances demonstrate how welcoming our community is.

Since then, I have volunteered in Ridgewood wherever I thought I can make a difference. I want to continue to volunteer and give back to the community that has given so much love and support to our family. I have been volunteering my time for school board related issues since the 2018 school budget presentation, and I am willing to commit the time it takes to volunteer as a board member.

2. Is there anything that interests you about this position?

We have two daughters currently attending Ridgewood schools. We know that Ridgewood schools' continued success over the next several years will directly impact the future of our kids and the future of our home's value in this community. So, I would like to volunteer my time to continue the tradition of excellence at the Ridgewood schools.

Also, our public school system consistently ranks very high in the state, and as a board member, I can help ensure that it stays like that by supporting budgets and policies that are needed to sustain that tradition of excellence.

Ms. Smith Wilson asked what level of school Mr. Dani's daughters are in.

When we moved here my daughter was in third grade and is now in high school and my youngest is in fifth grade.

3. What do you see as the duties and responsibilities of a Board of Education member?

The Board sets district policies and goals, communicates those policies and goals to the superintendent, oversees the budget, hires and evaluates the superintendent, and serves as the communications link between the community and the school district. As mentioned on the district website, I see the duties and responsibilities of the Board as legislative and not managerial.

The Board of Trustees position is one which requires collaboration and teamwork. A board member should try to persuade fellow board members to go along with their ideas, but once something is voted on, it is the entire Board's position even if one does not agree with that position.

Board members are expected to spend a considerable amount of time to prepare for and attend public meetings, executive sessions, committee meetings, and some mandatory trainings and non-mandatory events in the district. A Board member should be well-informed on all current items, prepared to ask questions, and work collaboratively with other Board members and administrators. In summary, the Board is responsible to make sure that the school is well run, but not to run the schools.

Ms. Brogan asked Mr. Dani to elaborate on collaboration and how he sees it.

Some of my ideas may be different from the current board. With collaboration there needs to be discussion and deliberation, and some of that, by design and the spirit of the law, that happens in open public meetings and some of that could happen in executive session. There is some discussion on certain topics where the community feels they are not being heard and the law allows that those discussions should happen at public meetings. A lot of times, the Board does not have to vote the same day. Discussions can take place and there can be more deliberation of that, and board member can try to persuade each other of their ideas, and then come back and vote on it. Sometimes what happens here is that discussions and the vote happen at the same time and the Board member may not know all of the information. Part of the collaboration is getting the knowledge, asking experts and sometimes the Board member may have to read and educate themselves, talk to other board members and then vote. The biggest part of the collaboration is once the vote takes place, then respect that vote. I think one of the NJSBA guidelines was learn to say the same thing 1,000 times and try to persuade your fellow board members, but whatever the decision is, respect that.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation?

I have done my MBA from NYU in Finance and Technology. Both my knowledge in Finance and Technology can be useful when collaborating and voting on some budget related items or new technology adoption related items. I have worked in the advertising industry for seven years and I have built and sold a few technology products of my own, which required mass communication and advertising skills. These skills have helped me in the last four elections in Ridgewood. I can help in effectively communicating the Board's position on some issues to taxpayers and get them on Board. I think our Board's ideas are good, but they are not well communicated to the community and that is where I can help. As a product owner at work, I have to provide detailed proposals when I ask for incremental funding. I can use that presentation and communication skill to communicate with taxpayers who need to approve the district's borrowing and budgets. At work, we are trained in the code of ethics every few months, and after watching the NSJBA videos on this topic, I have concluded it's very similar to what we learn at work.

At work, I don't have direct control over many of the developers who work in other teams, and I need to persuade them without authority and inspire them to go along with me by selling my ideas. I think this team work skill and the fact that I have been attending these meetings for a while qualifies me to work as a colleague, come in mid-year and with minimal ramp up time, and fill the position until April.

Ms. Brogan asked Mr. Dani to elaborate about communicating. What are the formats he might use to communicate or how would he change current things for improvement?

The biggest thing as an example would be the referendum. There are a lot of discussions happening and residents do not understand the process. At one of the meetings, I would start with what is the process to select the projects. As a Board member, I don't think I should be saying which projects should be picked, but I should make sure there is a process, and residential community members are asking what the process is. As a Board member, I would request my colleagues to have a clear timeline. Currently, the residents know there is a referendum coming in September 2020 and LAN Associates asked for 11 months preparation time (October 2019) and we are a month and a half away from that, but the community does not know details. It would be mostly in open public session; discuss the details here, and I think we have a communications director. There are emails that can go out to the community and there is a Facebook page for the Board of Education so both of those can send out more information (the same information we are talking about here). It needs to be more frequent and detailed and answer resident's questions. You do not have to answer the same day, but if residents come here and ask questions, I would find a way to answer that the next day or at some point.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

Here, in Ridgewood, I played an active volunteer role when the community was debating on what the appropriate size and density for the proposed High Density Housing projects should be and I am glad the final results were a much lower density and height which will have less impact on the Village compared to the original proposals. Then, I was actively involved in the debate regarding the garage. I voiced my concerns over the size, and especially the encroachment of the street, in the proposed design. Exercising my civic duties, I went and spoke at multiple council meetings, voiced my concerns over at the Bergen County Improvement Authority hearings, and finally engaged with residents directly and sponsored a referendum, which corrected the size of the proposed garage. The residents reached a compromise design which works for the majority.

I have actively volunteered at the July 4th committee for the last four years. I helped the committee work with creating a new website, collecting donations online, and spreading the word of donation drives. I volunteer at the parade in the mornings and at the fireworks in the evenings. During holiday times, my family and I have volunteered at some senior homes in and around Ridgewood. I have volunteered at multiple soup kitchens and I have volunteered at Habitat for Humanity to build houses and move building material for them. I have volunteered to organize some cultural events in and around Ridgewood for the Indian Community.

Ms. Brogan commented Mr. Dani talked about speaking at Village Council meetings. As a Board of Education member, you walk a fine line with your public comments to other elected officials, and there is the importance of trying to maintain relationships. She asked how he sees those.

I see what you are saying regarding conflict of interest but I would take inspiration from what you do. You are a member of the Board and when you go to Council meetings, you state you are a member of the Board and only speak on those issues. I would have to tone it down on some of the topics I feel the need to speak up on. I would have to restrain and not speak on every topic unless it is clearly a personal topic and not connected to the Board. I would have to balance it out.

Ms. Brogan stated she has learned over the years that it is very hard to separate yourself as an individual and as a Board member.

But you do it well and I will learn from that.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

From my involvement in these debates, I have learned that many times one may not get everything they want, and they may have to settle for an outcome that is acceptable to all parties. For example, in the case of the garage and high-density housing debates, the final results were “right sizing” of the proposals.

As part of the volunteering activities, I have attended numerous public meetings at the Village Hall, Education Center, County Freeholders, and Bergen County Improvement Authority. From the experience of attending those meetings, I can bring some new perspective to Board of Education meetings, and hopefully persuade other board members to be a little more transparent in matters related to finance and facilities as permitted by law and as done by those other public bodies.

For most of my volunteer activities, I had to persuade voters, and I think that experience and the personal relationships that I have built with Ridgewood voters in the last few years can be very valuable for the Board of Education budget and referendum vote. I have communicated with the house leader’s office to fix Board of Education election schedule legislation and they have introduced a new bill already. I have also communicated with the Senate leader’s office regarding \$50 million new extraordinary aid and I think all of these skills can help as a board member.

Ms. Brogan asked Mr. Dani to talk about finance, which is a challenge regarding state funding and our budget, and how he sees it working out.

Since I started coming here in 2018, I have talked to numerous residents who have been here for several years. Our community is very generous towards education and willing to support the Board of Education. State requirements for our schools are 120 credits and we offer 140 and most of our education and curriculum is higher standard than the state average. The community wants to support that and I think if we educate the community well, where money is needed, there will be no problem in getting the funds. The disconnect is we are not communicating the needs to the community properly.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member?

I have no limitations or conflict of interest. Based on the feedback I have received so far, I will have to reallocate some of the time I spend at other Village volunteer activities, mainly to better utilize the time and to not mix my personal views on some matters and to give an impression that those may be Board views.

Mr. Morgan commented Mr. Dani maintains a blog or Facebook page and asked if he would step down if appointed to the Board.

I would do whatever needed from an ethics or state law perspective. If I need to step down, I will step down.

Mr. Morgan stated he was not sure state law pertained to the blog or Facebook pages, but was asking Mr. Dani if he would step down if he received the appointment.

I would step down as the administrator.

8. Do you have any specific questions for us, or need further information at this time

What is the next step in the process, which was already shared. I understand the process. I would like to thank all of you for your time, and I believe I have the necessary energy, skills, and background to make a strong contribution to the district and its’ children. I can work with colleagues and come in the middle of the year to complete the remaining term.

9. Did you vote in the April 2019 School Budget Election? Yes

Mr. Morgan stated he does not believe he saw Mr. Dani's written responses and asked if the Board could get those.

I asked Ms. Kelly when submitting my application if the answer needed to be submitted since they were on a separate page from the application (which required a signature and date) and I was told I did not have to.

Mr. Morgan understood but asked if Mr. Dani could please send them.

I will send them.

At 7:03 p.m., Ms. Smith Wilson announced there would be a short recess.

The meeting reconvened at 7:11 p.m.

Rositsa Hayvanovych

1. What prompted you to submit your application to become a member of the Board of Education?

I am a mother of two children, I have a daughter in third grade and a son in kindergarten, and as a mother, I am very concerned about them. Education is a priority in my family, but I also worry about social opportunities. Once your kids are in school full-time, parents kind of lose control. What they learn in school (i.e. curriculum) and also outside of the ABCs, in terms of social studies and health class, they are very scary topics. It interests me very much and I would like to have a say in those things.

2. Is there anything that interests you about this position?

The budget ties into curriculum and you want to get the most for your money. I haven't really done anything with finance professionally, but I always look for ways and find ways to achieve what people would like to achieve.

Ms. Brogan asked her to broaden her answer on her interest in curriculum.

In terms of curriculum, I am very competitive and want to raise my kids that way, but not in a way they are competing too much with other kids, where they are competing with their current state of existence and pushing towards their potential. I want to see Ridgewood schools become not just top notch here in New Jersey, but top in the nation.

3. What do you see as the duties and responsibilities of a Board of Education member?

I see it as bifold. On one side it is to create policy and enforce it, and on the other side, there is curriculum and budget. If there is legislation from the state and there is very high opposition from the parents, there are legal ways to handle that. Hiring the superintendent, which I'm not sure how often that happens, maybe every three years.

Ms. Smith Wilson replied the superintendent is evaluated annually.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation?

I have not worked in nine years. I have been taking care of my children because I decided I want to be with them to raise them properly, so I took a break from work. Before that, I was a program analyst, which is a very ethical job on one side, but on the other side, I was in a position where I

had to constantly tackle problems and issues and find creative solutions on the spot, within time limits, and implement them and make sure it works. At one of my jobs, I was responsible for managing thousands of people's bank information. I am really meticulous about catching mistakes for one, and meticulous about thinking long term and not just about what the consequences are at a given time, but how is it going forward 5-10 years from now. Is it going to affect any other part of the system in a negative way? Sometimes you can make the best decision for a certain department, but that may have bad consequences on something else. We have to look at the big picture. I haven't really worked directly with lawyers, but I have worked with case managers who work with lawyers, so I am familiar with legal terms and can communicate ideas to different people (i.e. people with technical and legal backgrounds).

Ms. Smith Wilson asked if Ms. Hayvanovych did any mediation in her work, when dealing with people who were upset.

Yes, I did a lot of that. The main thing was I stayed calm and focused. The bottom line is stay focused, stay calm and just do it; and keep it short.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations. (combined with #6)
6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

Before I went to RPI, I went to Bronx Community College and for one year, I was president of the computer science club. I did not bring any outside speakers but professors who were retired from the industry, and they shared a lot about the real world and gave advice, told them about professional organizations, and helped to motivate students. There was just a handful of us, it was not a big club. Another thing I am currently doing, I do not have a lot of time on my hands physically to attend any clubs, but I am part of a prayer group. My experience and interest in that is because I have had physical miracles in my body which have been cured through prayer and not surgery. I am very dedicated to that. For example, in regards to Hurricane Dorian, a lot of people are praying along with my prayer group, so I feel part of something special. It is sort of undercover community service in a way; it is not something you put out flyers for.

Ms. Brogan asked what Ms. Hayvanovych is visualizing as her elementary children go through the school system and high school; what are the key skills she would like to see her children have.

My children need to believe in themselves as an individual and also to see other students that way. I believe it is important for children to know that every single person has great potential, and are unique. There will never be another one of them, so they are so very special and key in that world. I am really against putting individuals into little groups and fragmentizing them; chiseling their personal life until they are a brick. I really want them to chase after their potential and encourage themselves and others. Dream big and not give up.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member?

I see none.

Ms. Smith Wilson commented we talked earlier about time and the time spent by Board members on a weekly basis could be 5 hours or less or 15 hours or more. She asked if that works with Ms. Hayvanovych's schedule.

My kids are in school from 9-3 and I do not work.

Ms. Smith Wilson pointed out Board meetings are in the evening and there are committee meetings during the day.

My mom is taking care of my kids right now so it is not a problem.

8. Do you have any specific questions for us, or need further information at this time?

The budget is a very complicated issue and goes way beyond taxes. How does it work?

Ms. Smith Wilson replied that takes a long time to answer.

Ms. Brogan stated 90% of the school budget is taxes and approximately 4% in federal/state funding, and the other part is revenues, excess surplus and tuition.

Mr. Morgan commented the Board won't ask her to bring any special skills but there is a learning curve for finances.

I did take class in finances in school. I worked with Math Lab and took a class in mathematical economics so it gave me a good idea about how to maximize and prioritize and basically, break the system. When you put a certain amount of money into one thing, you cannot forget about something else.

Ms. Smith Wilson asked if Ms. Hayvanovych attended any budget presentations this year that were made in the spring.

No, I was so busy with mt younger child who was in part time school and that was morning and afternoon.

Ms. Smith Wilson asked if she had any questions for the Board.

What happens when a policy comes through the state and the parents and community are resistant to it. I know there are legal ways to fight it, but has that ever happened.

Ms. Smith Wilson replied in her time, it has not. Legislation has come up from the state that parents disagreed with, and PARCC testing is an example of that. Some of the members of the community did not support PARCC testing but we have to do what the state tells us to do, we cannot fight it. Parents did have an option to opt out. If was a state mandate for us and we are part of the state.

Mr. Morgan commented as a Board, when the state passes legislation, if we don't agree with it or do not think they should pass the law, this Board, on a number of occasions, have passed resolutions to be taken to the state government, governor's office, and the NJSBA to push the Education Department to change the rules. The Board has the ability to speak out on these things, but if the state says it is a regulation, we can argue, but cannot opt out.

I saw something about legal action.

Ms. Brogan commented there has been legal action around school funding, and we have been vocal on that before the Senate Committee and the state. When legislation is passed we are required to follow it but there is no requirement that we cannot speak out against it if we feel it is not in the best interest of the students.

Mr. Morgan noted if you follow the Board meetings, Ms. Brogan frequently provides updates on things going through the system, which is the appropriate time for us to take a position on something, either supporting it or saying it is a problem, which the Board has done on a number

of occasions. Ms. Brogan is quite good at following the ramifications in Trenton and keeping the Board abreast of these things.

Ms. Smith Wilson stated Ms. Brogan has also spoken in front of different committees in Trenton and other groups regarding legislation, so there is opportunity for that.

9. Did you vote in the April 2019 School Budget Election? This question was not asked.

Ms. Smith Wilson explained the process again since Ms. Hayvanovych missed it earlier. Interviews will be conducted tonight, references will be checked, and a nomination will be made at the September 23rd Board meeting.

Muhammad Mahmoud

1. What prompted you to submit your application to become a member of the Board of Education?

It is a combination of two things. Ever since my college days, I have always been active and involved in anything related to youth. For many years, I founded and directed an at-risk youth services organization in Paterson, where we did activities to keep youth off the street. I led the initiative there to get funding by the state, specifically a grant, to support the work. I served on a private school Board of Education and on the board of a religious organization. I have always seen it as I have my personal career, but what brings me fulfillment and satisfaction is volunteer work. This is nothing new for me; this is something I have always been passionate about since college. The second piece is family; my wife and I have always been involved in our kids' education. We have had a variety of educational experiences with our children. We have done some home schooling, private school, and our kids are currently enrolled in Ridgewood schools and hopefully that is a positive thing; the diversity we have experienced in private and public school. We personally believe every child is different and to assess it year by year for them is what is the best thing for them in their stage of development. I think there are pros and cons to everything. Those things together have culminated my interest.

Mr. Morgan stated it is interesting Mr. Mahmoud has experience in home schooling, private, and public education and asked what does he see as the strengths in each.

In our experience with children, home schooling is great to give exposure experiences, such as trips to different places in NJ, tutoring or skyping in Spanish, so it is a variety of experiences. However, the social aspect and interaction with other children, although now it is increasing, is not the same as being able to deal with teachers in an organized setting. Private school, for us, was more religious oriented to give the children a religious background and language. That is where the pros are. The weakness tends to be more in academics, at least this was at a community private school. In public schools, the resources and strength of the academics challenges our individual, personalized attention.

2. Is there anything that interests you about this position?

Before we lived in Ridgewood, (we moved here two years ago) we actually lived in Texas for a year. We moved there for work. We consciously made the decision that we wanted to move back to the northeast to be near family, and consciously picked Ridgewood. We wanted to live here for the schools. It is one of the top school systems and the Board is doing a phenomenal job. That is really my interest; to contribute and give back and do more for the community, for our children and the people.

3. What do you see as the duties and responsibilities of a Board of Education member?

On paper and in my previous experience in being on a board of education is generally to set the vision and values and general direction of the organization, to oversee and assess the

superintendent, budgeting and finance, a lot of approval of priorities and policies the superintendent puts forward, as well as the recommendations he puts forward. Unofficially, to support the superintendent and staff, understanding the roles and responsibilities. There are people that are paid and professionals doing their job and we are not. We are volunteers of the community, not experts like they are in curriculum or staff development, hiring, or overseeing teachers. In all these areas, the school system has their specialists; the administration, human resources, the calendar, these things are areas they are professionally trained in. Our job is to support them and assess that work. Maybe offer different perspectives based on different backgrounds in our own personal lives, and also to work as a group. One thing I learned on a previous board of education was how to work as a team, especially when you don't agree. That is something I think is kind of difficult for most people in my experience. Sometimes, you have to forgo your personal opinion and get along with everyone and move forward. In the end, it is about the school district moving forward.

Ms. Brogan stated the Board knows Mr. Mahmoud from speaking at the microphone in the Spring about calendar changes. Is it a driving factor or is it much more than that?

That is not a driving factor. I reached out to some individually with my concern about being perceived that way. I really hope that is a sign that I care and wanted to reach out for something that I felt was important for my family and other community members. That was really the reason that I reached out. Actually, that was my exposure to the Board, and I began to know the roles and responsibilities involved and the positives about being part of that. I am very active in our children's schools and I will talk about that later. It is not an agenda or point issue that I only care about. I want to be active in the community.

Ms. Brogan asked this question before of another candidate; your children are younger, are they all in elementary school?

We have four and one on the way. One is now a freshman in high school, one is at Travell, and the rest are younger.

Ms. Brogan stated it is that vision. What does your child look like as a successful graduate?

What I see as a successful educational system is one that can really take each individual child to their fullest potential, whatever that is. Unfortunately, I think the saddest thing about our education system in this country and world is the amount of impact it can have on a child (i.e., a child can not good at Math or English, etc.) and that stays with them as a stigma and really closes a lot of doors for them later on in their life. It is super sad. I have seen it in friends of mine and other families' children. That is something we have really grown to very much appreciate in the Ridgewood school system. It is not just about test scores and metrics. It is really about how do the teachers reach individual children and take them along their journey. I have seen it with my own children. Personally, I am a product of the public school system and have seen it and appreciate that, and I think Ridgewood is doing a great job.

Mr. Kaufman asked what the Ridgewood school system is doing right and what are the challenges?

I think what we are doing right is the individual attention for students and not being as focused on metrics and not making it the day to day focus. For example, the year we lived in Texas, the Plano school district was one of the top in the country. Although we did not live in Plano, we lived in Irving nearby, the schools are super, super competitive and difficult. They have a very hard time to take off just if a parent wants to take their child out to take a trip together. It is a very difficult process. There is the work they have to make up, exams they have to make up and there are various attendance policies. On the outside it looks great because it is a great school system, but the pressure on the kids sometimes is a little counterproductive. I think that is where we do a good job balancing here. That is from my perspective as a parent.

I think the biggest challenge is keeping that momentum going and keeping the lines of communication open with the community. A lot of times it is all about how do you educate people to the perspective they are not seeing. When I was on the Board of Education for three years in a small private school, one of the things I learned quickly was everyone has their own perspectives and they don't see the other side of views (parents, students, and administration). And as a Board member, you are one of the few seeing it all, and you really have to take it all into account and decide what you think is best for the school district. Not everyone will be happy, but the best thing to do to negate that is explain it and be transparent with decisions and the process.

Ms. Brogan stated regarding communication, explain transparency and how to put it into place.

I don't think I can give you a clear answer because I do not know the system, how it works as well as you, and I would say I have to learn more first.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation?

What I offer is a little different from another. I have diversity of background. I did not grow up in this town, I grew up in other areas. When we were younger, my parents moved around a lot to different states. My parents are immigrants, so I have a different personal and educational background experience. Like many others, I do have a full-time job. I am in the corporate world and work for a technology company called Sales Force. My industry background is technology and I am very passionate about it. I think that is the future. Technology is changing. Whether we like it or not it is changing our world. In my personal corporate experience as an account director, I handle a very large account (\$19 million) for our company. I have a lot of different teams that I work with (legal team, finance team, etc.). My job is to work with all of those teams to bring everyone forward for account targets and objectives, and getting it all done with different people to move forward and execute. I think that some of that background, combined with my personal volunteer experience, will lend some benefit to the Board of Education.

Ms. Smith Wilson stated working off Mr. Mahmoud's answer to that question, it is similar to what happens in this room. We realize we work for the residents of Ridgewood and it is important to listen and take into account everyone's views. She thought Mr. Mahmoud synthesized it so well in one sentence, and the next one – it is not always able to please everyone. It is a big challenge of balance that we have here.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

I am currently active in the local community. I am part of the cub scouts at Travell, a volunteer for international day, library duty (which is the most enjoyable), and coaching for my daughter. This is some of the local stuff I do. With a personal career, I try not to take on any big responsibilities because it is a big time commitment and I try to be respectful of that, so currently it is just the local volunteer and projects I am engaged in. In the past, the Board of the school I served was a small district with 750 students. In private school, one of the things you measure success on is attracting students and retaining them. We were pretty successful as a board. We took the school system and increased enrollment by 10%, turned the cash flow around to a positive, offered advance tuition payment incentives, and were actually able to move the school to a different campus, which was the first time in 25 years in the school's history. It was absolutely critical for us to grow as a school district since we had reached capacity of the buildings we were in. The interesting thing is even though we did all that, there were still many people in the community who thought we put the school in a financial predicament but we had done the math and the budgeting and it more than paid for itself with the amount of students we were able to attract and retain.

Ms. Smith Wilson asked where that school was.

There was an elementary school in Prospect Park and Teaneck and then moved to Wayne.

Ms. Brogan asked about the program Mr. Mahmoud developed for high risk students in Paterson and asked when did he get involved in it and if he was still involved.

I am not involved in it anymore but I was from 2004-2009. While I was still in college, I was active in the local community in Paterson. The mosque did a lot of outreach for youth. Me and a couple of volunteer friends of mine actually started a youth services division. It was a little bit of a pioneer program. It was a program for youth run by youth, run by college age kids for younger kids. The idea was how do you do more wholesome fun programs, (basketball, ski trips, counseling, tutoring, mentoring) to keep kids off the streets. That is a big problem in the urban areas and is a vicious cycle. When you keep kids off the streets and expose them to something different than what they see every day around them, it makes a big impact on the students. The program caught the attention of the Office of Faith Based Initiatives o NJ and in the first year, the program received a grant of \$50K. The program continues to this day. There are actually multiple paid positions that run the program.

Ms. Brogan stated last year, our district and a consortium of other schools began to talk about desegregation in New Jersey and how do we give every child opportunities. It was interesting to hear the thought process. We live so close to Paterson but are so separate.

The other thing I think is important is the company I work for, Sales Force, got ranked as the second best company to work for in America. That has given me a lot of education to what matters to the young generation. It is a very attractive company for millennials to work for generation wise. Some of the key things that they value is employee engagement; how do you keep employees engaged as part of the work force. With the unemployment rate so low today, when you talk to companies and hear from them, a lot of times they have job offers out to someone who is supposed to start on a Monday and employees do not show up. That is just how great the job market is now. The golden question is how to attract the younger generation and keep them there? Are you going to offer them a technologically advanced environment for them to stay at and offer them ways to be engaged so their views are being heard? Are you going to offer them a socially and responsible place to work, not just a place to work for money? The company I work for pioneered a 1-1-1 model that other companies have adopted, which is 1% equity should go to funding philanthropic work; 1% of time should go to volunteering and 1% of profits should go back to funding, so that resonates very well with the younger generation. I think that is something we also have to be conscious of. As a school board, are we preparing our children right for the future work force, are we keeping them engaged, when they come out of the school system are they going to feel they are ready for the real world.

Ms. Brogan stated that brings us back to the question she asked before. What is it that we want for our kids. Are they prepared for a job and to live in this world, and have a job and a life?

And have a good work life balance. That is a big topic in the corporate world today. No one is forcing you to go to any job. There is a lot to choose from, but will you have a job that will allow you to work and have a personal life. Millennials do not want to work 60-70 hours per week.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

Ms. Smith Wilson stated we had already got into a lot of the roles Mr. Mahmoud has taken within those organizations and asked if he had anything to add.

No, I think we already covered it.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member?

No, the only thing I have to be conscious of is working full-time and the time commitment. The good thing is I am flexible, I control my own schedule.

Mr. Morgan mentioned the time work balance problem and asked where Mr. Mahmoud's office is.

My office is in New York but my position is actually a work from home position and I travel to see customers.

Mr. Morgan asked if he would be able to make some daytime meetings.

As long as I know in advance, I can.

8. Do you have any specific questions for us, or need further information at this time?

I do not have any questions at this time. I learned a lot from being engaged with everyone.

9. Did you vote in the April 2019 School Budget Election?

Mr. Morgan was not clear from Mr. Mahmoud's application if he voted in the school election.

I did not. The reason is before this, I was registered to vote in Texas. At my local mosque, there was a drive for voter registration so I filled that out assuming they would mail it in, but they never did. I am registered now but I was not in time for the school vote.

Ms. Smith Wilson noted next up is Michael Linn. He was not present so she moved on to the next candidate.

Wilma Watson

Ms. Brogan asked if Ms. Watson liked being called Renee.

My formal name is Wilma Watson but everyone calls me Renee. I am a lifelong resident here. I was educated in the school system. My children were educated here and I have grandchildren in the system, I had a wonderful education here and so did my two children. I have a son working in the district. I have a daughter who was educated in the district and is a high school counselor in Paterson. I worked for over 30 years as an educator. I love it. I retired in 2015. I was bored and thought of what I should do. There were many things to do that did not interest me. I didn't want to sit behind a desk and be a receptionist or do retail and fold clothes. I said what can I do best. I decided to go right back to where I retired from. I have been there for three years working as a sub and I love it. I want to thank Dr. Fishbein because my children got a wonderful education, my grandchildren are loving the Ridgewood school system, and my grandson graduated from Yale University and has a good job, thanks to this education system. I had an uncle who was on the Board of Education from 1969-1971.

1. What prompted you to submit your application to become a member of the Board of Education?

I have always wanted to serve on a prestigious Board like this, but I was raising children and working for 30 years. It takes a lot of commitment, time and effort to be on the Board. Since I was teaching and a single parent, I would not have been able to give 110%. I am now retired and feel I would like to give back to the community. I have time to be of service.

2. Is there anything that interests you about this position?

To be able to be involved with the Board and collaborating. I am fascinated about working with other Board members to establish goals that would support challenging programs for the Ridgewood school district. Also, cooperatively supporting Board decisions to assure that all operational facilities and other areas of concern are functioning properly. I would relish the opportunity to become an integral part of the educational faction of this esteemed Board.

Ms. Brogan commented Ms. Watson has so much experience with Ridgewood and asked her to reflect upon her experience and what she sees with her grandchildren's experience.

My experience was wonderful. I have fond memories of the teachers and all of the activities my children got to participate in. My children got a fine education. My son really enjoys his experience here as a teacher. My grandchildren also love it. What fascinates me is that when I went, my children went and now my grandchildren, there are so many changes. Subject wise, there are so many more subjects and activities for them to be involved in.

3. What do you see as the duties and responsibilities of a Board of Education member?

One, I think the commitment to the community to establish the highest quality of public education in Ridgewood; two, in collaboration with Board members to develop and implement programs beneficial to address the needs of our diverse population; and three, to assure effective communication with the parent body and rest of the community to support policies for our school district.

Ms. Smith Wilson asked Ms. Watson what her thoughts are on how we are doing on those three things right now.

I think you are doing a wonderful job from looking at my grandchildren and what they got from the district, particularly my grandson and how he was able to attend a wonderful university. He was a great football player but it took more than that to get in to that university. My granddaughters have not graduated yet but I am very pleased with what I have seen.

Ms. Smith Wilson asked if Ms. Watson sees what is currently happening in the classroom with her granddaughters through their experiences.

The way they talk about it and their teachers. I cannot say they like all of them, but basically, they are very happy and pleased.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation? Ms. Smith Wilson noted as an educator, Ms. Watson has deep knowledge and knows what this is about but asked if there was anything she wanted to add.

The only thing I can bring is my educational experience. Finance, as Mr. Morgan asked several people, I am not too much abreast on it, but if I was involved in the Board, I would work along with everyone and learn a lot.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

I was an educator for 30+ years teaching in rural, suburban and urban districts, and served on many committees. I was a trustee on the Ridgewood Historical Museum, an elected official on the Bergen County Democratic Committee, served on the Kasschau Shell Committee, member of HILT, and am a lifetime resident of Ridgewood for 70 years and know a lot of people and am involved in the community.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

I am kind of newly elected to these so I am learning a lot from them and whatever I learn, if selected, would bring it to the Board.

Ms. Smith Wilson asked about Ms. Watson's work on the committees.

Being I am subbing a lot, I cannot really be there during the day for the committees, but if selected, I am retired.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member?

No.

Mr. Morgan noted Ms. Watson mentioned her son Torre, who was his son's football coach, works for the district. He asked if Ms. Watson is a member of the NJEA (yes, she is), which puts certain limitations on her ability to work on contract and finance issues, and asked if that would be a problem.

No.

8. Do you have any specific questions for us, or need further information at this time?

Not at this time.

9. Did you vote on the budget? Yes

Ms. Smith Wilson asked Mr. Linn if we could continue with Mr. Schermer and move him to the end. Mr. Linn agreed.

Robert Schermer

1. What prompted you to submit your application to become a member of the Board of Education?

Social contacts around town and I have been paying recent attention to political and administrative issues in Ridgewood and surrounding areas. My background is strong in public and not for profit organizations. I have never really retired and want to stay busy and close to home. This seemed like the perfect opportunity.

2. Is there anything that interests you about this position?

My work has included establishing not-for-profit organizations and I had my own consulting firm. There is a necessity to train and interview people to determine their abilities. Over a period of many years, I became aware, that even locally, there seemed to be a number of people who graduated from some of the local colleges who were unprepared to conduct themselves in business. That is not a personal reflection, but I was disappointed. At one organization I was with we had to reinvent the interview process in order to make sense of people's abilities. For example, we found that some of the grade levels of students are meaningless. We needed to know more about their ability to perform. That kind of thing attracted my attention to education as a lifelong process. I was a terrible student for a long time and am very interested in learning and other people learning. I value a good conversation and performance. Those added up to my interest. I have also become aware if you pay attention to what is going on in some publications, there seems to be national distress over school systems that have very low performance skills. I know

Ridgewood is not one of them, but I rather like the idea I can help contribute to the quality of what it is Ridgewood is. That is the reason my wife and I moved here to begin with.

3. What do you see as the duties and responsibilities of a Board of Education member?

The Board of Education creates policy, and is responsible to evaluate it and its outcomes; that is the big picture. There is also the requirement for paying attention to measures of student ability, what the demographics are in the United States and around here to properly prepare high school students for either their next level of education or whatever it is they are going to do. Also, paying attention to the community and national levels. There is a big trend for STEM and I am aware of it. My daughter was an English teacher who came out of RHS and went on to be a very successful textbook editor with Pearson. She worked with Scholastic and was well prepared to step into college when she graduated from Ridgewood, as was my son.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation?

My background is professionally planning; research; project design, management, and evaluation; and operations; the kind of thing this Board is likely to consider. I have had many years of experience evaluating situations, creating situations and arguing with people about situations. I think all of that adds up to the ability to help create policy and help evaluate it.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

My background started with urban planning. I was the first person hired by Hoboken to be a planner and was involved in obtaining federal grants for the first time they were available. Urban planning got wiped out through federal policy. I have been involved with health planning. Most recently, a combination of public health research and project development. At the moment, one of the things I am very proud to be associated with is we created an organization in Morris County that pulled together every municipal health officer to a single not for profit organization, enabling them to do things collectively and I enjoy that. At the moment, I am involved with an organization called Home Care Options in Totowa. They provide home health services with home health aides. I had my own private health planning corporation. I have been involved with public administration.

I am also on the alumni board for the State University of New York at Morrisville College assisting that board to conduct its second year of a student mentoring program. I do volunteer work back in Hoboken for an organization that delivers cancer screening services and health education to a largely Spanish population.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

Being a project manager, I learned how to evaluate situations, regularly or irregularly, for a long period of time. Having had my own firm, I am aware of the ups and downs of management. Overall, my experience in public administration and working with and creating organizations and dealing with the public, has lent itself to a certain kind of understanding about how communities may operate. It has made me patient. I have to listen a lot and be able to talk.

Ms. Brogan asked what are the outcomes you would like to see in students as they progress through our district.

It is a little hard to tell because I do not know what your measurement is right now for many outcomes. My overall feeling/belief is a combination of humanities, arts and sciences, and athletics is something we balance all the time. I would like to know how you evaluate and take a look at the outcomes and evaluate the outcomes. For example, I am aware you have a pretty

good music program. I understand there are possible plans to build a Performing Arts Center. I would like to know from evaluating what is the need, what would you like to accomplish, how big is it, how many people use it, etc. Those are all superficial things. The details would come once you got involved in the operational presentation.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member?

No, I do not.

8. Do you have any specific questions for us, or need further information at this time?

What do we perceive to be biggest challenges in the year to come and the necessary things to be addressed?

Ms. Smith Wilson replied the needs of the facilities. We have ten school buildings (11 including this building), and aging infrastructure which we are studying. We have the budget to pass every year and that is challenged by a 2% cap. How do we balance that need to maintain the excellent education the parents expect and the students deserve?

I spent many years building and evaluating hospitals in and out of state, so I have a fair understanding of making big decisions.

Ms. Brogan commented an interesting challenge would be the state is now looking at the assessments they are using. We are living through PARCC and the end of PARCC. They have a role and part of the conversation is about what those assessments should look like in third, fourth, fifth grade, etc. To her, that is a challenge we would want to be able to articulate. What is the view, what we want for children to learn and know as they move through the system and graduate?

How do you feel about the pressure on students and stress? Do you have that kind of thing with students?

Ms. Smith Wilson stated those are mental health issues.

Ms. Brogan commented we are doing a lot of mindfulness, yoga and other things in the schools because we realize that stress, although it can be a good thing, can be mentally challenging.

Ms. Smith Wilson stated we also have programs for parents to understand and have the tools they need.

9. Did you vote in the budget? Yes.

Michael Linn

1. What prompted you to submit your application to become a member of the Board of Education?

My wife and I are newer residents and have lived here for three years now. I have a 6-year-old daughter in first grade and a 2-year-old. As we planted our roots in Ridgewood, I have been trying to find my niche somewhere I would like to join. I have a history in education. My wife is an educator and my father served on the Board of Education in Closter for 25 years. This is natural and in our core values. I think this is a great opportunity to give back to the community and it is my firm belief we need to nurture and foster education.

Ms. Smith Wilson asked if Mr. Linn's father still serves on the Board and if he counseled him on this process.

Yes, he still serves and no, he did not.

2. Is there anything that interests you about this position?

It was serendipitous. My wife and I had just started speaking about it and saw it on the Board of Education website and said I should go for it. Why not? My understanding of the role of the Board of Education is not to run the schools, but make sure they are well run. I take duties and responsibilities very seriously and it is important.

3. What do you see as the duties and responsibilities of a Board of Education member?

It is a supervisory capacity. If you are doing the right thing and bringing the right people here, you keep them here. I think it is an empowerment issue. I am not looking to change things. My objective is service oriented. I have no agenda. It would be a little bit of a learning experience for me. From a duties and responsibilities standpoint, I think there are clear financial concerns. We are still acclimating to the taxes, but again, there is a superior level of education and how much of the taxes go to the schools is duly warranted. It is about making sure the schools are well run, facilities management does the right thing, and getting the right people in the right positions.

4. What personal or professional attributes would you bring to the Board of Education and how do you see it enhancing our operation?

I work in a rather different field. I work in neurotechnology and in that capacity I have dealt with a lot of budgets, responsibilities, RFPs and bids at the municipal and state levels, so I have some experience with that. I have experience in the people management role and have 12 people working underneath me.

5. Tell us a bit about your past or current involvement with any professional, community, school, and/or civic organizations.

Currently, I am the chairperson of The Scholarship Fund for Inner-City Children, which provides partial scholarships to underprivileged children to access higher levels of education. It is a project very near and dear to me. I went to Catholic high school in the area and knew a number of kids who commuted. It is very important to offer this type of education to everyone. What we are doing on the Board of Associates (sort of like a board in training), is ultimately leading the charge in helping the Board get younger quicker. It seems there is a lack of engagement in the community and I think there is great opportunity as the Board matures to really lead a grassroots campaign to engage people to get involved.

6. What roles have you taken within those organizations and how do you feel your involvement has prepared you for the service on the Board of Education?

I was the initial chair position of the scholarship fund and heled figure it out. We started one way and tried to lead a young professional campaign to get involved in the scholarship fund. It did not go as planned. There were too many people commuting to the city. We had a couple of events and handed out scholarships. We created an incubator for future board of trustee members, as well as a grassroots alumni portal for former scholarship recipients to get involved and give back to their communities. We were really able to spread our wings.

7. At this time do you see any limitations or conflicts of interest that might hamper you in fulfilling your responsibilities as a board member?

None whatsoever.

Ms. Smith Wilson commented we talked earlier about time commitments and asked if that presents an issue.

No, I lived it when I was younger so I was familiar with it.

Ms. Brogan asked Mr. Linn to elaborate on his working with youth and helping them to afford college. She asked what are the key characteristics he is looking for to see success.

It is not to afford college it is to afford high school and elementary school and give those kids the opportunity.

Ms. Brogan stated they would be going to private and parochial schools.

Yes, the beauty of that fund is that nobody comes with empty hands to education. The parents also have to commit to the process as well. Nobody is getting a free ride anywhere and from the parental standpoint, that is setting a good example for kids. Ultimately, in my experience with that I have met a number of administrators throughout at a number of schools throughout Hudson, Essex and Bergen County, and one of the things I most admire is the duty aspect of it. I know firsthand from my wife what goes into being a teacher; being on stage all day as a teacher is a thankless job at times. Teachers are very undervalued and they play a very crucial role in society. For me, to be able to nurture, foster and protect the sanctity of that role is important.

Mr. Morgan asked if Mr. Linn's wife is no longer a teacher.

Not currently, until the youngest gets into the system. She taught in North Bergen, Newark, and St. Joseph's in Oradell.

8. Do you have any specific questions for us, or need further information at this time?

Ms. Smith Wilson noted Mr. Linn's question on his application was what skills or attributes does the ideal candidate for a Board of Education member possess and asked each board member to answer.

Mr. Kaufman commented you need to have an open mind, especially being new to the community. A lot of people have been here a long time and have relationships. Everyone is an individual and has an agenda and thousands of different ideas specific to their child. You need to be able to leave your personal agenda at door and, at the same time, stand up for what you believe in.

Ms. Brogan commented first and foremost an interest in education and certainly a commitment to our students. A lot of the skills of a Board member you can learn, but it is what is deep inside that really matters. It has been fascinating listening to all of the candidates. Everyone brings a set of skills and attributes to the table. Serving on the Board is a great opportunity and it is a service to the community, and really looking at the future of our students and what we want.

Mr. Morgan noted each one of the Board members brings talents to this job. Each of us has our own background and working with each other is important. Using your best judgment is really what we are here to do and defer to the educational mission of our students. We do this for the kids. It is an unpaid position. We do it out of a sense of community and responsibility and something to pass on to the next generation. This is a great educational system and we want it to survive and prosper. We give them our time which generally means lots of hours.

Ms. Smith Wilson added curiosity and a willingness to learn all the time.

I really appreciate all the responses to that question.

9. Did you vote in the April 2019 School Budget Election? Yes.

At 8:39 p.m., interviews of the candidates concluded. Ms. Smith Wilson thanked everyone and explained the process again. References will be checked and the Board will be meeting again on September 23 at which time, they will nominate and vote. If we do not have a tie, we will announce the new Board member that night. If we have a tie, we will know what the process will be at that point. She thanked everyone for staying.

V. INFORMATION

A. ADVANCED PLACEMENT SCHOLARS

Ms. Smith Wilson read the information below and congratulated the students who were named Advanced Placement Scholars.

One hundred sixty-seven students at Ridgewood High School have been named AP Scholars by the College Board in recognition of their exceptional achievement on the college level Advanced Placement Examinations.

The College Board recognizes several levels of achievement based on the students' performance on AP exams.

Twenty-three students qualified for the **National AP Scholar Award** by earning an average grade of 4.0 or higher on all AP Exams taken, and grades of 4 or higher on eight or more of these exams.

These students are: **Jacob T. Alvarado, William S. Baginski, John Gaidimas, Grace Gu, Carolyn J. Johansen, Kunal S. Joshi, Sophia M. Juco, Swathi C. Kella, Beomsik Kim, Gunwoo Kim, Annabel S. Mendoza, Kara N. Rahaim, Alexander Ruhl, Jeremy M. Savarese, Catherine J. Sharo, Justin A. Sherman, Jack Y. Shigeta, Sophia L. Swanson, Bret Thompson, Garret Thompson, Kristen E. Yee, Michelle Z. Yuan, and Kathryn Zhou**

Eighty students qualified for the **AP Scholar with Distinction Award** by earning an average of at least 3.5 on all AP Exams taken, and grades of 3 or higher on five or more of these exams.

These students are: **Muhannad R. Alsenan, Drew B. Altman, Jacob T. Alvarado, Taeseok An, William S. Baginski, Emily Baird, Elizabeth M. Benjamin, Young Chan Cho, Eve A. Coben, Evie L. Cullen, Jack G. Cunningham, Nora G. Donnelly, Derya Ekin, Alexander S. Facini, Rachel R. Fazylova, Ian M. Fernandez, John Gaidimas, Elizabeth Gaillard, Meryl J. Graham, Madelyn E. Grassi, Madeline M. Grbic, Daniel A. Greenman, Grace Gu, Christine Y. Han, Qiuren He, Yeon Gyeong Hwang, Jeonghoon Hyun, Olivia N. Jerdee, Carolyn J. Johansen, Kunal S. Joshi, Sophia M. Juco, Jiin Jung, Lindsay E. Kaul, Swathi C. Kella, Beomsik Kim, Erin Kim, Gunwoo Kim, David J. Kleiman, Henry T. Koontz, Minji Kwon, Janus Kwong, Hannah Leith, Heather H. Loo, Sean P. Marron, Kaitlyn B. McDowell, Alexander C. Melarti, Annabel S. Mendoza, Christopher J. Morse, Manon E. Mularz, Edward B. Nold, Edward P. O'Keefe, Radha Patel, Brianna M. Picinic, Elizabeth M. Policano, Kara N. Rahaim, Claudia J. Ricatto, Alexander Ruhl, Dana Salta, Jeremy M. Savarese, Justin A. Schneider, Catherine J. Sharo, Brendan J. Sherman, Justin A. Sherman, Jack Y. Shigeta, Anamika Shrimali, Kaitlin So, Daniel Son, Christina R. St. John, Sophia L. Swanson, Bret Thompson, Garret Thompson, Gabriella Trama, Waez Umer, Thomas L. Vandalovsky, James Wavle, Kristen E. Yee, Brad Yuan, Michelle Z. Yuan, Kathryn Zhou, and Olivia M. Zorilla**

Twenty-six students qualified for the **AP Scholar with Honor Award** by earning an average grade of at least 3.25 on all AP exams taken, and grades of 3 or higher on four or more of these exams.

These students are: **Alana C. Bonfiglio, Joseph T. Cambria, Renee F. China, Tiffany H. Chung, Benjamin A. Crosly, Olivia G. Derrico, John D. Flusche, Avery Fogg, Daniel Gluck, Mia C. Hamel, Elizabeth L. Hannafey, Donovan M. Joseph, Cassie H. Keyes, Andrew Koski, Annabel R. Krugman, Dylan N. Park, Emily Y. Park, Ivett I. Pritomanova, Anne T. Probert,**

Talia R. Rosen, Mary U. Skuthan, Rebecca Son, Jodie L. Suh, Katlyn Tagliabue, Alexander P. Testa, and Inhyeok Yang.

Sixty-one students qualified for the **AP Scholar Award** by completing three or more AP Exams with grades of 3 or higher.

These students are: **Jongyun An, Christopher M. Barnes, Cameron Blair, Daniel Boucher, Sarah A. Butensky Sarah M. Casale, Christy S. Chang, Steven Cheng, Emily J. Choi, Sean Choi, Jack K. Christinger, Madison Colin, Josette H. Cope, Faith M. Cortright, Isabel M. Creedon, Tomasz Domanski, Benjamin J. Donohue, Anne M. Duffy, Sarah E. Eppley, Evan T. Goler, Olivia E. Gondris, Meghan E. Gonzalez, Hunter Haglid, Wednesday H. Hsu, Rylee M. Hunt, Irene D. Keh, Kathleen E. Keyes, Geo Kim, Nathaniel L. Kim, Jordan R. Lam, Jesse A. Lear, Choong Jae Lee, Kenneth Lee, Chloe R. Lennon, Alina Levin, Caroline S. Lops, Mikayla C. Mancini, Erin McCarthy, Mary A. McDade, Joseph L. Micale, Anna M. Monroe, Peyton F. Mulligan, Madison A. Murphy, Anirudh V. Narayan, Eugene Park, Drew C. Parsekian, Sidharth Red Patlollu, Danielle A. Poole, Jack S. Price, Hoon Hee Rhew, Sebastian Rivero, Colin H. Roche, Amelia M. Safai, Arunima S. Saktawat, Taelyn G. Shore, Luke W. Sim Pson, Lawrence H. Tiangco, Ellie R. Rilyou, Alyssa D. Veenhof, Peter K. Warren, and Sean C. Zuckerman.**

Thirty-eight award recipients are juniors. The juniors have at least one more year in which to do college-level work to possibly earn another Advanced Placement Award.

VI. PRESENTATIONS

A. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- Fall Sports started including cross country, football, soccer, and more.

Activities

- Freshman Focus Update
 - Run by RHS peer counselors to help freshmen acclimate to a high school environment.
- Senior Focus Update – new class starting this year, for all seniors to help guide seniors through college application process.
- Class Assemblies
 - Administrators will meet with each class this week.
- Club Fair
 - Last week, RHS clubs gathered after school in the gym and students from all grades signed up to join clubs.

Miscellaneous

- First Day of School
 - 9th grade social barbeque after school
- Orientation Day
 - Included tours led by RHS peer counselors.
- Back to school night will be on September 12th.
- A 12th Grade Parent Meeting will be on September 17th.
- The new extra credit policy has been added to the RHS Guidebook.

When the new extra credit policy was passed, it quickly circulated to student circles. Students have been texting each other and posting on social media about this policy. Students are very

concerned about what this means for the future of extra credit. Students believe that teachers won't take the risk of offering extra credit in fear it will be in violation of the policy. Last year, the day after extra credit was brought up to a Board meeting, for the first time, one of my teachers did not offer extra credit for attending a school-sponsored event, which he/she usually would have done.

Participating in academic activities such as Quiz Bowl, Civics Bowl, as well as attending school plays, are frequently incentivized with extra credit. It would violate the new policy because it is not related to curriculum. Teachers also do not know whether it would impact a grade by more than 1% until they review numbers. School plays, Quiz Bowl and Civics Bowl contribute to school spirit and enrich the learning environment. While the new policy allows students to attend without the extra credit incentive, many students will not participate in after school events. Students are under a lot of stress. Without an extra credit incentive, it will lessen attendance at after school activities. The original concern was that people of lesser financial resources would not be disadvantaged when extra credit involved monetary relief. There are simpler ways to respond to this without dismantling extra credit. The policy only needs to require teachers to offer a curriculum related option when monetary fees are involved. Our new policy is an unnecessary overreach that hurts the value of our education system inside and outside the classroom.

Ms. Brogan stated sometimes she thinks things need to have a little time. She was wondering if talking with the high school administration about the policy and its impact would be a good start. Because of the concern of the purchase of extra credit, that's what we did and she thought that the policy was broad enough, but she thought it was interesting to hear Laurence's comments. Ms. Brogan thinks the feedback over the course of the semester to the administration or student congress or however it is done would be helpful.

Laurence talked about teacher concerns of offering extra credit now as compared to how they did it in the past and their fear of violating the policy.

Ms. Smith Wilson stated the agenda would change and we would have comments from the public prior to the Superintendent's Opening of School Report.

VII. COMMENTS FROM THE PUBLIC

At 8:47 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Linda Koch, 60 North Hillside Place, commented her husband sent a note to Board members in reference to Mr. Dani's attributes and why he endorses him. Some of the key points were Mr. Dani is intelligent, knowledgeable, and passionate about the excellence of education in Ridgewood. Ms. Koch has known Mr. Dani for the last 6 years. He is kind, fair and even tempered, with are fine qualities in a candidate. She hopes they consider him as he would make an excellent addition to the Board.

Anshul Agarwal, 395 Hamilton Road, endorsed Mr. Dani for the position on the Board of Education. Mr. Agarwal talked about the experience Mr. Dani would bring to the table and his educational background. He has worked for IBM, ADP and has an MBA from a reputed university. Mr. Agarwal has seen Mr. Dani working for the community and volunteering. He feels Mr. Dani brings to the table a passion and commitment to serve the community well and has spent countless hours analyzing data, and asking the right questions for the betterment of the community. Mr. Dani is the father of two children who are benefitting from the school system. There is not a shred of doubt in Mr. Agarwal's endorsement for Mr. Dani. He asked the Board to please consider him.

Shivani Bhogra, 361 Walthery Avenue, has a daughter who is a freshman at RHS. Ms. Bhogra endorses Mr. Dani not just because she knows him but she knows what differentiates him is he works from his heart and is passionate. She knows he may annoy people and she understood that. The annoying part of him is due to the passion behind him and he can go to that extent. Mr. Dani has two children in the

high school and understands the 'zombie generation.' Mr. Dani has an acumen for financials which makes a nice balance with the passion. She feels Mr. Dani will ensure the Board does not go bankrupt and the students are taken care of. Ridgewood is a very inclusive town but she sees no diversity in the Board. There is no Asian on the Board and it will add color to that. Ms. Bhogra talked about her daughter, a freshman who is well known with a lot of friends, and how she started school on a bad note with someone saying something racist and spreading it on social media. Ms. Bhogra spoke to the principal and they did whatever they had to do and she wants to give the kid a chance. She is sure the Board has the right intentions but feels they need someone who can understand a situation like that better. If we bring more diversity to the table, it would better explain to the Board what their community goes through. Twenty-one percent of Ridgewood's population is immigrant and we need a diverse Board. Ms. Bhogra concluded by saying other than Mr. Dani being annoying, he is passionate and brings diversity. It is who he is and his intent is always right. Ms. Bhogra would greatly appreciate it if he is considered for the Board.

Aditya Singh, 182 Mountain Avenue, endorsed Mr. Dani, who is a close friend, for a few reasons. The Board did mention there are 11 buildings, including this one, and they are going for a referendum and budget. Mr. Dani works very hard, collects data, communicates back to the community and talks to a lot of people. Mr. Singh feels the Board needs his help on their side as someone who can communicate their message to the community in an informal way to get the community as part of process. Mr. Dani is a warrior and it is good to have a warrior on your side. The other reason is it was mentioned that being on the Board is estimated at 10-15 hours per week. Mr. Singh stated one thing he sees is that all candidates are qualified and Ridgewood is lucky to have them; however, the way Mr. Dani is different is that he has spent that much time and energy already looking into their meeting minutes, schools, and everything and has been doing it from the outside. The person selected will not have a lot of time to align themselves with any of that. Mr. Dani is ready for us.

Steve Kim, 291 Highland Avenue, spoke in support of Mr. Dani as the new addition to the Board. Mr. Kim strongly believes Mr. Dani will be a great asset to the Board, serving both the school and the community. Mr. Dani has been closely engaged with many of the key issues and challenges the school faces and looks tirelessly for solutions. His attendance at the Board meetings and time spent on fact finding and analysis is truly inspiring. Mr. Dani possesses the methodical drive to collect data and gather facts, and stay focused. He looks for outcomes that benefit the school, students in particular, and carefully considers the financial concerns of the community, who largely fund the school, and therefore, is an intrinsic partner. Mr. Dani's strive for transparency and procedure is crucial to achieving a well-run organization. It is the correct path to include the community in the planning and the process. The Board's open position is that of an overseer, communication, and managerial. Mr. Dani possesses the skills to do the job. What truly impresses Mr. Kim is Mr. Dani's love and respect for Ridgewood and the strong desire to contribute in any way possible. His actions come from his heart and mind. Mr. Dani is truly selfless and giving. Lastly, the Board members have the opportunity to make history in town by selecting a candidate to add diversity to the Board. Mr. Kim thanked them for considering his application. He very much hopes they choose Mr. Dani.

Srinivas Rao, 102 Circle Avenue, has two children in the system and endorses Mr. Dani. Mr. Dani is a friend and before he came to Ridgewood, they had many discussions about the school system. Mr. Dani is sincere, and passionate about this position and is very reachable. For those reasons and many more, he endorses Mr. Dani.

Manoj Wagh, 285 Midvale Road, endorsed Mr. Dani. Since Mr. Dani has two kids in the system, it gives Mr. Wagh comfort to know he will be working for the kids and parents. Mr. Dani also has the ability and time to do the work. Mr. Wagh heard being on the Board is approximately 5-15 hours and Mr. Dani has already spent more time than that. Being on the Board does require a lot of time and passion. It is a thankless job but rewarding. Mr. Wagh thanked the Board for their service. Mr. Wagh is convinced Mr. Dani has the capacity to do this and has demonstrated in the past. Mr. Wagh wished we lived in a world with unlimited resources; but that is not the case. How will Mr. Dani help that? Mr. Dani runs his own business, has to make payroll and decisions. Mr. Wagh thinks that experience will lend itself. It is all about balancing and objectives, and Mr. Dani would be a great choice for the Board.

Elizabeth Jastrzebeska, 215 Walton Street, strongly recommends Mr. Dani for the open position. Mr. Dani is a Ridgewood resident with huge knowledge of all sorts of Village problems. Mr. Dani dedicates his own time because he cares about us. Mr. Dani is familiar with many procedures to assist all of them to work together. It would be easier to work with Mr. Dani instead of someone new and Mr. Dani would be a huge help to everyone. Mr. Dani is lovely and has a gentle personality. Mr. Dani is always patient and has time for Ridgewood residents. Mr. Dani is a wonderful communicator and would be an asset on the Board.

Ann Loving, 342 South Irving Street, is here in support of Mr. Dani. She expressed her appreciation to the Board for giving her the opportunity to say these words and that the Board received her letter and for some of their acknowledgement of that. Ms. Loving had the chance to meet Mr. Dani a number of years ago while working together on something unrelated to the Board of Education. She was immediately awed by him. As the Board knows, Mr. Dani has unending energy. As far as being available to do such a demanding job, she believes he does not sleep; he is always available when you text or call him. One of the things she is most impressed by is that Mr. Dani always offers solutions. He doesn't just complain or state a problem; he offers solutions. Ms. Loving thinks that is really important in an elected, or in this case an appointed official. In addition, he is more than willing to admit if he has interpreted something incorrectly and that is something to be admired; when a person is willing to admit they did something wrong. Mr. Dani will always say it, although he is rarely incorrect. Ms. Loving feels Mr. Dani has done an amazing job of keeping residents informed through social media. She thinks social media is an enemy in some cases, but he makes it a friend. He explains things the rest of us will not understand, even those of us who are pretty involved in political issues. Mr. Dani explains things clearly. He always has the facts and researches. She thinks he has performed a tremendous service to the Board of Education already, without serving on it. Mr. Dani has children in the system, although she does not think that is a necessary component, but is an added one, because he has a personal stake in the game of keeping the school system running well. Ms. Loving really thinks this man deserves a chance with as much as he has done in terms of Board of Education issues, it would be a huge asset to have him sit up here to fulfill Ms. Krauss' term.

Dinesh D'Costa, 520 Upper Boulevard, resident for four years, has had the opportunity to know Mr. Dani over that time. He is a good friend and he is here to recommend him for the open position. Mr. D'Costa is sure the Board understands the responsibilities they have to ensure our children get the best out of the school system. In the last 4 years, Mr. D'Costa has seen Mr. Dani, on so many occasions, help clarify so many things for residents, and communicate back to them what happens. He thinks Mr. Dani is a true warrior to have on their side and Mr. D'Costa hopes they take him for this position.

Shubha Hedge, 19 John Street, is here to endorse Mr. Dani. The reason is because she has heard a lot about him and they are all good things. Ms. Hedge moved to Ridgewood two years ago because of the schools. As soon as she moved, she met Mr. Dani and was impressed with how he reaches the community and the way he brings them together. Mr. Dani is very talented, hardworking, and passionate about this position. He is also a good person and easy to reach out to. Ms. Hedge feels we need more diversity on the Board and is sure he would be a great asset and do a great job.

A resident of 27-33 Corsa Terrace expressed his support of Mr. Dani. Their kids go to the same school. Whenever they meet, they talk about the quality of the education system and its activities. The resident feels Mr. Dani is very knowledgeable and spends a lot of time on the internet and reading newspapers to gain knowledge, which he shares with other residents. Mr. Dani is reachable and always actively responds to the community when he can. This resident recommends Mr. Dani.

Sanjukta Basu, 318 Steilen Avenue, endorsed Mr. Dani. Ms. Basu had the opportunity of working with Mr. Dani on community projects. Mr. Dani takes a balanced approach to any given solution, is a good listener, demonstrates organization when tackling issues, and is passionate about things that involve the community. These are all qualities that make Mr. Dani a great asset to any team. Ms. Basu asked the Board to consider his candidacy and give him the opportunity to serve on the Board. Ms. Basu thinks Mr. Dani will bring fresh ideas and a new perspective, which can bring better solutions.

Linda Tarzian, 574 Highland Avenue, thanked the Board for the work they do for them. She is looking at two people in particular, Ms. Brogan (the longest member on the Board) and Mr. Kaufman (the newest). These are two people who learned to come together, work and share ideas. The beauty of the Board is how to propose and promote programs in education for our children. President Lincoln was noted for bringing a cabinet together that was made up of supporters and adversaries; people who agreed with him and who fought with him. Ms. Tarzian is looking for a Board not to be made up of people who agree with each other, but to be made up of people with diversity, different ideas and approaches, but at the end of the day, keep in mind the need to balance the budget, how to manage this huge, educational, premier system and deliver a product for each child and their parents. Over the last few years, Ms. Tarzian has gotten to know a young man who has taken it upon himself to serve as an unappointed Board member. Although they have been elected, here is someone who has taken it upon themselves to apply because of their interest, passion and desire to serve us. Although I am impressed with the ten candidates with outstanding credentials and passion, Ms. Tarzian is advocating for someone diverse. She is happy there are women serving on the Board but is hoping that event though this is a challenge, that the Board will take this responsibility seriously and do what is in the best interest of the community. Ms. Tarzian endorses Mr. Dani.

Jacqueline Hone, 30 Carriage Lane, agreed with what Ms. Tarzian just said. She is here in support of Mr. Dani, who she thinks would be an excellent addition to the Board and to our community that is changing and requires some different skill sets. Mr. Dani has excellent communication skills. He has the ability to engage and involve not just the community but all of the different people and backgrounds we have in our community. Tonight is just an example of that. Ms. Hone has counted 15 people already that have come here to support him from all different backgrounds and all ages. Mr. Dani has the ability to take what was said during these meetings and what has happened and going aside on his own, as Ms. Tarzian pointed out, not being appointed and not as a job, but due to his true care of our community and his passion; whether he was watching them at home or he was here in person. Mr. Dani checks and researches everything and takes the information and puts it in a way that most of us would never understand. Mr. Dani engages the public and more people than ever are showing up at the Board and Village meetings. Ms. Hone serves as the administrator on two Facebook pages and membership has doubled since Mr. Dani came on. The feedback she has gotten from him personally, is that they people are talking, and engaging from home, and those numbers truly reflect that there has been an increase due to Mr. Dani. One of the things that Ms. Brogan said was one of the most important things is communication and the bottom line is that taxpayers do support our schools and all that the schools are doing. Communication is key and Ms. Hone thinks Mr. Dani is that missing piece they all long for that can bridge that gap. There have been complaints of transparency and not knowing enough. It just comes down to speaking and educating the residents and the taxpayers to understand why the Board makes the choices that they do, why the budget is what it is. Ms. Hone thinks once you bridge that gap, people will sign off and be more involved. They won't always be on the same page but once decisions are made and people understand and feel they have been given a fair process, they will respect the decision. Ms. Hone has been a resident for 20 years, her family and she have put eight children through the system, and what she has seen Mr. Dani do for this community is a breath of fresh air. Ms. Hone has not seen that level of dedication from someone who is not serving, and she hopes the Board appoints him.

Boyd Loving, 342 South Irving Street, supports and encourages the Board to select Mr. Dani to fulfill the unexpired term. Mr. Loving believes Mr. Dani is uniquely qualified to fulfill the position. His educational background in finance and technology will help to support the Board's cause. Mr. Dani has a demonstrated passion for the Village, which is evidenced by his successful leadership during the campaign for the parking garage project. As you know by reading the Facebook pages that he is an administrator of, he is an excellent communicator. Educational background, demonstrated passion for the Village, and demonstrated communicator are the three most important qualities Mr. Dani brings to the table. Mr. Loving encouraged the Board to select Mr. Dani.

Hyun Ju Kwak, 278 Claremont Road, thinks the number of candidates shows the values that we place on the Board of Education. Mr. Dani is a stand-up candidate because of his demonstrated passion and respect for all members of the community regardless of race or gender, whether they are newly arrived to town or are multi-generational members. Ms. Kwak thinks he is the only candidate from day one that

can contribute and address and tackle the tough and complicated issues of the Board. This is evident by the hours he has spent doing research and analysis and he brings a balanced approach to the issues. Ms. Kwak thinks he will be an asset to the Board.

Laurie Weber, 235 South Irving Street, thanked everyone, and stated as the Board deliberates on which of the ten applicants will fill Ms. Krauss' vacated seat, it should be taken into account that unlike a typical term of office, this position will be limited to a matter of months until the April school election takes place. Although all of the applicants should be commended for stepping forward, there was one applicant who she thought was fully engaged with the Board of Education on a regular basis. That is Mr. Dani. He has demonstrated his ongoing commitment to Ridgewood Public Schools and taken it upon himself to fully research board business, board procedure, and board responsibility on an ongoing basis. Mr. Dani is a regular presence in this room, communicating with the Board, superintendent and business administrator here and via email. While they may not always see eye to eye with him, Ms. Weber is 100% confident that Mr. Dani comes from a place of knowledge and commitment commensurate with any sitting board member she has known over the past 35 years she has been a resident.

Ms. Weber has come to know and respect Mr. Dani as they are often in the same place at the same time (public meetings). Mr. Dani's honesty, straightforwardness, intellect and integrity are beyond reproach, as he endeavors on a regular basis to serve the community he loves. He would clearly bring a much-needed fresh voice to the Board discussion, and as he is almost always in attendance of the Board meetings, discussing matters of the Ridgewood Public Schools, his service would only require him to change his seat to the other side of the room. He is unique in his ability to step into this limited duration position seamlessly and without adjustment in a most productive manner, as the Board makes critical decisions that will affect our schools. Ms. Weber hopes to see the Board trustees invite Mr. Dani to the table. Ms. Weber believes he has clearly earned the opportunity.

Ms. Weber also noted there were two applicants who submitted nominating petitions for candidacy in this past school election, although they were preempted by a court decision sought by Dr. Fishbein on the Board's behalf. They stepped up to face the scrutiny of a community vote and she thinks that speaks volumes to their commitment to represent and serve the community. Those two people are Wilma Watson and Saurabh Dani. Ms. Weber thinks as the Board decides who should fill this position, the level of commitment that they projected at that time is important. She thought it was ironic that the last time we did this as a community, when Ms. Smith Wilson was appointed, ironically it was Ms. Krauss who she believes stated that it was like pulling teeth to get people to run for these positions, but when it is time to appoint the position, people come out of the woodwork. Ms. Weber thanked all ten applicants and encouraged the nine of them who are not selected to come back in the Spring and run and give everyone an opportunity to weigh out and discuss the issues.

Ms. Weber had one concern she was hesitant to bring it up. She stated there was one member of the ten who put out a letter to supporters that reflected that she had knowledge of this procedure and the schedule of when the vote would take place that other applicants were not aware of. At least one Board member that she was told to ask was also not aware of what Ms. Smith Wilson announced at this meeting. Ms. Weber is concerned about this process, as the residents trust all of the Board to make this decision and there needs to be no indication of any ethics violation. She was not sure how to resolve that. Ms. Weber hesitates to ask someone who stepped up to withdraw but, at the same time, felt that whichever Board member she has the ear of recuse themselves from this process, because clearly somebody here has helped her. While the information is not critical, how Ms. Micale received it is critical to the integrity of this process.

Jinho Jang, 630 Westbrook Road, has three daughters in the system and is thankful to hear everyone speak. Mr. Jang is here to say endorse Mr. Dani and he talked about how he feels about the last ten years. Mr. Jang has a Ph.D. from MIT in aerospace engineering, worked at NASA and changed gears and now works on Wall Street. He has seen that there are many interesting meetings at the Board of Education. He came to the United States to study and had a dream to be an engineer. Ridgewood helped him a lot and his kids love school. Mr. Jang pointed out the budget is a tough topic, and has been improving but needs more. He asked how can we use it more efficiently and mathematically. Mr. Jang

knows Mr. Dani from watching him on social networks and knows he spends extra time talking with other residents. Mr. Jang believes Mr. Dani has been demonstrating a passion for this town and believes adding him to the Board would be a great addition.

Sandip Basu, 318 Steilen Avenue, endorses Mr. Dani and like the others, believes his passion and attention to detail are well-known. It is said you need 15 hours per week to do this job and Mr. Dani is already putting in more time without having the job. From Mr. Basu's observations of Mr. Dani's other initiatives and activities in the community and dedication to bringing more people together, he feels his skills can transfer well to the Board of Education.

At 9:37 p.m., no one else wished to address the Board.

SUPERINTENDENT'S OPENING OF SCHOOL REPORT

Dr. Fishbein presented an overview of enrollment and summer projects that included new and revised courses, staff hires, facilities projects, IT projects and security upgrades. [Click here](#) to view the report.

Dr. Fishbein pointed out that out of district placements have declined over the past few years and that has to do with our special education program bringing students in and students not leaving the district.

Mr. Morgan noted the out of district placements costs the district money so if we are bringing students in, this is great for the district. Having the programs based in the community and our students educated here, is good for the students, parents, the district and taxpayers.

Dr. Fishbein agreed there is a savings and it is more economical.

Ms. Brogan stated it is great for the students to be in their home school.

Ms. Brogan noted the Board spent six hours touring the schools prior to the start of the year and looking at everything that has been accomplished. Ms. Brogan also commended the work done on curriculum by staff and administrators.

Mr. Morgan thanked Ms. Townes and the Human Resources Department and complimented them on their new teacher orientation. He has a friend who is a new teacher who was very impressed with the program.

VIII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, page 170.

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. Approval: School Bus Emergency Evacuation Drill Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the school bus evacuation drill report, as listed below.

SCHOOL	ROUTES	LOCATION OF DRILL	DATE	TIME	SUPERVISOR OF DRILL
RHS	RW 17, 18, 19, 20, 21, 22 & 23	Beverly Road	9/3/19	7:45 a.m.	Dan Kilday
RHS	RW 17, 18, 19, 20, 21, 22 & 23	Beverly Road	9/4/19	2:50 p.m.	Dan Kilday

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips as listed on **Attachment B**, pages 171-175.

ii. Approval: Budgeted 2019-2020 School Year Out of District Placements

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted 2019-2020 school year out of district placements listed below.

2019-2020 Out of District Placements	
School	# of Students
Bergen County Technical Schools Hackensack, NJ	37
Bergen County Technical Schools Paramus, NJ	1
Bergen County Technical Schools Teterboro, NJ	9
Bergen County Technical Applied Tech School H.S. (Mechatronics Program @ Bergen Community College) - Paramus, NJ	1
Franklin Lakes Public Schools Franklin Lakes, NJ	2
Total	50

iii. Approval: Professional Development Agreement with Anthony Mazzocchi

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development agreement with Anthony Mazzocchi to provide training with music teachers regarding differentiating instruction in the large ensemble setting on November 6, 2019, in the amount of \$500.

The Board had received background information.

iv. Approval: Professional Learning Services Contract with National Council of Teachers of Mathematics, Inc.

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional learning services contract with National Council of Teachers of Mathematics, Inc. for a workshop, Supporting Students' Productive Struggle in Grades 6-12, on November 6, 2019, in the amount of \$3,500.

The Board had received background information.

v. Approval: Marty Appel Public Relations - Motivational Speaker for Hawes Professional Development Day

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Marty Appel Public Relations as a motivational speaker for Hawes Professional Development Day on October 14, 2019, in the amount of \$1,200.

The Board had received background information.

vi. **Approval: Consulting Agreement with Irene Cook Autism Ed & Associates**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a consulting agreement with Irene Cook Autism Ed & Associates to conduct a program evaluation of the RISE (Autism) program and provide a written report of results to include commendations and recommendations, in the amount not to exceed \$5,000.

The Board had received background information.

D. **HUMAN RESOURCES**

i. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, if required.

Teachers

CERBASI, Joyce - District Staff Developer, effective August 30, 2019 through June 24, 2020, to be partially funded by NCLB Title II A Funds, to an annual maximum amount of \$57,515. \$108,809
(\$103,342
+ \$300 CO +
\$5,167 ratio)
Cl. MA+30, St. 17

Account #11-000-221-104-00-02-019-000 (\$8,549)
Account #11-000-221-104-00-03-019-000 (\$8,549)
Account #11-000-221-104-00-04-019-000 (\$8,549)
Account #11-000-221-104-00-05-019-000 (\$8,549)
Account #11-000-221-104-00-06-019-000 (\$8,549)
Account #11-000-221-104-00-07-019-000 (\$8,549)
Account #20-270-200-104-00-02-022-000 (\$9,585.83)
Account #20-270-200-104-00-03-022-000 (\$9,585.83)
Account #20-270-200-104-00-04-022-000 (\$9,585.83)
Account #20-270-200-104-00-05-022-000 (\$9,585.83)
Account #20-270-200-104-00-06-022-000 (\$9,585.83)
Account #20-270-200-104-00-07-022-000 (\$9,585.85)

GARVIN, Natalie - District Title I Teacher, George Washington Middle School, effective August 30, 2019 through June 24, 2020, to be partially funded by NCLB Title I Grant, to an annual maximum amount of \$29,688. \$72,099
(\$70,385
+ \$300 CP +
\$1,414 ratio)
Cl. MA, St. 5

Account #11-213-100-101-00-09-019-000 (\$42,411)
Account #20-231-100-101-00-09-022-000 (\$29,688)

Revision: HAUPTLY, Kara - Leave of Absence Replacement Media Specialist (non-tenure track), Somerville School, **from** effective October 15, 2019 through January 31, 2020, approved by the Board at its meeting on August 26, 2019, **to** effective August 30, 2019 through January 31, 2020, pending verification of employment as outlined by Chapter 5. Ms. Hauptly is pending issuance of an Emergency Certificate as an Associate School Library Media Specialist, and Certificate of Eligibility with Advanced Standing as an Elementary School Teacher in Grades K-6. \$59,688
Cl. BA, St. 1

Account #11-000-222-104-00-05-019-000

JEREJIAN, Lisbeth - District Title I Teacher, Orchard School, Ridge School, and George Washington Middle School, effective August 30, 2019 through June 24, 2020, to be partially funded by NCLB Title I Grant, to an annual maximum amount of \$62,755. \$102,600
 (\$99,612
 + \$2,988 ratio)
 Cl. BA+30, St. 18
Account #11-213-100-101-00-09-019-000 (\$39,845)
Account #20-231-100-101-00-03-022-000 (\$37,653)
Account #20-231-100-101-00-04-022-000 (\$25,102)

Revision: KINNEARY, Eileen – Leave of Absence Replacement Art Teacher, (non-tenure track), Ridgewood High School, **from** effective September 17, 2019 or as soon after as possible, through January 20, 2020, approved by the Board at its meeting on June 24, 2019, **to** effective September 9, 2019 through January 10, 2020, pending verification of employment as outlined by Chapter 5. Ms. Kinneary possesses an NJDOE Standard Certificate as a Teacher of Art. \$59,688
 Cl BA, St. 1
 pro-rated
Account #11-140-100-101-04-10-019-000

NOLAN, Amy - English-as-a-Second Language Teacher, Ridgewood High School, effective August 30, 2019 through June 24, 2020, to be partially funded by NCLB Title III Grant, to an annual maximum amount of \$14,725. \$85,890
 (\$85,590
 + \$300 CP)
 Cl. MA+30, St. 12
Account #11-240-100-101-00-10-019-000 (\$71,165)
Account #20-241-100-101-00-10-022-000 (\$14,725)

REDMOND, Nicole – Leave of Absence Replacement Grades 3-5 SAIL Teacher (non-tenure track), Hawes School, **from** effective September 16, 2019, or as soon after as possible, through May 4, 2020, approved by the Board at its meeting on June 24, 2019, **to** effective September 5, 2019, or as soon after as possible, through May 4, 2020. Ms. Redmond possesses an NJDOE Standard Certificate as a Teacher of the Handicapped. \$59,688
 Cl. BA, St. 1
 pro-rated
Account #11-212-100-101-00-02-019-000

Revision: SCAPPI, Caitlin - Special Education Teacher (tenure track), Hawes School, **from** effective August 30, 2019 through June 24, 2020, approved by the Board at its meeting on August 26, 2019, **to** effective October 15, 2019 through June 24, 2020, pending verification of employment as outlined by Chapter 5. Ms. Scappi possesses a NJDOE Standard Certificate as an Elementary School Teacher Grades K-6 and a Standard Certificate as a Teacher of Students with Disabilities. \$60,188
 Cl. BA, St. 2
Account #11-204-100-101-00-02-019-000

Long Term Substitute

WEINSTEIN, Nicole – Special Education Teacher, Hawes School, effective September 16, 2019 through October 15, 2019, at a daily rate of \$125 per day, until the assignment ends.
Account #11-204-100-101-00-02-019-000

Field Placements

COREAS, Luis; HAMDEH, Eman; MUSTAFA, Graciela, RABEL, Timothy; SALEH, Delia; SANCHEZ, Isha; and ZWEIG, Ashley – Montclair State University, Field Experience at Hawes School with Julieanna Berry, Fifth Grade Teacher; Kristen Bodart, Kindergarten Teacher; Cheryl Fox, Kindergarten Teacher; Deborah Gregory-Fink, Music Teacher;

Andrew Raupp, Fifth Grade Teacher; Ellen Raupp, Fourth Grade Teacher, and Jill Rota, Third Grade Teacher; effective September 23, 2019 through December 13, 2019.

**Permanent Substitute for the 2019-2020 School Year
Benjamin Franklin Middle School**

- **Emily Downs**, 5.75 hours per day, 5 days per week, at an hourly rate of \$21.50
Account #11-130-100-101-00-00-019-002

Classroom Aides

ALESSI, Taylor - Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-08-024-001

HAMILTON, Elizabeth - Resource Room Special Education Classroom Aide, Ridge School, effective September 5, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-04-024-001

LUG, Raymond - ESL Aide, Title III Immigrant, Ridgewood High School, effective September 3, 2019 through June 23, 2020, to be funded by NCLB Title III Grant, to an annual maximum amount of \$17,760.60
Account #20-244-100-106-00-10-022-001

TRUJILLO, Karen - Resource Room Special Education Classroom Aide, Ridge School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-213-100-106-00-04-024-001

Revision: Ridgewood Community School Employees – Fall Semester 2019

Resolved, that the list of individuals approved by the Board at its meeting on August 26, 2019, be approved to work for the Ridgewood Community School for the Fall 2019 Semester at the rates listed below.

From: Salary range is \$25-\$52 per hour and/or \$12-\$125 per participant and/or \$65-\$475 per course, approved by the Board

To: Salary range is \$25-\$75 per hour and/or \$12-\$125 per participant and/or \$65-\$475 per course.

**Home Instructors, on an as-needed basis, for the 2019-2020 School Year
Orchard School**

- **Michelle Jones**, Elementary School Teacher, Grades K-6, at an hourly rate of \$60.32
 - **Xue Tan**, Elementary School Teacher, Grades K-6, at an hourly rate of \$60.32
- Account #11-150-100-101-00-24-024-001 (Regular Education)
Account #11-219-100-101-00-24-024-001 (Special Education)

Benjamin Franklin Middle School

- **Amy Briggs**, Spanish Teacher, at an hourly rate of \$58.21
- **Lucille Cigolini**, Language Arts Teacher, at an hourly rate of \$58.21
- **Kathleen Clarke-Anderson**, Language Arts Teacher, at an hourly rate of \$60.32
- **Erin Corcoran**, Language Arts Teacher, at an hourly rate of \$60.32
- **Susan Corlett**, Special Education Teacher, at an hourly rate of \$60.32
- **Trecia Donnelly**, Special Education Teacher, at an hourly rate of \$60.32
- **Lauren Imbruglia**, French Teacher, at an hourly rate of \$58.21
- **Kristin Krasinski**, Social Studies Teacher, at an hourly rate of \$60.32
- **Roman Litvak**, Mathematics Teacher, at an hourly rate of \$58.21
- **Courtney Pfeiffer**, Mathematics Teacher, at an hourly rate of \$60.32

- **Jason Ordini**, Language Arts Teacher, at an hourly rate of \$60.32
 - **Karen Rispoli**, English Teacher, at an hourly rate of \$60.32
 - **Michael Rooney**, Special Education Teacher, at an hourly rate of \$60.32
- Account #11-150-100-101-00-24-024-001 (Regular Education)
Account #11-219-100-101-00-24-024-001 (Special Education)

Ridgewood High School

- **Barbara Barker**, World Language Teacher, at an hourly rate of \$60.32
- **Colleen Contreras**, Special Education Teacher, at an hourly rate of \$58.21
- **Doreen Delaney**, English and Mathematics Teacher, at an hourly rate of \$59.36
- **Gary Fink***, Music Teacher, at an hourly rate of \$58.09
- **Laura Fleming***, Social Studies Teacher, at an hourly rate of \$60.32
- **Stefanie Gigante**, Latin Teacher, at an hourly rate of \$60.32
- **Sean Kase**, Business Education Teacher, at an hourly rate of \$58.21
- **Raymond Lug**, Mathematics Teacher, at an hourly rate of \$59.36
- **Sean Lynaugh**, Social Studies Teacher, at an hourly rate of \$58.21
- **Melissa Maksimov**, English Teacher, at an hourly rate of \$60.32
- **Scott Marzloff**, Science Teacher, at an hourly rate of \$59.36
- **Karen Mendez**, Business Education Teacher, at an hourly rate of \$60.32
- **Timothy Monahan**, Social Studies Teacher, at an hourly rate of \$60.32
- **Philip Nyhuis***, Mathematics Teacher, at an hourly rate of \$60.32
- **Nancy Reilly**, Special Education Teacher, at an hourly rate of \$60.32
- **Amanda Valeri**, Special Education Teacher, at an hourly rate of \$60.32
- **Laura Weinstein**, Mathematics Teacher, at an hourly rate of \$60.32

Account #11-150-100-101-00-24-024-001 (Regular Education)

Account #11-219-100-101-00-24-024-001 (Special Education)

*Related to staff member

Painters, effective September 3, 2019 through June 30, 2020, on an as-needed basis

- **Raymond Lug**, Supervisor, at an hourly rate of \$21.00
- **Jonathan Coppola***, Painter, at an hourly rate of \$15.50
- **Ann Spadaccini**, Painter, at an hourly rate of \$15.50
- **Ilene Weiss**, Painter, at an hourly rate of \$15.50

Account #11-000-262-104-00-42-048-001

*Related to staff member

ii. Change of Assignments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignments, as listed below.

FISSE, Lauren - **from** Applied Behavior Analyst Aide (ABA), Hawes School, **to** Resource Room Special Education Classroom Aide, Hawes School, effective September 3, 2019 through June 23, 2020.

Account #11-213-100-106-00-02-024-001

From: \$20.81 per hour, 5.75 hours per day, 5 days per week

To: \$17.16 per hour, 5.75 hours per day, 5 days per week

iii. Resignations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Classroom Aides

BAVAGNOLI, Susan - Resource Room Special Education Classroom Aide, Ridge School, effective July 1, 2019

CLARK, Riley - Resource Room Special Education Classroom Aide, Ridge School, effective July 1, 2019

QUINLAN, Angela - Resource Room Special Education Classroom Aide, Somerville School, effective September 13, 2019

TATTOLI, Angela - Resource Room Special Education Classroom Aide, Hawes School, effective July 1, 2019

Infant/Toddler Development Center

GOKBERK, Taleen – Teaching Assistant, effective September 1, 2019

iv. Rescind Appointment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves rescinding of the appointments of the employees listed below.

Permanent Substitutes for the 2019-2020 School Year

Benjamin Franklin Middle School

HAYES, Kenneth - effective August 30, 2019 through December 22, 2019, 3 hours per day, 5 days per week, at an hourly rate of \$21.50

Lunchroom Aide

VANDERAA, Lori – Lunch Aide, Orchard School, effective September 4, 2019 through June 23, 2020, pending verification of employment as outlined by Chapter 5, 2 hours per day, 5 days per week, at an hourly rate of \$17.16

v. Leave of Absences

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves leaves of absences listed below.

Revision: JASINSKI, Danielle – Kindergarten Teacher, Orchard School, **from** effective September 9, 2019 through January 31, 2020, with a reinstatement date of February 3, 2020, approved by the Board at its meeting on June 24, 2019, **to** effective September 5, 2019 through January 31, 2020, with a reinstatement date of February 3, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement

Revision: MAXWELL, Athena – Art Teacher, Ridgewood High School, **from** effective September 17, 2019 through January 17, 2020, with a reinstatement date of January 21, 2020, approved by the Board at its meeting on June 24, 2019, **to** effective September 9, 2019 through January 10, 2020, with a reinstatement date of January 13, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement

Revision: POSPISCHIL, Leanne – SAIL Teacher, Hawes School, **from** effective September 16, 2019 through May 1, 2020, with a reinstatement date of May 4, 2020, approved by the Board at its meeting on June 3, 2019, **to** effective September 5, 2019 through May 1, 2020, with a reinstatement date of May 4, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement

vi. **Supplemental Pay Beyond Contract**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Hawes School

Development of Rubrics for K-5 ELA

- **Susan Enright**, not to exceed 4 hours, at an hourly rate of \$53.33 (\$213.32)
Account #11-120-100-101-00-02-002-001

Travell School

Back-to-School Night - September 11, 2019

- **Jonathan Fritog**, not to exceed 1 hour, at an hourly rate of \$21.50 (\$21.50)
Account #11-120-100-101-00-06-006-001

Benjamin Franklin Middle School

Secretarial Support - Back-to-School Night - October 10, 2019

- **Susan Christopher**, not to exceed 3 hours, at an hourly rate of \$37.95 (\$113.85)
- **Elisa Karch**, not to exceed 3 hours, at an hourly rate of \$32.61 (\$97.83)
Account #11-000-240-105-00-08-008-001

George Washington Middle School

Sixth Grade Field Trip to Camp Nyoda, Oak Ridge, NJ September 16, 2019 and September 17, 2019

- **One Substitute Nurse: Theresa DiMauro**, for two days, at \$150 per day (\$300)
Account #11-000-213-104-00-09-009-001

Ridgewood High School

Back-to-School Night - September 12, 2019

Secretarial and Technology Support, each not to exceed seven hours, at the contracted hourly rate (\$773.92)

- **Adam Brunner**, at an hourly rate of \$40.65 (\$284.55)
- **Lesley Whyard**, at an hourly rate of \$31.01 (\$217.07)
- **Celinett Ortega**, at an hourly rate of \$31.76 (\$222.32)

Account #11-000-222-104-00-10-010-001 (Technology)

Account #11-000-240-105-00-10-010-001 (Secretary)

Long-term Substitute

- **David Goldsholl**, not to exceed 3 hours, at an hourly rate of \$16.66 (\$49.98)
Account #11-140-100-101-05-10-019-000

Academic Study Hall/Detention Supervisors, each at an hourly rate of \$40.17, each not to exceed one hour per day

- **Adam Brunner**
- **Linda Chamesian**
- **Sean Lynaugh**
- **Elizabeth O'Brien**
- **Margaret Schaefer**
- **Meredith Yannone**

Account #11-140-100-101-00-10-010-001

Before School Supervision, each at an hourly rate of \$40.17, each not to exceed 92 days, each not to exceed 45 minutes per day

- **Craig Bunzey**
- **Mark Syvret**

Account #11-140-100-101-00-10-010-001

Lunch Time Supervision, each at an hourly rate of \$30.24

- **Adam Brunner**, not to exceed 5 days per week
- **Linda Chamesian**, on an as needed basis
- **Collen Contreras**, not to exceed 5 days per week
- **Luke Dolby**, not to exceed 5 days per week
- **James Donnelly**, not to exceed 5 days per week
- **Rosanna Griffith**, not to exceed 5 days per week
- **Raymond Lug**, not to exceed 5 days per week
- **Sean Lynaugh**, on an as needed basis
- **Timothy Monahan**, not to exceed 5 days per week
- **Nancy Reilly**, not to exceed 5 days per week
- **Michael Saulpaugh**, on an as needed basis

Account #11-140-100-101-00-10-010-001

Before-School Library Supervision

- **James Donnelly**, not to exceed 45 minutes per day, 5 days per week, at an hourly rate of \$40.17, effective September 3, 2019 through June 15, 2020

Account #11-140-100-101-00-10-010-001

Freshman Orientation - August 29, 2019

- **John Maye**, not to exceed 8 hours, at an hourly rate of \$81.51 (\$652.08)

Account #11-000-218-104-00-10-010-001

Overnight Field Trip to Lenox, MA, Newport, RI, and Hartford and Mystic, CT - October 25 - 26, 2019

- **Two Chaperones: Patricia Hans and Nicole Riordan**, each for one night, each at \$200 per night (\$400)

Account #11-401-100-101-00-10-010-001

Overnight Field Trip to Philadelphia, PA; Jamesburg, Williamsburg, and Monticello, VA - December 6, 2019 - December 8, 2019

- **Two Chaperones: Patricia Hans and Nicole Riordan**, each for two nights, each at \$200 per night (\$800)

Account #11-401-100-101-00-10-010-001

Guidance Department – 2019 Summer Hours

- **Andrea Watson**, not to exceed 3 hours, at an hourly rate of \$39.79 (\$119.37)

Account #11-000-218-104-00-10-010-001

Special Programs

Special Olympics NJ Play Unified School Partnership

- **Michael Kilcullen**: Advisor Stipend: \$3,000
- **Robert Rinaldo**: \$4,500 for three seasons (\$1,500 per season) (\$7,000 to be funded by the Special Olympics NJ Play Unified School Partnership Grant and \$500 to be paid from district funds)

Account #11-000-219-104-00-24-024-001

Prepare and Attend IEP Meeting

- **Stefanie Spector**, not to exceed 2 hours, at an hourly rate of \$52.92 (\$105.84)

Account #11-000-219-104-00-24-024-001

ABA Training - August 27, 2019, August 28, 2019, and August 30, 2019

- **Melissa Brandes**, not to exceed 10.50 hours, at an hourly rate of \$17.16 (\$180.18)

Account #11-000-217-106-00-24-024-001

Additional: 2019 Summer Special Programs Personnel (on an as-needed basis)

- **Marisa Martell**, not to exceed 2 hours, at an hourly rate of \$79.54 (\$159.08)
Account #11-000-219-104-00-24-024-001

Information Technology Department

Tech Support for Community Outreach Program, September 25, 2019 and October 23, 2019, Wellbeing Speaker Series to be held at George Washington Middle School

- **Jason Forfa**, Technology Media/Technician, not to exceed 3 hours, at an hourly rate of \$31.06 (\$93.18)
Account #11-000-221-104-00-22-022-001

vii. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Karen Bragg, Stacey Bukowski, Christi Cadorette, Paola Callejas, Christina Dube, Rory Feeney, Susan Fischer, Jessica Franklin, Sheri-Ann Haug, Daniela Levy, Elizabeth Luongo, Suzanne Mayer, Danielle Miller, Margaret Neilson, Karen O'Neill-Sticco, Nicole Parks, and Nicole Weinstein

Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year to be used as indicated:

Acceptance of a gift in kind from Cole Hamon, for the renovation of the Life Skills Room at BFMS for his Eagle Scout Project, valued at approximately \$35,000.

Acceptance of a gift in kind from Somerville Dads' Night of planting and lighting work for a new sign at Somerville School, valued at \$1,800.

ii. Approval: Non-Public School Nursing Agreement with the County of Bergen, Department of Health Services for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a Non-Public School Nursing Agreement with the County of Bergen, Department of Health Services for the 2019-2020 School Year.

The County of Bergen, Department of Health Services agrees to furnish health services of a technical and professional nature by the County to the Local Board of Education, pursuant to Chapter 226 Laws of 1991 Provision of Nursing Services to Non-Public Schools, wherein the County shall be responsible for purchasing nursing supplies for the Little Crane Montessori School (total state aid in the amount of \$97 (\$97 per student, for 1 student), for the 2019-2020 school year.

The Board had received background information.

iii. Approval: Acceptance of a Play Unified School Partnership Grant from the Special Olympics of New Jersey

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves acceptance of a Play Unified School Partnership Grant from the Special Olympics of New Jersey, in the amount of \$7,000.

The Board had received background information.

iv. **Approval: Received Tuition Students From Other School Districts for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the received tuition students from other school districts that pay tuition for the 2019 -2020 school year, as listed below.

2019-2020 School Year Received Tuition Students		
Home District	School Attending	# of Students
Paramus, NJ	Hawes School	1

v. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of equipment listed below through www.govdeals.org. These items are obsolete and are no longer needed.

Hawes School

- 18 top loader desks
- 14 wooden chairs

vi. **Approval: Proposal from WSP USA for Licensed Site Remediation Professional Services for the Oversight of the Ash Landfill Cap Coal Ash Fill Case at Orchard School**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a proposal from WSP USA for Licensed Site Remediation Professional Services for the oversight of the Ash Landfill Cap Coal Ash Fill Case at Orchard School, at a cost not to exceed \$29,000.

The Board had received background information.

vii. **Approval: 2019-2020 School Year Transportation Contracts**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following transportation contracts for the 2019-2020 school year. The contracts reflect a 1.45% CPI index which has been mandated by the state of NJ for 2019-2020.

Route #	Contractor	School	Annual Cost
H1	Durham School Services	Hawes ES	\$39,420
H2	Durham School Services	Hawes ES	\$39,420
H3	Durham School Services	Hawes ES	\$39,420
H4	Durham School Services	Hawes ES	\$39,420

Mr. Morgan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Kaufman seconded the motion.

Prior to the roll-call vote, Ms. Smith Wilson read the donations into record and thanked the responsible parties.

Mr. Morgan commended Cole Hamon for the great job he did renovating the Life Skills Room at BFMS and noted he is also the son of former LSHSA president Julie Hamon.

Ms. Brogan commented over the years we have worked on the Orchard School ash fill and she noted under Finance we are looking at it again. We did remediation many years ago and she asked Dr. Fishbein to reflect on it.

Dr. Fishbein responded when the ash was covered to encapsulate it they must have used road fill so it has pieces of macadam and things of that nature. We are looking at that to see what type of additional encapsulation and it has to do with mostly the entire property. At Orchard, the front part of the property is macadam, the playground area is encapsulated with chips so we are really looking at the main areas of the field itself in the back of the building. There will be further costs associated with this and once we have a plan, it will be further explained.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Morgan, Ms. Smith Wilson

NAYS: None

IX. APPROVAL OF BILLS

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Aug 28	Columbia Bank On-Line	094834-094903	278,233.24	J. Smith Wilson
Sept 4	Columbia Bank On-Line	094904-094984	278,953.00	J. Smith Wilson
Sept 5	Columbia Bank On-Line	094985	104,929.40	J. Smith Wilson
Aug 30	Payroll Transfer	P26999	545,584.11	J. Smith Wilson
Aug 26	Electronic Transfer	R26985	5,500.00	J. Smith Wilson
Aug 26	Electronic Transfer	F26986	159.24	J. Smith Wilson
Aug 27	Electronic Transfer	L26987-L26990	17,560.58	J. Smith Wilson
Aug 30	Electronic Transfer	F27072	3,949.17	J. Smith Wilson
Aug 28	Food Service	620157	2,480.00	J. Smith Wilson
Sept 4	Food Service	620158	1,975.00	J. Smith Wilson
Aug 23	Columbia Bank Void Check	094552	(9,900.00)	J. Smith Wilson
Aug 23	Columbia Bank Void Check	094560	(5,144.00)	J. Smith Wilson
Aug 23	Columbia Bank Void Check	094765	(21,508.00)	J. Smith Wilson
Aug 26	Columbia Bank Void Check	094566	(4,354.30)	J. Smith Wilson
		TOTAL	\$1,198,417.44	

Ms. Smith Wilson moved approval of all bills reviewed by her.
Ms. Brogan seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Morgan, Ms. Smith Wilson

NAYS: None

X. BOARD MEMBER ANNOUNCEMENTS

Ms. Smith Wilson talked about how the Board would do reference checks on the candidates. She thought in the past, they were divided between the Board members to make calls.

Mr. Morgan suggested the way to do this, since there are so many candidates, to be efficient and not make any kind of interpretation, is to send a short letter to each email provided and advise them their name has been given as a reference for (name of candidate) for this position, and we would like you to please consider making a comment to us in writing via snail mail or email, and to please bear in mind we are voting on September 23rd and provide a date for them to give it to us beforehand. This would be efficient with no sense of interpretation and no trial in getting people to answer. If we do it this way, we give everyone a shot of getting a written reference back which will be very useful.

Ms. Brogan thought we might not have email addresses for everyone but if they provided an email address, that would work best.

Ms. Smith Wilson thought we should draft a straightforward email that goes to everybody asking for the same information and the draft email come to her and she would forward it to Ms. Kelly, who would then send the email to the references, including a timeframe of submitting them on Wednesday, September 16, the week before the next meeting.

XI. COMMENTS FROM THE PUBLIC

At 9:52 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Laurie Weber, 235 South Irving Street, was curious and posed the question about the background check. She always assumed a background check was something that was done a little more formally. Ms. Weber was curious as to what the Board expects to get from a reference.

Ms. Smith Wilson responded all the applicants were asked to give three references for a reference check. Anyone who is appointed has to go through a background check through the state.

Ms. Weber asked if the people on the list for each candidate are supposed to reiterate testimonials like we heard tonight.

Ms. Smith Wilson replied they would be asked questions about the applicant's experience. Reference checks used to be done as phone calls.

At 9:53 p.m., no one else wished to address the Board.

XII. DISCUSSION ITEMS

There were none.

XIII. ACCEPTANCE OF MINUTES

➤ July 29, 2019 Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Ms. Smith Wilson seconded the motion, which carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Smith Wilson

NAYS: None

ABSTAIN: Mr. Morgan

➤ August 26, 2019 Regular Public Meeting & Executive Session

Ms. Brogan moved Acceptance of Minutes. Ms. Smith Wilson seconded the motion, which carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Morgan, Ms. Smith Wilson

NAYS: None

ABSTAIN: Mr. Kaufman

XIV. OTHER BUSINESS

There was none.

XV. ADJOURNMENT

At 10:00 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Mitola, Candace RHS	American Heart Association CPR Instructor Course (BLS) Fairfield, NJ September 20, 2019	Professional Development	\$ 299	0
Chamesian, Linda RHS	Using the Sheltered Instruction Observation Protocol to Plan & Implement Instruction for English Learners – Fort Lee, NJ October 15-16, 2019	Professional Development	\$ 175	0
Nold, Susan RHS	National Council for Teachers of English Annual Convention Baltimore, MD November 21-24, 2019	Professional Development	\$ 731 (\$500 to be paid out of RAA funds)	0
Revision: From: Stefanie Gigante - RHS (approved 7/29/19) To: DeVegh, Antonia BFMS	2019 ACTFL Annual Convention & World Languages Exp Washington, DC November 22-24, 2019	Professional Development	\$ 484*	0

The total cost for these conferences is \$705 and \$500 to be paid out of RAA funds (*\$484 previously approved). Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$85,838 leaving a balance of \$105,600.

The total cost of substitutes for these conferences is \$0. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$10,600.

FIELD TRIPS FOR APPROVAL

September 9, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
09/16/19	GWMS	Camp Nyoda Oak Ridge, NJ	210 grade 6 students	20	1 sub nurse for 1 day	\$150	\$150	yes	yes
09/17/19	GWMS	Camp Nyoda Oak Ridge, NJ	210 grade 6 students	20	1 sub nurse for 1 day	\$150	\$150	yes	yes
09/23/19	RHS	Metropolitan Museum of Art New York, NY	40 grades 10-11 art students	4	0	\$0	\$0	no	yes
09/25/19	RHS	Valley Hospital Ridgewood, NJ	24 grade 10 RAHP students	2	0	\$0	\$321 (driver)	yes	yes
09/28/19	RHS	Princeton University Princeton, NJ	10 members of the History/Quiz Bowl	1	0	\$0	\$564 (driver)	yes	yes
10/03/19	Hawes	Waterloo Village Stanhope, NJ	75 grade 3 students	20	0	\$0	\$0	yes	yes
10/03/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
10/03/19	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Paramus & Ridgewood, NJ	35 grade 12 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
10/10/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
10/11/19	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	23 grade 11 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
10/24/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
10/24/19	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	35 grade 12 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
10/28/19	Orchard	St. Johns Memorial Church Ramsey, NJ	62 grade 4 music students	6	0	\$0	\$0	yes	yes
10/31/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes

FIELD TRIPS FOR APPROVAL

September 9, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
11/07/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
11/12/19	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	35 grade 12 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
11/14/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
11/20/19	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	23 grade 11 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
11/21/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
12/05/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
12/06/19	RHS	Valley Hospital Ridgewood, NJ	24 grade 10 RAHP students	2	0	\$0	\$321 (driver)	yes	yes
12/12/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
12/12/19	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	35 grade 12 RAHP students	2	0	\$0	\$81 (driver)	yes	yes
12/16/19	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	23 grade 11 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
12/19/19	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
01/02/20	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
01/07/20	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	23 grade 11 RAHP students	2	0	\$0	\$121 (driver)	yes	yes

FIELD TRIPS FOR APPROVAL

September 9, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
01/09/20	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
01/16/20	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
01/23/20	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
01/30/20	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
02/06/20	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
02/06/20	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	35 grade 12 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
02/11/20	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	23 grade 11 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
02/13/20	RHS	X Factor Tumbling Wyckoff, NJ	20 members of the cheerleading team	1	0	\$0	\$121 (driver)	yes	yes
03/03/20	RHS	Valley Hospital Ridgewood, NJ	24 grade 10 RAHP students	2	0	\$0	\$321 (driver)	yes	yes
03/16/20	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	35 grade 12 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
03/25/20	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	23 grade 11 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
04/02/20	RHS	Valley Hospital Ridgewood, NJ	24 grade 10 RAHP students	2	0	\$0	\$321 (driver)	yes	yes
05/18/20	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	23 grade 11 RAHP students	2	0	\$0	\$121 (driver)	yes	yes

FIELD TRIPS FOR APPROVAL

September 9, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
05/20/20	Hawes	Waterloo Village Stanhope, NJ	75 grade 3 students	20	0	\$0	\$0	yes	yes
06/03/20	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	23 grade 11 RAHP students	2	0	\$0	\$121 (driver)	yes	yes
06/03/20	RHS	Valley Hospital, The Sleep Cntr, & Luckow Medical Pavilion Ridgewood, NJ	35 grade 12 RAHP students	2	0	\$0	\$241 (driver)	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

September 9, 2019

Overnight Trips - Paid

ATTACHMENT B

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$130 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
10/25/19 to 10/26/19	RHS	Tour of Lenox, MA Hartford & Mystic, CT and Newport, RI	28 grade 11 American Studies students	0	2 for 1 night	\$400	0	\$0	\$400	no	yes
12/06/19 to 12/08/19	RHS	Tour of Philadelphia, PA Williamsburg & Monticello, VA	30 grade 11 American Studies students	0	2 for 2 nights	\$800	0	\$0	\$800	yes	yes

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
SEPTEMBER 23, 2019**

Minutes of the Regular Public Meeting of the Board of Education held on September 23, 2019, at 6:00 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary

Absent: None

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Smith Wilson moved the following resolution. Mr. Morgan seconded the motion, which was unanimously approved.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss a personnel and/or litigation matter and/or negotiations and/or contract matter.

Ms. Smith Wilson announced the Board has been meeting in Executive Session pursuant to NJSA:12. The minutes from this meeting will be released when the need for confidentiality no longer exists. The Board was meeting to discuss issues of Personnel and the Board Vacancy. Pursuant to Bylaw 0143, page 2 of 2, a roll call will be conducted on candidates in the order the candidates were nominated with a second.

B. MOTION TO OPEN REGULAR SESSION

At 7:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Morgan and unanimously approved, the public meeting reconvened.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: None

Visitors: There were approximately fifty-two visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

Ms. Smith Wilson announced we had new cameras and the sound system had been tweaked since we had some feedback last week that the sound was not good.

IV. INFORMATION

Ms. Smith Wilson read the information below and congratulated the students who were named Merit Scholars.

A. NATIONAL MERIT SCHOLARSHIPS

Ten Ridgewood High School students have been named National Merit Scholarship semifinalists and 25 others have received letters of commendation. About 1.5 million students took the 2018 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) last October and entered the National Merit Program, a nationwide competition for recognition and awards. Only some 16,000 who qualified as semifinalists have an opportunity to continue in the competition for Merit Scholarships to be offered next spring.

The following ten students have been designated semifinalists:

Jongyun An, Taeseok An, Christy S. Chang, Nora G. Donnelly, Olivia N. Jerdee, Choong Jae Lee, Annabel S. Mendoza, Edward P. O'Keefe, Sidharth Patlollu, and Baiyue Zhao.

In addition to the ten semifinalists, the following 25 students have been identified as Commended Students in the 2018 competition:

Katherine A. Bamberg, Cameron Blair, Tomas E. Carlson, Vanessa Cheng, Sean Choi, Benjamin A. Crosly, James Ellinghaus, Emily A. Ertle, Avery Fogg, Ridley P.

Handley, Nathaniel L. Kim, Nicole J. Kye, Grace E. Mabli, Joseph L. Micale, Caitlyn M. O'Hara, Dylan N. Park, Eugene Park, Hoon Hee Rhew, Yaroslav M. Sakharov, Brendan J. Sherman, Cole B. Sherman, Daniel Son, Ethan G. Sterling, Philip W. Terman, and Inhyeok Yang.

V. PRESENTATIONS

A. RECOGNITION OF TRADITION OF EXCELLENCE AND ASHBY AWARD WINNERS

Dr. Fishbein reported each year at Convocation, the district awards two employees with the Tradition of Excellence and Ashby Awards. The Tradition of Excellence Award is given to support personnel who is seen as someone who not only works well in their building, but also is a leader in the district and someone other support staff can go to. This year, the recipient of the Tradition of Excellence Award was BFMS Administrative Assistant to the Principal Susan Christopher, who could not be here tonight. Ms. Christopher was recognized in front of the whole faculty in front of Convocation. We always do a surprise visit in front of her family, including her children and grandchildren, and it made her husband cry.

The Ashby Award was established in 1966 to honor former Superintendent Lloyd W. Ashby and his wife, Lois, for their distinguished service to the community and is awarded to a faculty member. This year's recipient was RHS Social Studies teacher Laura Fleming and we were so fortunate to have Laura at the award ceremony to accept the award.

Ms. Smith Wilson noted it is such a lovely recognition. A lot of people are not aware of what Convocation is. It is the kick off of the new school year. Teachers, staff and administrators are present, there are presentations, and it is a beautiful start of the year.

B. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- Opening football game was recently held and it was a big win, upsetting Old Tappan.
 - With the band, cheerleaders, and tons of students from all grades, it was a great town event.
 - It was a big win, upsetting Old Tappan.
- Dr Gorman and Mr. Cook accepted the 2018-2019 Group IV Shoprite Cup for best Group IV athletic program in New Jersey.
- The district received the NJSIAA Sportsmanship Award.

Arts

- RHS New Players had their auditions.
- RHS Band had their showcase premier last Saturday.

Activities

- Senator Menendez gave a press conference about vaping on the RHS front lawn. Joe Tyson, sophomore spoke. Dr. Poole, distinguished hall of fame member, also spoke.
- 12th Grade Parent Meeting last Wednesday.
- Fairleigh Dickinson University college fair was last Thursday.
- Many clubs have had their first meeting of the year.
 - RHS offers almost 100 clubs.
 - There is a wide variety of clubs with something that interests almost every student.

Miscellaneous

- Seniors have started applying to colleges.
- Dr. Gorman has been tweeting out weekly videos called RHS Students Speak, highlighting various activities that students are involved in at school and in the community.
- The deadline for switching classes has passed. Classes are now finalized.

VI. COMMENTS FROM THE PUBLIC

At 7:37 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Jane Shinozuka, 825 Norgate Drive, sent an email in support of Mr. Dani for the appointed position to the Board a week or ten days ago. Ms. Shinozuka read her letter into record as follows: *'I'm writing to express my support for Saurabh Dani as an appointee for the unexpired term on the Board of Education. I produced myself to Mr. Dani a few years ago because I was impressed by his command of the facts and his thoughtful presentations at the podium. Mr. Dani holds an MBA from NYU and has been an IT professional for more than 20 years; ideal qualifications for a Board member, given the importance of technology in education. Mr. Dani is a fine example of civic engagement, and as we have all seen in public forums, he is extremely well versed in Village matters. So, in other words, he shows up prepared. He also has the increasingly rare ability to remain calm and stay on point when discussing delicate matters regarding local issues. So, I think of all our concerned residents, he is by far the most well versed on the details and the minutiae regarding the Board and its deliberations. He verifies his facts by his own independent research. Mr. Dani immigrated to the United States in 1999 and is an admirable representative of the vibrant Indian community in Ridgewood, holding a leadership role in the Ridgewood Indian community organization. He has two daughters in the school system; one in Willard and the one in the high school. And, I can say as the mother of Asian children who matriculated through the system, I have first-hand knowledge of how Asian parents might differently value some various aspects of the educational process. One out of every eight people in Ridgewood is Asian. 14.8% according to census.gov and sometimes when you talk that way it makes people uncomfortable but it is just a statistic and I think that Ridgewood's Board should reflect the change in demographic and recognize the cultural variations in both home and school life. I think that the socio-economic, excuse me socio-emotional learning curve to which our school system aspires, would be well served by a concerned and capable parent like Mr. Dani.'*

Jeanette LaRocco, 454 Bogert Avenue, resident for 31 years who raised three children who went through the school system, has a vested interest in Ridgewood's educational system Ms. LaRocco expressed her support for Mr. Dani. She has known Mr. Dani for many years having first met him at town meetings. Over time, she has to come to see how invested he is in our town and residents, including our children's well-being. Ms. LaRocca explained Mr. Dani has spent countless hours educating himself and residents of the topics that affect our Village and its future. Ms. LaRocco feels Mr. Dani is more than qualified to do an outstanding job to fulfill the requirements of the position and willing to do the hard work involved because he has already begun doing the research. Mr. Dani would not need to be oriented to the position and Ms. LaRocco has seen the integrity that he has displayed all these years. Mr. Dani truly cares about our residents, especially our children and is willing to do the work to prove it. Our town would be lucky to have such a man of high caliber as a Board member. She thanked the Board for considering Mr. Dani for the position and for all of their hard work.

Charles Reilly, 448 North Maple Avenue, urged the Board to vote for Mary Micale to fill the vacancy on the Board. He does not know and has had no contact with Ms. Micale as she made her presentation to the Board at the last meeting. Likewise, he does not know and has had no contact with the other persons who have applied to fill the vacancy, except he has heard Mr. Dani address the Board on several occasions. Mr. Reilly listened very carefully to all the applicants, took extensive notes on their presentations that were made to the Board, and tried to objectively evaluate each one of them who came to the Board seeking their approval. Mr. Reilly stated clearly Ms. Micale demonstrated a commitment to Ridgewood schools based on extensive volunteer activities that distinguishes her from the other applicants. As a Home and School president, she worked positively with staff and parents to achieve the excellence in education. Her apparent ability to deal effectively with difficult issues, such as funding school field trips, demonstrates a willingness to listen and learn in order to bring about constructive change. Her dedicated volunteer service to the Education Foundation shows commitment to foster creativity in providing a rich curriculum for all students. As noted by several of the Board's comments during the last meeting, working on the Foundation provides valuable insight into the talents and interests of the Ridgewood staff. When she stated that she believes in public schools, she shows she did the hard work necessary to continue to make Ridgewood's public education a success. She has clearly earned the opportunity to continue to make constructive and substantive contributions to the Ridgewood schools as a Board member. Mr. Reilly was also impressed with her background as a commercial litigator, in particular in dealing with complex insurance litigation lawsuits. She clearly has the acumen to handle difficult financial matters which we all face as school Board members. Mr. Reilly urged the Board to appoint Ms. Micale to the Board.

Dana Glazer, 61 Clinton Avenue, expressed his support of Mr. Dani. He has known him for over four years and has never met anybody as devoted as Mr. Dani to our community and to Ridgewood. Mr. Glazer thinks Mr. Dani is a wizard with numbers and somebody you can trust. If Mr. Glazer's family needs help with their finances, they would go to Mr. Dani without blinking. Mr. Glazer thought Mr. Dani would be an asset to join the Board. He strongly encouraged the Board to do the right thing for Ridgewood and bring him on.

Marianne St. John, 512 Eastbrook Road and Linda Sokolski, 59 Garfield Place, wanted to comment on a general topic and had a few questions. They understood their questions might not be able to be answered immediately. Ms. St. John prefaced at the end of their season, some student athletes reported their experience of being mentally and emotionally abused by a coach at RHS.

Ms. Smith Wilson interrupted and explained we cannot talk about personnel issues in the public forum and asked her not to address a personnel issue at the microphone.

Ms. St. John explained they have questions.

Ms. Smith Wilson explained the Board cannot talk about a specific position or person as it is confidential.

Ms. St. John understood and said they are not and asked if she could proceed.

Ms. Smith Wilson allowed it but stated she would have to stop them if necessary.

Ms. St. John continued that these student athletes experienced being mentally and emotionally abused and did report it. To date, there has been no response to them and they have not been interviewed. They waited for the season to be over before speaking up for fear of retaliation.

They are now graduated and concerned for the current and future athletes. Ms. St. John stated they would like to understand the protocol and procedures of when there is an allegation by a student or athletes for a coach or teacher, when there is abuse, what is the protocol.

Ms. Sokolski commented they have some questions along those lines. To whom should those concerns be raised initially? What action, if any, does the administration take upon the report of abuse? We would like to understand the laws and procedures to be followed when a teacher or coach is accused of bullying; is there a state mandate, not unlike that which we see with HIB regulations? What, if any, support is required to be provided to the victims of such treatment? What, if any, state credentials or standards or certifications are required by the Board of Education in order for a coach to be hired? Where can a parent find that information about the credentials for certifications? Ms. Sokolski is sure many of them are aware of the *Bergen Record* article published yesterday by the resident sports writer, Mr. Matera. That article addressed the corrosive effect of what he called 'bulldozing parents' and the effect that they have on coaches at sporting events. Here we are concerned with the bulldozing coach who may emotionally and mentally abuse their athletes. I thank you for your time and as Ms. St. John indicated, we are not expecting answers to those questions at this moment; but, we have been waiting for answers and would appreciate them at your earliest convenience.

Yatinkumar Bavishi, 25 South Monroe Street, expressed his support for Mr. Dani's candidacy. Mr. Dani does a lot of research, is on top of things, and is fair and balanced. Mr. Bavishi believes he could be up and running from day one. Mr. Bavishi has two children who graduated from RHS and he is very invested in this town. One unique advantage Mr. Dani has is the exposure and experience of two, extremely diverse education systems in the world. Mr. Bavishi feels everyone can benefit from his experience and the community can really gain something out of it.

Jayesh Jesalpura, 30 Red Rock Road, expressed his support for Mr. Dani's candidacy. He has known Mr. Dani for many years and has been a Ridgewood resident for the last ten years. Mr. Jesalpura has two kids; one in Willard and one at GWMS. Mr. Jesalpura echoed what other people have said about Mr. Dani. Mr. Dani does a lot of research, supports the community, seeks out the truth, and is always there to help and give guidance to everyone. People reach out to him for educational and/or financial guidance. Mr. Dani is one of the people Mr. Jesalpura can trust with his children. Mr. Jesalpura believed Mr. Dani has done a lot for Ridgewood and thanked the Board for considering him.

Rahul Jay, 202 Mountain Avenue, expressed his support for Mr. Dani's candidacy. The reason his family moved to Ridgewood four years ago was because of the school system. Any time he has questions, Mr. Dani is the go-to person and always supports any comment he makes with all the facts, which is what everyone likes about him and expects from him. Mr. Dani gives both sides of the coin and tells them this is why this should be this way, but the other side is it could be this way. Transparency really helps. Mr. Dani does not tell them what is right or wrong, he leaves that to them, which according to Mr. Jay, makes a person transparent. Mr. Dani gives all the ideas and if he doesn't know, he does research. That is why Mr. Jay supports him for this position.

Hemant Agarwal, 676 Howard Road, has one child at Hawes and one at BFMS, commented as everyone said, one of the reasons why people move here is the education system. Everyone is heavily invested in the system. When Mr. Agarwal moved here, he met Mr. Dani through various community events and educational activities. Mr. Dani guided his family through the entire

process. Knowing Mr. Dani and his knowledge, Mr. Agarwa thinks he is the ideal candidate for this position, and requested the honorable members to please consider him.

Vikrant Arora, 546 Upper Boulevard, resident for three years, commented this is his first year using Willard School, and so far it has been a phenomenal experience, and thanked everyone. This is what his family moved here for. He understands we are talking about the open position on the Board and the reason he came out today is to support Mr. Dani. Mr. Arora has known Mr. Dani for two years through mutual friends and community events. Two things about Mr. Dani that stand out are his commitment to not just make our education system better, but in general to make Ridgewood a better place to live, which is commendable. The second thing is his sense of integrity is evident through all interactions. Mr. Arora is hopeful that Mr. Dani gets the position and is sure he will be an asset to the Board.

Kinnari Pujara, 268 Sollas Court, has two children in the public schools here, and sent an email earlier to support Mr. Dani's candidacy. She is here to reiterate what she wrote, which is that she and her and husband feel Mr. Dani is the best candidate to fill the position for the following reasons: his ability to understand, analyze, evaluate a situation or scenario that is being addressed; he is very detailed yet timely; he has a calm approach in handling any matter that is being addressed; and above all, his passion to serve the community allows him to spend a lot of his personal time to improve what is going on in Ridgewood. Ms. Pujara feels the Board members are a great solid team of qualified individuals to do the job that they do; but additionally, they also feel that Mr. Dani's addition will bring a lot of value to the existing team. It assures her husband and her that their children's future is in good hands.

Shweta Agarwal, 676 Howard Road, moved here three years ago because of the great education system. She has known Mr. Dani for three years and supports his candidacy. Ms. Agarwal thinks Mr. Dani is very knowledgeable, detail oriented, and very helpful as he spends a lot of time for the community with all of his hard work. Ms. Agarwal thinks Mr. Dani is a great candidate for the position.

Sudarshan Mandayam, 203 Kemah Road, resident for seven years with a daughter at Ridge, supports the nomination of Mr. Dani. He has known him not just as a friend but also in his capacity where he operates in the Ridgewood Indian community. Mr. Mandayam believes Mr. Dani is the right candidate for three reasons. One, his capability. Mr. Dani has the ability to make the right decisions, willingness to work hard, rigor to do the analysis, and the conviction to stand up to his views. The second reason is respect; not just for the people, but also for the democratic process, and for accepting the majority view even if it is against his own view. And lastly, his commitment to public education in general and for Ridgewood, in particular.

Kalyanraman Gopalakrishnan, 331 Mastin Place, moved here six years ago directly from India. Ridgewood came up as number one in terms of education which is the main reason he came here. Mr. Gopalakrishnan has two sons who both went through the Ridgewood school system starting from Willard to GWMS and now RHS. He is definitely looking forward to this change because Ridgewood is not the same as it was six years ago. There are a lot of new people coming in and demographic changes. Mr. Gopalakrishnan supports Mr. Dani because of his invaluable knowledge, his real interest in terms of trying to get involved in public affairs and trying to actually solve problems. More than all of those things, Mr. Dani is always calm in terms of reflecting on his points. Mr. Gopalakrishnan definitely supports and looks forward to the Board's decision in terms of selecting him for the position.

Lauren Riker, 224 South Irving Street, has been fortunate to live here for the past eight years, and has a young son who will be in the school system soon. Ms. Riker supports Mr. Dani for the open board member seat. Ms. Riker can see that Mr. Dani is actively engaged in the board meetings, has been coming for years, and has demonstrated a working knowledge of the procedures and the wants and needs of the community. Mr. Dani has invested his personal time to research the concerns and Ms. Riker thinks he would be a valuable asset and addition.

Ravi Puli, 375 Bedford Road, supports Mr. Dani for this position. Mr. Puli has two children in school; one in Willard and one in RHS, and has been living in Ridgewood for five years and known Mr. Dani ever since. Mr. Dani is very good at management and planning, and good in the execution of whatever task he takes up. Mr. Puli has personally seen him as a neighbor, not only on occasions where there are events in Ridgewood. Mr. Dani takes care of management and trying to do his best in whatever contribution he can make, even on a personal level in being a good neighbor who is always there. Due to Mr. Puli's interest in knowing more about the Board of Education, at the last meeting when candidates were being interviewed, he was closely following the questions asked and noticed he could clearly see, without a doubt, that Mr. Dani was standing out with his educational and finance background, management skills, and the overall passion he had about what he wants to do. Mr. Puli has no doubt Mr. Dani will be an asset to the Board and bring new energy, perspective, and diversity to the team as a whole. Mr. Dani looks to not just about benefit and he proposes solutions. Part of that is he looks at the pros and cons of the situation and presents his view with facts. Mr. Puli strongly feels Mr. Dani is the right candidate for the vacant position on the Board.

Charlotte Kahan, 41 Park Slope, 2016 RHS graduate, voiced her support for Mary Micale's candidacy for a seat on the Board of Education. There is no better person than her to be entrusted with the responsibility of making important decisions for Ridgewood students. Ms. Micale is trained in the law, she is a critical thinker, a reasoned listener, a meticulous planner and, most importantly, a fierce advocate. Those advocacy skills are not just a result of her legal training; they are a fundamental part of her character. This is not just a job for Ms. Micale, it is personal. As the mother of three children, all of whom have been education since the cradle in this town, Ms. Micale knows how critical our schools are to the reputation of Ridgewood, and more importantly, to the future success of the students in this district. Over the course of over a decade, Ms. Micale has made every effort to intimately involve herself in the Ridgewood Public Schools as her children have progressed from Ridge to GWMS to RHS. Ms. Kahan has seen how when Ms. Micale commits herself to something, she throws herself unreservedly at the task. Ms. Micale will spend late nights poring over budgets and considering new initiatives. This is truly her wheelhouse. Ridgewood students and parents deserve to know that they have an advocate on this Board, someone who is smart as a whip, someone who cares deeply about this community, and someone who has a stake in this game. Ms. Kahan knows that Ms. Micale is the right person for this position and is confident the Board will see why.

A resident who moved here in 2002 stated two of his children graduated from the school system. When he was looking at towns, the reason that pulled him to Ridgewood was the school ranking, because that is the proxy for the quality of the schools. That rating may not be perfect. Ridgewood was ranked in the top ten schools in the state of New Jersey. Today, the rankings have gone down. In a perfect world, rankings have no meanings but we do not live in a perfect world. There are quite a few things that are driven by the ratings; such as property prices and college admissions, but for some reason he has not heard from anyone on the Board why the rankings are going down. It is so important that we look at ourselves, because we all believe we are perfect. It is important to see ourselves not from own prism but in the way others are looking at us. We have to find ways to mitigate the delta between the way we perceive ourselves and

the way others look at us. The resident feels that Mr. Dani is the only one who got this issue to the forefront. This resident supports Mr. Dani because he has skin in the game. When he says skin in the game, Mr. Dani's own kids are using the system. That also means that he would be a complete advocate of the parents and children. Finally, Mr. Dani is the one advocating for more transparency. The resident is still paying over \$20,000 in taxes and his kids graduated. For him, it is important to know how the tax money is being utilized. He does not think there is anything wrong in asking for more transparency. For him, Mr. Dani is one of the few people who can get us to our past glory without soaking us in \$60 million of debt.

Lana Kisilevich, 321 Cedar Avenue, teaches her kids to be bold, brave, and never go for the safe, obvious choice. Some people call Mr. Dani a pot stirrer, but when you don't stir the pot, it burns. Ms. Kisilevich encouraged the Board to be bold and brave and choose Mr. Dani. Mr. Dani is qualified and he knows the issues. He spends hours advocating for our kids. If Mr. Dani is doing this much work on this side of the podium, imagine what he can do on the other side.

Rajiv Menon, 582 Laurel Road, just moved here last year from New York, commented when looking for houses, the number one criterion is the school district. His search for the best school district led his family to Ridgewood. His son attends Somerville School. Mr. Menon wants to support the candidacy of Mr. Dani. He feels Mr. Dani is committed, has a real passion for the issues that the Board of Education takes up and he will be a great addition.

Lucia Van Wettering Donohue, 41 Walthery Avenue, has a senior and an eighth grader, is here to speak on behalf of Mary Micale to fill the Board of Education seat. She sent some of them an email so not everyone has had a chance to read it. Ms. Donohue met Ms. Micale when they were both young attorneys. Ms. Donohue was working for the Bergen County Prosecutor's Office as an assistant prosecutor, and Ms. Micale was a law clerk to the Honorable Peter Ciolino, who was the assignment judge at Bergen County. Working as a law clerk, at that time, for an assignment judge was the most prestigious law clerk position you could get, because you worked on some very intense and novel legal issues, which Judge Ciolino relied heavily upon his clerks to supply him legal research for, to assist him in writing the opinions. Ms. Micale did a wonderful job and had a wonderful reputation in the courthouse, and subsequently went to work at other well-known and well respected firms in Bergen County. Ms. Donohue and Ms. Micale lost track of each other and reconnected when their boys started playing sports in town. Since they have reconnected, Ms. Donohue has known Ms. Micale to be a tireless volunteer on behalf of all of our children's education, as the Board is; spending tireless long hours here working on the issues that face the Board of Education today. Ms. Donohue stated Ms. Micale is a great choice because where there is no issue, there will be no debate; where there is something that needs to be researched, advocated or relied upon for information from your legal sources, Ms. Micale will be there with all of them, interpreting that information and doing what is best for Ridgewood Schools. Ms. Donohue cannot say more than that and cannot endorse anyone more. Ms. Donohue would recommend Ms. Micale for this seat.

Stacy Loscalzo, 174 North Pleasant Avenue, is here to support Ms. Micale. She volunteered with Ms. Micale for many years, and know her to be a dedicated member of our community who shares a deep commitment to the Ridgewood Public Schools. Ms. Micale is proud of what our schools are today and has the foresight to create positive change for the future of our district. Ms. Loscalzo pointed out there is strong support here in one direction tonight. She was honest in staying that she hesitated to come here tonight because Ms. Micale, as well as her supporters, are being criticized on social media. When Ms. Loscalzo asked friends to come with her to speak about their positive experiences working with Ms. Micale, they were uncomfortable speaking in public because they did not want to be called out on Facebook and the Ridgewood Blog. Ms.

Loscalzo understands their hesitation, but she has already been down that road a few times and she is here again. Ms. Loscalzo knows this decision rests solely on the Board's shoulders tonight, but felt it was important to publicly state her support for Ms. Micale and to be a voice for those who agree with her but were uncomfortable coming to this podium.

Priyanka Garg, 816 Parsons Road, moved last year because of the school system. She has been happy with the schools so far and her daughter loves it. Ms. Garg has seen a few issues being discussed on social media and various people putting up their thoughts and analysis, and she kind of agreed to whatever Mr. Dani had to say when it came to his opinion. Even if he is different, he is not afraid to state whatever he thinks should be done. It is not just said because he feels saying it; he has data and facts to support it. Ms. Garg requested the Board appoint Mr. Dani to the vacant seat on the Board tonight.

Sally Brandes, 515 Stevens Avenue, resident for 46 years and former Ridgewood Board of Education member, addressed the Board as a former member and fully recognizes the high responsibility each one of them has as a representative of each taxpayer, not just the children, not just the parents, not just the schools, but the people who are paying the bills. Ms. Brandes is looking at the voices the different groups have in town. Our administrators have their association, our teachers have their unions to speak for them, our children and parents have the Home and School Association, and a student representative here. The only people that represent the public at large is each one of the Board members. They are the only ones who can speak for them. The public cannot vote tonight; the Board is voting for them. Looking at the overwhelming support for Mr. Dani, it tells them something that this is the people's voice speaking as a whole. It is not just parents saying this person has come up through the system, as so many have. When Ms. Brandes was on the school board, they had one board member who had become the president of the Board after being on Federated and going through all the inner circles. When she was on Federated, she made a statement Ms. Brandes will never forget. She said 'our job on Federated is to support the administration, right or wrong,' and she became our president. Ms. Brandes thought we paid our dues and you are not supporting even the people who have paid our dues. Ms. Brandes asked the Board to take their responsibility very seriously and when they vote, the public will be looking to see if they are voting for the public at large or just select groups.

Lakshmi Mandayam, 203 Kemah Road, expressed her support for Mr. Dani because he is honest, knowledgeable, and very approachable.

Garima Singh, 182 Mountain Avenue, expressed her support for Mr. Dani. Ms. Singh feels he is the most suitable candidate because he is very engaged with the Board, hardworking and takes time for the Board and Village affairs. It is very important to have somebody like Mr. Dani as he is quite engaged with the public especially when the Board is looking for opportunities to raise capital. Ms. Singh feels his support cuts across demographic and special interest groups.

Pushpendra Gupta, 816 Parsons Road, has one child in GWMS, and supports Mr. Dani because of his selfless involvement in community activities. In many instances Mr. Dani has voluntarily been part of the Board meetings and has always put forth new ideas, and new issues to make the education system better. Mr. Gupta believes he will be an asset to the Board and strongly encourages them to appoint him.

Teresa Gregorio, 227 Goffle Road, resident since 1999, supports Ms. Micale as candidate for the Board. She is the mother of a 2006 RHS graduate and twin RHS seniors. Ms. Gregorio has measurable experience with the Board of Education and this experience is where she was an

active volunteer of a number of community boards. Ms. Gregorio was the president of the Woman's Club of Ridgewood, on the football board for junior football, and incoming vice president and then president of the GWMS HSA so she got to be on the board during the time period when Ms. Micale performed as a Board member as a sitting president for the Ridgewood Education Foundation. Hearing everything tonight made her change her speech because it is important. Ms. Gregorio is a mom, a daughter of educators and has a vested interest in this town. Ms. Gregorio met Ms. Micale as a friend and has grown with her. At the fifth-grade graduation ceremony they hugged and celebrated their children growing. This is important because Ms. Gregorio brought with her her adopted family, who just recently moved to Ridgewood and now her neighbors, who are from Janai. Ms. Micale is gracious and welcoming to them. The balance of Ms. Micale's core self is that she is intellectual, has an administrative personality, a great speaker, and a loving, caring, embracer of all things. Ms. Micale will walk into a temporary position and be able to hit the ground running. Ms. Micale is confident, kind, and trusted by every resident who has ever met her, and as impacted by her fundraising for the REF identifying important unfunded and underfunded unique opportunities to enhance our school's education. To bring that one wonderful thing, Ms. Micale went out and found interesting ideas for the special needs' children, in addition to the advanced children, identifying things that fall on the outside. Ms. Micale is able to identify, fundraise, and bring and integrate it things into our programs. Something about that is immeasurably valuable and Ms. Gregoria thinks Ms. Micale will bring a wonderful asset and let the voting public be on the next group. Ms. Gregorio trusts Ms. Micale with conviction.

Anshul Agarwal, 395 Hamilton Road, has a daughter at GWMS and has known Mr. Dani since before he moved here. Mr. Agarwal has been always appreciative of Mr. Dani's active involvement in the community in volunteering, voicing his opinion and raising questions during town meetings. Mr. Agarwal feel Mr. Dani is very dedicated to make Ridgewood a better place Where proper governance is in place, taxpayer funds are used for the benefit of residents. Mr. Dani has been devoting his precious time to find relevant facts, analyze data, and interpret its activities for the benefit of Ridgewood residents, especially the students, and financial prudence. Mr. Agarwal strongly believes Mr. Dani is the most suited to serve on the Board and will be a great asset to serve both the school and community.

Mugdha Gangopadhyay, 341 Eastside Avenue, resident for five years, supports Mr. Dani's candidacy. She has known Mr. Dani for five years and to her, he is one of the people she associates Ridgewood with and she knows more about Ridgewood and everything that goes on in town because of him. Most everything has already been said, but in the interest of time, Ms. Gangopadhyay stated you will not find any better candidate than Mr. Dani. This is evident in the overwhelming support we are all witnessing. The majority of residents moved here because of the school system, and they have the Board to thank for their hard work and dedication. Ms. Gangopadhyay feels as Board members, they would want someone equally competent, hardworking, visionary, leads by example, and able to mobilize people. Mr. Dani exemplifies all of those and will be a great partner for the Board and the journey of excellence. This is a very difficult job but she hopes the Board considers him.

Jennifer Green, 41 Park Slope, commented she was not going to speak, but had been looking at Ms. Micale, who she supports for this candidacy, thinking about her and realizing how incredible she is and she wanted to let the Board know. Ms. Green has lived here for 13 years and remembers seeing Ms. Micale at Ridge School, and thought she was one of the annoying parents who was everywhere, at every possible moment raising money for this and that. And then Ms. Green met her at a soccer practice and they started talking about a medical procedure and she realized Ms. Micale was brilliant. Ms. Green thinks Ms. Micale is so warm and inviting

and brilliant, and her whole idea of education and helping kids and believing in public schools, which Ms. Green believes deeply in, is so incredible. Ms. Green cannot tell the Board enough how this woman would be an incredible addition to this Board. Ms. Green knows Ms. Micale is deeply loved in the community. Any time Ms. Green says Ms. Micale, people think she is an incredible woman, and Ms. Green wanted to let everyone know Ms. Micale should be the one.

Christa Leonard, 141 Godwin Avenue, expressed her support for Ms. Micale. Ms. Leonard has lived here for 15 years and has a child who graduated from the high school and is now a sophomore in college, and she has twin freshmen at the high school. Ms. Leonard wrote the Board a letter and wanted to reiterate that she believes that Ms. Micale cares deeply for all of our children. Ms. Leonard has volunteered with her by her side. Ms. Micale is the first to roll up her sleeves and do the good work for all of the children. Ms. Micale is tireless, believes in the system and believes in Ridgewood.

Deepa Prabhu, 405 Prospect Street, expressed her support for Mr. Dani. Ms. Prabhu moved here six years ago, and knows him to be one of the most sincere, systematic, knowledgeable and resourceful people. Ms. Prabhu stated Mr. Dani is highly invested in the community and its welfare. He is deeply analytical and stresses upon fact finding and data presentation to support any claims he makes with a strong focus on academic excellence. Having both his daughters in the school system keeps Mr. Dani positively motivated to collaboratively institute changes that will beneficially impact Ridgewood's young minds, while keeping a keen eye on judicious fund management. She asked the Board to please consider him.

Neel Pujara, 268 Sollas Court, has lived here for eight years and supports the candidacy of Mr. Dani. Everything that has needed to be said, has been said, and there is nothing else to add. One thing that just came to mind is that Mr. Pujara works with very large organizations on a personal basis. He works with boards and chief executives and has done so for over three years. Mr. Pujara sees Mr. Dani as someone who can bring value into an organization and he sees this as an organization in every way, just as we do in other organizations that try to achieve for the success of the community, the people, and business. Mr. Dani has the credentials and is dedicated to the community. People have said what else can he do. When you go out to any event here, you will see Mr. Dani first thing as a volunteer doing anything and he is always here. Mr. Dani is a permanent fixture in this room. He stated it would be hard pressed to find someone more dedicated, committed and valuable to this Board than Mr. Dani. In conclusion, Mr. Dani is absolutely committed to the community and the school system. Residents know this district is acclaimed from the state and the country. What is it that Mr. Dani can he do to get to the next level. As an executive in an organizational side, Mr. Pujara is always looking for people who bring value for that. What is it we can do for progress in the future and get to the next level? What is it that Ridgewood can be, as a district, five years from now. This is why Mr. Pujara supports Mr. Dani's candidacy.

Lorraine Reynolds, 550 Wyndemere, 30-year resident whose three children went through the system, and the last one just graduated in June. Ms. Reynolds is a well-attended member of the council meetings and she recalled her first impression years ago of a gentleman who used to speak at the podium, make public comment and ask wonderful questions. She used to say she has to meet this guy. Ms. Reynolds introduced herself and it was Mr. Dani. Mr. Dani impressed her with his intelligence, fabulous demeanor, and wonderful ideas for problem solving. Ms. Reynolds stated Mr. Dani is a financial guy, as well as a great communicator, who would be a tremendous asset to the Board, and should he be appointed. Ms. Reynold knows he would fit right in. Mr. Dani has a great disposition, does his homework and does hours of research and his integrity is impeccable. This position is a very important one as it is only for a six-month

position. Ms. Reynolds believes it must be filled with someone who can hit the ground running from day one. As the Board knows, Mr. Dani is always here and knows the duties, and responsibilities, and the workings of the Board. He is either here or watching online and could start tonight. Mr. Dani has shown his commitment to this position. Deserved or undeserved, the Board of Education currently does not have a great reputation for being transparent and not allowing people who are not members of the old boys' club in. Ms. Reynolds thinks that Mr. Dani cannot be accused of being a member of that club. Ms. Reynolds commended all ten candidates who applied for this position. Anyone who is willing to throw their name in deserves a huge thank you. As she sees it, there is one candidate who stands out amongst the others and that is Mr. Dani. Ms. Reynolds asked everyone to appoint Mr. Dani to Christina Krauss' vacated position. It is time for a new voice; not another inside voice.

Steve Kim, 291 Highland Avenue, provided background as to who he is and where he is coming from. Both of his parents were teachers for over 20 years in Korea. They cashed out their lifetime pension when they were under 50 and said our kids should be educated in the United States. They came here and had a rough time, they did not speak English and his dad had arthritis. But, they made it and sent all of them to private schools. It was tough and Mr. Kim understands the value of education and always said to himself when he grows up and does well, he will get his parents a nice house in a nice neighborhood, and that was Ridgewood. In 2003, when Mr. Kim became managing director of an investment bank, the first thing he did was buy a house in Ridgewood and then in 2010 he moved here. School is really important to Mr. Kim because he grew up seeing two teachers dealing with students and really caring about them. All he ever heard was about students and how they were doing so education is important to him. Mr. Kim is here to express his strong endorsement of Mr. Dani. Mr. Dani is an independent thinker, an excellent problem solver, and someone who truly cares about the school and town, and Mr. Dani is definitely smarter than Mr. Kim. Mr. Dani's frequent visits to the Board of Education indicate his deep interest in how the school is run. Mr. Dani has a strong desire to improve what is already a wonderful school system. Mr. Kim did a count of how many times the candidates were mentioned in the 2018-2019 meeting minutes. Mr. Dani was mentioned 19 times. The rest of the candidates, who are all wonderful people, all nine were mentioned four times. Mr. Dani understands how the school functions and has great ideas to improve it. Mr. Kim stated he would be a valuable asset to the Board.

Vivek Prabhu, 405 Prospect Street, expressed his support of Mr. Dani. He moved here six years ago and Mr. Dani was one of the first people he knew. Mr. Prabhu found Mr. Dani to be very honest and detailed, who knows the nuances, and he believes he would be an asset to the Board.

Anne Loving, 342 South Irving Street, submitted ten additional letters from residents in addition to the 365 already submitted Friday morning and this morning in support of Mr. Dani. She realizes this is an appointment, not an election, but the Board has accepted public comments and she was surprised, therefore, that she thought she understood the Board to announce that nominations have already been taken prior to this meeting.

Ms. Smith Wilson replied no they were not.

Ms. Loving stated she misunderstood that and clarified all ten candidates are still open for nomination and thanked Ms. Smith Wilson for clarifying that.

Aditya Singh, 182 Mountain Avenue, expressed his support for Mr. Dani and stated he does consider Ms. Micale as a friend. Their daughters are in the same class and he knows Ms. Micale

is definitely a good person and suitable to serve any position. Having said that, Mr. Singh strongly supports Mr. Dani for multiple reasons and all of them have been said. Mr. Singh wants to convey that 375 people have signed for Mr. Dani; 23 people made a presentation, and 23 unique representations were made at the last meeting, and 27 unique representations were made today. Fifty people speaking in his favor. We heard a previous speaker say that others saying they could not bring supporters or people were not willing to speak because they are being vilified on the blog. From his experience, there are people who have been eliminated from specific social media pages and Mr. Dani has mentioned he does help administrate two of the social media pages. Mr. Dani is a full supporter of transparency and bringing dialogue up in public in a very civic manner so that accusation is definitely wrong. Mr. Singh pointed out so many residents are supporting Mr. Dani which means this is not a minority group. It is not the vocal minority that some people speak about. It is a group that definitely represents Ridgewood. The residents collectively request the Board nominate Mr. Dani for the position.

Laurie Weber, 235 South Irving street, commented about what she heard from another resident about community. The resident stood here and said that there were people who felt intimidated by those who support Mr. Dani about coming here to support another candidate, and she just wanted to say something because that particular person.

Ms. Smith Wilson stated she did not think it was a good idea to disparage someone else's character.

Ms. Weber responded that is exactly why she wants to refer to something that is factual, if she may. Ms. Weber stood here and took what was said about people like her and now she wants to be able to respond. Basically, there was another thread on social media started by that person where the subject was raised that the Board of Education should have bouncers to control which residents get to speak here and which do not during public comment. Ms. Weber stated every person who came up here was polite, everybody was speaking from their heart about whoever they wanted to support, except for one person, who came up here to say bad things about fellow residents. Ms. Weber would like to think that at the end of the day, we can agree and disagree and above all else, be a community. There is enough divisiveness in today's society to choke us all out, let us try not do that at home.

Ms. Weber read what she came here to say. *'To the remaining members of the Board of Education (I moved here in 1984) are charged to fill a vacant seat on the Board for a limited duration, a very few months until the anticipated April school board election. There is no question which candidate out of the ten stands out far and above the others for that particular limited duration job, which comes at a critical time in board business, that will have a lasting effect on our school sustainability in years to come, and that applicant is Mr. Dani. Mr. Dani is here in this room, meeting after meeting, not simply seated but engaging with the Board during public comment regarding ongoing matters, researching those matters in between meetings, engaging with the Board and administration via email and thinking; always thinking about how to achieve the best outcome for our schools and community that supports them. Mr. Dani has the uncanny ability to remain so calm and thoughtful and polite, while doing this. Only those who listen carefully would ever know that he doesn't always agree with some of the Board's actions. He doesn't appear here simply to cheer the Board on in their decisions; he is an active participant in the exchange of ideas that form those decisions. And yet, that could very well be why Mr. Dani won't get this appointment, because his input would matter. His financial expertise would matter. His concern for the health and longevity of our schools would matter and he would not be an automatic addition to a board voting block, but he could work with the Board colleagues to contribute to even better decisions. He could do that if this Board chooses the right person to*

set into the short-term position, immediately ready to be a great, actively and immediately contributing Board member, over someone who might become one month down the road. I certainly hope that all ten of you return. Ms. Weber is hoping that somebody here will nominate him and she would be greatly surprised if a board majority actually appointed him and that they would have the integrity and self-assuredness to do so. She is hopeful that the Board will surprise her.

Jacqueline Hone, 30 Carriage Lane, wanted to add because she thinks it is important to reiterate, that she is still in awe of the fact that in such a short time, 400 people have come forward in support of Mr. Dani. She is one of two people that went out and literally collected signatures. It was not forced, it was not a campaign, it wasn't thought out. It was a result of the interviews that people started to reach out and speak about how they too wanted to be heard. How can they still support Mr. Dani, is it too late, etc. From the comments we heard that evening, which was about 20 people, they put together a brief letter of the reasons why everyone felt Mr. Dani should be appointed. Literally, people came and signed the letter one after another and it is still not over. We are at 405 and counting. Up until the minute Ms. Hone was coming here, people were still reaching out asking if they can email a letter because they can't be there but we are watching, so she wanted to add that what started out as us being told was a very small group on social media is a huge group. 405 people in a matter of days is a lot. In regards to Facebook, she thinks it is an extremely positive thing. A lot of people don't know that the two Facebook pages that keep coming up were not created by Mr. Dani. They were actually created way before by someone else and he is one of four administrators or three administrators on another side, and he had no influence as far as coming on board as an administrator. It was his posts, connectedness to the community, and his ability to reach people through his posts, that these creators/founders and other administrators saw that there was such a true value in the way he connected with the community, and the information that he was able to dissect and go through, and then give over to the community and the feedback the community was given from that, made these founders and administrator appoint Mr. Dani as an administrator. Mr. Dani is not the sole administrator and does not have the final say on any one of these pages. He is one of four or one of three. She is just one single person but the 405 plus people that have come forward is really the community crying out saying this is who we want. This is who Ridgewood wants. Ms. Hone hopes that is what the result will be tonight. She thanked the Board for their support.

At 8:47 p.m., no one else wished to address the Board.

VII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, including the addendum (agenda item #iii – Zinzi and Removal of RHS Winter & Spring Coaches as listed on Attachment E, and agenda item #iv - Higgins), and E – Finance, including the addendum (agenda item #ii – Ridge), for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, pages 216-217.

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. Approval: Consulting Agreement with IMAC Insurance Management & Consulting

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a consulting agreement with IMAC Insurance Management & Consulting as the district Health Benefits Broker of Record, for the period October 1, 2019 through September 30, 2020, in the amount of \$29,500. The Board had received background information.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips as listed on **Attachment B**, pages 218-221.

ii. Approval: Designation of the Week of Respect

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves designating the week of October 7-11, 2019 as the Week of Respect, in accordance with law.

iii. Approval: Designation of School Violence Awareness Week

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves designating the week of October 21-25, 2019 as School Violence Awareness Week in accordance with law.

A public hearing on the Student Safety Data System (including HIB), which will include a report on school violence and vandalism and reports on instructional programs designed to reduce such incidents, will be held at the November 4, 2019 Board meeting.

iv. Approval: Professional Development Workshop Proposal from Conquer Mathematics

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development workshop proposal from Conquer Mathematics for K-5 Mathematics Training on October 14, 2019, in the amount of \$2,000.

The Board had received background information.

v. **Approval: Professional Development Workshop Proposal from Bard College Institute for Writing & Thinking**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development proposal from Bard College Institute for Writing and Thinking for a workshop, "Teaching the Academic Paper," for the Social Studies Department on November 6, 2019, in the amount of \$7,926.

The Board had received background information.

vi. **Approval: Independent Contract Agreement with Megan Gropp**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an independent contract agreement with Megan Gropp for a two-hour professional development workshop for five related arts staff on October 14, 2019, in the amount of \$600.

The Board had received background information.

vii. **Approval: Professional Development Agreement with Kristine Mraz/Be the Change Consulting LLC**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development agreement with Kristine Mraz/Be the Change Consulting LLC for "The Basics of Balanced Literacy K-5," November 4-6, 2019, in the amount of \$11,500.

The Board had received background information.

viii. **Approval: Professional Development Agreement with Lumen Consulting Group**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development agreement with Lumen Consulting Group for a team building workshop for the leadership team at Benjamin Franklin Middle School, on October 8, 2019, in the amount of \$2,500.

The Board had received background information.

ix. **Approval: Professional Development Proposal from Jennifer L. Goeke, Ph.D.**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development proposal from Jennifer L. Goeke, Ph.D., for a workshop for preschool and elementary special education faculty, "Writing Quality IEPs: PLAAFP to Goal," on November 6, 2019, in the amount of \$2,000.

The Board had received background information.

x. **Approval: Professional Development Agreement with Katie Traxler**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development agreement with Katie Traxler to provide up to eight hours of professional development training with the Elementary Music Teachers on November 6, 2019, in the amount of \$1,000.

The Board had received background information.

- xi. **Approval: Professional Development Agreement with Anne E. Paynter**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development agreement with Anne E. Paynter to provide 3.5 hours of professional development training with the teachers of vocal music on November 6, 2019, in the amount of \$500.

The Board had received background information.

- xii. **Approval: Professional Services Agreement with the Center for Autism and Early Childhood Mental Health at Montclair State University**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional services agreement with the Center for Autism and Early Childhood Mental Health at Montclair State University to support the Ridgewood Early Achievement for Children Preschool (REACH), RISE and RED programs at Glen School for the period July 1, 2019 through June 30, 2020, in the amount of \$7,425.

The Board had received background information.

- xiii. **Approval: Applied Behavioral Analysis Parent Training Agreement Between Region II and Non-Member Districts for the 2019-2020 School Year**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an Applied Behavioral Analysis Parent Training Agreement between Region II and Non-Member Districts for the period July 1, 2019 through June 30, 2020.

The Board had received background information.

- xiv. **Approval: 2019-2020 School Year Extraordinary Services for Out of District Students and Budgeted Out of District Students**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2019-2020 school year extraordinary services for out of district students and budgeted out of district students listed below.

SCHOOL	# OF STUDENTS	Service
BCSSSD - New Bridges Middle School Paramus, NJ (tuition approved 8/26/19)	2	1:1 Aide (a/o 9/5/19)
BCSSSD - Washington Elementary Paramus, NJ (tuition approved 8/26/19)	1	1:1 Aide (a/o 9/5/19)
Cresskill Public Schools Cresskill, NJ	1	n/a
CTC Academy Fair Lawn, NJ	1	n/a

D. HUMAN RESOURCES

i. **Approval: Revision to Current Job Description and Title Change**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revision to the current job description and title change, as listed below and on **Attachment C**, pages 222-226.

From: Public Information Officer

To: Public Information Officer and Special Projects

ii. **Approval: Creation of Position for the 2019-2020 School Year and Job Description**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of position for the 2019-2020 school year and job description, as listed below and on **Attachment D**, pages 227-228.

- District Coordinator School-Based Mental Health Services

iii. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Field Placements

BADO, Victoria – Clinical Observation with Karen Morris, Occupational Therapist, Hawes School and Willard School, effective September 24, 2019 through November 27, 2019

CABRERIZA, Barbara – Montclair State University, Clinical Placement with Stephen Polanin, Music Teacher, Travell School, effective September 17, 2019 through December 20, 2019

CALTON, Lauren – Fairleigh Dickinson University, Student Teacher Placement with Kristin Rosolanko, Math Teacher, Benjamin Franklin Middle School, effective September 17, 2019 through April 30, 2020

CORDERO, Amy – Montclair State University, student athletic trainer placement, to shadow Nikitas Nicholaides, Ridgewood High School, effective August 12, 2019 through November 29, 2019

Permanent Substitute for the 2019-2020 School Year George Washington Middle School

- **Marcee Taylor**, 5.75 hours per day, 5 days per week, at an hourly rate of \$21.50

Account #11-130-100-101-00-00-019-002

Classroom Aides/Lunchroom Aides

CHOSTAKA, Allison - Applied Behavior Analyst Aide (ABA), Ridge School, effective September 12, 2019, or as soon after as possible, through June 23, 2020,

pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #11-000-217-106-00-04-024-001

D'ANDREA, Jerry – Resource Room Special Education Classroom Aide, George Washington School, effective September 24, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-09-024-001

DAY, Genevieve – Kindergarten Aide, Willard School, effective September 26, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-190-100-106-11-07-007-001

KING, Sean - Applied Behavior Analyst Aide (ABA), Ridge School, effective September 12, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #11-000-217-106-00-04-024-001

LYNCH, Lisa - Lunch Aide, Travell School, effective September 24, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 2 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-262-107-00-06-006-001

McLAUGHLIN, Amy - Resource Room Special Education Classroom Aide, Somerville School, effective September 24, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-05-024-001

SALCEDO, Yosmari - Teaching Assistant (REACH), Glen School, effective September 24, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$14.72

Account #11-216-100-106-00-01-024-001

SRBLJAK, Bojana - Resource Room Special Education Classroom Aide, George Washington Middle School, effective September 24, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-09-024-001

ULLAH, Tania - Lunch Aide, Orchard School, effective September 24, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 2 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-262-107-00-03-003-001

ZINZI, Dorina – Self-Contained (RED) Special Education Classroom Aide, Glen School, effective September 24, 2019 or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-216-100-106-00-01-024-001

Infant/Toddler Development Center

INTRONA, Kim – Teacher Assistant Entry Level – Step I, effective September 24, 2019, or as soon after as possible, through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00
Account #62-990-100-106-00-62-060-001

VACCARO, Marielle – High School Aide, effective September 24, 2019 through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00
Account #62-990-100-106-00-62-060-001

Home Instructors, on an as-needed basis, for the 2019-2020 School Year

- **Heather Currier***, Elementary School Teacher, at an hourly rate of \$58.09
Account #11-150-100-101-00-24-024-001 (Regular Ed)
Account #11-219-100-101-00-24-024-001 (Special Ed)

***Related to staff member**

Acting Principal, on an as needed basis, for the 2019-2020 School Year

SOLOMON, Dr. Gene - at a daily rate of \$500

Winter 2019 and Spring 2020 Coaching Assignments

~~As listed on Attachment E, pages 229-230 (removed on addendum)~~

Ridgewood High School Volunteer Coaches

Baseball

Brett Lowy

Ice Hockey

**Joseph Basile
Glenn Carlough
Michael Sbarro**

Boys Soccer

Jack Cardew

Softball

Craig Mahler

Boys Track & Field

Joshua Saladino

Girls Track & Field

Joshua Saladino

Wrestling

Brandon Giovanetti

Kenneth Hayes

Terrance Madden

Ray Uzoaru

Derek Valenti

Winter Track

Joshua Saladino

Account #11-402-100-101-00-10-034-001

Site Manager

Aaron Mandel, not to exceed 100 hours, at an hourly rate of \$40.17 (\$4,017)

Account #11-402-100-104-00-10-034-001

Additional: Ridgewood Community School Employees – Fall 2019

Adult Education

Susan Leibowitz

Eric Santoli

Account #13-602-100-101-00-60-060-001

Junior Edition

Mary Consol

Account #13-423-100-101-00-60-060-001

iv. **Change in Salary Classification, effective August 30, 2019 through June 30, 2020, in accordance with the REA/Board Agreement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Changes in Salary Classification, effective August 30, 2019 through June 30, 2020, in accordance with the REA/Board Agreement, as listed on **Attachment F**, page 231.

v. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Classroom Aides

BANUSHI, Artur - Resource Room Special Education Classroom Aide, George Washington Middle School, effective July 1, 2019

DALY, Ann - Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective September 27, 2019

MAYER, Suzanne – Kindergarten Aide, Willard School, effective September 25, 2019

VAUGHAN, Catherine - Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective September 18, 2019

vi. **Leave of Absences**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

FISCHER, Kacey – First Grade Teacher, Hawes School, from January 2, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: GRIBBEN, Hailey – First Grade Teacher, Orchard School, **from** effective May 20, 2019 through June 21, 2019; and August 30, 2019 through October 9, 2019, with a reinstatement date of October 10, 2019, approved by the Board at its meeting on February 25, 2019; **to** effective May 20, 2019 through June 21, 2019; and August 30, 2019 through November 1, 2019, with a reinstatement date of November 4, 2019, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: POSPISCHIL, Leanne – SAIL Teacher, Hawes School, **from** effective September 16, 2019 through May 1, 2020, with a reinstatement date of May 4, 2020, approved by the Board at its meeting on June 3, 2019, **to** effective September 5, 2019 through May 1, 2020, with a reinstatement date of May 4, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

vii. Supplemental Pay Beyond Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Hawes School

Clubs and Activities for the 2019-2020 School Year, as listed on **Attachment G**, page 232

Account #11-401-100-101-00-02-002-001

Orchard School

Clubs and Activities for the 2019-2020 School Year, as listed on **Attachment H**, page 233

Account #11-401-100-101-00-03-003-001

Ridge School

Clubs and Activities for the 2019-2020 School Year, as listed below.

Account #11-401-100-101-00-04-004-001

2019-2020 Ridge School Club & Activities				
Name	Club Name	Hours Not to Exceed	Rate of Pay	Total
Betstadt, Molly	Student Leadership Club	30	\$40.17	\$1,205.10
Macri, Elizabeth	Reflex Math Program Supervisor	5	\$40.17	\$200.85
Mitchell, Lindsay	Thinking Cap Quiz Bowl	15	\$40.17	\$602.55
Tobin, Deirdre	Student Leadership Club	30	\$40.17	\$1,205.10

Fifth Grade Restaurant – October 29-30, 2019

Three Chaperones: Lindsay Mitchell, Meghan McDermott, and Matthew Tarulli, each to receive a stipend of \$100 per night (\$600)

Account #11-401-100-101-00-04-004-001

Office Restructuring

- **Margret Quinlan**, not to exceed 4 hours, at an hourly rate of \$38.04 (\$152.16)

Account #11-000-240-105-00-04-004-001

Somerville School

Clubs and Activities for the 2019-2020 School Year, as listed on **Attachment I**, page 234

Account #11-401-100-101-00-05-005-001

Travell School

Clubs and Activities for the 2019-2020 School Year, as listed on **Attachment J**, page 235

Account #11-401-100-101-00-06-006-001

Willard School

Clubs and Activities for the 2019-2020 School Year, as listed on **Attachment K**, page 236

Account #11-401-100-101-00-07-007-001

Benjamin Franklin Middle School

Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year, as listed on **Attachment L**, page 237 (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-20 BA Maximum of \$91,542)

Account #11-401-100-101-00-08-008-001

Student Club Activity Advisors

Student Club Activity Advisors for the 2019-2020 School Year, as listed on **Attachment M**, page 238

Account Number: 11-401-100-101-00-08-008-001

Intramural Activities for the 2019-2020 School Year

Volleyball, Track, Weight, Open Gym, not to exceed a total of 300 hours, each to receive an hourly rate of \$40.17 (\$12,000) Advisors: **Erin Corcoran, Trecia Donnelly, Todd Ferreri, Jaime Marzocchi, Amber Nizza, Benjamin Ran, Michael Rooney, Donna Skettini, Lisa Sutera, Jason Ordini, Neil Valere, Meredith Wearley, Kerriann Reilly**

Account #11-401-100-101-00-08-008-001

Open House for New Students and Incoming Fifth Grade

- **Marisa Mahoney**, not to exceed 3 hours, at an hourly rate of \$54.74 (\$164.22)

Account #11-000-218-104-00-08-008-001

Back to School Night - October 10, 2019

- **Elisabeth Fontana**, not to exceed 2 hours, at an hourly rate of \$40.17 (\$80.34)

Account #11-130-100-101-00-08-008-001

George Washington Middle School

Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year, as listed on **Attachment N**, page 239 (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-20 BA Maximum of \$91,542)

Account #11-401-100-101-00-09-009-001

Morning Cafeteria Supervision - September 4, 2019 through June 22, 2020

- **Gerald Schoenberger**, not to exceed .50 hours per day, at an hourly rate of \$21.50

Account #11-130-100-101-00-09-009-001

Revision:

Sixth Grade Field Trip to Camp Nyoda, Oak Ridge, NJ

September 16, 2019 and September 17, 2019 (originally approved by the Board at its meeting on September 9, 2019)

One Substitute Nurse

From: Theresa DiMauro

To: Laura Thurlow, for two days, at \$150 per day (\$300)

Account #11-000-213-104-00-09-009-001

Ridgewood High School

Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year, as listed on **Attachment O**, pages 240-242 (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-20 BA Maximum of \$91,542)

Account #11-401-100-101-00-10-010-001

Professional Development Days - August 30, 2019, October 14, 2019, November 6, 2019, and March 27, 2020

- **Kelly Clark**, not to exceed 4.5 hours, at an hourly rate of \$58.04 (\$783.54)
- **Gary Fink**, not to exceed 6 hours, at an hourly rate of \$42.49 (\$764.82)
- **Larry Holand**, not to exceed 2.25 hours, at an hourly rate of \$62.46 (\$421.61)
- **Jennifer Landa**, not to exceed 2.25 hours, at an hourly rate of \$54.37 (\$367)

Account #11-140-100-101-00-10-010-001

Additional: Ticket Booth - Home Football Games, each to receive \$50 per game/\$65 per game for Ticket Taker Runner, each not to exceed 7 games per season

- **Candace Mitola**

Account #11-402-100-104-00-10-034-001

Special Programs

ABA Training Completed and Certified – hourly rates from \$19.77 to \$20.81, effective September 3, 2019

- **James Beyer**
- **MaryAnn Blau**
- **Thomas Bushnauskas**
- **Ritu Chowbey**
- **Lauren Huden**
- **Tammy Laurite**
- **Lindsay Mager**
- **Jo'ell Oliver**

- **Alexander Scofi**

Account #11-000-217-106-00-24-024-001

Additional Secretarial Support

- **Nadine Macolino**, Secretary, Glen School, to provide secretarial support for the RED and REACH Programs, not to exceed 10 hours, at an hourly rate of \$27.66 (\$276.60)

Account #11-000-219-105-00-01-024-001

viii. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Madison Bonavita, Jerry D’Andrea, Ann Daly, Genevieve Day, Rachel Dittamo, Karen Feder, Rosemary Gunther, Elizabeth Hamilton, Elena Kim, Alexandra Kowalski, Kirsten Kral, Sunghee Ku, Catherine Lawrence, Poopak Mohajer, Eileen O’Brien, Izabella Sandoval, Martha Sebti, Natalie Sherman, Brittany Tarantino, Patrick Thurlow, and Samara Yegelwel

Nurse: Emily Wong

Secretary: Ann Daly

Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
Mr. & Mrs. Esteve	\$ 200	To purchase supplies for the Robotics Club at RHS.	20-020-100-610-00-10-010-001
RHS Class of 2019	\$12,000	To be used to purchase a wireless speaker system for graduation, security camera set up for the main office, and ponchos to be used for 2020 graduation.	20-015-100-890-00-10-010-001
Travell HSA	\$ 2,570	To be used for field trip transportation expenses.	20-025-270-512-00-06-006-001

Acceptance of a gift in kind from Sky Friend of a mini-fridge for a classroom at Glen School, valued at approximately \$50.

Acceptance of a gift in kind from Gregory Harrison of storage cubbies for the Art room and outdoor seating benches for the Art Garden at Orchard School that he built as part of his Eagle Scout project, valued at approximately \$700.

Acceptance of a gift in kind from the New Players Company, Inc. for gifts valued at \$198,949.32 for the 2018-2019 school year and summer season, used for production costs, staffing, scholarships, capital improvements and other expenses.

Acceptance of a gift in kind from RHS Student Congress of three plastic bins to be used for storage at RHS, valued at approximately \$32.94.

ii. **Approval: Authorization of the Cancellation of Outstanding Columbia Bank Checks Drawn on Student Activity Accounts at Various Schools**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the authorization of the cancellation of outstanding Columbia Bank checks drawn on various schools' student activity accounts as listed below.

Whereas, the Business Office has reviewed the disbursement activity of these accounts and found that these outstanding checks are approximately six months or more old and should be cancelled; now, therefore,

Be it Resolved, that the Ridgewood Board of Education authorize the cancellation of the checks listed below.

HAWES SCHOOL		
DATE	CHECK #	AMOUNT
5/28/19	1096	\$ 250.00
5/28/19	1097	\$ 250.00
5/28/19	1098	\$ 250.00
RHS		
DATE	CHECK #	AMOUNT
12/18/18	2140	\$ 416.00
SOMERVILLE SCHOOL		
DATE	CHECK #	AMOUNT
9/25/18	1146	\$1,335.00
4/9/19	1178	\$ 41.90
5/1/19	1187	\$ 900.00
RIDGE SCHOOL		
DATE	CHECK #	AMOUNT
12/13/18	1214	\$ 125.00

iii. **Approval: Addendum to the In-Home Services Agreement Between the Bergen County Special Services Board of Education and the Ridgewood Board of Education**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the addendum to the In-Home Services Agreement between the Bergen County Special Services Board of Education and the Ridgewood Board of Education for the period September 1, 2019 through June 30, 2020.

The Board had received background information.

iv. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of equipment, as listed below through www.govdeals.org. This equipment is obsolete and no longer needed.

Education Center

- 1 Allen & Heath MixWizard 16 input mixing board
- 1 RTS Systems TW intercom system user station
- 1 RTS Systems TW intercom system power supply
- 1 Extron High Resolution computer-to-video scan converter
- 1 Panasonic Special Effects Generator
- 1 Sharp VCR
- 1 VideoTek VDA-16 Video Distribution Amplifier
- 1 SONY AC adapter
- 4 SONY video monitors
- 1 Prime Image TBC / Freeze II Time Base correcter
- 2 Hitachi Remote Operation Unit
- 2 VideoTek video monitors

v. **Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

vi. **Approval: Non-Public School Security Aid Program Agreement with Little Crane Montessori School**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Non-Public School Security Aid Program Agreement for the 2019-2020 School Year between the Ridgewood Board of Education and the Little Crane Montessori School. The State Aid entitlement for the 2019-2020 school year is \$150.

The Board had received background information.

vii. **Approval: Non-Public School Security Aid Program Agreement with the Naaleh High School for Girls**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Non-Public School Security Aid Program Agreement for the 2019-2020 School Year between the Ridgewood Board of Education and the Naaleh High School for Girls. The State Aid entitlement for the 2019-2020 school year is \$5,100.

The Board had received background information.

viii. **Approval: Non-Public School Technology Initiative Agreement with the Little Crane Montessori School**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Non-Public School Technology Initiative Agreement for the 2019-2020 School Year between the Ridgewood Board of Education and the Little Crane Montessori School. The State Aid entitlement for the 2019-2020 school year is \$36.00

The Board had received background information.

ix. **Approval: Non-Public School Technology Initiative Agreement with the Naaleh High School for Girls**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Non-Public School Technology Initiative Agreement for the 2019-2020 School Year between the Ridgewood Board of Education and the Naaleh High School for Girls. The State Aid entitlement for the 2019-2020 school year is \$936.00

The Board had received background information.

x. **Approval: Budget Appropriation Transfers**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **August 2019** as shown in the Journal Entry listing pursuant to Policy 6422.

xi. **Approval: Secretary's Line Item Certification**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **August 2019**;

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20-2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

xii. **Approval: Acceptance of the Board Secretary and Treasurer Report**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **August 2019**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources (agenda item #iii – Zinzi and Removal of RHS Winter & Spring Coaches as listed on Attachment E and agenda item #iv - Higgins), and E – Finance, including the addendum (agenda item #ii – Ridge).

Mr. Morgan seconded the motion.

Ms. Smith Wilson stated one of the things the Board was going to try tonight is to discuss/deliver a committee report. The Finance Committee met on Thursday, September 19 at 1:00 p.m. In attendance were Dr. Fishbein, Ms. Kelly, Ms. Frias, Mr. Morgan and Ms. Smith Wilson. The committee reviewed transfers, which are on the consent agenda for approval this evening. The committee received an update on special education tuitions, which includes all known contracts. Ms. Kelly presented the recommendation of IMAC Insurance Management and Consulting to replace Liberty Benefit Advisors as the district's health benefits advisor. The administration received proposals from five groups and recommends IMAC based on their current experience with 17 school districts and some municipalities. Their offer included designated staff for claims and their fee was in the middle at \$29,500 for the year. There was no update from Pomptonian at this meeting since the school year just started so we will have that update in October.

Ms. Smith Wilson noted we wanted to try to provide transparency by delivering committee reports at this time and asked Mr. Morgan if he wanted to discuss policies.

Mr. Morgan commented on one thing regarding Finance. Ms. Kelly and the Business Office have been working very hard this year to get all contracts in for the various special education transactions. The district has approximately 81 out of district placements, every one of which involves a contract and every contract involves various challenges in getting the receiving and sending districts to send the materials. It is a big concern every year because we are never sure when the contracts are coming in. Ms. Kelly made a diligent effort this year and one of the things that was discussed in Finance was how good it is we got the vast majority of contracts in which allows us to plan better for the future.

Mr. Morgan commented the Policy Committee is comprised of Ms. Smith Wilson and himself right now. A number of policies appear on the agenda. Most of our policies are amended and changed due to revisions suggested by a group called Strauss Esmay, a firm whose expertise is to make sure our policies are conforming to state law, regulations and current thinking as to words (i.e. what do you call a student or parent). There were quite a few changes they refer to every year. The changes are brought to the Policy Committee and the committee and the whole Board reads through them. They are not particularly argumentative; most are mandatory. The way the Board handles these is we put them on an agenda for discussion, then do a first reading and second reading.

One of the policies in this is a little bit different sourcing than the ones that are from Strauss Esmay. One of the policies we have is use of our facilities. The district has ten schools and multiple gyms and auditoriums used by a myriad of people, many of whom are directly connected to the schools, groups in the schools, some of

them are the HSAs, some are groups that use our facilities for various activities, raise money for our kids, not for profits, and some groups rent our facilities. We have policies and do not rent to everyone. For example, we cannot have a political candidate rent our facilities.

One thing that struck Mr. Morgan is we charge different amounts for groups. If it is a not for profit group or if they are associated with the school, and the activities benefit the schools, we give that group a rate of cost (janitorial staff or lighting). If you are not for profit that is not directly related to the schools we have a different rate and this rate is more in line with what we charge for rental of the space. Not for profit have several specific things that qualify them which is filing a formal tax return. We as a community are always getting appeals for folks who are not for profit. Not for profits have several specific things they have to perform. One of which is filing an annual tax return Form 990. For a small not for profit it is as small as a postcard. For bigger not for profits there are extensive requirements. For some not for profits there are audit requirements and other things. But every not for profit that is recognized by the IRS as a not for profit has to file. Mr. Morgan looked at our policy and thought we should get evidence of this. The district gets evidence of insurance from any group that wants to rent our facilities and he thought we should add the requirement that to rent a facility at a cheap rate to not for profit, that not for profit should demonstrate that they are truly not for profit. One of the policies here has some wording to that effect and he offers it to the Board for consideration and discussion at a future meeting. Mr. Morgan pointed out the Policy Committee did not formally meet. He and Ms. Smith Wilson discussed the policies. The bulk of the policies are recommended from Strauss Esmay and we have little choice over whether or not to accept them. These are not being voted on.

Ms. Brogan had a question about if Mr. Morgan was talking about the Class B grouping – nonprofit organizations whose primary purpose is to serve youth on a community wide basis or if he was really asking the Board to police this. She asked how many non-profits we are talking about and if it had presented a problem we are trying to solve.

Mr. Morgan replied it is not really policing. It is the same kind of thing we do for insurance protection. Every organization has to have an insurance policy. They tell us they have one and we ask for the certificate and there are very strict guidelines. In this case, organizations are getting a break from the schools and a break to use district schools for less than what we charge someone coming in off the street. The district gives them that because they tell us they are not for profit. What he is asking for is for those groups to give us a copy of their latest 990 when submitting their application. They are all required to do it if they are not for profit. If they don't want to submit it, they can still rent the facility. This does not mean the staff is going to be chasing down people for 990s. If the group wants to rent a facility at the concessionary rate, they have to demonstrate they are a valid not for profit organization. The easiest way to do that is to give us their latest 990 filing. If a group does not have one at the time, they can show us they are in the process of getting one. Mr. Morgan has proposed a break-in period. This gets to the idea that in the past we have had other groups around town who have said they are not for profit but having filed their tax return. Mr. Morgan is concerned with giving a group

that is associated with the Board facilities as a not for profit group without verifying they are a not for profit. A tax form is public information.

Ms. Brogan commented they are not associated with the Board. Mr. Morgan pointed out they are using our facilities and we are recognizing them as a not for profit and giving them a concessionary rate.

Ms. Brogan would like information on how many groups we are talking about and who they are. She pointed out a typo in that paragraph to be fixed (not for profit). In Class B it talks about the use of the auditorium. She asked if Mr. Morgan was only concerned about the nonprofit groups that are using our auditorium and if it was just BF or any auditorium.

Mr. Morgan replied any auditorium. It should be all facilities.

Ms. Brogan pointed out the Heritage Celebration and Super Science Saturday cosponsored by the Village and Board of Education sentence needs to be changed because Super Science Saturday is not cosponsored by the Village.

Ms. Brogan did not know we were reporting on committees tonight.

Ms. Smith Wilson stated we are trying it out as an option to see what it is like and we are going to discuss it during the discussion portion of our meeting. They are going to talk about transparency and how to address that going forward

Ms. Brogan reported today was the Common Goals meeting which is the quarterly report on facilities and how our contracts are going. It was very favorable. Bill Gerichter and someone from his staff comes and reports on the cleanliness of the schools and how our fields are. He did that before the start of school in August. There are certain goals our contractor has to meet. Their ratings for each building were between 94-98%, which are the highest marks. That report will be in a future packet. Over the last two years, we have seen this leveled off and we are mostly scoring in the 91% and above. When you look at years past, you would have seen dips and it has evened out. Our grounds and field scores were really good and showed significant increases. It was a short, positive meeting. Ms. Brogan and Ms. Kelly were there.

Prior to the roll-call vote, Ms. Smith Wilson read the donations into record and thanked the responsible parties.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources (agenda item #iii – Zinzi and Removal of RHS Winter & Spring Coaches as listed on Attachment E and agenda item #iv - Higgins), and E – Finance, including the addendum (agenda item #ii – Ridge), carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Morgan, Ms. Smith Wilson

NAYS: None

Ms. Smith Wilson noted at the last meeting, the Board accepted a gift from the Somerville Dads night and they did not have the amount. The amount was \$1,800.

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Sept 6	Columbia Bank On-Line	094986-095033	676,735.38	C. Kaufman
Sept 12	Columbia Bank On-Line	095034-095179	746,947.75	C. Kaufman
Sept 18	Columbia Bank On-Line	095180-095302	725,754.90	C. Kaufman
Sept 11	Payroll Transfer	P27222	3,051,383.68	C. Kaufman
Sept 16	Electronic Transfer	B27370	670,025.00	C. Kaufman
Sept 13	Electronic Transfer	H27158	1,218,351.11	C. Kaufman
Sept 5	Electronic Transfer	L27157	1,152.13	C. Kaufman
Sept 10	Electronic Transfer	L27207	1,500.00	C. Kaufman
Sept 17	Electronic Transfer	L27371	11,244.00	C. Kaufman
Sept 11	Electronic Transfer	R27212	69,933.70	C. Kaufman
Sept 13	Food Service	620159	36,480.43	C. Kaufman
Sept 5	Columbia Bank Void Check	094974	(39,950.00)	C. Kaufman
Sept 10	Columbia Bank Void Check	094930	(63.75)	C. Kaufman
		TOTAL	\$7,169,494.33	

Mr. Kaufman moved approval of all bills associated with his name.

Ms. Smith Wilson seconded the motion

Approval of bills carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Morgan, Ms. Smith Wilson

NAYS: None

ABSTAIN: Mr. Morgan on check #095071.

IX. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced the Marching Band performance was great. You can really see how much the students are enjoying what they are doing. So much work goes into it and it was great to see the new bleachers and parents respectful of the new rules. What a great job the high school is doing in so many areas.

Ms. Smith Wilson stated the complexity of music and marching at same time was a beautiful show.

Mr. Morgan asked if the Safety Committee had met recently.

Ms. Brogan replied they did but she did not have her notes. They spoke about Oak Street and her understanding was the Village will be painting the existing crosswalks and she did not hear about any new crosswalks. The other issue is Glen Avenue. New or refurbished sidewalks have been put in up to Hillcrest. From Hillcrest to Heights they will be working on installing or refurbishing the sidewalks on the south side of Glen this Fall. From Heights to Monroe is more challenging. This winter they will be doing an engineering study of that particular section of Glen to see what the challenges are and also have concept plans at which point then it will be a matter of determining whether they can do it and then funding.

Ms. Smith Wilson pointed out the north side has a water issue and stream.

Ms. Brogan replied there is a stream with not a lot of water in it. But it is identified on the maps; therefore, the DEP would be involved in it. There is reasoning behind why there cannot be a straight sidewalk.

Mr. Morgan stated sidewalks are a Village issue so we have no say in that but it is a pedestrian safety issue, which a number of parents identified as being a concern. There are some sections of that street without any sidewalks at all. It is clearly a Village responsibility to address the issue. There are probably rights of way along each side and they need to have the engineering done. It is good that they moved forward on that and they need to commit the funds and resources to actually install sidewalks. It is a very dangerous road, curvy and dark. Mr. Morgan thanked Ms. Brogan for bringing it up and hopes the Village Council acts on it.

Ms. Brogan noted it is on the agenda for the Safety Committee. The chair, Mr. DeMarco, leaves things on the agenda until there is resolution to it. It will continue to be on the agenda and community members are always welcome at those meetings and there are opportunities to speak on it.

Ms. Brogan stated there were Municipal Alliance minutes on the table. The Municipal Alliance receives a grant from the state through the county. It is a Village grant and for the last five years it has been about \$11,600. It is about alcohol, drug and tobacco prevention. It is a four- or five-year grant depending on how the state determines it. Right now, it is in the needs assessment and new grant requests will be going out sometime in early winter to the county and then the Governors' council. Those are the minutes from the last meeting looking at the current grant year and to the future.

Ms. Smith Wilson commented it was good to see discussion on that.

X. COMMENTS FROM THE PUBLIC

At 9:11 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

A resident expressed her support for Mr. Dani.

Dinesh DCosta, 520 Upper Boulevard, resident for five years, explained five years ago he and his wife saw a guy at the HoHoKus station getting signatures for people. He learned later on it was Mr. Dani and the reason he was doing it was because the steps were dilapidated. Mr. Dani does not even use the train but was still down there getting signatures to get the steps fixed. Mr. DCosta supports Mr. Dani's candidacy for the Board. Mr. DCosta never knew that this is a voluntary position. We do not get a salary but we do it for the children. Mr. DCosta's family came here for the town's stellar reputation and school system. It is great to see the work the Board does and he has seen Mr. Dani involved in so many different facets of the town and completely voluntary. Mr. DCosta hopes the Board takes that into consideration.

Sandip Basu, 318 Steilen Avenue, was here on September 9th and still supports Mr. Dani. Some of the things he talked about were his leadership, hard work, perseverance and attendance at meetings and he wanted to confirm that.

A resident who was at the last meeting reaffirmed her support for Mr. Dani.

At 9:15 p.m., no one else wished to address the Board.

XI. DISCUSSION ITEMS

Ms. Smith Wilson noted the committee structure and transparency have been discussed tonight. This Board is structured one of two ways Boards can be structured. A Committee of the Whole where the whole Board sits on the committee and the meetings are held in public. Our structure is the committee structure. There are two Board members on every committee. We hear information on different topics from finance, facilities, communications, policies, and curriculum and learn from those. The Board has the information we get from those committees and our votes that are usually done on the consent agenda are as a result of the learning shared through those committees. There is no intention to not have transparency in that organization, but we have heard enough about transparency and felt it was a good time to have a conversation as a Board on how to better position the work of the committees so the community does not feel there is a lack of transparency. There were three examples tonight of talking about the committees, instead of having notes or minutes, the Board had the conversation here as part of the consent agenda.

There are differing opinions on the best way to do this and Ms. Smith Wilson thought it best to have a conversation in public about how we best feel about how to handle transparency and not hinder the work of the committees, but be more responsive.

Ms. Brogan brought this up with a request to have this on the agenda. The reality is that it seems to her the questions are being asked about finance and facilities and these are big issues before the Board. We break into committees and the community feels that decisions are being made and they are not part of it and how do we address that, and since we have new board members, how do we engage all the board members and get them up to speed on finance and facilities, which are our two biggest challenges.

Ms. Brogan would like to propose the Board has Committee of the Wholes for facilities, in particular when looking at the bond referendum right now what are the projects to be included, and for finance, because in finance we agree to transfers and look at our monthly reports, but she sees no reason why that could not be a quick report to the whole Board so everyone is knowledgeable about the financial part. Also, if we do decide to move to a bond referendum, there is much discussion that needs to happen about bonding and debt and where we are with our current debt. Ms. Brogan is suggesting we go to a Committee of the Whole on those two committees and see how it works. We do the same thing over and over again but it does not always get us where we are going. Sometimes we can change it, and evaluate it in the Spring when the Board evaluates itself. This would be a significant change. Ms. Brogan sometimes feels that the whole Board is not totally engaged in all of the conversations.

Mr. Morgan commented Ms. Brogan brought it to Dr. Fishbein and he did also. There is a need for transparency. The community is facing a large decision regarding the potential referendum with ten schools and pretty dire needs that need to be addressed. The Board can only do that with the total support of the community.

Mr. Morgan suggested moving forward as a Committee of the Whole to address the referendum (including the schools' needs) and what the finance needs are. A Committee of the Whole to address the referendum and leave the other committees as is, and reevaluate in the spring to see how we make out. A referendum Committee of the Whole is relatively short-term (6-9 months) before we decide whether we need to do a referendum and what size it is. He suggested the Board experiment to try to do a Committee of the Whole for the referendum questions and if that work well, consider the others. He pointed out there are a lot of things the administrators do for these committees during the day and he did not want to tie down professionals to come in the

evenings to talk to us in public about issues that may not be able to be discussed in public. He reiterated to start off with the most important pressing issue, the potential referendum, the needs and financing, and do that as a Committee of the Whole; not just the finance or facilities committees, but all five of them would be on the committee to address that in this forum and see how it works. We have to break out a separate meeting, if necessary, but we address the referendum, financing and needs as a group, and leave the other committees to do their work until we do a Reorganization meeting in May and consider whether or not it works. Mr. Morgan has spoken to other boards and they find the Committee of the Whole is a difficult thing to do on a number of levels, for the staff especially. He suggested let us experiment with the one big issue we have to address. Everyone knows we have to come to community agreement on how we have to handle the needs of schools. Let us address that as a unified Board; if it works, we can do it with the other committees.

Mr. Kaufman asked if that would be a part of these Board meetings.

Ms. Smith Wilson confirmed it would be.

The issue for Ms. Brogan is the referendum is very much tied to the whole financial health and well-being of the district so she is not in favor of looking at it in isolation. She also thinks the finance committee should be a Committee of the Whole.

Mr. Morgan does not disagree that is part of the overall financial health of the district. But, there are a number of other things the Finance Committee does and a number of things the Facilities Committee does. He knows the Facilities Committee visits the schools once a month (JRC meetings). Mr. Morgan wants to focus the Board on the big elephant in the room, which is the referendum, where the needs are, and how we finance it. It is separate from finance committee.

Ms. Smith Wilson stated we did Finance as a Committee of the Whole before. Ms. Brogan replied not as a whole but it was part of the agenda. Transfers were an addendum on the agenda but they used to be pretty large. They have gotten better. Ms. Brogan thinks financial reports are public information and that review is a good thing to have at the Board table.

Dr. Fishbein pointed out those reports are done at the second meeting of the month. Ms. Brogan agreed but stated they are not discussed. They are discussed in Finance.

Ms. Smith Wilson suggested we should move to a Committee of the Whole for Facilities and Finance on a trial basis to see how it works related to the referendum.

Ms. Brogan made a motion that the Board go to a Committee of the Whole for Finance and Facilities on a trial basis to see how it works for the remainder of the year and it can be evaluated when they do their evaluation.

Ms. Smith Wilson seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Morgan, Ms. Smith Wilson

NAYS: None

- New Policies/Regulations and Revisions to Policy/Regulations
These were discussed earlier in the meeting.

- Policy & Regulation 1642 – Earned Sick Leave Law, **Attachment P**, pages 243-257 (*new*)
- Policy 3159 – Teaching Staff Member/School District Reporting Responsibilities **Attachment Q**, pages 258-259 (*revised*)
- Policy & Regulation 3218 – Use, Possession, or Distribution of Substances, **Attachment R**, pages 260-268 (*revised*)
- Policy & Regulation 4218 – Use, Possession, or Distribution of Substances (**Attachment S**, pages 269-278 (*revised*))
- Policy 4219 – Commercial Driver’s License Controlled Substances and Alcohol Use Testing, **Attachment T**, pages 279-297 (*revised*)
- Policy 5517 – School District Issued Student Identification Cards, **Attachment U**, page 298 *revised*
- Policy & Regulation 6112 – Reimbursement of Federal and Other Grant Expenditures, **Attachment V**, page 299-305 (*revised*)
- Policy 6620 – Petty Cash, **Attachment W**, page 306-307 (*revised*)
- Policy & Regulation 7440 – School District Security, **Attachment X**, page 308-315 (*revised*)
- Regulation 7510 – Use of School Facilities, **Attachment Y**, pages 316-325 (*revised*)
- Policy & Regulation 8600 – Student Transportation, **Attachment Z**, pages 326-334 (*revised*)
- Policy 8630 – Bus Driver/Bus Aide Responsibility & Regulation 8630 – Emergency School Bus Procedures, **Attachment AA**, pages 335-349 (*revised*)
- Policy 8670 – Transportation of Special Needs Students – *revised* and Regulation 8670 Transportation of Special Education Students/Non-Public and Bergen County School Districts *new*, **Attachment BB**, pages 350-354
- Regulation 9191 – Booster Clubs, **Attachment CC**, pages 355-358 (*new*)
- Policy 9210 Parent Organizations (*revised*) & Regulation 9210 – Parent Organizations (*new*), **Attachment DD**, pages 359-363
- Policy 9400 Media Relations, **Attachment EE**, pages 364-365 (*revised*)

XII. NOMINATION TO FILL BOARD MEMBER VACANCY

Ms. Smith Wilson stated she finds as a trustee she says thank you a lot and she is saying thank you ten times. All candidates generously shared themselves with the community during this process. They took the time to learn about the role of the Board and the opportunities and challenges ahead of the school. This is not easy but neither is the responsibility of a Board of Education trustee. There are almost 5,700 students, teachers, staff and administrators to whom they are accountable to. She trusts this Board to make the best decision based on the skills that we know, and from our own experiences to be the most valuable.

Mr. Morgan stated we had ten excellent candidates. People that believe in the community really put themselves out there. As they said, they were not aware, this is an unpaid position. There are times when you are vilified and praised but it is a position that requires a lot of time and attention to responsibility and training. Mr. Morgan was impressed with the ten quality candidates who came forward and offered themselves for a six-month term, and they may or may not run in the Spring, but it is a credit to this district that people are willing to do that.

Mr. Kaufman commended all the candidates for stepping up and being willing to take on this tremendous responsibility. He asked those who aren’t selected to please run in April. We need an election that is a real election; not two candidates, but ten with multiple ideas and various ways of thinking. The community deserves to make a real choice on who sits at the table on this Board. He pointed out Mr. Lembo was fantastic. He did not get a chance to know him before

this but thinks he is a great person to be on this Board and Mr. Kaufman would like to see him run.

Ms. Brogan stated this is her fourth time in a position where we are asked to select/appoint a Board member because someone has resigned/retired. It is never easy. This is an all-time high that 10 people came who were interested to sit on this Board; although she finds it fascinating and rewarding, she is not sure everyone would agree with that. She thanked everyone for their interest and thanked the community. Her emails have blown up. Ms. Brogan thanked everyone for all their thoughtfulness. At the end of the day, this is a very difficult decision and she sat down and read through all of the applications and references and it is a stellar group, and not an easy decision.

A. ELECTION OF NEW BOARD MEMBER

Ms. Smith Wilson called for nominations.

Ms. Brogan stated after a lot of thought and trying to visualize what she thought would be a new voice on the Board of Education to bring new perspective, after rereading the applications and reflecting upon conversations at the table and conversations she had had with some of the candidates who called, *Ms. Brogan nominated Mohammad Mahmoud be appointed for the Board of Education vacancy.* I found his was a compelling voice, his application was so thoughtful and well written, and he brings a perspective of someone who is working and what we really need throughout K-12 and to prepare our children for the next step beyond high school. It was difficult as she sat through and thought about the whole concept and what that means to the Board. A new perspective, someone who has children in the district is important, and she thinks it is a nice balance to have that.

Mr. Kaufman seconded the motion.

Ms. Smith Wilson asked if there were any other nominations.

Mr. Morgan stated we have 10 excellent candidates. Some have long experience in Ridgewood and a number were graduates of our educational system. It is a noteworthy item on these resumes. Mr. Morgan spent time going through each of the resumes and reflecting on the presentations two weeks ago where everyone came before us and gave the Board a sense of themselves and what they would do in the position. Board members have also met with a number of candidates individually, because it is an important role for the candidates to ask what does the Board member do. It is a lot of work and a lot of things to be done. There are a lot of things to be considered. We are interfaced with the community and the administration. There are many things we cannot do because we work through our superintendent throughout the day. But they can be a voice. One of the things the Board has is experience. Ms. Brogan has 23 years, Mr. Morgan has eight, and Ms. Smith Wilson and Mr. Kaufman are the newbies. But we all have ties to Ridgewood. They have been in Ridgewood in many years and seen many different situations presented in town.

When Mr. Morgan looks at that and the candidates record of involvement and volunteerism in the community over a period of time, one candidate he has known for a while who has been in the HSAs, Federated and the Ridgewood Education Foundation, is Mary Micale, who is his nomination. She has been a very effective leader in this community. Mr. Morgan knows her from her work on the Education Foundation and he

finds her to be a very stable, knowledgeable, careful individual, also with a dry sense of humor. She brings groups around from arguing about things to accepting that it is a good course for the organization. When Mr. Morgan was president of the Foundation, their meetings were always over time. Mary did not allow anyone to go over time because she had it well in control, kept everybody moving forward, and kept the organization in good shape. She raised significant amounts of money for the Ridgewood Board of Education for all its students. A lot of the stem cell initiatives in our schools are a result of the Foundation. Mary has been living in the community for 14 years, and has a wonderful involvement in the community, is a lawyer with many skills to add to us in that area; a rounded individual with deep roots in the community, who has volunteered many years for our children. Mr. Morgan finds her to be a compelling candidate, although the other nine were excellent candidates.

Mr. Morgan moved his nomination of Mary Micale for inclusion of nominee.

Ms. Smith Wilson seconded the motion.

Mr. Kaufman commented it was the most difficult two weeks since becoming a Board member. All ten candidates were fantastic. It was a real challenge to narrow it down and then to make a choice. To keep it short and sweet he put his thoughts to paper and read as follows: *'I feel it's important to explain to the candidates, my fellow board members and to the community how I came to my decision. It wasn't easy but I was able to narrow my choices to three individuals. Because this is temporary position, we needed someone with experience that can hit the ground running. Two candidates are at these meetings almost as much as the Board members you see up here. My choices were, and one of the candidates actually has limited Board experience but a little bit. My choices were Mr. Mahmoud, Ms. Micale and Mr. Dani. This was one of the hardest decisions to make. Since becoming a part of this Board I went back and forth for the last two weeks on all three candidates. I felt Mr. Mahmoud's real world experience on what our children will be facing after graduating from college is extremely insightful and he would be a tremendous asset on this Board. Mr. Dani and Ms. Micale's constant presence at these meetings and their knowledge of current board issues, along with their commitment to this community, is extremely important, and either one of them would be a great addition. I truly wish there were three seats open but there is not. They are all equally qualified and we'd be lucky to have any or all of them on this Board. Ms. Micale and Mr. Dani have tremendous community support and both have a strong possibility to be elected in April if they run. The final thought that went into his decision was the makeup of this Board. While I would never choose someone solely based on ethnicity, I looked at three people in this community who have the best makeup. I believe having Mr. Dani or Mr. Mahmoud helps diversify this Board and creates a Board that represents the community as a whole. Therefore, I nominate both Mr. Dani and Mr. Mahmoud. Mr. Mahmoud has already been seconded.'*

Mr. Kaufman nominated Mr. Dani for the open position on the Board.

Ms. Smith Wilson asked for a second. There was no second so the nomination of Mr. Dani failed.

Ms. Smith Wilson asked if there were additional nominations from the table. We have two nominations and a roll call vote will be conducted on the candidates in the order selected with a second. That begins with Mr. Mahmoud and then Ms. Micale.

The roll-call vote on the motion to appoint Mr. Mahmoud was as follows:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Smith Wilson

NAYS: Mr. Morgan

The nomination for Mr. Mahmoud passes and he will be appointed to the Board effective as soon as possible so he can attend our next meeting. Dr. Fishbein put together a wonderful orientation packet and we will schedule that as soon as possible so he can be up to speed. We will welcome our new trustee and thank the nine other people who spent so much time here with us tonight and committed themselves to this process.

Mr. Morgan asked that before the process be closed out, Ms. Smith Wilson had spoken when she was appointed to this Board, it was a split vote of 3-1 and he has no intention of inflicting that on Mohammad, so he asked that the record be altered to reflect four yes votes for approval to appoint Mr. Mahmoud, with the Board's permission.

Ms. Smith Wilson approved the change so the record of roll-call vote on the motion to appoint Mr. Mahmoud is amended as follows:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Morgan, Ms. Smith Wilson

NAYS: None

XIII. OTHER BUSINESS

There was none.

XIV. ADJOURNMENT

At 9:42 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Lora, Cindy Glen	Handle with Care Train the Trainer Clarksburg, NJ September 16-18, 2019	Professional Development	\$ 152	0
Lee, Brian RHS	Bard College Institute for Reading & Writing: A Dream or a Nightmare? The Great Gatsby and Get Out Annandale-on-Hudson, NY September 27, 2019	Professional Development	\$ 613	0
Cattani, Paige Travell	Comprehensive IMSE Orton- Gillingham Training – Secaucus, NJ October 1-4, 2019	Professional Development	\$1,175	4
Lucci, Joseph RHS	Connected Learning Summit Irvine, CA October 2-5, 2019	Professional Development	\$ 200	3
Petrick, Donna Somerville	Intl. Dyslexia Association Fall Conference – Somerset, NJ October 4, 2019	Professional Development	\$ 235	1
O’Neill, Jeannie Education Center	Conquer Math: Administrator/Supervisor Workshop Pompton Plains, NJ October 8, 2019	Professional Development	\$ 160	0
Nolan, Amy RHS	Using the SIOP to Plan/Implement Instruction – Fort Lee, NJ October 15-16, 2019	Professional Development	\$ 175	0
Nast, Jeanette Somerville	“Before, During and After” Assessment, Intervention, and Transition – Somerset, NJ October 18, 2019	Professional Development	\$ 165	0
Monahan, Timothy RHS	NJ Council for Social Studies K-12 Fall Conference – New Brunswick, NJ October 21, 2019	Professional Development	\$ 90	0
Krasinski, Kristen BFMS	Exploring Contested Historical Turning Points – The Choices Approach Leonia, NJ – October 23, 2019	Professional Development	\$ 145	1
Mitchell, Mike BFMS	Exploring Contested Historical Turning Points – The Choices Approach Leonia, NJ – October 23, 2019	Professional Development	\$ 145	1
Burnett, Alice RHS	Money Talks Livingston, NJ October 25, 2019	Professional Development	\$ 28	0
Vrachimis, Peggy Travell	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28-November 1, 2019	Professional Development	\$1,235	5
Mahoney, Marisa BFMS	Anxiety in the Classroom Nanuet, NY November 15, 2019	Professional Development	\$ 220	0
Pfeiffer, David Travell/Willard	Anxiety in the Classroom Nanuet, NY November 15, 2019	Professional Development	\$ 210	0
Rubin, Lindsay Orchard/Ridge	Anxiety in the Classroom Nanuet, NY November 15, 2019	Professional Development	\$ 220	0
Sheer, Lara BFMS	Anxiety in the Classroom Nanuet, NY November 15, 2019	Professional Development	\$ 220	0

Tashian, Dave Somerville/Hawes	Anxiety in the Classroom Nanuet, NY November 15, 2019	Professional Development	\$ 210	0
Wearley, Meredith BFMS	Anxiety in the Classroom Nanuet, NY November 15, 2019	Professional Development	\$ 220	0
Hans, Patricia RHS	National Council of Teachers of English 2019 Annual Convention Baltimore, MD November 21-24, 2019	Professional Development	\$ 667	0
Chamesian, Linda RHS	Facing History & Ourselves: Stop the Presses! Bringing Current Events into the Classroom – New York, NY November 19, 2019	Professional Development	\$ 48	0
D'Elia, Eileen RHS	NCTE Annual Convention Baltimore, MD November 21-24, 2019	Professional Development	\$ 275	0
D'Elia, Eileen RHS	Winter Poetry Prose Getaway-Writing Workshop – Galloway, NJ January 17, 2020	Professional Development	\$ 100	0

The total cost for these conferences is \$6,908. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$92,746 leaving a balance of \$98,692.

The total cost of substitutes for these conferences is \$1,500. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$12,100.

FIELD TRIPS FOR APPROVAL

September 23, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
09/20/19	RHS	Downtown Ridgewood Ridgewood, NJ	5 RISE students	5	0	\$0	\$0	no	no
09/27/19	RHS	Fordham University Bronx, NY	30 grade 12 social studies students	2	0	\$0	\$0	no	yes
10/02/19	Willard	Fort Lee Historic Park Fort Lee, NJ	29 grade 5 students	4	1	\$100	\$100	yes	yes
10/03/19	Willard	Fort Lee Historic Park Fort Lee, NJ	28 grade 5 students	4	0	\$0	\$0	yes	yes
10/04/19	RHS	Pascack Valley High School Hillsdale, NJ	4 members of the Cambodia Club	1	0	\$0	\$0	no	yes
10/04/19	RHS	Downtown Ridgewood Ridgewood, NJ	5 RISE students	5	0	\$0	\$0	no	yes
10/05/19	RHS	Montclair State University <i>Shanghai String Quartet Concert</i> Montclair, NJ	40 grades 9-12 music students	2	0	\$0	\$0	no	yes
10/07/19	Orchard	Storm King Art Center New Windsor, NY	63 grade 4 art Students	19	0	\$0	\$0	no	yes
10/09/19	RHS	Deep Sea Fishing Trip Atlantic Highlands, NJ	25 members of Student Congress	3	0	\$0	\$0	yes	yes
10/10/19	Travell	Storm King Art Center New Windsor, NY	75 grade 5 art students	13	1	\$100	\$100	yes	yes
10/16/19	RHS	Downtown Ridgewood Ridgewood, NJ	26 grade 12 social studies students	1	0	\$0	\$0	yes	yes
10/16/19	Ridge	Ramapo Reservation Mahwah, NJ	73 grade 5 students	10	0	\$0	\$0	yes	yes
10/18/19	BFMS	RHS Ridgewood, NJ	68 grade 8 music students	4	0	\$0	\$0	yes	yes
10/18/19	RHS	Medieval Times Lyndhurst, NJ	90 members of the marching band	10	0	\$0	\$0	no	yes
10/18/19	RHS	Downtown Ridgewood Ridgewood, NJ	5 RISE students	5	0	\$0	\$0	no	yes

FIELD TRIPS FOR APPROVAL

September 23, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
10/21/19	Somerville	Meadowlands Env. Center Lyndhurst, NJ	68 grade 4 students	12	0	\$0	\$0	yes	yes
10/22/19	RHS	Metropolitan Opera New York, NY	33 grades 9-11 world language students	2	0	\$0	\$0	no	yes
10/23/19	Willard	Fort Lee Historic Park Fort Lee, NJ	26 grade 5 students	4	0	\$0	\$0	yes	yes
10/24/19	Somerville	Storm King Art Center Cornwall, NY	90 grade 5 students	20	0	\$0	\$0	yes	yes
10/25/19	Somerville	Secor Farms Mahwah, NJ	53 grade K students	16	0	\$0	\$0	no	yes
11/01/19	RHS	Montclair State University <i>Certamen @ Classics Day</i> Montclair, NJ	17 member of the Latin Club	2	0	\$0	\$120 (driver)	yes	yes
11/02/19	RHS	Yale University <i>Certamen Competition</i> New Haven, CT	16 members of the Latin Academic Team	2	0	\$0	\$1,030 (bus)	yes	yes
11/02/19	RHS	William Tennett High School Warminster, PA	25 members of the Speech & Debate Club	1	0	\$0	\$1,500 (bus)	yes	yes
11/05/19	Willard	Ellis Island Immigration Museum Jersey City, NJ	83 grade 4 students	17	0	\$0	\$0	no	yes
11/16/19	RHS	Randolph High School Randolph, NJ	25 members of the Speech & Debate Club	1	0	\$0	\$1,300 (bus)	yes	yes
12/04/19	BFMS	The Lightning Thief New York, NY	51 members of Broadway Bound Club	4	0	\$0	\$0	no	yes
12/04/19	RHS	Summit High School Summit, NJ	25 members of the Speech & Debate Club	1	0	\$0	\$1,150 (bus)	yes	yes
12/10/19	Orchard	Metropolitan Museum of Art New York, NY	55 grade 5 art students	12	0	\$0	\$0	yes	yes
01/07/20	RHS	Mountain Creek Vernon, NJ	40 members of the Ski Club	4	0	\$0	\$0	yes	yes

FIELD TRIPS FOR APPROVAL

September 23, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
01/14/20	RHS	Mountain Creek Vernon, NJ	40 members of the Ski Club	4	0	\$0	\$0	yes	yes
01/21/20	RHS	Mountain Creek Vernon, NJ	40 members of the Ski Club	4	0	\$0	\$0	yes	yes
01/25/20	RHS	Ridge High School Basking Ridge	25 members of the Speech & Debate Club	1	0	\$0	\$1,175 (bus)	yes	yes
01/28/20	RHS	Mountain Creek Vernon, NJ	40 members of the Ski Club	4	0	\$0	\$0	yes	yes
02/04/20	RHS	Mountain Creek Vernon, NJ	40 members of the Ski Club	4	0	\$0	\$0	yes	yes
03/20/20	RHS	Hunterdon Central H.S. Flemington, NJ	25 members of the Speech & Debate Club	1	0	\$0	\$750 (bus)	yes	yes
03/21/20	RHS	Hunterdon Central H.S. <i>State Tournament</i> Flemington, NJ	25 members of the Speech & Debate Club	1	0	\$0	\$1,150 (bus)	yes	yes
03/27/20	RHS	Dellbarton High School <i>District Tournament</i> Morristown, NJ	25 members of the Speech & Debate Club	1	1 for 1/2 day p.m.	\$50	\$780 (total) \$730 - bus	yes	yes
03/28/20	RHS	Dellbarton High School <i>District Tournament</i> Morristown, NJ	25 members of the Speech & Debate Club	1	0	\$0	\$1,150 (bus)	yes	yes
06/02/20	Orchard	GWMS Ridgewood, NJ	62 grade 4 music students	7	0	\$0	\$0	yes	yes
06/08/20	Willard	Tour of Philadelphia Philadelphia, PA	84 grade 5 students	28	0	\$0	\$0	yes	yes
06/11/20	Ridge	Tour of Philadelphia Philadelphia, PA	73 grade 5 students	40	0	\$0	\$0	yes	yes
06/22/20	Ridge	GWMS Ridgewood, NJ	73 grade 5 students	5	0	\$0	\$0	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

September 23, 2019

Overnight Trips - Cocurricular

ATTACHMENT B

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
11/07/19 to 11/9/19	RHS	Harriman State Park Harriman, NY	24 members of ALPS	6	0	\$0	0	\$0	\$0	yes	yes
12/06/19 to 12/8/19	RHS	Princeton University Princeton, NJ	30 members of the Speech & Debate Club	2	0	1 for 1 day	0	\$100	\$750 - (total) (\$650 - bus)	yes	yes
01/03/20 to 1/5/20	RHS	Gore Mountain & Dippikill Thurman, NY	24 members of ALPS	5	0	\$0	0	\$0	\$0	yes	yes
01/31/20 to 2/2/20	RHS	Garnet Hill Cross Country Ski Ctr North River & Dippikill, NY	36 members of ALPS	6	0	\$0	0	\$0	\$0	yes	yes
02/14/20 to 2/17/20	RHS	Harvard University Cambridge, MA	35 members of the Speech & Debate Club	3	0	\$0	0	\$0	\$1,650 (bus)	yes	yes
03/24/20 to 3/28/20	RHS	Dodgertown Vero Beach, FL	24 members of the Varsity Baseball team	4	0	0	0	\$0	\$0	yes	yes
4/6/2020 to 4/9/20	RHS	Spring Break Golf Trip Ocean City, MD	24 members of the Boys & Girls Golf Teams	6	0	0	0	\$0	\$0	yes	0
05/08/20 to 5/10/20	RHS	Stony Creek Walton, NY	36 members of ALPS	6	0	0	0	\$0	\$0	yes	yes
05/15/20 to 5/17/20	RHS	Spring Whitewater Rafting Trip North River & Bolton Landing, NY	36 members of ALPS	6	0	0	0	\$0	\$0	yes	yes
06/24/20 to 6/28/20	RHS	Johns Brook Lodge Area Keene Valley, NY	24 members of ALPS	6	0	0	0	\$0	\$0	yes	yes

RIDGEWOOD PUBLIC SCHOOLS
Ridgewood, NJ

JOB DESCRIPTION

- I. Title: Public Information Officer and Special Projects**
- II. Qualifications:**
 - A. Degree in communications, journalism, technology or related field(s). (Preferred)**
 - B. Demonstrated effective written and oral communication skills.**
 - C. Strong administrative, organizational and interpersonal skills.**
 - D. Strong technology skills: social media, publishing, website development**
- III. Position Summary: To develop and maintain a climate of open communications with the Superintendent, central office administration, building administrators, the Board of Education, teachers, staff, parents, and the communities. To promote strategies to provide information to all stakeholders about the school district and its programs, activities, and budget.**
- IV. Reports to: Superintendent of Schools**
- V. Major Duties and Responsibilities:**
 - A. Social Media**
 - 1. Serve as social media manager**
 - 2. Organize and prepare items for social media.**
 - 3. Train and oversee district social media programs for all district departments.**
 - 4. Promote district events and activities.**
 - 5. Present a yearly report on the uses of Ridgewood in social media and its effects on communications.**
 - B. Board of Education**
 - 1. Disseminate Board of Education meeting materials to the media, interested community members, school community, schools and district website.**
 - 2. Write and publish Board highlights, a summary of Board of Education meeting actions.**
 - 3. Attend Board of Education meetings and other important evening activities.**
 - C. Superintendent of Schools**
 - 1. Assist Superintendent in interpreting public opinion about the school district to develop programs to promote strong public relations.**
 - 2. Assist with the preparation of district activity calendars.**
 - 3. Serve as district spokesperson for media in the absence of the Superintendent and Board of Education President.**
 - 4. Oversee crisis communications and serve as district spokesperson for the Crisis Management team.**
 - 5. Assist the Superintendent or designee in collaborating with the established district parent groups.**
 - 6. Organize and maintain Key Communicators Program.**
 - 7. Advise Superintendent on delivering unified messages to the media and community.**
 - 8. Prepare budget materials for public in consultation with Superintendent and Business Administrator.**

- D. Central Office/Administrators**
1. Assist with communications between central office and schools.
 2. Serve as in-house editor and proofreader for district materials, social media items, website information, and letters.
- E. Media/Community-at-Large**
1. Ensure public information availability and respond to media and public inquiries.
 2. Provide story ideas to reporters and maintain relationships with area publishers, editors, and reporters.
 3. Provide responses for public information in a timely fashion.
 4. Answer questions from media in a timely fashion.
 5. Collaborate with city and county to provide accurate and timely public information.
 6. Highlight the accomplishments of the district's students, staff, and alumni.
 7. Attend district and community events.
- F. Publications**
1. Keep public informed of programs and accomplishments of school district.
 2. Draft and edit public remarks, speeches, presentations, letters and commentaries to be delivered or submitted by the Superintendent or other senior leadership reflecting the mission, vision, and goals of the school district.
 3. Plan and prepare overall communications program for the district.
 4. Write, edit and publish publications for all district needs, including but not limited to the State Report Card, the Substitutes' guide, Chalk Talk, Regional Review, content on the website, community education materials, etc.
 5. Assist in the preparation, organization and development of the yearly calendar.
 6. Create and publish materials for district, school events, activities, and student accomplishments.
 7. Serve as district photographer for district and school events.
 8. Assist with materials for budget and other projects, as needed.
- G. Website**
1. Assure the district website meets the needs of all stakeholders and organized for optimum use.
 2. Serve as the webmaster for the district website. Write and edit content. Revise design and navigation as necessary; assist and contribute to schools and department with their pages.
 3. Oversee daily changes and updates to the website.
 4. Prepare weekly updates and distribute to staff and community members.
- H. Administrative**
1. Oversee administrative functions to achieve strong public information program.
 2. In conjunction with the Superintendent, responsible for the communication vision strategy of the district and strategic planning initiative.
 3. Serve on District Teacher Recognition Program award committees; Ashby and Tradition of Excellence.
 4. Attend and prepare summary notes of monthly meetings of the Leadership Council and Superintendent's Cabinet, etc.
 5. Assist with coordination of district retirement, tenure, Ashby and Tradition of Excellence Celebrations, etc.
 6. Develop and implement Community Surveys as well as review and analyze data and craft presentations to inform the public on key education topics.
- I. Performs such other tasks and assumes such other responsibilities as the Superintendent may assign or delegate.**

VI. Terms of Employment: 12 months

VII. Evaluation: In accordance with New Jersey Administrative Code and Board of Education evaluation of staff.

Daniel Fishbein, Ed.D
Superintendent of Schools

Approved by Board: 10/26/2009
Revised: 11/26/2012
Revised: 05/07/2017
Revised: 09/23/2019

JOB DESCRIPTION

I. ~~Title: Public Information Officer~~

II. ~~Qualifications:~~

- A. ~~Bachelor's degree.~~
- B. ~~Experience in Journalism or Public Relations.~~
- C. ~~Strong writing and editing skills.~~
- D. ~~Solid teamwork skills.~~
- E. ~~The abilities to multi-task, set priorities, and meet deadlines.~~
- F. ~~The ability to manage time efficiently and independently.~~
- G. ~~Proficiency in website content management theory and practice.~~
- H. ~~An understanding of and proficiency in the use of specific software applications, such as Word, PowerPoint, desktop publishing (Publisher), social media, student information system, and notification software.~~
- I. ~~An understanding and ability to apply recognized style guides, as necessary.~~
- J. ~~Such alternatives to the above qualifications, as the Board may find acceptable.~~

III. ~~Position Summary:~~

~~The primary function of the Public Information Officer is to provide support for all communication with internal and external stakeholder groups. The person will write, design, and edit as necessary all internal and external communications published for the Ridgewood Public Schools, including the district's website. This position will also work with recognized media outlets and administer social media outlets. The Public Information Officer works closely with the Superintendent of the Ridgewood Public Schools, district administrators, and staff to effectively manage website content, electronic communications, and media relations.~~

IV. ~~Reports to: Superintendent of Schools~~

V. ~~Major Duties and Responsibilities:~~

- A. ~~Media/Community Relations~~
 - 1. ~~Recommend, write and/or edit, and distribute all press statements and press releases for the Superintendent, the administration, and the staff, as requested.~~
 - 2. ~~Recommend, write and/or distribute press releases, statements, and other communications for the Board of Education, as requested.~~
 - 3. ~~Write and/or edit the Superintendent's monthly press columns, speeches, and other periodic communications, as requested.~~
 - 4. ~~Develop and propose feature stories to local, regional, and national media outlets in conjunction with district goals and administrative needs.~~
 - 5. ~~Respond to information requests from the media and other stakeholder groups.~~
 - 6. ~~Identify effective media contacts within and outside the Ridgewood district and community.~~
 - 7. ~~Facilitate interviews, photo shoots, etc. relative to district activities and achievements.~~

8. ~~Confer with and advise administrators on “crisis” and “sensitive issue” communications and the media, as requested.~~
9. ~~Act as spokesperson for the Board of Education and/or the administration, as requested.~~
- B. ~~Write, edit, administer, and assist, as necessary.~~
 1. ~~Website and Social Media Administrator~~
 2. ~~RPS.eNews~~
 3. ~~Newsline~~
 4. ~~Crisis Communications~~
 5. ~~Budget Communications~~
 6. ~~District Surveys~~
 7. ~~Special Projects, as assigned by the Superintendent~~
 8. ~~Staff Development in media for district personnel.~~
 9. ~~Member of committees, as assigned by the Superintendent:~~
 - a) ~~Superintendent’s central office support staff~~
 - b) ~~Crisis Management committee, as needed~~
 - c) ~~Chair Board of Education Communications Committee~~
 - d) ~~District Calendar Committee~~
 - e) ~~RPS Community Strategic Planning Committee~~
 - f) ~~New Jersey School Public Relations Association~~
 10. ~~Perform other duties, as assigned that are deemed necessary and appropriate for the good of the district.~~

VI. ~~Terms of Employment:~~

~~The Public Information Officer shall be appointed annually by a majority vote of the Board of Education. The position shall be a ten month, 25 hours per week position with additional summer hours and shall not be eligible for tenure.~~

VII. ~~Evaluation: In accordance with Board policy on evaluation of staff.~~

~~_____ Daniel Fishbein, Ed.D~~
~~_____ Superintendent of Schools~~

~~Adopted by Board: 10/26/2009~~
~~Revised: 11/26/2012~~
~~Revised: 05/01/2017~~

**RIDGEWOOD PUBLIC SCHOLS
RIDGEWOOD, NJ**

JOB DESCRIPTION

- I. Title: District Coordinator School-Based Mental Health Services
- II. Qualifications:
 - A. Valid New Jersey Mental Health Certificate (Social Work, Crisis Intervention Counselor or School Psychologist)
 - B. Holds Clinical Supervision Certificate
 - C. Experience in Clinical Supervision
 - D. Experience in program development
 - E. Experience in interagency referrals
 - F. Ability to present mental health programs to the school community
 - G. Ability to communicate and work effectively with staff, administration, colleagues, students, vendors, consultants, professionals and others in job related areas
- III. Position Summary: The primary aim of this position is to coordinate the school based mental health staff deployment, protocols and programming for the Ridgewood Public Schools in order to integrate direct services, procedures and protocols to support students with mental health need and their families. To work with administrators to promote healthy mental health and work toward a Stigma Free environment.
- IV. Reports to: Superintendent of Schools and the Ridgewood High School Assistant Principal for Administration and Student Services
- V. Major Duties and Responsibilities:
 - A. Coordinate with building administration in developing protocols that clearly define when and how to effectively identify students who present or are at risk for emotional and/or behavioral difficulties, as well as how to refer such students to appropriate services within our established multi-tiered system of supports New Jersey Multitier System of Support (NJMTSS).
 - B. Coordinate and oversee the implementation of mental health programs and services across all student support domains (K-12) in order to optimize school and community-based services – including all school clearances and re-entry planning.
 - C. Provide staff development and training, both formally and informally, specific to child/adolescent mental health, suicide awareness, mental health screening and school-based crisis intervention, social and emotional development and learning, New Jersey Multi-tiered System of Support (NJMTSS) and Response to Intervention, as well as Trauma-Informed/Attachment-aware care in school settings.
 - D. Provide stigma reduction and psychoeducational trainings and classroom consultation to school and team members, regarding effective identification and management of children’s behavioral and mental health issues.
 - E. Serve as mental health access point/liaison for contracted agencies, community mental health providers, county agencies, educators, administrators, and parents.
 - F. Provide mental health and behavioral consultation to staff and administration as requested/needed
 - G. Oversee care coordination of students/families receiving mental health services from school employed as well as contracted agency-based mental health support staff, including interns assigned to RPS.

- H. Provide direct administrative and clinical supervision to all in-district and contracted mental health support and clinical staff, including interns.
 - I. Establish RPS as Council on Social Work Education approved practicum site; Plan, develop, and supervise School Based Mental Health intern/field practicum training program with local graduate schools or social work (NY/NJ)
 - J. Provide evening presentations and/or be on panel discussions for parents and community.
- VI. Terms of Employment: Stipend position, in addition to primary responsibilities.
- VII. Evaluation: In accordance with New Jersey Administrative Code and Board of Education evaluation of staff.
- VIII. Salary: Stipend/Ratio

Daniel Fishbein, Ed.D
Superintendent of Schools

Approved by Board: 09/23/2019

**RIDGEWOOD HIGH SCHOOL
WINTER 2019-2020 COACHING ASSIGNMENTS ESTIMATE**

To be paid equal installments 1/15/2020 and 2/15/2020

Name	Position	Step	Ratio*	Total Salary	1/2 Salary 1/15/2020	1/2 Salary 2/15/2020
Troy, Michael	Head Boys Basketball	IV	0.110	10,070.00	5,035.00	5,035.00
Bailey, David	Assistant Boys Basketball	IV	0.070	6,408.00	3,204.00	3,204.00
Neville, Ben	Assistant Boys Basketball	II	0.060	5,493.00	2,746.50	2,746.50
Mitchell, Michael	Head Girls Basketball	II	0.100	9,154.00	4,577.00	4,577.00
Kadus, Christopher	Assistant Girls Basketball	IV	0.070	6,408.00	3,204.00	3,204.00
Johnson, Andrew	Assistant Girls Basketball	IV	0.070	6,408.00	3,204.00	3,204.00
Watson, Terrance	Head Wrestling	IV	0.110	10,070.00	5,035.00	5,035.00
DeRisi, Michael	Assistant Wrestling	IV	0.070	6,408.00	3,204.00	3,204.00
Schick, Casey	Assistant Wrestling	IV	0.070	6,408.00	3,204.00	3,204.00
Tashian, David	Assistant Wrestling	IV	0.070	6,408.00	3,204.00	3,204.00
Ryan, Patrick	Head Indoor Track	IV	0.110	10,070.00	5,035.00	5,035.00
Schoepfer, Warren	Assistant Indoor Track	IV	0.070	6,408.00	3,204.00	3,204.00
TBD	Assistant Indoor Track	†	0.055	5,035.00	2,517.50	2,517.50
Bennett, Richard	Head Bowling	IV	0.077	7,049.00	3,524.50	3,524.50
TBD	Head Boys/Girls Swimming	†	0.095	8,696.00	4,348.00	4,348.00
Tobin, Deirdre	Assistant Swimming	IV	0.070	6,408.00	3,204.00	3,204.00
Roecker, Karl**	Ski Club	IV	0.085	7,781.00	3,890.50	3,890.50
Rodriguez, Kaitlin**	Assistant Ski Club	II	0.060	5,493.00	2,746.50	2,746.50
Lucchesi, Michael	Head Ice Hockey	IV	0.110	10,070.00	5,035.00	5,035.00
Cronk, Paul	Assistant Ice Hockey	IV	0.070	6,408.00	3,204.00	3,204.00
TBD	Assistant Ice Hockey	†	0.055	5,035.00	2,517.50	2,517.50
Centrelli, Erica	Head Cheerleader Advisor	II	0.067	6,133.00	3,066.50	3,066.50
Hummel, Jessica	Assist. Cheerleader Advisor	†	0.045	4,119.00	2,059.50	2,059.50
Totals				161,940.00	80,970.00	80,970.00
*Ratio is applied to the B.A. Maximum:-				\$91,542		
** Parent paying for Club						

**RIDGEWOOD HIGH SCHOOL
 SPRING 2019-2020 COACHING ASSIGNMENTS ESTIMATE**

To be paid equal installments 4/15/20 AND 6/15/20

Name	Position	Step	Ratio*	Total Salary	1/2 Salary 4/15/2020	1/2 Salary 6/15/2020
Hommen, Kurt	Head Baseball	IV	0.095	8,696.00	4,348.00	4,348.00
Aday, Douglas	Assistant Baseball	IV	0.065	5,950.00	2,975.00	2,975.00
Scevola, Adam	Assistant Baseball	IV	0.065	5,950.00	2,975.00	2,975.00
Ryan, Patrick	Head Boys Track	IV	0.095	8,696.00	4,348.00	4,348.00
Muro, Daniel	Assistant Boys Track	IV	0.065	5,950.00	2,975.00	2,975.00
Wilson, Tim	Assistant Boys/Girls Track	IV	0.065	5,950.00	2,975.00	2,975.00
TBD	Assistant Boy Track	I	0.050	4,577.00	2,288.50	2,288.50
Reeg, Alison	Head Boys Tennis	III	0.067	6,133.00	3,066.50	3,066.50
Staunton, Joseph	Assistant Boys Tennis	IV	0.060	5,493.00	2,746.50	2,746.50
Tobin, Deirdre	Assistant Boys Tennis	IV	0.060	5,493.00	2,746.50	2,746.50
Pounds, Michael	Head Boys Lacrosse	IV	0.095	8,696.00	4,348.00	4,348.00
Brooks, Richard	Assistant Boys Lacrosse	IV	0.065	5,950.00	2,975.00	2,975.00
Fritog, John	Assistant Boys Lacrosse	IV	0.065	5,950.00	2,975.00	2,975.00
Hurley, Daniel	Assistant Boys Lacrosse	II	0.055	5,035.00	2,517.50	2,517.50
Auger, Patricia	Head Softball	IV	0.095	8,696.00	4,348.00	4,348.00
Bunzey, Craig	Assistant Softball	IV	0.065	5,950.00	2,975.00	2,975.00
Halm, Heather	Assistant Softball	IV	0.065	5,950.00	2,975.00	2,975.00
Opremcak, Stephen	Head Girls Track	IV	0.095	8,696.00	4,348.00	4,348.00
Schoepfer, Warren	Assistant Girls Track	IV	0.065	5,950.00	2,975.00	2,975.00
Schulke, Kyle	Assistant Girls Track	IV	0.065	5,950.00	2,975.00	2,975.00
Foote, Crysti	Head Girls Lacrosse	IV	0.095	8,696.00	4,348.00	4,348.00
Acosta, Marissa	Assistant Girls Lacrosse	II	0.055	5,035.00	2,517.50	2,517.50
Hughes, Marissa	Assistant Girls Lacrosse	IV	0.065	5,950.00	2,975.00	2,975.00
Johnson, Andrew	Assistant Girls Lacrosse	IV	0.065	5,950.00	2,975.00	2,975.00
Knott, Ronald	Head Boys Golf	IV	0.077	7,049.00	3,524.50	3,524.50
Quirk, Brian	Head Girls Golf	IV	0.077	7,049.00	3,524.50	3,524.50
Totals				169,440.00	84,720.00	84,720.00
* Ratio is applied to the B.A. Maximum:-			\$91,542			

Last Name	First Name	School	FTE	From Class	From Step REA	19-20 Base Salary	CP	Ratio	Longevity	Total Salary	To Class	To Step REA	New 19-20 Base Salary	New CP	New Ratio	New Longevity	New Total Salary
Burnett	Alice	Ridgewood High School	1.00	MA	18	102,932				102,932	MA+30	18	109,262	300			109,562
Chamesian	Linda	Ridgewood High School	1.00	BA	4	61,686				61,686	MA	4	68,786				68,786
Clarke	Noreen	Benjamin Franklin Middle School	1.00	BA+30	18	99,612		5,977	1,600	107,189	MA+30	18	109,262	300	6,556	1,600	117,718
Corcoran	Erin	Benjamin Franklin Middle School	1.00	MA	18	102,932				102,932	MA+30	18	109,262	300			109,562
Corlett	Susan	Benjamin Franklin Middle School	1.00	MA	14	87,505				87,505	MA+30	14	92,075	300			92,375
DeAraujo	Christie	District	1.00	MA+30	11	82,460		4,123		86,583	MA+45	11	86,010		4,301		90,311
D'Elia	Susan	George Washington Middle School	1.00	MA+45	16	101,782	300			102,082	DR	16	104,822	300			105,122
DiStefano	Alissa	George Washington Middle School	1.00	MA+30	10	80,010	300			80,310	MA+45	10	83,560	300			83,860
Eidschun	Jillian	Ridgewood High School	1.00	MA	4	68,786		4,815		73,601	MA+30	4	72,336		5,064		77,400
Ferreri	Todd	Benjamin Franklin Middle School	1.00	BA	17	91,542				91,542	MA	17	97,972				97,972
Finucane	Melissa	Travell	1.00	MA	16	94,172				94,172	MA+30	16	99,672	300			99,972
Funtsch	Kaitlyn		1.00	MA	6-7	72,285	300			72,585	MA+30	6-7	75,835	300			76,135
Gross	Steven	Ridgewood High School	1.00	BA	4	61,686				61,686	MA	4	68,786				68,786
Gyulay	Joseph	Ridgewood High School	1.00	BA	16	87,072				87,072	MA	16	94,172				94,172
Halter	Wesley	Willard	1.00	BA	6-7	65,185				65,185	BA+30	6-7	68,735				68,735
Higgins	Molly	Orchard	1.00	BA	5	63,285		3,797		67,082	BA+30 MA	5	66,835 70,385	300	4,040 4,223		70,845 74,908
Keppel	Katherine	George Washington Middle School	1.00	MA+30	6-7	75,835	300			76,135	MA+45	6-7	79,385	300			79,685
Lee	Christine	Ridgewood High School	1.00	MA	8-9	74,225	300			74,525	MA+30	8-9	77,775	300			78,075
McCann	Meredith	Benjamin Franklin Middle School	1.00	MA	5	70,385	300			70,685	MA+45	5	77,485	300			77,785
Mager	Elyse	Ridge	1.00	BA	8-9	67,125				67,125	MA	8-9	74,225				74,225
Marchioni	Alicen	Travell	1.00	BA	6-7	65,185				65,185	MA	6-7	72,285	300			72,585
Maxwell	Athena	Ridgewood High School	1.00	MA	8-9	74,225	300			74,525	MA+30	8-9	77,775	300			78,075
Merhige-Petrick	Donna	Somerville	1.00	MA	6-7	72,285	300			72,585	MA+30	6-7	75,835	300			76,135
Mirkovich	Jessica	Ridgewood High School	1.00	MA+30	5	73,935	300			74,235	MA+45	5	77,485	300			77,785
Morgan	Maureen	Ridgewood High School	1.00	MA+30	17	103,342	300			103,642	MA+45	17	105,462	300			105,762

2019-2020 Hawes School Club & Activities

Last Name	First Name	Cub Name	Hours Not to Exceed	Rate of Pay	Total
Berry	Julianna	Cambodia	12	\$ 40.17	\$ 482.04
Gregory-Fink	Deborah	Music	30	\$ 40.17	\$ 1,205.10
Nebbia	Charles	Environmental	20	\$ 40.17	\$ 803.40
Raupp	Andrew	Geography Bee	4	\$ 40.17	\$ 160.68
Raupp	Andrew	Safety Patrol	15	\$ 40.17	\$ 602.55
Raupp	Ellen	Kindness	20	\$ 40.17	\$ 803.40
Rota	Jill	Student Council	23	\$ 40.17	\$ 923.91
Staunton	Joseph	Student Council	23	\$ 40.17	\$ 923.91
Sweeney	Maria	Cambodia	12	\$ 40.17	\$ 482.04
Thornton	Jennifer	Environmental	20	\$ 40.17	\$ 803.40
				TOTAL	\$ 7,190.43

2019-2020 Orchard School Club & Activities					
Last Name	First Name	Club Name	Hours not to Exceed	Rate of Pay	Total
Bennett	Richard	Pony Power Driver	22	\$40.17	\$883.74
Chicas	Christina	Technology Club	12	\$40.17	\$482.04
Chicas	Christina	5th Grade Finale	3.5	\$40.17	\$140.60
Moya	Erica	5th Grade Finale	5.5	\$40.17	\$220.94
Heider	Erin	Environmental/Garden Club	5	\$40.17	\$200.85
Higgins	Molly	Talent Show	16	\$40.17	\$642.72
LaBarr	Maureen	Safety Patrol	16	\$40.17	\$642.72
LaBarr	Maureen	Delicious Apple Book Club	14	\$40.17	\$562.38
LaBarr	Maureen	School Advisory Team	4	\$40.17	\$160.68
Porod	Leigh	5th Grade Finale	5.5	\$40.17	\$220.94
Saglimbeni	Mary	Delicious Apple Book Club	8	\$40.17	\$321.36
Saglimbeni	Mary	5th Grade Finale	5.5	\$40.17	\$220.94
Scott	Ellen	Cambodia Club	8	\$40.17	\$321.36
Stahl	David	PEP Club	100	\$40.17	\$4,017.00
Stahl	David	5th Grade Finale	5.5	\$40.17	\$220.94
Wolff	Ellen	School Advisory Team	16	\$40.17	\$642.72
Wolff	Ellen	5th Grade Finale	5.5	\$40.17	\$220.94
				TOTAL	\$10,122.85

Last Name	First Name	Club Name	Stipend
Bielicky	Kathryn	Student Council	\$600
Calaman	Kerry	Continental Math Club	\$250
Calaman	Kerry	iCode Club	\$900
Calaman	Kerry	Quiz Bowl	\$300
Carr	Lauren	Spring Running	\$350
Carr	Lauren	Yoga	\$350
Carr	Lauren	Yoga	\$350
DeRisi	Michael	Circus Club	\$350
DeRisi	Michael	Safety Patrol	\$900
Fabish	Cassandra	Math Maniacs!	\$200
Fabish	Cassandra	Word Wizards	\$200
Ferrari-King	Gabrielle	TV Club	\$900
Janowski	Elizabeth	Universe Club	\$300
Kaplan	Nancy	Math Maniacs!	\$200
Kaplan	Nancy	Word Wizards	\$200
Kiernan	Meredith	Broadway Bound	\$300
Kiernan	Meredith	Spring Running	\$350
Lupia	Scott	Spring Green Thumbs	\$450
O'Rourke	Kathleen	Continental Math Club	\$250
Ross	Theresa	Broadway Bound	\$300
Stankiewicz	Samantha	Sibling Group	\$275
Stankiewicz	Samantha	Art Club	\$900
Tashian	David	Student Council	\$600
Vitale	Alicia	Glee Club	\$800
Vitale	Alicia	Handchime Club	\$900
		Total:	\$11,475

2019-2020 Travell School Club & Activities

Last Name	First Name	Club Name	Hours not to Exceed	Rate of Pay	Total
Dastis-Buckler	Darien	Environmental Club	10	\$40.17	\$401.70
Elkins	Janet	Running Club - Fall	6	\$40.17	\$241.02
Finucane	Melissa	Running Club - Fall	6	\$40.17	\$241.02
Finucane	Melissa	Yoga Club - Spring	10	\$40.17	\$401.70
Kelly	Joan	Environmental Club	10	\$40.17	\$401.70
Lauro	Livia	Family Dance night	3	\$40.17	\$120.51
Mahler	Allison	Kindness Club	8	\$40.17	\$321.36
Nagy	Zsuzsanna	Continental Math	10	\$40.17	\$401.70
Pifher	Erika	Art Club	20	\$40.17	\$803.40
Polanin	Stephen	Chime Choir	40	\$40.17	\$1,606.80
Stipanov	Barbara	Spelling Bee	8	\$40.17	\$321.36
Tormey	Melanie	Kindness Club	8	\$40.17	\$321.36
Tormey	Melanie	Spelling Bee	8	\$40.17	\$321.36
				Total:	\$5,904.99

2019-2020 Willard School Club & Activities					
Last Name	First Name	Club Name	Exceed	Rate of Pay	Total
Amos	Cassandra	Variety Show	15	\$40.17	\$602.55
Broesler	Breanna	Chess Club	16	\$17.16	\$274.56
Carafello	Juliet	Sign Language	10	\$40.17	\$401.70
Chanod	Margaret	Sign Language	10	\$40.17	\$401.70
Connor	Danielle	Drama Club	60	\$40.17	\$2,410.20
Devaney	Eileen	Variety Show	15	\$40.17	\$602.55
Diorio	Linda	Safety Patrol			\$300.00
Dodd	Rebecca	Student Leadership			\$800.00
Dolfi	Dawn-Lyn	Drama Club	100	\$40.17	\$4,017.00
Durling	Derek	Geology Club	16	\$40.17	\$642.72
Halter	Wesley	Chess Club	16	\$40.17	\$642.72
Halter	Wesley	Geography Bee	4	\$40.17	\$160.68
Halter	Wesley	Spelling Bee	4	\$40.17	\$160.68
Neff	Lydia	Drama Club	60	\$40.17	\$2,410.20
Ong	Jerome	Variety Show	15	\$40.17	\$602.55
Ong	Jerome	Student Leadership			\$800.00
Sweeney	Marcella	Drama Club	60	\$17.16	\$1,029.60
				TOTAL	\$16,259.41

Activity	Advisor	CAT		Stipend	Funding**	Pay
Film Club	Ordini, Jason	2	1	1,282.00	Budget	June
BF Singers Director	Kawash, Justine	3	1	2,563.00	Budget	June
Brain Busters Co-Advisor	Pfeiffer, Courtney	3	1	2,563.00	Budget	June
Chamber Orchestra	Sharar, Carol	MS	1	1,922.00	Budget	June
Jazz Machine Director	Curcio, Jason	3	1	2,563.00	Budget	June
Latin Club	DeVegh, Antonia	1	1	732.00	Budget	June
Musical Director	Kawash, Justine	3	1	2,563.00	Budget	June
Musical Assistant Director	Ordini, Jason	3	1	2,563.00	Budget	June
Musical Stage Manager	Ordini, Jason	MS	1	1,922.00	Budget	June
Musical Set Design	McCann, Meredith	MS	1	1,922.00	Budget	June
Ski & Snowboard Club	Rosolanko, Kristen	3	1	2,563.00	Budget	June
Social Service Club Advisor	Van Horne, Mary	MS	1	1,922.00	Budget	June
Student Council - Co-Advisor	Centrelli, Erica	4	3	1,282.00	Budget	June
Student Council - Co-Advisor	Ordini, Jason	4	3	1,282.00	Budget	June
Student Council - Co-Advisor	Wearley, Meredith	4	3	1,282.00	Budget	June
Yearbook – Advisor	Mitchell, Michael	3	1	2,563.00	Budget	June
		19-20 Total Advisor Stipends		31,489.00		

Rates for 2019-2020	Ratios	Amounts
Category 1 - 50 hours	0.008	732.00
Category 2 - 100 hours	0.014	1,282.00
Category MS	0.021	1,922.00
Category 3 - 101-200 hours	0.028	2,563.00
Category 4 - 201-250 hours	0.042	3,845.00
Category 5 - 251-300 hours	0.056	5,126.00
Category 6 - 301-400 hours	0.070	6,408.00
Category 7 - 400+ hours	0.084	7,690.00

** This column will say "Budget" if a stipend is completely funded by the tax levy/district budget. If any donated or other outside funding is used to pay for a stipend, the amount of that outside funding should be entered in this column.

Section 2; Article XVI - Co-curricular Renumeration - 2019-2020 - BA MAX = \$91,542

2019-2020 BFMS STUDENT CLUB ACTIVITY ADVISORS				
ADVISOR	ACTIVITY	RATE OF PAY/HR	# OF HOURS	TOTAL
Karen Rispoli	Boys That Code	\$40.17	10	\$401.70
Karen Rispoli	Girls That Code	\$40.17	10	\$401.70
Elisabeth Fontana	Art Club	\$40.17	15	\$602.55
Lori Morris	Geography Club	\$40.17	20	\$803.40
Elisabeth Fontana	Recycling Club	\$40.17	20	\$803.40
Kate Krsnak	Science Olympiad	\$40.17	40	\$1,606.80
Marisa McCann	TREP\$	\$40.17	40	\$1,606.80
Lucille Cigolini	BF Girls' Group	\$40.17	10	\$401.70
Kristen Rosolanko	Broadway Bound	\$40.17	12	\$482.04
Linda Rothschild	Broadway Bound	\$40.17	12	\$482.04
Loren Hackett	Dungeons & Dragons	\$40.17	15	\$602.55
Karen Rispoli	Gaming Club	\$40.17	20	\$803.40
Lauren Zielinski	Homework Helpers Club	\$40.17	40	\$1,606.80
Jason Forfa	Magic The Gathering	\$40.17	20	\$803.40
Roman Litvak	MathCounts Club	\$40.17	40	\$1,606.80
Kristen Krasinski	Model UN Club	\$40.17	20	\$803.40
Neil Valere	Tech Club	\$40.17	20	\$803.40
Roman Litvak	Bergen County Math Counts Competition @ Bergen Comm. College	\$40.17	6	\$241.02
Roman Litvak	NJ State Math Counts Competition @Rutgers University	\$40.17	7	\$281.19
Roman Litvak	AMCS Math Competition for all village students 8th grade or younger	\$40.17	5	\$200.85
Lauren Imbruglia	Planning for Quebec Trip	\$40.17	10	\$401.70
Jason Curcio	Region One Rehearsals	\$40.17	4	\$160.68
Carol Sharar	Region One Rehearsals	\$40.17	4	\$160.68
Justine Kawash	Region One Rehearsals	\$40.17	4	\$160.68
Jason Curcio	Region One Auditions	\$40.17	7	\$281.19
Carol Sharar	Region One Auditions	\$40.17	9	\$361.53
Justine Kawash	Region One Auditions	\$40.17	7	\$281.19

**GWMS 2019-2020
CO-CURRICULAR ACTIVITY ADVISORS STIPENDS**

Activity	Advisor	CAT	Ratio	Div by #	Stipend	Funding*	Pay
Brain Busters	Alfuso, Lisa	3	0.028	1	2,563	Budget	June
Cambodia Club	Handy, Mary Lou	2	0.014	1	1,282	Budget	June
Chamber Orchestra Director	King, Janelle	3	0.028	1	2,563	Budget	June
Chess Club	Couch, Andrew	1	0.008	1	732	Budget	June
Film Festival Club	Luts, Daniel	2	0.014	1	1,282	Budget	June
French Club	Riley, Celeste	1	0.008	1	732	Budget	June
George Rockington	Betrus, Robert	3	0.028	4	641	Budget	June
George Rockington	Couch, Andrew	3	0.028	4	641	Budget	June
George Rockington	Feeley, Kevin	3	0.028	4	641	Budget	June
George Rockington	Watkins, Christopher	3	0.028	4	641	Budget	June
Jazz (Show) Choir Director	DeGroat, Laurie	3	0.028	1	2,563	Budget	June
Jazz Band Director	Brown, Brian	3	0.028	1	2,563	Budget	June
Literary Magazine Advisor (Prisms)	Cannon, Maria	2	0.014	1	1,282	Budget	June
Musical Assistant/Orchestra	Kadus, Christopher	3	0.028	1	2,563	Budget	June
Musical Director	DeGroat, Laurie	3	0.028	1	2,563	Budget	June
Musical Set Design Advisor	McKinnon, E	MS	0.021	1	1,922	Budget	June
Spanish Club	Kaplysh, Ingri	2	0.014	1	1,282	Budget	June
Spirit & Service Club Co-Advisor	Evelyn McKinnon	2	0.014	2	641	Budget	June
Spirit & Service Club Co-Advisor	Kristen Shine	2	0.014	2	641	Budget	June
Stem Club	Abbatiello, Diane	3	0.028	1	2,563	Budget	June
Student Council Advisor	Kadus, Christopher	3	0.028	1	2,563	Budget	June
Student Council Advisor	Simone, Suzanne	3	0.028	1	2,563	Budget	June
Yearbook Co-Advisor	Stephanie Dodd	3	0.028	2	1,282	Budget	June
Yearbook Co-Advisor	Simone, Suzanne	3	0.028	2	1,282	Budget	June
19-20 Total Advisor Stipends					35,426.75		

Rates for 2019-2020		Ratios	Amounts
(Subject to Change Upon Settlement of Contract)			
Category 1 - 50 hours		0.008	732.00
Category 2 - 100 hours		0.014	1,282.00
Category MS		0.021	1,922.00
Category 3 - 101-200 hours		0.028	2,563.00
Category 4 - 201-250 hours		0.042	3,845.00
Category 5 - 251-300 hours		0.056	5,126.00
Category 6 - 301-400 hours		0.070	6,408.00
Category 7 - 400+ hours		0.084	7,690.00
Section 2; Article XVI - Co-curricular Renumeration - 2019-2020 - BA MAX =			\$91,542

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ACTIVITIES PAID AT HOURLY RATES	UNPAID ACTIVITIES
Activity	Activity
Great Creators Workshop - Manke, J. Math Counts - Pepe, M./Ponchak, J. Track & Field - Mullin, M. Volleyball Club - Tucker, E. After-School Learning Cntr.: Abbatiello D./Barba A./ Champy. B./Daidone B./Feit D./Funtsch K./ Manke J./Walker, C./Zilvetti S.	Announcement Crew - Kashmanian, K.

Ridgewood High School							
2019-20 Co-Curricular Activities							
	Activity	Advisor	CAT	Div by #	Stipend	Funding	Pay
1	Adventure Leadership Peer Support	Quirk, Brian	3	1	\$2,563	Bdgt	June
2	Adventure Opportunity Peer Support	Knott, Ronald	3	1	\$2,563	Bdgt	June
3	Asian Festival	Kirtane, Medha	3	1	\$2,563	Bdgt	June
4	Biology Academic Team I	Joseph, Andrea	2	1	\$1,282	Bdgt	June
5	Brass Ensemble ("Ridgewood Brass")	Luckenbill, John	1	1	\$732	Bdgt	June
6	Chemistry Academic Team I	Kay, James	2	1	\$1,282	Bdgt	June
7	Chinese Club	Lee, Christine	1	1	\$732	Bdgt	June
8	Clarinet Ensemble	Knox, Alexander	1	1	\$732	Bdgt	June
9	DECA	Mendez, Karen	5	2	\$2,563	Bdgt	June
10	DECA	Murtha, Timothy	5	4	\$1,282	Bdgt	June
11	DECA	Cronk, Paul	5	4	\$1,282	Bdgt	June
12	Dance Company Coordinator	Landa, Jennifer	2	1	\$1,282	Bdgt	June
13	Dance Team	Musso, Caitlin	2	1	\$1,282	Bdgt	June
14	Debate Team	Clarke-Anderson, Kathleen	4	1	\$3,845	Bdgt	Dec/June
15	Drama Concert Music Director	Judge, John	2	1	\$1,282	Bdgt	Feb
16	Drama Director, Play 1	Knight, Morgan	3	1	\$2,563	Bdgt	Nov
17	Drama Director, Play 2	McCooe, Rosie	3	1	\$2,563	Bdgt	Dec
18	Drama Director, Play 3	Van Zile, Kelly	3	1	\$2,563	Bdgt	March
19	Drama Director, Play 4	Capone, Anthony	3	1	\$2,563	Bdgt	May
20	Drama Musical Assistant	Bourque, Steven	3	3	\$854	Bdgt	March
21	Drama Musical Assistant	Schaefer, Margaret	3	3	\$854	Bdgt	March
22	Drama New Players Company (x2)	Schaefer, Margaret	7	0.5	\$15,380	Bdgt	Monthly
23	Drama Musical Assistant	Luckenbill, John	3	3	\$854	Bdgt	March
24	Drama Musical Assistant	Fink, Gary	6	4	\$1,602	Bdgt	March
25	Drama Musical Assistant	Fink, Gary	6	4	\$1,602	Bdgt	March
26	Drama Musical Assistant	Bourque, Steven	6	4	\$1,602	Bdgt	March
27	Drama Musical Assistant	Landa, Jennifer	6	4	\$1,602	Bdgt	March
28	Drama Playwriting, Play 1	Turner, David	3	4	\$641	Bdgt	Dec
29	Drama Playwriting, Play 2	Turner, David	3	4	\$641	Bdgt	Jan
30	Drama Playwriting, Play 3	Turner, David	3	4	\$641	Bdgt	April
31	Drama Playwriting, Play 4	Turner, David	3	4	\$641	Bdgt	June
32	Drama Set Construction, Play 1	Powell, David	2	1	\$1,282	Bdgt	Oct
33	Drama Set Construction, Play 2	Powell, David	2	1	\$1,282	Bdgt	Dec
34	Drama Set Construction, Play 3	Powell, David	2	1	\$1,282	Bdgt	March
35	Drama Set Construction, Play 4	Powell, David	2	1	\$1,282	Bdgt	May
36	Film Club	Holand, Lawrence	1	1	\$732	Bdgt	June
37	Finance Club	Monahan, Timothy	1	1	\$732	Bdgt	June
38	First Tech Challenge (Robotics)	Abbatiello (Kuiken), Diane	2	1	\$1,282	Bdgt	June
39	Flute Ensemble	Lazzara, Patricia	1	1	\$732	Bdgt	June
40	French Club	Palumbo, Helene	1	1	\$732	Bdgt	June
41	Gay Straight Alliance	Mende, Allison	1	1	\$732	Bdgt	June
42	German Club	Parks, Ruth	1	1	\$732	Bdgt	June
43	Girls Who Code	Valeri, Amanda	2	1	\$1,282	Bdgt	June
44	History Bowl/Quiz Bowl	Valeri, Amanda	2	1	\$1,282	Bdgt	June

45	Jazz Band	Fink, Gary	3	1	\$2,563	Bdgt	June
46	Jazz Band Assistant	Garde, James	2	2	\$641	Bdgt	June
47	Jazz Band Assistant	Heyzer, Henry	2	2	\$641	Bdgt	June
48	Jazz Band Lab	Haas, Jeffrey	3	1	\$2,563	Bdgt	June
49	Latin Club	Lucci, Joseph	1	1	\$732	Bdgt	June
50	Latin Quiz Bowl (Latin Academic Team)	Gigante, Stefanie	2	1	\$1,282	Bdgt	June
51	Literary Arts Magazine (Genesis)	Hans, Patricia	1	1	\$732	Bdgt	June
52	Lunch Recreational Activities	Kay, Peter	1	1	\$732	Bdgt	June
53	Marching Band, Color Guard Advisor	Montanaro, Jake	4	1	\$3,845	Bdgt	Nov
54	Marching Band, Director	Luckenbill, John	8	1	\$8,971	Bdgt	Nov
55	Marching Band, Assistant Director	Ebbels, William	4	1	\$3,845	Bdgt	Nov
56	Marching Band, Brass Co-Instructor	Heyzer, Henry	4	2	\$1,923	Bdgt	Nov
57	Marching Band, Brass Co-Instructor	Garde, James	4	2	\$1,923	Bdgt	Nov
58	Marching Band, Drill Design	Kramer, Sarah	4	2	\$1,923	Bdgt	Nov
59	Marching Band, Drill Design	Theobald, Megan	4	2	\$1,923	Bdgt	Nov
60	Marching Band, Field Percussion Co-Instructor	Calabrese, John	4	2	\$1,923	Bdgt	Nov
61	Marching Band, Field Percussion Co-Instructor	Herrera, Juan	4	2	\$1,923	Bdgt	Nov
62	Marching Band, Pit Percussion Instructor	Fink, Gary	4	1	\$3,845	Bdgt	Nov
63	Marching Band, Twirler Instructor	Wojtowicz, Patti	4	2	\$1,923	Bdgt	Nov
64	Marching Band, Twirler Instructor	Sanchez, Jennifer	4	2	\$1,923	Bdgt	Nov
65	Maroon & White Recital (x.5)	Kinneary, Eileen	1	4	\$183	Bdgt	Jan
66	Maroon & White Recital (x.5)	Athena Maxwell	1	4	\$183	Bdgt	June
67	Maroon & White Recital (x.4)	Haas, Jeffrey	1	2.51	\$292	Bdgt	June
68	Maroon & White Recital (x.1)	Landa, Jennifer	1	9.9	\$74	Bdgt	August
69	Mathematics Academic Team	Gattoni, Rebecca	3	2	\$1,282	Bdgt	Dec
70	Mathematics Academic Team	Turkington, Sean	3	2	\$1,282	Bdgt	Dec
71	Math Club	Turkington, Sean	1	2	\$366	Bdgt	June
72	Math Club	Gattoni, Rebecca	1	2	\$366	Bdgt	June
73	Mathematics Team, Ninth Grade	Truncale, Lauren	1	1	\$732	Bdgt	June
74	Mock Trial Team	Hans, Patricia	3	1	\$2,563	Bdgt	Dec
75	Model Congress	Chamesian, Linda	1	1	\$732	Bgt	June
76	Music Production	Luckenbill, John	1	1	\$732	Bgt	June
77	National Art Honor Society	Cronk, Paul	1	1	\$732	Bdgt	June
78	National French Honor Society	Polk, Laura	1	1	\$732	Bdgt	June
79	National Honor Society Chapter	Chamesian, Linda	2	1	\$1,282	Bdgt	June
80	National Latin Honor Society	Gigante, Stefanie	1	1	\$732	Bdgt	June
81	National Spanish Honor Society	Rotella, Megan	1	1	\$732	Bdgt	June
82	National Technical Honor Society	Casatelli, Stacy	1	1	\$732	Bdgt	June
83	Peer Counselors Service Organization	Maye, John	3	1	\$2,563	Bdgt	Feb
84	Percussion Ensemble	Fink, Gary	3	1	\$2,563	Bdgt	June
85	Physics Academic Team I	Mitchell, Christopher	2	1	\$1,282	Bdgt	June
86	Pizza Club	Lynaugh, Sean	1	1	\$732	Bdgt	June
87	Progressive Student Alliance	Alejandro Escobar	1	1	\$732	Bdgt	June
88	Project Interact Club	Reilly, Nancy	4	1	\$3,845	Bdgt	June
89	Project Interact Club, Co-advisor	Feeney, Lynne	2	1	\$1,282	Bdgt	June
90	RHS-TV Club	Holand, Lawrence	2	1	\$1,282	Bdgt	June
91	Ridgewood A Cappella (Maroon Men & AcaBellas)	Bourque, Steven	3	1	\$2,563	Bdgt	Dec/May
92	Ridgewood A Cappella (The Trebles)	O'Keefe, Anna	1	1	\$732	Bdgt	June

93	Ridgewood A Cappella (East 627)	Chen, Philip	1	1	\$732	Bdgt	June
94	Ridgewood Carolers Ensembles	Bourque, Steven	1	1	\$732	Bdgt	June
95	Saxophone Ensemble ("Sax Appeal")	Haas, Jeffrey	1	1	\$732	Bdgt	June
96	School Newspaper (High Times)	Brunner, Adam	2	1	\$1,282	Bdgt	June
97	Science Competitions	Kay, James	1	1	\$732	Bdgt	June
98	Sharing the Arts	Landa, Jennifer	1	1	\$732	Bdgt	June
99	Social Place Club	TBD	1	1	\$732	Bdgt	June
100	Spanish Club	Purrinos, Damary	1	1	\$732	Bdgt	June
101	STEM Club	Lisa Valenti	1	1	\$732	Bdgt	June
102	Stock Market Game	Maye, John	1	1	\$732	Bdgt	June
103	String Ensemble	Geronimo, Kristi	1	1	\$732	Bdgt	June
104	Students for Environmental Action (SEA)	Zaino, Gregory	2	1	\$1,282	Bdgt	June
105	Teen LEADS	Musso, Caitlin	1	1	\$732	Bdgt	June
106	Tri-M Music Honor Society	Geronimo, Kristi	1	1	\$732	Bdgt	June
107	Video Games Club	Troy, Michael	1	2	\$366	Bdgt	June
108	Video Games Club	Gordon, Julie	1	2	\$366	Bdgt	June
109	Winter Color Guard	Jake Montanaro	3	1	\$2,563	Bdgt	April
110	Winter Color Guard	Luckenbill, John	3	2	\$1,282	Bdgt	April
111	Winter Color Guard	Sanchez, Jennifer	3	2	\$1,282	Bdgt	April
112	Winter Twirlers	Kramer, Sarah	3	2	\$1,282	Bdgt	April
113	Winter Twirlers	Theobald, Megan	3	2	\$1,282	Bdgt	April
114	World Challenge Club	Farrar, Eva	1	1	\$732	Bdgt	June
115	Yearbook Advisor/Business Manager	Valenti, Lisa	7	1	\$7,690	Bdgt	June
	Total Advisor Stipends by REA Contract*				\$181,073		
	Rates*	Ratios	Amts				
	Category 1 - 50 hours	0.008	732				
	Category 2 - 100 hours	0.014	1,282				
	Category MS	0.021	1,922				
	Category 3 - 101-200 hours	0.028	2,563				
	Category 4 - 201-250 hours	0.042	3,845				
	Category 5 - 251-300 hours	0.056	5,126				
	Category 6 - 301-400 hours	0.070	6,408				
	Category 7 - 400+ hours	0.084	7,690				
	Category 8 - 400+ hours	0.098	8,971				
	Article 29 - Co-curricular Renumeration - BA MAX =		\$91,542				9/19/2019 9:57:07
	(Funding column will say "Bdgt" if a stipend is completely funded by the tax levy/district budget. If any donated or other outside funding is used to pay for a stipend, the amount of that outside funding should be entered in this column.)						

1642 EARNED SICK LEAVE LAW

All persons holding any office, position, or employment in local school districts, regional school districts, or county vocational schools of the State who are steadily employed by the Board of Education or who are protected by tenure in their office, position, or employment under the provisions of N.J.S.A. 18A:30-2 or any other law, except persons in the classified service of the civil service under Title 11, Civil Service, of the Revised Statutes, shall be allowed sick leave with full pay for a minimum of ten school days in any school year in accordance with the provisions of N.J.S.A. 18A:30-2.

However, a Board of Education may determine some persons holding an office, position, or employment are not eligible for sick leave in accordance with N.J.S.A. 18A:30-2. These persons shall be covered under the provisions of the New Jersey Earned Sick Leave Law (Act), N.J.S.A. 34:11D-1 through 34:11D-11. Policy and Regulation 1642 outline the provisions of the Act for those persons the Board of Education determines are not eligible for sick leave in accordance with the provisions of N.J.S.A. 18A:30-2 or any rule or law of New Jersey other than the Act.

For the purposes of Policy and Regulation 1642, “employer” means a local school district, regional school district, county vocational school, or charter school of the State who does not provide sick leave with full pay to an employee pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is required to comply with the requirements of the Act.

For the purposes of Policy and Regulation 1642, “employee” means an individual engaged in service for compensation to a local school district, regional school district, county vocational school, or charter school of the State who is not provided sick leave with full pay pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is eligible to accrue earned sick leave in accordance with the requirements of the Act.

In accordance with the provisions of N.J.S.A. 34:11D-2, for every thirty hours worked, an employee eligible to accrue earned sick leave under the Act shall accrue one hour of earned sick leave commencing no later than October 29, 2018.

The employer will provide an employee with the full complement of earned sick leave for a benefit year as required under N.J.S.A. 34:11D-2 on the first day of each benefit year in accordance with the provisions of N.J.S.A. 34:11D-2.a.



Unless the employee has accrued earned sick leave prior to October 29, 2018, the earned sick leave shall begin to accrue on October 29, 2018 for any employee who is hired and commences employment before October 29, 2018 and the employee shall be eligible to use the earned sick leave beginning February 26, 2019 after the employee commences employment.

If the employee's employment commences after October 29, 2018, the earned sick leave shall begin to accrue upon the date that employment commences. The employee shall be eligible to use the earned sick leave beginning on the 120th calendar day after the employee commences employment.

The employer shall be in compliance with N.J.S.A. 34:11D-2 if the employer offers paid time off to an employee, which is fully paid and shall include, but is not limited to personal days, vacation days, and sick days, and may be used for the purposes of N.J.S.A. 34:11D-3 in the manner provided by the Act, and is accrued at a rate equal to or greater than the rate described in N.J.S.A. 34:11D-2.

The employer shall pay the employee for earned sick leave at the same rate of pay with the same benefits that the employee normally earns, except that the pay rate shall not be less than the minimum wage required for the employee pursuant to N.J.S.A. 34:11-56a4.

The employer shall permit an employee to use the earned sick leave accrued pursuant to the Act for any of the reasons outlined in N.J.S.A. 34:11D-3.a.

No employer shall take retaliatory personnel action or discriminate against an employee who accrues sick leave under the Act because the employee requests or uses earned sick leave either in accordance with the Act or the employer's own earned sick leave policy for employees covered under the Act. Any complaints alleging a violation of the Act shall be filed in accordance with the provisions of N.J.S.A. 34:11D-4.

In accordance with N.J.S.A. 34:11D-5, failure of the employer to comply with the provisions of the Act shall be regarded as a failure to meet the wage payment requirements of the "New Jersey State Wage and Hour Law."



The employer shall retain records documenting hours worked and earned sick leave taken by employees covered under the Act in accordance with the provisions of N.J.S.A. 34:11D-6.

The employer shall provide notification, in a form issued by the Commissioner of Labor and Workforce Development, to employees of their rights under the Act; post the notification; and provide a copy of the notification to employees eligible to accrue earned sick leave under the Act in accordance with the provisions of N.J.S.A. 34:11D-7.

N.J.S.A. 34:11D-1 through 34:11D-11

Adopted:



R 1642 EARNED SICK LEAVE LAW

A. Definitions Relative to Policy and Regulation 1642 and the New Jersey Earned Sick Leave Law (Act)

“Act” means the New Jersey Earned Sick Leave Law – N.J.S.A. 34:11D-1. through 34:11D-11.

“Benefit year” means the period of twelve consecutive months, July 1 through June 30, as established by an employer in which an employee shall accrue and use earned sick leave as provided pursuant to N.J.S.A. 34:11D-2, provided that once the starting date of the benefit year is established by the employer it shall not be changed unless the employer notifies the Commissioner of Labor and Workforce Development of the change in accordance with regulations promulgated pursuant to the Act. The Commissioner shall impose a benefit year on any employer the Commissioner determines is changing the benefit year at times or in ways that prevent the accrual or use of earned sick leave by an employee.

“Certified Domestic Violence Specialist” means a person who has fulfilled the requirements of certification as a Domestic Violence Specialist established by the New Jersey Association of Domestic Violence Professionals.

“Child” means a biological, adopted, or foster child, stepchild or legal ward of an employee, child of a domestic partner or civil union partner of the employee.

“Civil union” means a civil union as defined in N.J.S.A. 37:1-29.

“Commissioner” means the Commissioner of Labor and Workforce Development.

“Department” means the Department of Labor and Workforce Development.

“Designated domestic violence agency” means a county-wide organization with a primary purpose to provide services to victims of domestic violence, and which provides services that conform to the core domestic violence services profile as defined by the Division of Child Protection and Permanency in the Department of Children and Families and is under contract with the division for the express purpose of providing the services.



“Domestic or sexual violence” means stalking, any sexually violent offense, as defined in N.J.S.A. 30:4-27.26, or domestic violence as defined in N.J.S.A. 2C:25-19, and N.J.S.A. 17:29B-16.

“Domestic partner” means a domestic partner as defined in N.J.S.A. 26:8A-3.

“Employee” means, for the purposes of Policy and Regulation 1642, an individual engaged in service for compensation to a local school district, regional school district, county vocational school, or charter school of the State who is not provided with sick leave with full pay pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is eligible to accrue earned sick leave in accordance with the requirements of the Act.

“Employer” means, for the purposes of Policy and Regulation 1642, a local school district, regional school district, county vocational school, or charter school of the State who does not provide sick leave with full pay to an employee pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is required to comply with the requirements of the Act.

“Family member” means a child, grandchild, sibling, spouse, domestic partner, civil union partner, parent, or grandparent of an employee, or a spouse, domestic partner, or civil union partner of a parent or grandparent of an employee, or a sibling of a spouse, domestic partner, or civil union partner of the employee, or any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship.

“Health care professional” means any person licensed under Federal, State, or local law, or the laws of a foreign nation, to provide health care services, or any other person who has been authorized to provide health care by a licensed health care professional, including but not limited to doctors, nurses, and emergency room personnel.

“Parent” means a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or of the employee’s spouse, domestic partner, or civil union partner, or a person who stood in loco parentis of the employee or the employee’s spouse, domestic partner, or civil union partner when the employee, spouse or partner was a minor child.



“Retaliatory personnel action” means denial of any right guaranteed under the Act and any threat, discharge, including a constructive discharge, suspension, demotion, unfavorable reassignment, refusal to promote, disciplinary action, sanction, reduction of work hours, reporting or threatening to report the actual or suspected immigrant status of an employee or the employee’s family, or any other adverse action against an employee.

“Sibling” means a biological, foster, or adopted sibling of an employee.

“Spouse” means a husband or wife.

B. Provision of Earned Sick Leave – N.J.S.A. 34:11D-2

- 1. The employer shall provide earned sick leave in accordance with the Act for each employee working for the employer.**
- 2. For every thirty hours worked, the employee shall accrue one hour of earned sick leave. The employer will provide an employee their full complement of earned sick leave for a benefit year as required under N.J.S.A. 34:11D-2 on the first day of each benefit year in accordance with the Act.**
- 3. The employer will not permit the employee to accrue or use in any benefit year, or carry forward from one benefit year to the next, more than forty hours of earned sick leave.**
 - a. Unless the employee has accrued earned sick leave prior to October 29, 2018, the earned sick leave shall begin to accrue on October 29, 2018 for any employee who is hired and commences employment before October 29, 2018 and the employee shall be eligible to use the earned sick leave beginning on February 26, 2019 after the employee commences employment.**
 - b. If the employee’s employment commences after October 29, 2018, the earned sick leave shall begin to accrue upon the date that employment commences. The employee shall be eligible to use the earned sick leave beginning on the 120th calendar day after the employee commences employment.**



4. The employer shall be in compliance with N.J.S.A. 34:11D-2 if the employer offers paid time off to an employee, which is fully paid and shall include, but is not limited to personal days, vacation days, and sick days, and may be used for the purposes of N.J.S.A. 34:11D-3 in the manner provided by the Act, and is accrued at a rate equal to or greater than the rate described in N.J.S.A. 34:11D-2.
5. The employer shall pay the employee for earned sick leave at the same rate of pay with the same benefits as the employee normally earns, except that the pay rate shall not be less than the minimum wage required for the employee pursuant to N.J.S.A. 34:11-56a4.
6. Upon the mutual consent of the employee and employer, an employee may voluntarily choose to work additional hours or shifts during the same or following pay period, in lieu of hours or shifts missed, but shall not be required to work additional hours or shifts or use accrued earned sick leave. The employer may not require, as a condition of an employee using earned sick leave, that the employee search for or find a replacement worker to cover the hours during which the employee is using earned sick leave.
7. If an employee is transferred to a separate division, entity, or location, but remains employed by the same employer, then the employee shall be entitled to all earned sick leave accrued at the prior division, entity, or location, and shall be entitled to use the accrued earned sick leave as provided in the Act.
8. If an employee is terminated, laid off, furloughed, or otherwise separated from employment with the employer, any unused accrued earned sick leave shall be reinstated upon the re-hiring or reinstatement of the employee to that employment, within six months of termination, being laid off or furloughed, or separation, and prior employment with the employer shall be counted towards meeting the eligibility requirements set forth in N.J.S.A. 34:11D-2.
9. The employer may choose the increments in which its employees may use earned sick leave, provided that the largest increment of earned sick leave an employee may be required to use for each shift for which earned sick leave is used shall be the number of hours the employee was scheduled to work during that shift.



C. Permitted Usage of Earned Sick Leave – N.J.S.A. 34:11D-3

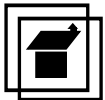
- 1. The employer shall permit an employee to use the earned sick leave accrued pursuant to the Act for any of the following:**
 - a. Time needed for diagnosis, care, or treatment of, or recovery from, an employee’s mental or physical illness, injury or other adverse health condition, or for preventive medical care for the employee;**
 - b. Time needed for the employee to aid or care for a family member of an employee during diagnosis, care, or treatment of, or recovery from, the family member’s mental or physical illness, injury or other adverse health condition, or during preventive medical care for the family member;**
 - c. Absence necessary due to circumstances resulting from the employee, or a family member of an employee, being a victim of domestic or sexual violence, if the leave is to allow the employee to obtain for the employee or the family member: medical attention needed to recover from physical or psychological injury or disability caused by domestic or sexual violence; services from a designated domestic violence agency or other victim services organization; psychological or other counseling; relocation; or legal services, including obtaining a restraining order or preparing for, or participating in, any civil or criminal legal proceeding related to the domestic or sexual violence;**
 - d. Time during which the employee is not able to work because of a closure of the employee’s workplace, school, or place of care of a child of an employee, by order of a public official due to an epidemic or other public health emergency, or because of the issuance by a public health authority of a determination that the presence in the community of the employee, or a member of the employee’s family in need of care by the employee, would jeopardize the health of others; or**
 - e. Time needed by the employee in connection with a child of the employee to attend a school-related conference, meeting, function or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child’s education, or to attend a meeting regarding care provided to the child in connection with the child’s health conditions or disability.**



2. If an employee's need to use earned sick leave is foreseeable, the employer will require advance notice, not to exceed seven calendar days prior to the date the leave is to begin, of the intention to use the leave and its expected duration, and shall make a reasonable effort to schedule the use of earned sick leave in a manner that does not unduly disrupt the operations of the employer. If the reason for the leave is not foreseeable, the employer will require an employee to give notice of the intention as soon as practicable if the employer has notified the employee of this requirement.
- a. The employer may prohibit employees from using foreseeable earned sick leave on certain dates provided reasonable notice of these dates is provided to employees and the employer will require reasonable documentation if sick leave that is not foreseeable is used during those dates.
 - b. For earned sick leave of three or more consecutive days, the employer will require reasonable documentation that the leave is being taken for the purpose permitted under N.J.S.A. 34:11D-3.a. and C.1. above.
 - c. If the leave is permitted under N.J.S.A. 34:11D-3.a.(1) and C.1.a. above or N.J.S.A. 34:11D-3.a.(2) and C.1.b. above, documentation signed by a health care professional who is treating the employee or the family member of the employee indicating the need for the leave and, if possible, number of days of leave, shall be considered reasonable documentation.
 - d. If the leave is permitted under N.J.S.A. 34:11D-3.a.(3) and C.1.c. above because of domestic or sexual violence, any of the following shall be considered reasonable documentation of the domestic or sexual violence: medical documentation; a law enforcement agency record or report; a court order; documentation that the perpetrator of the domestic or sexual violence has been convicted of a domestic or sexual violence offense; certification from a certified Domestic Violence Specialist or a representative of a designated domestic violence agency or other victim services organization; or other documentation or certification provided by a social worker, counselor, member of the clergy, shelter worker, health care professional, attorney, or other professional who has assisted the employee or family member in dealing with the domestic or sexual violence.



- e. If the leave is permitted under N.J.S.A. 34:11D-3.a.(4) and C.1.d. above, a copy of the order of the public official or the determination by the health authority shall be considered reasonable documentation.
 - f. If the leave is permitted under N.J.S.A. 34:11D-3.a.(5) and C.1.e. above, tangible proof of the reasons outlined in N.J.S.A. 34:11D-3.a.(5) and C.1.e. above shall be considered reasonable documentation.
3. Nothing in the Act shall be deemed to require the employer to provide earned sick leave for an employee's leave for purposes other than those identified in N.J.S.A. 34:11D-3, or prohibit the employer from taking disciplinary action against an employee who uses earned sick leave for purposes other than those identified in N.J.S.A. 34:11D-3.
4. The employer will not pay an employee for unused earned sick leave at the end of the benefit year pursuant to N.J.S.A. 34:11D-3.c.
- a. If the employee agrees to receive a payment, the employee shall choose a payment for the full amount of unused earned sick leave or for fifty percent of the amount of unused earned sick leave. The payment amount shall be based on the same rate of pay that the employee earns at the time of the payment.
 - b. If the employee declines a payment for unused earned sick leave, or agrees to a payment for fifty percent of the amount of unused sick leave, the employee shall be entitled to carry forward any unused or unpaid earned sick leave to the proceeding benefit year as provided pursuant to N.J.S.A. 34:11D-2.a. and B.1., B.2., and B.3. above.
 - c. If the employee agrees to a payment for the full amount of unused earned sick leave, the employee shall not be entitled to carry forward any earned sick leave to the proceeding benefit year pursuant to N.J.S.A. 34:11D-2.a. and B.1, B.2., and B.3. above.



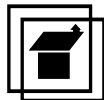
5. Unless the employer's policy or a collective bargaining agreement provides for the payment of accrued earned sick leave upon termination, resignation, retirement, or other separation from employment, an employee shall not be entitled under N.J.S.A. 34:11D-3 to payment of unused earned sick leave upon the separation from employment.
6. Any information the employer possesses regarding the health of an employee or any family member of the employee or domestic or sexual violence affecting an employee or employee's family member shall be treated as confidential and not disclosed except to the affected employee or with the written permission of the affected employee.

D. Retaliation, Discrimination Prohibited – N.J.S.A. 34:11D-4

1. No employer shall take retaliatory personnel action or discriminate against an employee who accrues sick leave under the Act because the employee requests or uses earned sick leave either in accordance with the Act or the employer's own earned sick leave policy for employees covered under the Act. Any complaints alleging a violation of the Act shall be filed in accordance with the provisions of N.J.S.A. 34:11D-4.
 - a. The employer shall not count earned sick leave taken under the Act as an absence that may result in the employee being subject to discipline, discharge, demotion, suspension, a loss or reduction of pay, or any other adverse action.
2. There shall be a rebuttable presumption of an unlawful retaliatory personnel action under N.J.S.A. 34:11D-4 whenever the employer takes adverse action against an employee within ninety days of when that employee:
 - a. Files a complaint with the Department or a court alleging a violation of any provision of N.J.S.A. 34:11D-4;
 - b. Informs any person about the employer's alleged violation of N.J.S.A. 34:11D-4;
 - c. Cooperates with the Department or other persons in the investigation or prosecution of any alleged violation of N.J.S.A. 34:11D-4;



- d. **Opposes any policy, practice, or act that is unlawful under N.J.S.A. 34:11D-4; or**
 - e. **Informs any person of his or her rights under N.J.S.A. 34:11D-4.**
 3. **Protections of N.J.S.A. 34:11D-4 shall apply to any person who mistakenly, but in good faith alleges violations of the Act.**
 4. **Any violator of the provisions of N.J.S.A. 34:11D-4 shall be subject to relevant penalties and remedies provided by the “New Jersey State Wage and Hour Law,” N.J.S.A. 34:11-56a et seq., including the penalties and remedies provided by N.J.S.A. 34:11-56a24, and relevant penalties and remedies provided by N.J.S.A. 2C:40A-2, for discharge or other discrimination.**
- E. **Violations, Remedies, Penalties, Other Measures – N.J.S.A. 34:11D-5**
 1. **Any failure of the employer to make available or pay earned sick leave as required by the Act, or any other violation of the Act, shall be regarded as a failure to meet the wage payment requirements of the “New Jersey State Wage and Hour Law,” N.J.S.A. 34:11-56a et seq., or other violation of the New Jersey State Wage and Hour Law, as the case may be, and remedies, penalties, and other measures provided by the New Jersey State Wage and Hour Law, N.J.S.A. 34:11-58, and N.J.S.A. 2C:40A-2 for failure to pay wages or other violations of the New Jersey State Wage and Hour Law shall be applicable, including, but not limited to, penalties provided pursuant to N.J.S.A. 34:11-56a22 and 34:11-56a24, and civil actions by employees pursuant to N.J.S.A. 34:11-56a25, except that an award to an employee in a civil act shall include, in addition to the amount provided pursuant to N.J.S.A. 34:11-56a25, any actual damages suffered by the employee as the result of the violation plus an equal amount of liquidated damages.**
- F. **Retention of Records, Access – N.J.S.A. 34:11D-6**
 1. **The employer shall retain records documenting hours worked by employees and earned sick leave accrued/advanced, used, paid, and paid out and carried over by/to employees, for a period of five years, and shall, upon demand, allow the Department access to those records to monitor compliance with the requirements of the Act.**



a. If an employee makes a claim the employer has failed to provide earned sick leave required by the Act and the employer has not maintained or retained adequate records documenting hours worked by the employee and earned sick leave taken by the employee or does not allow the Department access to the records, it shall be presumed the employer has failed to provide the earned sick leave, absent clear and convincing evidence otherwise.

2. In addition, the penalties provided by the “New Jersey State Wage and Hour Law,” N.J.S.A. 34:11-56a et seq. for violations of the requirements of the New Jersey State Wage and Hour Law regarding the maintaining and disclosure of records shall apply to violations of the requirements of N.J.S.A. 34:11D-6.

G. Notification to Employees – N.J.S.A. 34:11D-7

1. The employer shall provide notification, in a form issued by the Commissioner, to employees of their rights under the Act, including the amount of earned sick leave to which they are entitled and the terms of its use and remedies provided by the Act to employees if the employer fails to provide the required benefits or retaliates against employees exercising their rights under the Act.

a. The employer shall conspicuously post the notification in a place or places accessible to all employees in each of the employer’s workplaces.

b. The employer shall also provide each employee with a written copy of the notification: not later than thirty days after the form of the notification is issued; at the time of the employee’s hiring, if the employee is hired after the issuance; and at any time, when first requested by the employee.



- c. **The Commissioner shall make the notifications available in English, Spanish, and any other language that the Commissioner determines is the first language of a significant number of workers in the State and the employer shall use the notification in English, Spanish, or any other language for which the Commissioner has provided notifications and which is the first language of a majority of the employer's workforce.**

H. Provisions Preemptive; Construction of Act – N.J.S.A. 34:11D-8

1. **No provision of the Act, or any regulations promulgated to implement or enforce the Act, shall be construed as:**
 - a. **Requiring the employer to reduce, or justifying the employer in reducing, rights or benefits provided by the employer pursuant to the employer's policy or a collective bargaining agreement which are more favorable to employees than those required by the Act or which provide rights or benefits to employees not covered by the Act;**
 - b. **Preventing or prohibiting the employer from agreeing, through a collective bargaining agreement or employer policy, to provide rights or benefits which are more favorable to employees than those required by the Act or to provide rights or benefits to employees not covered by the Act;**
 - c. **Prohibiting the employer from establishing a policy whereby an employee may donate unused accrued earned sick leave to another employee or other employees; or**
 - d. **Superseding any law providing collective bargaining rights for employees, or in any way reducing, diminishing, or adversely affecting those collective bargaining rights, or in any way reducing, diminishing, or affecting the obligations of the employer under those laws.**
2. **Employees or employee representatives may waive the rights or benefits provided under the Act during the negotiation of a collective bargaining agreement.**



3. With respect to employees covered by a collective bargaining agreement in effect on October 29, 2018, no provision of the Act shall apply until the stated expiration of the collective bargaining agreement.

I. Severability – N.J.S.A. 34:11D-9

1. The provisions of the Act shall be deemed to be severable and if any section, subsection, paragraph, sentence or other part of the Act is declared to be unconstitutional, or the applicability thereof to any person is held invalid, the remainder of the Act shall not thereby be deemed to be unconstitutional or invalid.

Adopted:



3159 TEACHING STAFF MEMBER/SCHOOL DISTRICT
REPORTING RESPONSIBILITIES

The Board of Education and all certificate holders shall adhere to the reporting requirements outlined in N.J.A.C. 6A:9B-4.3 and N.J.S.A. 18A:16-1.3. ~~their arrest or indictment for any crime or offense to the Superintendent of Schools within fourteen calendar days of the arrest or indictment in accordance with the provisions of N.J.A.C. 6A:9B-4.3.~~ For **the** purposes of this Policy, “certificate holders” shall include all individuals who hold certificates, credentials, certificates of eligibility (CEs), and certificates of eligibility with advance standing (CEASs) issued by the **New Jersey** State Board of Examiners. For purposes of this Policy, the term “certificate” shall include all standard, emergency and provisional certificates, all credentials, and all CEAs and CEASs issued by the **New Jersey** State Board of Examiners.

All certificate holders shall report an arrest or indictment for any crime or offense to the Superintendent within fourteen calendar days of their arrest or indictment in accordance with the provisions of N.J.A.C. 6A:9B-4.3. The report submitted to the Superintendent shall include the date of arrest or indictment and charge(s) lodged against the certificate holder. Such certificate holders shall also report to the Superintendent the disposition of any charges within seven calendar days of the disposition. Failure to comply with these reporting requirements may be deemed “just cause” for revocation or suspension of certification pursuant to N.J.A.C. 6A:9B-4.4. The school district shall make these reporting requirements known to all new employees upon initial employment and to all employees on an annual basis.

The Superintendent of Schools shall notify the New Jersey State Board of Examiners when:

1. Tenured teaching staff members who are accused of criminal offenses or unbecoming conduct resign or retire from their positions;
2. Nontenured teaching staff members, including substitute teachers, who are accused of criminal offenses or unbecoming conduct resign, retire, or are removed from their positions;
3. A certificate holder fails to maintain any license, certificate, or authorization that is mandated pursuant to N.J.A.C. 6A:9B for the holder to serve in a position;
4. The Superintendent of Schools becomes aware that a certificate holder has been convicted of a crime or criminal offense while in the district's employ; or



5. The Superintendent has received a report from the Department of Children and Families substantiating allegations of abuse or neglect or establishing “concerns” regarding a certificated teaching staff member.

The school district shall cooperate with the New Jersey State Board of Examiners in any proceeding arising from an order to show cause issued by the New Jersey State Board of Examiners and based on information about the certificate holder that the school district provided. In the event the New Jersey State Board of Examiners issues an order to show cause based on the information that the school district provided about the certificate holder, it shall be the responsibility of the school district to cooperate with the Board of Examiners in any proceeding arising from the order to show cause.

The Superintendent ~~of Schools~~ shall also notify the New Jersey State Board of Examiners, in accordance with the provisions of N.J.S.A. 18A:16-1.3, whenever a nontenured, certificated employee is dismissed prior to the end of the school year for just cause as a result of misconduct in office. This notification requirement shall not apply in instances where the employee’s contract is not renewed. The Superintendent ~~of Schools~~ will comply with the additional notice requirements to the New Jersey State Board of Examiners in the event it is subsequently determined by a disciplinary grievance arbitration, a court, or an administrative tribunal of competent jurisdiction that the basis for the dismissal did not constitute misconduct in office. In addition, whenever the Superintendent ~~of Schools~~ notifies the New Jersey State Board of Examiners of an employee’s dismissal for reasons of misconduct in accordance with the provisions of N.J.S.A. 18A:16-1.3, the employee shall receive a simultaneous copy of the notifying correspondence.

In the event the Board of Education determines, pursuant to a tenure charge finding under N.J.S.A. 18A:6-10 or a disorderly person conviction under N.J.S.A. 9:6-8.14, that a teaching staff member has failed to report an allegation of child abuse in accordance with State law or regulations, the Board shall submit a report to the New Jersey State Board of Examiners that outlines its findings. The New Jersey State Board of Examiners shall review the certification of the teaching staff member to determine if the teaching staff member’s failure to report warrants the revocation or suspension of his/her certificate. In accordance with N.J.S.A. 9:6-8.14, any person failing to report an act of child abuse, having reasonable cause to believe that an act of child abuse has been committed, may be deemed a disorderly person.

N.J.S.A. 9:6-8.14; 18A:6-10; 18A:6-38.5; 18A:16-1.3

N.J.A.C. 6A:9B-4.3; 6A:0B-4.4

Adopted: 7 December 2009

Revised: 10 October 2016

Revised:



3218 USE, POSSESSION, OR DISTRIBUTION OF SUBSTANCES ABUSE

The Board of Education recognizes a teaching staff member who reports to work under the influence of ~~a substance drugs or alcohol~~ poses a significant threat to their health, safety, and welfare and the health, safety, and welfare of others, including students and other staff members. The Board strongly advises any teaching staff member that has a dependency on a substance as defined in this Policy to seek appropriate treatment. The Board has an obligation and the right to maintain a safe and healthy work environment and adopts this Policy as an important component toward maintaining a safe environment in the school district. ~~A teaching staff member is prohibited from possession, use, distribution, or being under the influence of any substance during work hours or at a school sponsored function where the teaching staff member has been assigned job responsibilities.~~

For the purposes of this Policy, “substance” or “substances” as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a) means alcoholic beverages; any controlled dangerous substances, including anabolic steroids as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2; ~~or~~ any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined in N.J.S.A. 2C:35-10.4; and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.

~~Any teaching staff member who reports to work or attends a school sponsored function where the teaching staff member has assigned job responsibilities under the influence of or in possession of any substance will be subject to appropriate discipline, which may include termination of a non-tenured teaching staff member or the filing of tenure charges for a tenured teaching staff member in accordance with law.~~

A teaching staff member shall be required to submit to an immediate medical examination to include a substance test if the Principal or designee has reasonable suspicion to believe a teaching staff member is under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities. Refusal ~~by~~ of a teaching staff member to consent to the medical examination **including a and substance test will be deemed determined to be a positive test result for substances. In the event the results of the medical examination and substance test are not provided to the Superintendent, within twenty-four hours or as soon as the test results are available, it will be deemed a positive test result for substances and the teaching staff member shall be subject to appropriate discipline. Any required medical examination and testing shall be paid for by the Board.**



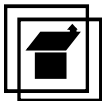
Use, Possession, or Distribution of Substances Abuse

~~In the event a teaching staff member's medical examination and substance test results are negative for a substance, any documents or records pertaining to the requirement for the examination and test and results will not be maintained by the school district. Any required examination and testing shall be paid for by the Board. The teaching staff member will be afforded the opportunity to have any test results confirmed using acceptable test confirmation practices. This confirming test shall be paid for by the teaching staff member.~~

In the event the Board physician determines the teaching staff member was under the influence of a substance, the determination shall be reported to the Superintendent and the teaching staff member will be subject to appropriate discipline. Appropriate discipline may include, but not be limited to, withholding an increment, terminating a non-tenured teaching staff member, and/or filing tenure charges for a tenured teaching staff member in accordance with law. The teaching staff member will be afforded the opportunity to have positive test results confirmed using acceptable confirmation test practices. This confirmation test shall be paid for by the teaching staff member.

In the event a teaching staff member's medical examination and substance test results are negative for a substance or if the Board physician determines the teaching staff member was not under the influence of a substance, the results or determination shall be reported to the Superintendent and the teaching staff member shall be returned to their position unless the Superintendent has a reason the teaching staff member should not be returned to their position.

In accordance with the requirements of N.J.A.C. 6A:16-6.3(a), any ~~teaching~~ staff member who, in the course of their employment, has reason to believe a ~~school~~ staff member has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall report the matter as soon as possible to the Principal, or in the absence of the Principal, **the Principal's designee** ~~to the staff member~~ responsible at the time of the alleged violation. Either the Principal or **designee** ~~the staff member~~ shall notify the Superintendent of ~~Schools~~ who shall notify, as soon as possible, the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information. The Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter, including the identity of the staff member involved.



In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)3, the Superintendent or designee shall not disclose the identity of a ~~teaching~~ staff member who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or drug abuse problem, provided the ~~teaching~~ staff member is not reasonably believed to be involved or implicated in drug-distribution activities. An admission by a ~~teaching~~ staff member in response to questioning initiated by the Principal or designee or following the discovery by the Principal or designee of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall not constitute a voluntary, self-initiated request for counseling and treatment.

A staff member who unlawfully possessed or in any way has been involved in the distribution of a controlled dangerous substance, including anabolic steroids or drug paraphernalia, pursuant to N.J.A.C. 6A:16-6.3, shall be subject to appropriate discipline which may include, but not be limited to, termination of a non-tenured teaching staff member or the filing of tenure charges for a tenured teaching staff member in accordance with law.

Additionally, if the Superintendent recommends, a teaching staff member who has been determined by the Board physician to be under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities may be offered a Last Chance Agreement upon the recommendation of the Superintendent and approval by the Board. A written Last Chance Agreement must be approved by the Board.

42 CFR Part 2

N.J.S.A. 18A:16-3; 18A:40A-9

N.J.A.C. 6A:16-4.1; 6A:16-6.3; **6A:16-6.5** ~~6A:32-6.3~~

Adopted: 7 December 2009

Revised: 18 May 2015

Revised:



REGULATION

RIDGEWOOD BOARD OF EDUCATION

TEACHING STAFF MEMBERS

R 3218/page 1 of 6

Use, Possession, or Distribution of Substances

Abuse

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R 3218 USE, POSSESSION, OR DISTRIBUTION OF SUBSTANCES ABUSE

A. Definition

1. **“Board physician” means a physician currently licensed by the New Jersey Board of Medical Examiners in medicine or osteopathy and appointed by the Board of Education.**
2. “Principal or designee” means the teaching staff member’s Principal or a staff member designated by the Principal to be responsible at the time of the alleged violation or the teaching staff member’s supervisor or a staff member designated by the teaching staff member’s supervisor to be responsible at the time of the alleged violation.
3. “Substance” or “substances” **as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a)** means alcoholic beverages; any controlled dangerous substances, including anabolic steroids as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2; ~~or~~ any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined in N.J.S.A. 2C:35-10.4; and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.
4. “Substance test” means a test conducted by a **Board-approved** ~~State-licensed clinical~~ laboratory using accepted substance use practices, accepted chain of custody procedures, and testing methodology recommended by the laboratory instrument’s manufacturer.
5. “Under the influence” means the presence of a substance as defined in Policy 3218 and this Regulation as confirmed in a medical examination and substance test.

B. Procedures to be Followed When a Teaching Staff Member **has Unlawfully Possessed or has been Involved in the Distribution of a Controlled Dangerous Substance** ~~is Suspected to be Under the Influence of a Substance~~

1. **Subject to N.J.A.C. 6A:16-6.5, any staff member who, in the course of their employment, has reason to believe a staff member has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall report the matter as soon as possible to the Principal or designee in accordance with the provisions of Policy 3218 and N.J.A.C. 6A:16-6.3(a).**



- a. In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)1, upon receiving a report, the Principal or designee shall notify the Superintendent who shall notify, as soon as possible, the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information.
- b. In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)2, the Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter including the identity of the staff member involved.
- c. A staff member who unlawfully possessed or in any way has been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall be subject to appropriate discipline, which may include, but not be limited to, termination of a non-tenured teaching staff member or the filing of tenure charges for a tenured teaching staff member in accordance with law.

C. Procedures to be Followed When a Teaching Staff Member is Suspected to be Under the Influence of a Substance

1. The following procedures shall be used when a teaching staff member is suspected of being under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities.
 - a. The Principal or designee, upon receiving a report or information a teaching staff member may be under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities will:
 - (1) Immediately notify the Superintendent of Schools;
 - (2) Immediately meet with the teaching staff member;
 - (a) The Principal or designee may include another staff member in this meeting; and



- (b) The teaching staff member suspected of being under the influence may include another staff member or a representative of their choice in this meeting.
- b. The Principal or designee shall present to the teaching staff member the report or information supporting the suspicion the teaching staff member may be under the influence of a substance.
- c. The teaching staff member shall be provided an opportunity to respond to the report or information presented by the Principal or designee.
- d. In the event the Principal or designee believes the teaching staff member may be under the influence of a substance after meeting with the teaching staff member, the Principal or designee will arrange for an immediate medical examination **by the Board physician. The medical examination shall include a substance test administered by the Board physician or a Board-approved laboratory.**
- e. The teaching staff member shall be transported to the examination and testing location by means of transportation approved by the Superintendent or designee and shall be accompanied by the Principal or designee.
- f. The teaching staff member, prior to the medical examination and substance test, will be informed by the **Board physician or the physician's designee** on the type of testing to be completed and the substances that will be tested.
- g. The teaching staff member may, prior to being examined ~~or~~ tested, disclose to the **Board physician or designee** any prescription medicine, over-the-counter medicine or supplements, or any other reason why the teaching staff member's test results may be positive.
- h. **Refusal by a teaching staff member's refusal to consent to the medical examination which includes a substance test** ~~be examined or tested in accordance with the provisions of Policy 3218 and this Regulation~~ will be deemed as a positive test **result** for substances.



2. The **results of the** medical examination and substance test shall be used by the **Board** physician to determine if the teaching staff member is under the influence of any substance as defined in Policy 3218 and this Regulation. The substance test procedures will provide for a **confirmation** ~~confirming~~ test using acceptable confirmation test procedures.
 - a. **Any specimen determined by the Board physician or Board-approved laboratory to have been adulterated by the teaching staff member will be deemed a positive test result for substances.**
3. ~~The physician shall receive the results of the substance test~~ **shall be provided to the Superintendent and Board physician** within twenty-four hours of the test being administered ~~or If the results of the substance test are not available within twenty-four hours, the physician shall report the results to the Superintendent and the teaching staff member as soon as the test results are available.~~ **The Superintendent shall provide the teaching staff member with these results.**
 - a. **In the event the results of the medical examination and substance test are not provided to the Superintendent, it will be deemed a positive test result for substances.**
4. If the **Board** physician determines, based upon the medical examination and the results of the substance test, that the teaching staff member was not under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member was assigned job responsibilities, ~~the physician will notify the Superintendent of such results and~~ the teaching staff member shall return to their position in the school district **unless the Superintendent has a reason the teaching staff member should not be returned to their position.** Any records or documentation related to the incident shall not be included in the teaching staff member's personnel file.
5. If the **Board** physician determines, based upon the medical examination and the results of the substance test, that the teaching staff member was under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member was assigned job responsibilities, the **Board** physician will:
 - a. Discuss the results of the examination and substance test with the teaching staff member and provide the teaching staff member an opportunity to present any medical or other reasons for the **Board** physician's determination.



b. Provide the teaching staff member an opportunity to have the substance test results confirmed by a ~~State-licensed clinical~~ laboratory selected by the **teaching** staff member and approved by the **Board physician and Superintendent**.

(1) The **Board** physician will schedule and coordinate the **confirmation** ~~confirming~~ test procedures, including the acceptable time period for the **confirmation** ~~confirming~~ test to be conducted based on the existing test results, and the time in which a **confirmation** ~~confirming~~ test result would be valid. **This confirmation test shall be paid for by the teaching staff member.**

(2) The **confirmation** ~~confirming~~ ~~substance~~ test results must be provided to the **Board physician and Superintendent** within the time period required by the **Board** physician.

(3) Any **confirmation** ~~confirming~~ test results provided to the **Board physician and Superintendent** not within the time period required by the **Board** physician shall not be accepted and the teaching staff member shall be determined to have waived their right to ~~a~~ **have the results of a confirmation.** ~~a confirming substance test considered by the physician.~~

c. After completing the requirements in 5. a. and b. above the physician shall make a final determination whether the teaching staff member was under the influence of a substance during ~~the~~ work hours or at a school-sponsored function where the teaching staff member was assigned job responsibilities.

(1) If the **Board** physician makes a final determination the teaching staff member was not under the influence during work hours or at a school-sponsored function where the teaching staff member was assigned Job responsibilities, the **Board** physician will report a **final determination** ~~these results~~ to the Superintendent and the teaching staff member shall return to their position in the school district **unless the Superintendent has a reason the teaching staff member should not be returned to their position.** ~~and~~ Any records or documentation **regarding a negative medical examination or substance test** ~~related to the incident~~ shall not be included in the teaching staff member’s personnel file.



REGULATION

RIDGEWOOD BOARD OF EDUCATION

TEACHING STAFF MEMBERS

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Use, Possession, or Distribution of Substances
Abuse

- (2) If the **Board** physician makes a final determination the teaching staff member was under the influence during work hours or at a school-sponsored function where the teaching staff member was assigned job responsibilities, the **Board** physician will report a **final determination**. ~~these results to the Superintendent of Schools and the teaching staff member will be required to meet with the Superintendent.~~

D. Procedures to be Followed When a Teaching Staff Member is Determined to be Under the Influence of a Substance

1. Any teaching staff member ~~who has been~~ determined by the **Board** physician to be under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member was assigned job responsibilities shall be required to meet with the Superintendent.
 - a. The teaching staff member may include a staff member or a representative of their choice in this meeting.
2. The Superintendent will provide the teaching staff member an opportunity to respond to the **Board** physician's determination.
3. A teaching staff member ~~who has been~~ determined to ~~be have been~~ under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member was assigned job responsibilities will be subject to appropriate discipline which may include, **but not be limited to:**
 - a. **Withholding an increment;**
 - b. **Terminating** ~~termination~~ of a non-tenured teaching staff member;;
and/or
 - c. ~~the F~~iling of tenure charges for a tenured teaching staff member;
 - d. **Last Chance Agreement as described in Policy 3218.**

Issued: 7 December 2009

Revised: 18 May 2015

Revised:



4218 USE, POSSESSION, OR DISTRIBUTION OF SUBSTANCES ABUSE

The Board of Education recognizes a support staff member who reports to work under the influence of ~~a substance drugs or alcohol~~ poses a significant threat to their health, safety, and welfare and the health, safety, and welfare of others, including students and other staff members. The Board strongly advises any support staff member that has a dependency on a substance as defined in this Policy to seek appropriate treatment. The Board has an obligation and the right to maintain a safe and healthy work environment and adopts this Policy as an important component toward maintaining a safe environment in the school district. ~~A support staff member is prohibited from possession, use, distribution, or being under the influence of any substance during work hours.~~

For the purposes of this Policy, “substance” or “substances” **as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a)** means alcoholic beverages; any controlled dangerous substances, including anabolic steroids as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2, or any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined in N.J.S.A. 2C:35-10.4; and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.

~~Any support staff member who reports to work under the influence of or in possession of any substance will be subject to appropriate discipline, which may include termination or the filing of tenure charges for a tenured support staff member in accordance with law.~~

A support staff member shall be required to submit to an immediate medical examination to include a substance test if the support staff member’s supervisor has reasonable suspicion to believe a support staff member is under the influence of a substance during work hours **or at a school-sponsored function where the teaching staff member has been assigned job responsibilities.** Refusal ~~by~~ of a support staff member to consent to the medical examination **including a** ~~and~~ substance test will be **deemed determined** to be a positive result **for substances.** **In the event the results of the medical examination and substance test are not provided to the Superintendent, within twenty-four hours or as soon as the test results are available, it will be deemed a positive test result for substances and the support staff member shall be subject to appropriate discipline. Any required medical examination and testing shall be paid for by the Board.**



Use, Possession, or Distribution of Substances Abuse

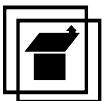
~~In the event a support staff member's medical examination and substance test results are negative for a substance, any documents or records pertaining to the requirement for the examination and test and results will not be maintained by the school district. Any required examination and testing shall be paid for by the Board. The support staff member will be afforded the opportunity to have any test results confirmed using acceptable test confirmation practices. This confirming test shall be paid for by the support staff member.~~

In the event the Board physician determines the support staff member was under the influence of a substance, the determination shall be reported to the Superintendent and the support staff member will be subject to appropriate discipline. Appropriate discipline may include, but not be limited to, withholding an increment, terminating a non-tenured support staff member, and/or filing tenure charges for a tenured support staff member in accordance with law. The support staff member will be afforded the opportunity to have positive test results confirmed using acceptable confirmation test practices. This confirmation test shall be paid for by the support staff member.

In the event a support staff member's medical examination and substance test results are negative for a substance or if the Board physician determines the support staff member was not under the influence of a substance, the results or determination shall be reported to the Superintendent and the support staff member shall be returned to their position unless the Superintendent has a reason the support staff member should not be returned to their position.

In accordance with the requirements of N.J.A.C. 6A:16-6.3(a), any support staff member who, in the course of their employment, has reason to believe a ~~school~~ staff member has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall report the matter as soon as possible to the Principal, or in the absence of the Principal, to the staff member's **supervisor** responsible at the time of the alleged violation. Either the Principal or the staff member's **supervisor responsible at the time of the alleged violation** shall notify the Superintendent of Schools who shall notify, as soon as possible, the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information. The Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter, including the identity of the staff member involved.

In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)3, the Superintendent or designee shall not disclose the identity of a support staff member who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or drug abuse problem, provided the support staff member is not reasonably believed to be involved or implicated in drug-distribution



activities. An admission by a support staff member in response to questioning initiated by the Principal or **Superintendent's** designee or following the discovery by the Principal or **Superintendent's** designee of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall not constitute a voluntary, self-initiated request for counseling and treatment.

A staff member who unlawfully possessed or in any way has been involved in the distribution of a controlled dangerous substance, including anabolic steroids or drug paraphernalia, pursuant to N.J.A.C. 6A:16-6.3, shall be subject to appropriate discipline which may include, but not be limited to, termination of a non-tenured teaching staff member or the filing of tenure charges for a tenured teaching staff member in accordance with law.

Additionally, if the Superintendent recommends, a support staff member who has been determined by the Board physician to be under the influence of a substance during work hours or at a school-sponsored function where the support staff member has been assigned job responsibilities may be offered a Last Chance Agreement upon the recommendation of the Superintendent and approval by the Board. A written Last Chance Agreement must be approved by the Board.

42 CFR Part 2

N.J.S.A. 18A:16-3; 18A:40A-9

N.J.A.C. 6A:16-4.1; 6A:16-6.3; 6A:16-6.5 6A:32-6.3

Adopted: 7 December 2009

Revised: 18 May 2015

Revised:



REGULATION

RIDGEWOOD BOARD OF EDUCATION

SUPPORT STAFF MEMBERS

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Use, Possession, or Distribution of Substances

Abuse

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R 4218 USE, POSSESSION, OR DISTRIBUTION OF SUBSTANCES ABUSE

A. Definition

1. **“Board physician” means a physician currently licensed by the New Jersey Board of Medical Examiners in medicine or osteopathy and appointed by the Board of Education.**
2. **“Substance” or “substances” as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a)** means alcoholic beverages; any controlled dangerous substances, including anabolic steroids as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2; ~~or~~ any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined in N.J.S.A. 2C:35-10.4; and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.
3. **“Substance test”** means a test conducted by a **Board-approved** ~~State-licensed clinical~~ laboratory using accepted substance use practices, accepted chain of custody procedures, and testing methodology recommended by the laboratory instrument’s manufacturer.
4. **“Support staff member’s supervisor” or “supervisor”** means the building or district administrative staff member who is responsible for supervising the support staff member. For the purposes of this Policy and Regulation, the support staff member’s supervisor shall be the support staff member’s ~~Principal, School Business Administrator/Board Secretary, district Director or Supervisor,~~ or any other administrative staff member **responsible at the time of the alleged violation or as designated by the Superintendent.**
5. **“Under the influence”** means the presence of a substance as defined in Policy 4218 and this Regulation as confirmed in a medical examination and substance test.

- B. **Procedures to be Followed When a Support Staff Member has Unlawfully Possessed or has been Involved in the Distribution of a Controlled Dangerous Substance is Suspected to be Under the Influence of a Substance**



1. Subject to N.J.A.C. 6A:16-6.5, any staff member who, in the course of their employment, has reason to believe a staff member has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall report the matter as soon as possible to the staff member's supervisor in accordance with the provisions of Policy 4218 and N.J.A.C. 6A:16-6.3(a).
 - a. In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)1, upon receiving a report, the supervisor shall notify the Superintendent who shall notify, as soon as possible, the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information.
 - b. In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)2, the Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter including the identity of the staff member involved.
 - c. A staff member who unlawfully possessed or in any way has been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall be subject to appropriate discipline, which may include, but not be limited to, termination of a non-tenured support staff member or the filing of tenure charges for a tenured support staff member in accordance with law.

C. Procedures to be Followed When a Support Staff Member is Suspected to be Under the Influence of a Substance

1. The following procedures shall be used when a support staff member is suspected of being under the influence of a substance during work hours **or at a school-sponsored function where the support staff member has been assigned job responsibilities**.
 - a. The support staff member's supervisor, upon receiving a report or information a support staff member may be under the influence of a substance during work hours **or at a school-sponsored function where the support staff member has been assigned job responsibilities** will:



- (1) Immediately notify the Superintendent; ~~of Schools~~
- (2) Immediately meet with the support staff member;
 - (a) The support staff member's supervisor may include another staff member in this meeting; and
 - (b) The support staff member suspected of being under the influence may include another staff member or a representative of their choice in this meeting.
- b. The support staff member's supervisor shall present to the support staff member the report or information supporting the suspicion the support staff member may be under the influence of a substance.
- c. The support staff member shall be provided an opportunity to respond to the report or information presented by the supervisor.
- d. In the event the supervisor or designee believes the support staff member may be under the influence of a substance after meeting with the support staff member, the supervisor will arrange for an immediate medical examination **by the Board physician. The medical examination shall** ~~to~~ include a substance test **administered by the Board physician or a Board-approved laboratory.**
- e. The support staff member shall be transported to the examination and testing location by means of transportation approved by the Superintendent or designee and shall be accompanied by the support staff member's supervisor or designee.
- f. The support staff member, prior to the medical examination and substance test, will be informed by the **Board** physician or ~~the physician's~~ designee on the type of testing to be completed and the substances that will be tested.



5. If the **Board** physician determines, based upon the medical examination and the results of the substance test, that the support staff member was under the influence of a substance during work hours **or at a school-sponsored function where the support staff member was assigned job responsibilities**, the **Board** physician will:
- a. Discuss the results of the examination and substance test with the support staff member and provide the support staff member an opportunity to present any medical or other reasons for the **Board** physician's determination.
 - b. Provide the support staff member an opportunity to have the substance test results confirmed by a ~~State-licensed clinical~~ laboratory selected by the **support** staff member and approved by the **Board** physician **and Superintendent**.
 - (1) The **Board** physician will schedule and coordinate the **confirmation** ~~confirming~~ test procedures, including the acceptable time period for the **confirmation** ~~confirming~~ test to be conducted based on the existing test results, and the time in which a **confirmation** ~~confirming~~ test result would be valid. **This confirmation test shall be paid for by the support staff member.**
 - (2) The **confirmation** ~~confirming~~ ~~substance~~ test results must be provided to the **Board** physician **and Superintendent** within the time period required by the **Board** physician.
 - (3) Any **confirmation** ~~confirming~~ test results provided to the **Board** physician **and Superintendent** not within the time period required by the **Board** physician shall not be accepted and the support staff member shall be determined to have waived their right to have **the results of a confirmation** ~~confirming~~ ~~substance~~ test considered. ~~by the physician.~~
 - c. After completing the requirements in 5a. and b. above the **Board** physician shall make a final determination whether the support staff member was under the influence of a substance during the work hours **or at a school-sponsored function where the support staff member was assigned job responsibilities**.



- (1) If the **Board** physician makes a final determination the support staff member was not under the influence during work hours **or at a school-sponsored function where the support staff member was assigned job responsibilities**, the **Board** physician will report a **final determination** ~~these results~~ to the Superintendent and the support staff member shall return to their position in the school district **unless the Superintendent has a reason the support staff member should not be returned to their position.** ~~and~~ Any records or documentation **regarding a negative medical examination or substance test** ~~related to the incident~~ shall not be included in the support staff member’s personnel file.
- (2) If the **Board** physician makes a final determination the support staff member was under the influence during work hours **or at a school-sponsored function where the support staff member was assigned job responsibilities**, the **Board** physician will report a **final determination** ~~these results~~ to the Superintendent. ~~of Schools and the support staff member will be required to meet with the Superintendent.~~

D. Procedures to be Followed When a Support Staff Member is Determined to be Under the Influence of a Substance

- 1. Any support staff member ~~who has been~~ determined by the **Board** physician to be under the influence of a substance during work hours **or at a school-sponsored function where the support staff member was assigned job responsibilities** shall be required to meet with the Superintendent.
 - a. The support staff member may include a staff member or a representative of their choice in this meeting.
- 2. The Superintendent will provide the support staff member an opportunity to respond to the **Board** physician’s determination.



3. A support staff member ~~who has been~~ determined to ~~be have been~~ under the influence of a substance during work hours **or at a school-sponsored function where the support staff member was assigned job responsibilities** will be subject to appropriate discipline which may include, **but not be limited to:**
 - a. **Withholding an increment;**
 - b. **Terminating ~~termination of~~ a non-tenured support staff member; and/or**
 - c. ~~the~~ **Filing of** tenure charges for a tenured support staff member;
 - d. **Last Chance Agreement as described in Policy 4218.**

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4219 COMMERCIAL DRIVER'S LICENSE CONTROLLED SUBSTANCE AND ALCOHOL USE TESTING

The Board of Education is committed to a safe, efficient, alcohol and drug-free workplace, that protects the district's students as well as the health and safety of its employees and the general public.

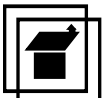
The Omnibus Transportation Employee Testing Act of 1991 requires all operators of commercial motor vehicles subject to the CDL requirements to be tested for controlled substances and alcohol. Federal regulations of the United States Department of Transportation require that any employee using a CDL be required to submit to alcohol and controlled substance testing in accordance with 49 CFR 40 et seq.

In the event the Board contracts with a service provider for transportation, the Business Administrator and/or Transportation Coordinator will ensure all transportation contractors comply with the drug and alcohol testing requirements of Policy 4219 pursuant to 49 CFR 382 et seq. and 49 CFR 40 et seq.

The school district shall maintain and retain all records as required by Federal regulation.

The Board requires all employees of the Board performing any safety-sensitive function to be free of drugs and alcohol and will test those employees who operate a commercial motor vehicle in accordance with 49 CFR 382 et seq. and 49 CFR 40 et seq. For the purpose of this Policy, "employee" means a person required to have a Commercial Driver's License (CDL) in the performance of their job responsibilities. Safety-sensitive functions as defined by 49 CFR 382.107 means any time from the time an employee begins to work or is required to be in readiness to work until the time the employee is relieved from work and all responsibility for performing work. Safety-sensitive functions shall include:

1. All time at the terminal, facility, other property, or on any public property, waiting to be dispatched, unless relieved from duty;
2. All time inspecting equipment as required by Federal law or otherwise inspecting, servicing, or conditioning any commercial motor vehicle, at any time;
3. All time spent at the driving controls of a commercial motor vehicle in operation;



4. All time, other than driving time, in or upon the commercial motor vehicle except time spent resting in an area defined as a sleeping berth;
5. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle or in giving or receiving receipts for shipments loaded and unloaded; and
6. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

The Omnibus Transportation Employee Testing Act of 1991 requires all operators of commercial motor vehicles subject to the CDL requirements to be tested for controlled substances and alcohol. Federal regulations of the U. S. Department of Transportation require that any employee using a CDL be required to submit to alcohol and controlled substance testing in accordance with 49 CFR 40.

The Board designates the Business Administrator ~~or Transportation Coordinator~~ as the Designated Employer Representative (DER) of the Board of Education. The Board may contract with a service agent to provide the testing services as required by Federal law. In the event the Board contracts with a service provider for transportation, the Board designee will ensure all transportation contractors comply with the drug and alcohol testing requirements of Policy 4219 pursuant to 49 CFR 382 et seq. and 49 CFR 40 et seq.

No employee at any work site will possess, manufacture, use, sell, or distribute any quantity of any controlled substance, lawful or unlawful, which in sufficient quantity could result in impaired performance, with the exception of substances administered by or under the instructions of a physician. No employee shall perform safety-sensitive functions within four hours after using alcohol and the district will not permit an employee that used alcohol within four hours of performing safety-sensitive functions to perform such functions if the district has actual knowledge of the use, in accordance with 49 CFR 392.5.

Violations

Any violation of this Policy may result in discipline, up to and including termination.



Prohibited Substances

The presence of any of the controlled substances, listed in 49 CFR 40.87, in the body, as evidenced by the results of the initial screening and subsequent confirmatory analysis provided in this Policy, is prohibited for any employee assigned to a classification covered by this Policy. All cutoff concentrations shall be in accordance with 49 CFR 40.87. All test results shall be measured against the cutoff concentrations outlined in 49 CFR 40.87.

Testing Procedures

All testing for controlled substances will be conducted in accordance with 49 CFR Part 40, Subparts A, B, C, D, E, F, G, H and I. The district will only test for drugs or classes of drugs in accordance with 49 C.F.R. 40.85. Testing for alcohol will be conducted in accordance with as 49 CFR Part 40, Subparts J, K, L, M and N.

Definitions

"Alcohol use" means the drinking or swallowing of any beverage, liquid mixture or preparation (including medication), containing alcohol.

"Aliquot" means a fractional part of a specimen used for testing. It is taken as a sample representing the whole specimen.

"Confirmatory drug test" means a second analytical procedure performed on an aliquot of the original specimen to identify and quantify the presence of a specific drug or drug metabolite.

"Confirmed drug test" means a confirmation test result received by a Medical Review Officer (MRO) from a laboratory.

"Controlled substances" means those substances identified in 49 CFR 40.85.

"CCF" means the Federal Drug Testing Custody and Control Form.

"Designated Employer Representative (DER)" is an employee of the district authorized to take immediate action(s) to remove employees from safety-sensitive duties, or cause employees to be removed from these covered duties, and to make required decisions in the testing and evaluation processes. The DER shall receive test results and other communications for the employer consistent with the requirements of this Policy and 49 CFR 40. Service agents cannot act as a DER.

"FMCSA" means Federal Motor Carrier Safety Administration.



"Initial drug test (also known as a "Screening drug test") means the test used to differentiate a negative specimen from one that requires further testing for drugs or drug metabolites.

"Initial specimen validity test" means the first test used to determine if a urine specimen is adulterated, diluted, substituted, or invalid.

"Medical Review Officer MRO)" is a licensed physician responsible for receiving and reviewing laboratory results generated by the district's drug testing program and evaluating medical explanations for certain drug test results.

"Possess" includes, but is not limited to, either in or on the driver's person, personal effects, motor vehicle or areas substantially entrusted to the control of the driver.

"Service agent" is any person or entity, other than an employee of the Board, who provides services specified under 49 CFR 40 to the Board.

"Substance Abuse Professional (SAP)" is a person who evaluates employees who have violated a Federal or State drug and alcohol regulation and makes recommendations concerning education, treatment, follow-up testing, and aftercare. An individual permitted to act as SAP must possess the credentials as outlined in 49 CFR 40 281.

"Work Site" means any motor vehicle, office, building, yard, or other location at which the driver is to perform work or any other school district property or at any school district event.

Categories of Testing

For the purpose of this Policy, the occurrence of the following circumstances/instances shall require an employee to submit to a controlled substance and alcohol screening:

1. Pre-Employment Testing

An individual who has applied for and has been selected to operate a Board vehicle shall, before beginning employment with the Board, submit to a controlled substance screening in conjunction with any required physical examination as per Policy 4160. Such screening shall be conducted in accordance with the procedures set forth in this Policy and 49 CFR 40. No individual receiving a positive confirmed test result will be employed by the Board.



An employer is not required to administer a controlled substances test required by 49 CFR 382.301(a) if:

- a. The employee has participated in a controlled substances testing program that met the requirements of 49 CFR 382 et seq. within the previous thirty days and while participating in that program either:
 - (1) Was tested for controlled substances within the past six months (from the date of application with the employer); or
 - (2) Participated in the random controlled substances testing program for the previous twelve months (from the date of application with the employer.
- b. The employee while participating in that program either:
 - (1) Was tested for controlled substances within the past six months (from the date of application with the employer); or
 - (2) Participated in the random controlled substances testing program for the previous twelve months (from the date of application with the employer.
- c. The DER must ensure that no prior employer, to the DER's knowledge, has records of a violation of a controlled substances testing program within the previous six months.

If an individual is so exempted, the DER shall contact the controlled substances testing programs in which the individual participated and shall obtain and retain from the testing program(s) the following information in accordance with 49 CFR 382.301(c):

- a. Name and address of the program;
- b. Verification of the individual's participation;
- c. Verification that the program conforms to federal guidelines;
- d. Verification the individual qualified under the law and did not refuse to be tested for controlled substances;
- e. The date the individual was last tested for controlled substances; and
- f. The results of any tests taken within the previous six months and any other violations.



In accordance with 49 CFR 382.301(d), the Board will conduct pre-employment alcohol tests before the first performance of safety-sensitive functions by a new employee or someone who has transferred to a position involving the performance of safety-sensitive functions. The alcohol test will be conducted after making a contingent offer of employment or transfer, subject to the employee passing the pre-employment alcohol test. All alcohol testing will be completed in accordance with 49 CFR 40 et seq.

An employee will not be offered employment and/or the transfer unless the result of the test indicates an alcohol concentration of less than 0.04.

An employee who has applied for and has been selected to operate a Board vehicle or any existing employee transferring into a new position requiring the new employee to operate a Board vehicle, shall submit a written consent authorizing the Board to obtain the following information from other employers who have employed the employee during any period during the two years before the date of the employee's application or transfer into the new position. The written consent from the employee will permit the DER to obtain the following information from previous Division of Transportation (DOT) regulated employers:

- a. Alcohol tests with a result of 0.04 or higher alcohol concentration;
- b. Verified positive drug tests;
- c. Refusals to be tested (including verified adulterated or substituted drug test results);
- d. Other violations of DOT agency drug and alcohol testing regulations; and
- e. With respect to any employee who violated a DOT drug and alcohol regulation, documentation of the employee's successful completion of DOT return-to-duty requirements (including follow-up tests). If this information is not available from the previous employer, the DER must seek to obtain this information from the employee.

The DER will obtain and review this information before the employee first performs safety-sensitive functions. If this is not feasible, the DER will not permit the employee to perform safety-sensitive functions after thirty days from the date the employee first performed safety-sensitive functions, unless the DER has obtained or made and documented a good faith effort to obtain this information.



2. Random Testing

Every employee shall submit to random alcohol and controlled substance testing on an unannounced and random basis resulting from the selection by a random generation methodology in accordance with 49 CFR 383.305(i). Random testing will be spread reasonably throughout any given calendar year.

The minimum annual percentage rate for random alcohol testing shall be ten percent of the average number of driver positions. The minimum annual percentage rate for random controlled substances testing shall be twenty-five percent of the average number of driver positions. These minimum annual percentage rates may be adjusted as determined by the FMSCA Administrator in accordance with 49 CFR 382.305.

Employees shall only be random tested when performing safety-sensitive functions or immediately prior to or immediately following the performance of safety-sensitive functions.

3. Post-Accident Testing

The involvement by an employee in a motor vehicle collision while operating a Board vehicle when such accident results in property damage or personal injury, may trigger a post-accident drug and alcohol test.

As soon as practical following an occurrence, the DER will require post-accident alcohol screening for each of the surviving drivers:

- a. Who was performing safety-sensitive functions with respect to a vehicle, if the accident involves the loss of human life; or
- b. Who receives a citation within eight hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved:
 - (1) Bodily injury to any person, who, as a result of the injury immediately receives medical treatment away from the scene of the accident; or



- (2) One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

- c. If the alcohol test is not administered within two hours following the accident, the DER will prepare and maintain on file a record stating the reasons the test was not promptly administered. If the alcohol test is not administered within eight hours following the accident, the DER shall cease attempts to administer the alcohol test and shall prepare and maintain the same record. Records shall be submitted to the FMCSA upon request.

As soon as possible following an occurrence, the district will require post-accident controlled substance screening for each of the surviving drivers:

- a. Who was performing safety-sensitive functions with respect to a vehicle, if the accident involves the loss of human life; or

- b. Who receives a citation with thirty-two hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved:
 - (1) Bodily injury to any person, who, as a result of the injury immediately receives medical treatment away from the scene of the accident; or

 - (2) One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

- c. If the controlled substance test is not administered within thirty-two hours following the accident, the DER shall cease attempts to administer the controlled substance test and shall prepare and maintain on file a record stating the reasons the test was not promptly administered. Records shall be submitted to the FMCSA upon request.

An employee driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit for testing. (An employee who is injured in an accident and requires medical care, shall submit to post-accident drug and controlled substance testing by the medical care facility providing the treatment or a designee of the Board if the facility is unable to provide the



testing). Nothing herein shall be construed to prevent the employee from leaving the scene of the accident for the period required to obtain necessary assistance or to obtain emergency medical care.

4. Reasonable Suspicion Testing

The DER shall require an employee to submit to an alcohol and/or controlled substance test when the employee is observed by a supervisor or school official who is trained in accordance with 49 CFR 382.603 and causes the observer to have reasonable suspicion to believe the employee has violated 49 CFR 382 et seq. Reasonable suspicion must exist to require the employee to undergo a test and must be based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee. The observations may include indications of the chronic and withdrawal effects of controlled substances.

Reasonable suspicion alcohol testing is authorized only if the required observations are made during, just preceding, or just after the period of the work day the employee is required to be in compliance with the testing requirements of 49 CFR 382 et seq.

Reasonable suspicion testing may be required of an employee while the employee is performing, just before the employee will perform, or just after the employee has ceased performing safety-sensitive functions.

If the alcohol test is not administered within two hours following the determination a reasonable suspicion test is required, the DER will prepare and maintain on file a record stating the reasons the test was not promptly administered. If the alcohol test is not administered within eight hours following the determination, the DER shall cease attempts to administer the alcohol test and shall state in the record the reasons for not administering the test.

No employee shall report for duty or remain on duty requiring the performance of safety-sensitive functions while the employee is under the influence of or impaired by alcohol, as shown by the behavioral, speech and performance indicators of alcohol misuse. The employee will also not be able to perform or continue to perform safety-sensitive functions until an alcohol test is administered and the employee's concentration measures less than 0.02 or twenty-four hours have elapsed following the determination that reasonable suspicion existed to require an alcohol test.



A written record of the observations leading to a reasonable suspicion test shall be made and signed by the supervisor and/or school official that made the observations. This record shall be made within twenty-four hours of the observed behavior or before the results of the test are released, whichever is earlier.

5. Return to Duty Testing

The district is not required to return an employee to a safety-sensitive position upon receipt of a confirmed drug and/or alcohol test. The DER may recommend to the Superintendent of Schools the employee's employment be terminated depending on the circumstances.

The DER shall ensure that before an employee returns to duty requiring the performance of a safety-sensitive function, the employee shall undergo a return to duty alcohol test indicating a breath alcohol concentration of less than 0.02 and a controlled-substances test with a result indicating a verified negative result for controlled-substances use as required in 49 CFR 40.305.

Employees permitted to return to duty are required to take return-to-duty tests and shall be evaluated by SAP. These employees must participate in an assistance program prescribed by the SAP and as required in 49 CFR 40 Subpart O.

The SAP will determine a written follow-up testing plan for any employee who has been permitted to return to work and has successfully complied with the SAP's recommendations for education and/or treatment. Such employees are subject to a minimum of six (6) unannounced, follow-up drug screening and alcohol tests over the following twelve (12) months. The testing shall not exceed forty-eight additional months. Alcohol follow-up testing shall be performed only when the employee is performing safety-sensitive functions or immediately prior to performing or immediately after performing safety-sensitive functions. All follow-up testing will be completed in accordance with 49 CFR 40.311.

The Board shall make the ultimate determination to return or not return an employee to a safety-sensitive position subject to any collective bargaining agreements, if any, or other legal requirements.



Medical Review Officer (MRO) Notifications

The Board shall employ or contract with an MRO who is a licensed physician (M.D. or D.O.) and shall designate the MRO as the individual responsible for receiving laboratory results generated by the testing program. The MRO shall have knowledge of controlled substances abuse disorders and have appropriate medical training to interpret and evaluate the employee's confirmed drug test results together with his/her medical history and other biomedical data. The MRO will perform all functions and responsibilities as required in 49 CFR 40.121.

Employer Notification

The MRO may report controlled substances test results to the DER by any means of communication; however, a signed, written notification must be forwarded within three business days of the completion of the MRO's evaluation. The MRO must report all drug test results to the employer. The MRO may use a signed or stamped and dated legible photocopy of Copy 2 of the CCF t report test results or a written report that must include, at a minimum, the information required in 49 CFR 40.163.

Split Specimen Tests

Split specimen testing will be conducted in accordance with 49 CFR 40 Subpart H. The MRO will notify the Superintendent of Schools or designee if split specimen testing is requested by the employee.

Designated Collection Facility

The Board shall designate the facility to be used for the collection of the specimen; provided, however, that the designated facility shall possess all required licenses and permits. The collection site will take place in a facility meeting the requirements of 49 CFR 40 Subpart D. The DER will ensure the collection site meets the security requirements of 49 CFR 40.43.

Designated Screening Laboratory

The Board shall designate the laboratory to which collected fluid samples will be forwarded for drug/alcohol screening. Drug testing laboratories must be certified by the Department of Health and Human Services (HHS) under the National Laboratory Certification Program (NLCP) for all testing required under 49 CFR 40. The laboratory will perform all responsibilities as required in accordance with 49 CFR 40 Subpart F.



Specimens

The normal screening methodology for controlled substances shall be urinalysis, collected by a trained representative of the Board with appropriate documentation at a site designated and approved by the Board. The presence of alcohol will be determined by an Alcohol Screening Device (ASD) or an Evidential Breath Testing Device administered by an individual certified in accordance with 49 CFR 40.211 and 49 CFR 40.213.

Refusal to Submit

An employee will be deemed as refusing to take a drug test as described in 49 CFR 40.191. As per 49 CFR 40.191, and individual refuses to take a drug test if he/she:

1. Fails to appear for any test (except a pre-employment test) within a reasonable time, as determined by the DER, consistent with applicable DOT agency regulations, after being directed to do so by the DER;
2. Fails to remain at the testing site until the testing process is complete. An employee who leaves the testing site before the testing process commences for a pre-employment test is not deemed to have refused to test;
3. Fails to provide a urine specimen for any drug test required by this Policy. An employee who does not provide a urine specimen because he or she has left the testing site before the testing process commences for a pre-employment test is not deemed to have refused to test;
4. Fails to permit the observation or monitoring of providing a specimen. In the case of a directly observed or monitored collection in a drug test;
5. Fails to provide a sufficient amount of urine when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure;



6. Fails or declines to take an additional drug test the DER of collector has directed the employee to take;
7. Fails to undergo a medical examination or evaluation, as directed by the MRO as part of the verification process, or as directed by the DER under 49 CFR 40.193(d). In the case of a pre-employment drug test, the employee is deemed to have refused to test on this basis only if the pre-employment test is conducted following a contingent offer of employment;
8. Fails to cooperate with any part of the testing process (e.g., refuses to empty pockets when so directed by the collector, behaves in a confrontational way that disrupts the collection process, fails to wash hands after being directed to do so by the collector);
9. Fails to follow the collection observer(s) instructions of which could be used to interfere with the collection process;
10. Possesses or wears a prosthetic or other device that could be used to interfere with the collection process; or
11. Admits to the collector or MRO he/she has adulterated or substituted the specimen.

If the MRO reports the employee had a verified adulterated or substituted test result, the result will be deemed refusal to take a drug test.

If an employee refuses to participate in a part of the testing process, the collector or MRO, must terminate the portion of the testing process, document the refusal on the CCF (including in the case of the collector, printing the employee's name on Copy 2 of the CCF), immediately notify the DER by any means (e.g., telephone or secure fax machine) that ensures that the refusal notification is immediately received. A referral physician (e.g., physician evaluating a "shy bladder" condition or a claim of a legitimate medical explanation in a validity testing situation), must notify the MRO, who in turn will notify the DER. In addition, the collector must note the refusal in the "Remarks" line (Step 2), and sign and date the CCF. The MRO must note the refusal by checking the "Refusal to Test" box (Step 6) on Copy 2 of the CCF, and add the reason on the "Remarks" line. The MRO must then sign and date the CCF. When the employee refuses to take a non-DOT test or to sign a non-DOT form, the employee has not refused to take a DOT test. There are no consequences under DOT agency regulations for refusing to take a non-DOT test.



Record of Negative Screening

An employee required to submit to an alcohol and/or controlled substance screening as provided in this Policy and whose screening results are negative may, at their option, have their personnel file documented to reflect the negative result.

Prescription Drugs

All bus drivers shall notify the DER of the use of any prescription drugs. The Board may require certification from the prescribing physician that the use of the prescription drug will not have an adverse effect on the driver's ability to properly perform safety-sensitive functions.

Consequences to Employees Engaging in Prohibited Conduct

An employee whose screening produces a positive result for a prohibited substance who is permitted to work:

1. Shall not be permitted to perform safety-sensitive functions;
2. Shall be advised by the DER of resources available to them in evaluating and resolving problems associated with the misuse of alcohol or the use of controlled substances;
3. Shall be evaluated by an SAP who shall determine what assistance, if any, is needed to resolve problems with alcohol or controlled substance use;
4. Undergo, before returning to duty, a return to duty alcohol test indicating a breath level of less than 0.02 if the conduct involved alcohol or a controlled substance test with a verified negative result;
5. If assistance was required, the employee must be evaluated by an SAP to determine that the employee has followed the rehabilitation program prescribed;
6. Be subject to unannounced follow up alcohol and/or controlled substance abuse testing;
7. Be subject to the disciplinary Policy and Regulations of the Board.



Return-to-Work Agreement

An employee who has been permitted to return to work and who fails to comply with any of the terms of a Return to Work Agreement, if provided at the employer's discretion, shall be subject to disciplinary action which may include termination.

Maintenance and Retention of Records

The DER shall maintain and retain all records as required by federal regulation. Records shall include at least the following:

1. Records Related to the Collection Process:
 - a. Collection logbooks (if used);
 - b. Documents related to the random selection process;
 - c. Calibration documentation for Evidential Breath Testing Devices (EBT's);
 - d. Documentation of Breath Alcohol Technician (BAT) training;
 - e. Documentation of reasoning for reasonable suspicion testing;
 - f. Documentation of reasoning for post-accident testing;
 - g. Documents verifying a medical explanation for the inability to provide adequate breath or urine for testing; and
 - h. Consolidated annual calendar year summaries.
2. Records Related to the Employee's Test Results:
 - a. Employer's copy of the alcohol test form, including results;
 - b. Employer's copy of the controlled substance test chain of custody and control form;



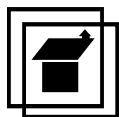
- c. Documents sent to the employer by the MRO;
 - d. Documentation of any employee's refusal to submit to a required alcohol or controlled substance test; and
 - e. Documents provided by an employee to dispute results of test.
3. Documentation of any other Violations of Controlled Substance Use or Alcohol Misuse Policies
4. Records Related to Evaluations and Training:
- a. Records pertaining to the SAP's determination of an employee's need for assistance;
 - b. Records concerning an employee's compliance with the SAP's recommendations, and records related to education and training;
 - c. Materials on drug and alcohol awareness, including a copy of the employer's policy on drug use and alcohol misuse;
 - d. Documentation of compliance with the requirement to provide employees with educational material, including an employee's signed receipt of materials;
 - e. Documentation of supervisor training; and
 - f. Certification that training conducted under this Policy complies with all requirements of the Policy.
5. Records Related to Drug Testing
- a. Agreements with collection site facilities, laboratories, MRO's and consortia;
 - b. Names and positions of officials and their role in the employer's alcohol and controlled substance testing program;
 - c. Monthly statistical summaries of urinalysis; and
 - d. The employer's drug testing policy and procedures.



6. Required Period of Retention:

Document to be maintained	Period required to be maintained
Alcohol test results indicating a breath alcohol concentration of 0.02 or greater	5 Years
Verified positive controlled substance test results	5 Years
Documentation of refusals to submit to required alcohol or controlled substance tests	5 Years
Calibration documentation	5 Years
Records related to the administration of the alcohol and controlled substances testing program, including records of all driver violations	5 Years
Driver evaluations and referrals	5 Years
A copy of each annual calendar year summary	5 Years
Records obtained from previous employers concerning alcohol and drug testing	3 Years
Records related to the alcohol and controlled substances collection process (except calibration of evidential breath testing devices)	2 Years
Records related to negative and canceled controlled substance test results	1 Year
Alcohol test results indicating a breath alcohol concentration less than 0.02	1 Year
Records related to the education and training of breath alcohol technicians, screening test technicians, supervisors, and drivers shall be maintained by the employer while the individual performs the functions which require the training and for two years after ceasing to perform those functions	Indefinite time period

Other specific types of records shall be maintained in accordance with 49 CFR 382.401.



7. Location of Records

All required records shall be maintained in accordance with Policy 8320. Records shall be made available for inspection at the Board Offices within two business days after a request has been made by an authorized representative of the FMCSA.

8. Annual Calendar Year Summary

The DER shall prepare and maintain an annual calendar year summary of the results of its alcohol and substance abuse testing programs. The summary shall be completed no later than March 15 of each year covering the previous calendar year. The DER upon request of the FMCSA will provide the annual summary to that agency in the required format.

9. Employee Information Program

The Board will provide an employee information program. The DER will be responsible for implementing the program and shall insure that each employee receives information in the manner specified below:

- a. By receiving a copy of this Policy and any subsequent revisions.
- b. The DER will provide written notice to employees of the following information:
 - (1) The identity of the person designated by the employer to answer employee questions about the materials;
 - (2) Which employees are subject to the alcohol misuse and controlled substance requirements;
 - (3) Explanation of what constitutes a safety-sensitive function, so as to make clear what period of the work day the employee is required to be in compliance;
 - (4) Specific information concerning employee conduct that is prohibited;



- (5) The circumstances under which an employee will be tested for alcohol and/or controlled substances;
- (6) The procedures that will be used to test for the presence of alcohol and controlled substances;
- (7) The requirement that an employee submit to alcohol and controlled substance tests;
- (8) An explanation of what constitutes a refusal to submit to an alcohol or controlled substance test;
- (9) The consequences for employees found to have violated the prohibitions of this Policy, including the immediate removal of the employee from safety-sensitive functions;
- (10) The consequences for employees found to have an alcohol concentration level of 0.02 or greater but less than 0.04;
- (11) Information concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life. Signs and symptoms of an alcohol or controlled substances problem, and available methods of intervening when an alcohol or a control substances problem is suspected, including confrontation, referral to any employee assistance program and or referral to management.

Omnibus Transportation Employee Testing Act of 1991

49 CFR 40 et seq.

49 CFR 382 et seq.

49 CFR 395.2

Adopted: 7 December 2009

Revised: 01 April 2019

Revised:



5517 SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building security and field trip security measures are important for the safety and welfare of all students, staff, parents, and community members in school buildings. In recognizing this important responsibility, the Principal or designee may require students to carry school district issued identification cards (Identification Card).

An Identification Card will be issued to all students in elementary schools (field trips only), middle schools (field trips only), and high school.

The Principal or designee may require a high school student to present their Identification Card at any time during the school day or at any time during a school-sponsored activity on school grounds.

Notwithstanding any provision of this Policy, the Principal or designee may also require students carry an Identification Card at any school-sponsored, off-campus activity, including but not limited to, field trips or interscholastic sports programs (Coaches will have picture identification for each student) pursuant to N.J.S.A. 18A:36-43a. The provisions of this Policy shall not be construed to require a student to carry the Identification Card while participating in an athletic contest or competition, an activity involving fine arts or performing arts, or any other activity that the Commissioner of Education determines does not require the physical possession of an Identification Card. An Identification Card used in accordance with N.J.S.A. 18A:36-43a shall include, but need not be limited to, the following information: the student's name; an up-to-date photograph; and the current school year.

Any student who fails to have the Identification Card in their possession or fails to present it when required may be denied access to an event or activity and may be subject to appropriate discipline.

An Identification Card issued in accordance with this Policy shall not be considered a government record pursuant to P.L. 1963, c.73 (N.J.S.A. 47:1A-1 et seq.), P.L. 2001, c.404 (N.J.S.A. 47:1A-5), or the common law concerning access to government records.

N.J.S.A. 18A:36-43

Adopted:



6112 REIMBURSEMENT OF FEDERAL AND OTHER GRANT EXPENDITURES

The Cash Management Improvement Act (CMIA) and related Federal regulations require a State to minimize the time elapsing between the transfer of funds from the United States Treasury and the expenditure of funds for program purposes. This requirement applies to grantees such as the State of New Jersey and their subgrantees, such as a school district. The State of New Jersey and school districts must assure funds have been, or will be, spent within a minimal amount of time after having been drawn from the Federal government.

In accordance with this requirement, the New Jersey Department of Education (NJDOE) has implemented a reimbursement request system of payment. The procedures as outlined in the New Jersey Department of Education Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures shall be followed by school districts in submitting reimbursement requests. Reimbursement requests for entitlement grant awards under **the Every Student Succeeds Act (ESSA) Titles I, II-A, II-D, III, III-Immigrant, IV and V of the No Child Left Behind Act (NCLB), the Individuals with Disabilities Education Act (IDEA), and the Carl D. Perkins Career and Technical Education Improvement Act of 2006, and any other program designated by the NJDOE** shall be made using the NJDOE’s Electronic Web-Enabled Grant (EWEG) System.

Reimbursement requests by the School Business Administrator/Board Secretary or designee shall be made for individual titles and awards using the payment functionality of the EWEG system. ~~Reimbursement requests shall be made for individual titles and awards and~~ Only one reimbursement request per month may be submitted for an individual title, ~~or award~~ **or subgrant**. Reimbursement requests may only be for expenditures that have already occurred or will occur **within three business days of receipt of funds**. ~~by the last calendar day of the month in which the request is made.~~

The submission of a reimbursement request constitutes a certification by the School Business Administrator/Board Secretary that the school district has previously made the appropriate expenditures and/or will make the expenditures **within three business days of receipt of funds** ~~by the last calendar day of the month in which the request is made~~ and that the expenditures are allowable and appropriate to the cost objective(s) of the subgrant. ~~Reimbursement requests must be in accordance with approved grant applications.~~

The Superintendent ~~of Schools~~ or designee is responsible for submitting an amendment application to the NJDOE for approval if a new budget category for which no funds were previously budgeted or approved has been created. The Superintendent ~~of Schools~~ or designee is responsible for submitting an amendment application to the NJDOE for approval if cumulative transfers among expenditure categories exceed ten percent of the total award. ~~or \$50,000 for IDEA, Perkins, and NCLB (per title);~~



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~~whichever is less.~~ **The Superintendent or designee is responsible for monitoring the cumulative ten percent level of fiscal change.**

Reimbursement requests must be in accordance with approved grant applications. A reimbursement request may be submitted at any time after the subgrant has received final NJDOE approval. Reimbursement requests submitted at least ten business days before the end of the month but no later than the fifteenth day of the month will be reviewed and, if approved, processed for payment the first business day of the following month. School districts will normally receive payment by the fifth business day of the month and will be able to track the grant's payment history in EWEG through the payments link of the grant application.

Reimbursement requests must contain a brief description of the expenditures for which reimbursement is being requested. Individual line items need not be detailed. Expenditures must be supported by documentation at the school district level but should not be submitted to the NJDOE with a reimbursement request. The Superintendent ~~of Schools~~ or designee is responsible to maintain supporting documentation for seven years and for making it available to the NJDOE, the United States Department of Education, and/or their authorized representatives upon request. Documentation for salary expenditures is subject to the requirements of the **Federal Uniform Grant Guidance** applicable ~~Federal Office of Management and Budget Circular: A-21, "Cost Principles for Educational Institutions;" A-87, "Cost Principles for State, Local, and Indian Tribal Governments;" A-122, "Cost Principles for Non-Profit Organizations;" and Education Department General Administrative Regulations (EDGAR).~~ Documentation for all other expenditures must include evidence that the expenditures are allowable costs and of the relationship of the expenditure to the subgrant's cost objectives.

The NJDOE staff will review reimbursement requests to determine **that** they meet the subgrant's criteria. When a reimbursement request is approved or denied, the school district will receive an email notification through the EWEG system. Approval of a reimbursement request by NJDOE does not imply approval of the expenditures as allowable or appropriate to the subgrant's cost objectives as the approval of expenditures will continue to be processed through the final report. The School Business Administrator/Board Secretary or designee assumes responsibility for assuring that all funds requested through the EWEG system either have already been expended, or will be expended **within three business days of receipt of funds.** ~~according to the requirements of the CMIA.~~

New Jersey Department of Education Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures –**March 2014** ~~July 2008~~

Adopted: 1 November 2010

Revised:



R 6112 REIMBURSEMENT OF FEDERAL AND OTHER GRANT EXPENDITURES

The State of New Jersey and school districts must assure certain Federal and other grant funds have been, or will be, spent within a minimal amount of time after having been drawn from the Federal government. In accordance with this requirement, the New Jersey Department of Education (NJDOE) has implemented a reimbursement request system of payment **for grant awards**. The procedures outlined in this Regulation are to be followed by school districts in submitting reimbursement requests. Reimbursement requests for entitlement grant awards under **the Every Student Succeeds Act (ESSA), Titles I, II A, II D, III, III Immigrant, IV and V of the No Child Left Behind Act (NCLB), the Individuals with Disabilities Education Act (IDEA), and the Carl D. Perkins Career and Technical Education Improvement Act of 2006, and any other program designated by the NJDOE** shall be made using the NJDOE's Electronic Web-Enabled Grant (EWEG) System.

A. Definitions

1. "Cost objective" means a function, organizational subdivision, contract, grant, or other activity for which cost data are needed and for which costs are incurred.
2. "Grant" means an award of financial assistance by the Federal government to the State of New Jersey, Department of Education or funds NJDOE receives from the State legislature to be awarded to eligible subgrantees.
3. "Grantee" means the State of New Jersey, Department of Education, to which a grant is awarded by the Federal government.
4. "Subgrant" means an award of financial assistance to an eligible subgrantee, in this case, awards by the State of New Jersey, Department of Education to local education agencies or other eligible entities.
5. "Subgrantee" means the local education agency, school district, or other legal entity to which a subgrant is awarded and which is accountable to the State of New Jersey, Department of Education for the use of funds provided.

B. Procedures

1. Functionality

- a. The School Business Administrator/Board Secretary or designee will submit reimbursement requests using the payment functionality of the EWEG system.



- b. The payment functionality ~~is will be~~ enabled upon final NJDOE approval of the subgrant application through the EWEG system.

2. Submission of Reimbursement Requests

- a. The School Business Administrator/Board Secretary or designee will make reimbursement requests for individual titles and awards. Therefore, reimbursement requests for ~~ESSA NCLB~~ will be made for each individual title. Reimbursement requests for IDEA must be made separately for Basic and Preschool as well as for the Perkins Secondary and Perkins Post-Secondary grant funds. Only one reimbursement request per month may be submitted for an individual title, ~~or~~ award, **or subgrant**.

- b. Reimbursement requests may only be for expenditures that have already occurred or will occur **within three business days of receipt of funds.** ~~by the last calendar day of the month in which the request is made.~~ The following examples are based upon the schedule in Section C. below.

- (1) The school district has ordered and received supplies and has paid the vendor. The school district may request reimbursement.

- (2) The school district has ordered and received equipment but has not yet paid the vendor. The school district expects payment to be made on the ~~last day~~ **seventh** of the **following** month, following the monthly Board meeting. The school district may request reimbursement **since the school district will make payment within three business days of receipt of funds.**

- (3) The school district makes salary payments on the fifteenth and last day of each month. In a given month, the school district may request reimbursement for payroll expenditures actually made during the month and for the payroll scheduled for the last day of the month **because the school district will make payroll expenditure within three business days of receiving the funds** The school district may not request reimbursement in anticipation of subsequent pay dates, **that is, those occurring more than three business days after receiving funds.** ~~in the following month.~~



- (4) The school district is responsible for payment of health benefits to its provider on a quarterly basis. The subgrantee may request reimbursement prospectively if payment to the provider will be made **within three business days of receipt of funds** ~~during the calendar month in which reimbursement is requested.~~ **If payment to the provider is made at the end of the month; however, the school district must request reimbursement during the month following payment.**
- (5) The school district is responsible for reimbursing the State of New Jersey for pension and social security payments made on behalf of employees paid with Federal funds. For members of the Teachers' Pension and Annuity Fund (TPAF), school districts shall reimburse the State no later than November. The request for reimbursement for pension and social security contributions for members of TPAF should be made at the time the school district will make payment to the State. For members of the Public Employees Retirement System or other State pension systems, the school district should request reimbursement at the time payments are due to the State for pension contributions and to the Internal Revenue Service for Social Security contributions. The school district should not include fringe benefit calculations in their regular salary reimbursement requests.
- c. The submission of a reimbursement request constitutes a certification by the School Business Administrator/Board Secretary that the school district has previously made the appropriate expenditures and/or will make the expenditures **within three business days of receipt of funds.** ~~by the last calendar day of the month in which the request is made.~~ The submission of a reimbursement request also constitutes a certification that the expenditures are allowable and appropriate to the cost objective(s) of the subgrant.
- d. Reimbursement requests must be in accordance with approved grant applications.
- (1) The Superintendent ~~of Schools~~ or designee is responsible for submitting an amendment application to the NJDOE for approval if a new budget category for which no funds were previously budgeted or approved has been created.



- (2) The Superintendent ~~of Schools~~ or designee is responsible for submitting an amendment application to the NJDOE for approval if cumulative transfers among expenditure categories exceed ten percent of the total award. ~~or \$50,000 for IDEA, Perkins, and NCLB (per title), whichever is less.~~ The Superintendent ~~of Schools~~ or designee is responsible for monitoring the cumulative ten percent level of fiscal change

C. Processing Timelines

1. Reimbursement requests may be submitted at any time after the subgrant has received final NJDOE approval. No more than one reimbursement request may be submitted per month for any one subgrant. ~~Reimbursement may be made for expenditures that have already occurred or will occur by the last calendar day of the month in which the request is submitted.~~
2. Reimbursement requests submitted at least ten business days before the end of the month but no later than the fifteenth day of the month will be reviewed and, if approved, processed for payment the first business day of the following month. School districts will normally receive payment by the fifth business day of the month and will be able to track the grant's payment history in EWEG through the payments link of the grant application.

D. Content of Reimbursement Requests

1. Reimbursement requests must contain a brief description of the expenditures for which reimbursement is being requested. Individual line items need not be detailed.
 - a. Example - \$8,750 is being requested in the 100 function code. The description is "salaries and instructional supplies."
2. Expenditures must be supported by documentation at the school district level. This documentation should not be submitted to the NJDOE with a reimbursement request. The Superintendent ~~of Schools~~ or designee is responsible to maintain supporting documentation for seven years and for making it available to the NJDOE, the United States Department of Education, and/or their authorized representatives upon request.



3. Documentation for salary expenditures is subject to the requirements of the **Federal Uniform Grant Guidance**, applicable ~~Federal Office of Management and Budget Circular: A-21, "Cost Principles for Educational Institutions;" A-87, "Cost Principles for State, Local, and Indian Tribal Governments;" A-122, "Cost Principles for Non Profit Organizations;" and Education Department General Administrative Regulations (EDGAR).~~ Documentation for all other expenditures must include evidence that the expenditures are allowable costs and of the relationship of the expenditure to the subgrant's cost objectives.

E. Review and Approval of Reimbursement Requests

1. NJDOE staff will review reimbursement requests to determine that they meet the subgrant's criteria, including but not limited to the following:
 - a. Adequate description of the expenditures is provided;
 - b. No new budget category has been created; and
 - c. The reimbursement request does not exceed the allowable threshold for an amendment as a result of cumulative transfers among expenditure categories.
2. When a reimbursement request is approved or denied, the school district will receive an email notification through the EWEG system.
3. Approval of a reimbursement request by NJDOE does not imply approval of the expenditures as allowable or appropriate to the subgrant's cost objectives. Approval of expenditures will continue to be processed through the final report. The School Business Administrator/Board Secretary **or designee** assumes responsibility for assuring that all funds requested through the EWEG system either have already been expended, or will be expended **within three business days of receipt of funds**, ~~according to the requirements of the CMIA.~~

Issued: 1 November 2010

Revised:



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6620 PETTY CASH

The Board of Education authorizes the establishment of petty cash funds in accordance with this policy. The Board directs the implementation of appropriate controls to protect the funds from abuse.

The Board hereby establishes imprest petty cash funds in the care of the following persons and in the following amounts:

Account	Amount	Maximum Disbursement	Custodian	Required Signatures
Districtwide	\$500	None \$50	Assistant Business Administrator	School Business Administrator or Assistant Business Administrator
Hawes Elementary School	\$500	\$150 \$50	School Secretary	Principal and Secretary
Orchard Elementary School	\$500	\$150 \$50	School Secretary	Principal and Secretary
Ridge Elementary School	\$500	\$150 \$50	School Secretary	Principal and Secretary
Somerville Elementary School	\$500	\$150	School Secretary	Principal and Secretary
Travell Elementary School	\$500	\$150 \$50	School Secretary	Principal and Secretary
Willard Elementary School	\$500	\$150 \$50	School Secretary	Principal and Secretary
Benjamin Franklin Middle School	\$1,500 \$1,000	\$150 \$50	School Secretary	Principal or AP and Secretary
George Washington Middle School	\$1,500	\$150	School Secretary	Principal or AP and Secretary
Ridgewood High School	\$1,000	\$150 \$50	School Secretary	Principal or AP and Secretary
Infant/Toddler	\$500	\$150 \$50	Special Services Secretary	Supervisor of Special Programs and Business Administrator



Petty cash funds may be disbursed only for the immediate payment of comparatively small expenditures and may not be used to circumvent the regular purchasing procedures of this district. Each request for petty cash funds must be in a written document that is signed by the person making the request; supporting documents, if any, will be affixed to the request.

The custodian of a petty cash fund shall submit to the Board Secretary a request for replenishment when the moneys available in the fund have declined to ten percent or less of the authorized amount of the fund. The Board Secretary shall prepare a voucher for approval by the Board. The voucher will include disbursement slips to support the amount of the replenishment and its allocation to any account.

The petty cash box must be secured daily. All petty cash funds will be closed out for audit at the end of the school year, and unused funds will be returned to the depository. The custodian of each fund will report to the Board on amounts disbursed from the fund not less than once each year.

N.J.S.A. 2C:21-15

N.J.S.A. 18A:19-13; 18A:23-2

N.J.A.C. 6A:23-2.9 et seq.

Adopted: 7 December 2009

Revised:



7440 SCHOOL DISTRICT SECURITY

The Board of Education believes the buildings and facilities of the school district represent a substantial community investment. The Board directs the development and implementation of a plan for school district security to protect the school community's investment in the school buildings and facilities. **The Board will comply with the security measures required in N.J.S.A. 18A:7G-5.2 for new school construction and for existing school buildings.**

The school district security program will include: maintenance of facilities that are secure against unwelcome intrusion; protection against fire hazards and faulty equipment; and compliance with safe practices in the use of electrical, plumbing, heating, and other school building equipment. The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

The Board shall provide to local law enforcement authorities a copy of the current blueprints and maps for all schools and school grounds within the school district or nonpublic school. In the case of a school building located in a municipality in which there is no municipal police department, a copy of the blueprints and maps shall be provided to an entity designated by the Superintendent of the New Jersey State Police. The Board shall provide revised copies to the applicable law enforcement authorities or designated entities any time that there is a change to the blueprints or maps.

The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency pursuant to N.J.S.A. 18A:41-10 through 13.

The Superintendent of Schools shall designate a school administrator, or a school employee with expertise in school safety and security, as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3. The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist certification in accordance with the provisions of N.J.S.A. 18A:17-43.2. The School Safety Specialist shall also serve as the school district's liaison with local law enforcement and national, State, and community agencies and organizations in matters of school safety and security.

Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.



Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.

In accordance with N.J.S.A. 18A:7G-5.2.b.(15), propping open doors to buildings on school grounds is strictly prohibited and students and staff shall not open a door for any individual. All persons seeking entry into the main building shall be directed to the main entrance.

Building records and funds shall be kept in a safe place and secured as appropriate and necessary.

Protective devices designed to be used as safeguards against illegal entry and vandalism may be installed when appropriate. The Board may approve the employment of school resource officers, school security officers, and/or law enforcement officers in situations in which special risks are involved.

N.J.S.A. **18A:7G-5.2**; 18A:17-43.1; 18A:17-43.2; 18A:17-43.3;
18A:41-7.1; 18A:41-10; 18A:41-11; 18A:41-12; 18A:41-13
N.J.A.C. 6A:16-1.3; 6A:26-1.2

Adopted: 7 December 2009
Revised: 5 March 2018
Revised: 1 April 2019
Revised:



R 7440 SCHOOL DISTRICT SECURITY

A. Definitions

“Access” means authorized access to a school building or school grounds through the use of a Board-approved key control system.

“Key control system” means the use of a key, card, code, or any other means to disengage a locking mechanism to provide entry to a school building or school grounds.

“Panic alarm” means a silent security system signal generated by the manual activation of a device intended to signal a life-threatening or emergency situation requiring a response from law enforcement.

“School buildings” and “school grounds” means and includes land, portions of land, structures, buildings, and vehicles, when used for the provision of academic or extracurricular programs sponsored by the school district or community provider and structures that support these buildings, such as school district wastewater treatment facilities, generating facilities, and other central service facilities including, but not limited to, kitchens and maintenance shops. “School buildings” and “school grounds” also includes athletic stadiums; swimming pools; any associated structures or related equipment tied to such facilities including, but not limited to, grandstands; night field lights, greenhouses; garages; facilities used for non-instructional or non-educational purposes; and any structure, building, or facility used solely for school administration. “School buildings” and “school grounds” also includes other facilities such as playgrounds; and other recreational places owned by local municipalities, private entities, or other individuals during those times when the school district has exclusive use of a portion of such land in accordance with N.J.A.C. 6A:16-1.3 and 6A:26-1.2.

B. Access to School Buildings and School Grounds

1. Access to school buildings and grounds during the school day will be permitted to all students enrolled in the school and all authorized school staff members, and visitors pursuant to Policy and Regulation 9150.
2. Access to school buildings and grounds before and after the school day will be permitted to:
 - a. Members of the Board of Education;



- b. Administrative and supervisory staff members, teaching staff members, and support staff members assigned to a school building or grounds in the performance of their duties;
 - c. Other school staff members in the performance of their professional responsibilities;
 - d. Students involved in interscholastic athletics, co-curricular, extra-curricular activities, and authorized spectators;
 - e. Members of organizations granted the use of school premises pursuant to Policy and Regulation 7510;
 - f. Police officers, fire fighters, health inspectors, and other agents of Federal, State, and local government in the performance of their official duties;
 - g. Members of the public present to attend a public Board of Education or public school-related function; and
 - h. Others authorized by the Superintendent or designee and/or by Board Policy.
3. All visitors to a school building during a school day will be required to register their presence in the school and comply with the provisions of Policy and Regulation 9150. The school's registration and sign-in procedures may include the use of a school visitor management system requiring the visitor to present acceptable identification to access the school building.
 4. Signs will be conspicuously posted to inform visitors of the requirement to register their presence into the building.
- C. Key Control System for Access to School Buildings and Facilities
1. School staff members will be provided access to a school building using the school's key control system as follows:
 - a. Teaching staff members and support staff members will be provided access using the school's key control system to the school building and to other facilities on school grounds to which they require access for the performance of their professional duties.



- (1) The Building Principal will determine the school staff members who shall be provided access to facilities within the school building and on school grounds.
 - (2) The Superintendent or designee will determine the district administrators, supervisors, and other staff members who shall be provided access to facilities within the school building and on school grounds.
2. School staff members provided access to a school building or other facilities on school grounds shall be responsible for ensuring their key control system authorization is not shared with another individual without prior approval of the Principal or designee for school staff members, or the Superintendent or designee for district staff members. Staff members are prohibited from permitting their key control system authorization to be used by another person unless prior approval is obtained from the Principal or designee at the building level and Superintendent or designee at the district level or in the event of an emergency.
 3. A staff member's loss of a key, card, or any other device authorizing the staff member access to a school building or a facility on school grounds must be immediately reported to the Principal or Superintendent or designee. The staff member who loses a key, card, or any such access device may be responsible for the replacement cost.

D. School Building Panic Alarm or Emergency Mechanisms (N.J.S.A. 18A:41-10 through 13)

1. **Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency including, but not limited to, a non-fire evacuation, lockdown, or active shooter situation.**
2. **The alarm shall be directly linked to local law enforcement authorities or, in the case of a school building located in a municipality in which there is no municipal police department, a location designated by the Superintendent of the New Jersey State Police.**
3. **The alarm shall be capable of immediately transmitting a signal or message to such authorities outlined in D.2. above upon activation.**



4. **The alarm shall not be audible within the school building.**
5. **Each panic alarm required under N.J.S.A. 18A:41-11 and Policy and Regulation 7440 shall:**
 - a. **Adhere to nationally recognized industry standards, including the standards of the National Fire Protection Association and Underwriters Laboratories; and**
 - b. **Be installed solely by a person licensed to engage in the alarm business in accordance with the provisions of N.J.S.A. 45:5A-27.**
6. **The school district may equip its elementary and secondary school buildings with an emergency mechanism that is an alternative to a panic alarm if the mechanism is approved by the New Jersey Department of Education.**

E. D. Staff Member Responsibilities

1. Staff members should not bring to school valuable personal items that cannot be in the staff member's personal possession at all times. The Board of Education is not responsible for a staff member's personal possession in the event the item is lost, stolen, misplaced, damaged, or destroyed.
2. In the event a staff member observes a student has a valuable item in school, the staff member will report it the Principal or designee. A valuable item may include, but is not limited to, an unusually large amount of money, expensive jewelry or electronic equipment, or any item that is determined by the Principal or designee to be valuable to a student based on the student's age.
 - a. The Principal or designee may contact the student's parent and request the parent come to school to retrieve the valuable item;
 - b. The Principal or designee may secure the valuable item and return it to the student at the end of the school day and inform the student and the parent not to bring the valuable item to school in the future; or
 - c. The Principal or designee will permit the student to maintain the valuable item and inform the student and the parent not to bring the valuable item to school in the future.



- d. The Board of Education is not responsible for a student's personal possession in the event the item is lost, stolen, misplaced, damaged, or destroyed when in the possession of the student.
3. Teaching staff members shall close classroom windows and shut and lock classroom doors when leaving at the end of the school day; shut and lock classroom doors during the school day when the room is not going to be in use after their assignment, and report immediately to the Principal or designee any evidence of tampering or theft.
4. Custodians shall, at the end of the work day, conduct a security check of the building to make certain that all windows are closed and all office, classroom, and building doors are shut and locked, except as such doors may be required to be open for persons with access.
5. Office personnel shall take all reasonable precautions to ensure the security of all school and district records and documents against unauthorized access, deterioration, and destruction.

~~F. E.~~ School Safety Specialist

1. The Superintendent of Schools shall designate a school administrator, or a school employee with expertise in school safety and security, as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3.
2. The School Safety Specialist shall:
 - a. Be responsible for the supervision and oversight for all school safety and security personnel, policies, and procedures in the school district;
 - b. Ensure that these policies and procedures are in compliance with State law and regulations; and
 - c. Provide the necessary training and resources to school district staff in matters relating to school safety and security.
3. The School Safety Specialist shall also serve as the school district's liaison with law enforcement and national, State, and community agencies and organizations in matters of school safety and security.



4. The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist Certification in accordance with the provisions of N.J.S.A. 18A:17-43.2.

G.F. Summoning Law Enforcement Authorities

1. Law enforcement authorities will be summoned promptly whenever evidence is discovered that indicates: a crime has been committed on school premises or in the course of staff or student transportation to or from school; a break and entry may have occurred on school grounds; a deadly weapon is on school premises; a breach of the peace has occurred on school premises; for any reason required in the Memorandum of Understanding between the Board of Education and Law Enforcement and in accordance with Policy and Regulation 9320; or for any other reason there is concern about the health, safety and welfare of persons on school grounds or school property.
2. **Anytime** ~~A call to~~ law enforcement agents **are summoned in accordance with G.1. above, will be reported to the Superintendent will be notified** as soon as possible. ~~, along with the reason(s) for which the call was made and the outcome of the incident.~~

Issued: 5 March 2018
Revised: 1 April 2019
Revised:



R 7510 USE OF SCHOOL FACILITIES

The Board of Education believes that the buildings and facilities of the public schools should be available to the citizens of the community to the greatest possible extent consistent with the most effective use of school facilities for school purposes and the educational program, State statutes, and the responsibility of the Board for the maintenance of the buildings and facilities.

Regulations for the use of school facilities by outside persons and groups shall be established by the Superintendent of Schools and approved by the Board of Education. These regulations shall be printed on the district's "Application for Use of School Facilities," and shall apply to all users issued permits for use of school facilities.

In accordance with New Jersey State Statute, no use of the schools shall be granted which will in any way interfere with the most effective use of school facilities for school purposes. Activities that are part of the educational program take precedence over activities sponsored by non-school organizations.

The Board recognizes that the demand for use of some facilities exceeds availability. The Board also recognizes that overuse -- use beyond the capacity of limited maintenance resources to restore -- can lead to permanent damage to facilities. Therefore, the Superintendent of Schools shall establish and the Board shall approve classifications of users to serve as priority guidelines in granting permits for use of facilities as well as appropriate restrictions on use.

Classifications of Users

Class A (Priority User)

- Groups and organizations directly affiliated with the Ridgewood Public Schools, Ridgewood students and staff, as approved by the School Business Administrator/Board Secretary.

Class B

- Nonprofit organizations whose primary purpose is to serve youth on a community-wide basis.
- Village government and other officially approved recreation activities sponsored by groups of the Village government.
- **Nonprofit** groups that sponsor fund raising events wherein the entire proceeds, less expenses, go to assist Ridgewood Public School students.



Not-for-Profit Status - Groups qualifying as Class B users seeking to avoid rental fees (other than government or organizations recognized by the Ridgewood Fields Policy) are required to provide evidence of compliance with not-for-profit federal tax regulations. Copies of current Internal Revenue Service filings (Form 990) serves as documentation of this status. Groups that have recently sought federal not-for-profit status and have not yet filed an initial Form 990, may provide other evidence of registration to the Business Administrator. Groups that are unable to provide not-for-profit documentation may still rent the facilities as Class C organizations at the District's published rates if they comply with all other regulations.

All Groups using District facilities (regardless whether they are Class B or Class C organizations) must submit documentation of their not-for-profit status if they indicate in their advertising that donations received are tax-deductible charitable gifts.

TRANSITIONAL PROVISIONS: The evidence of not-for-profit status is effective for all events after January 1, 2020.

Class C

- Community, civic, social, educational, cultural, recreation, professional groups, and any other groups not specifically referenced herein.

Charges

Class A

No charge

Class B

Groups will assume the cost of any custodians, assigned faculty advisor, lighting crew, and any other fees incurred by the school district as a result of their use of the auditorium.

Class C

Rental fee and groups will also assume the cost of custodians, assigned faculty advisor, lighting crew, and any other fees incurred by the school district as a result of their use of facilities.

- **Facilities not Available to Outside Groups:**
The Frederick J. Stokely Little Theatre, the Murray Colosimo Campus Center, the television studio, the music rooms, the World Language Lab, the computer labs, and any other space the administration deems necessary at Ridgewood High School are for



student use only and are not available to any other groups. The Heritage Celebration and Super Science Saturday, co-sponsored by the Village and the Board of Education, will be grandfathered.

Charges: Charges are based on classification of user as defined above.

- **Custodial Overtime:**

N.J.A.C. 34:7-1 requires that a custodian who has a Black Seal License be on duty whenever a building is in use. If a facility is to be used outside of normally scheduled working hours, a custodian will be assigned on an overtime basis and the cost will be billed to the using group.

Groups using facilities outside of normally scheduled working hours will be billed for the custodian's overtime plus 10% to cover heat, light, administrative costs, and other expenses resulting from such use.

- **Payment of Fees:**

Rental fees will be billed after the use of facilities and are payable within thirty days. Payment in advance may be required at the discretion of the Assistant Business Administrator.

- **Liability Insurance:**

Certificate of Insurance must be produced prior to the issuance of the permit. The certificate of insurance must name the Ridgewood Board of Education as the named insured.

The Superintendent of Schools shall review and update the schedule of fees which will be approved by the Board each year at the Reorganization Meeting.

Outside sports organizations that use the facilities must provide a Statement of Compliance with the Ridgewood Board of Education's policy(ies) for management of concussions and other head injuries, including Policy No. 2431.4, and shall represent all of its coaches (head and assistant coaches) have received a copy of such policy(ies) and have successfully completed a course in concussion awareness, such as the Centers for Disease Control and Prevention's "Heads-Up: Concussion in Youth Sports" or the National Federation of State High School Association's "Concussion in Sports: What You Need to Know." The organizations shall provide copies of the coaches' certificates of completion of the appropriate concussion awareness course(s) upon request.



A. Application Procedures

1. Application must be made in writing and on the form supplied by the school district. The form is available in the office of the Business Administrator.
2. Application for use of school facilities must be submitted to the Business Administrator not less than 30 working days before the date of requested use. A use that requires the approval of the Board must be submitted not less than 60 working days prior to a regular Board meeting.
3. The application must be signed by an adult representative of the requesting organization, who will be considered by the Board to be an agent of the organization.
4. The application must include all the facilities that the applicant wishes to use and all the dates and times of the requested use. Approval of any application is limited to the facilities, dates, and times expressly requested on the application. Approval does not include the privilege of additional rehearsal time or the use of rooms or buildings not expressly requested.
5. The application must include all the equipment and supplies that the applicant wishes to include in the use, pursuant to Policy No. 7520, Loan of School Equipment.

B. Approval

1. The Business Administrator of his/her designee will review each application and check the school calendar to determine whether the facility requested is available at the date and time requested, that is, the facility has not been scheduled
 - a. For use in the instructional or co-curricular program,
 - b. For maintenance, repair, or capital improvement, or
 - c. For use by another organization.
2. If the facility is not available for use, the Business Administrator or his/her designee will so inform the representative of the organization and may suggest alternative dates, times, or facilities.



3. If the facility is available for use and the applicant meets standards set by Policy No. 7510 and these regulations, the Business Administrator will note his/her approval on the application form and will record the classification of the applicant organization and will grant final approval or refer to the Board requests that may be approved only by the Board.
4. Standards for approval include the following limitations on use:
 - a. School facilities are available for use on weekdays, including school vacations. School facilities may be available for use on Saturdays, Sundays, and other public holidays depending on appropriate and adequate custodial coverage.
 - b. School facilities are available for use only during the hours approved on the application. If applicable, the user pays an overtime fee regardless of the user's classification. School facilities are not available for use during the school day or for any use that may interfere with the school district's educational or co-curricular programs.
 - c. The use of school facilities will generally not be granted for observances or celebrations that are essentially private in nature or for meetings of small groups that can conveniently convene in private homes.
 - d. In accordance with Policy No. 7510, the use of school facilities will not be granted for the advantage of any commercial or profit-making organization or partisan political activity, or any purpose that is prohibited by law.
5. The Business Administrator, in consultation with the Field Committee, will determine the classification (I, II, or III) of the applicant organization and the fees and costs, if any, to be charged for the use of the facility. This information will be provided on the application form.
6. In the event of a conflict between requesting organizations within the same class, the request received earlier by the district will be honored first.
7. A copy of each approved or disapproved application will be distributed to the representative who signed the application form.
8. The application form will include the rules governing the use of school facilities, and the representative's signature on the application will signify notice of those rules and the organization's agreement to be bound by those rules.



9. The Board reserves the right to deny an application and to withdraw permission to use school facilities after approval has been granted and after the use has commenced. Permission may specifically be withdrawn from any organization whose representative has willfully made misrepresentation on the application or whose members violate the rules established for the use of school facilities. Such withdrawal of permission may constitute grounds for denying a future application made by the organization.
10. Permission to use school facilities is not transferable.
11. The organization representative must inform the Business Administrator or his/her designee of any canceled use request as soon as he/she is aware of the cancellation.
12. Permission to use a school facility is automatically withdrawn on a day when the facility is closed for inclement weather, work stoppage, or other emergency.

C. Rules for the Use of School Facilities

1. Users of school facilities will be bound by the law.
 - a. Users must comply strictly with all applicable statutes; municipal ordinances; and rules of the Board of Health, Fire Department, and Police Department regarding public assemblies.
 - b. The use must not exceed the established capacity of the facility used.
 - c. The use must not involve gambling or games of chance.
 - d. The use, possession, and/or distribution of alcohol and/or controlled dangerous substances is absolutely prohibited, in accordance with law and Policy Nos. 5530 and 7435.
 - e. Smoking is prohibited in accordance with Policy No. 7434.
 - f. School facilities cannot be used for any purpose prohibited by law or likely to result in rioting, disturbance of the peace, damage to property or for the purpose of defaming others.



2. Users of school facilities will respect Board property.
 - a. The user will not damage, destroy, or deface school property. The facility shall be used with care and left in an orderly and neat condition.
 - b. The user must request in the application and receive permission to bring and use equipment, decorations, or materials to the school facility. No equipment, decorations, or materials may be nailed to floors, walls, windows, woodwork, curtains or fixtures or affixed to the same in any manner that defaces or damages school property or grounds.
 - c. Any equipment, scenery, decorations, or other material brought to the school facility and any debris caused by the use or remaining after the use must be promptly removed by the user unless permission is granted by the Business Administrator to store the materials at the facility. Any such materials left on school premises beyond the time period approved in the application may be removed by the Board at the user's expense. The Board assumes no liability for damage to or loss of materials brought to school facilities.
 - d. The user must request in the application and receive permission to use, move, or tune a district piano. A piano may be moved only by school district staff or by a competent and experienced commercial mover approved by the Board and at the expense of the user. Any piano that has been moved must be returned to its original placement with the same care and at the expense of the user.
 - e. Users of the gymnasium must ensure that all participants wear rubber-soled footwear to prevent damage to floors.
 - f. No school facility may be used for a purpose in conflict with the purpose for which the facility was designated.
 - g. Lighting equipment, ventilation systems, and thermostatic controls may be operated only by an employee of the district.
 - h. The user must request in the application and receive permission to serve and consume food and/or beverages on school premises. The service and consumption of food and/or beverages is strictly limited to the area for which permission is granted. Use of the cafeteria kitchen and cafeteria utensils requires the presence of a school district designee. The employee will be compensated by the school district and the user will be charged by the school district.



- i. No signs, posters, advertisements, or other displays may be placed in a school building without prior approval.
 - j. No school keys shall be issued to a user.
 - k. No animal shall be allowed on school premises without prior approval.
 - l. An authorized school district staff member shall examine the school facilities and/or grounds after the use and will inform the user of any loss or damage that must be corrected.
 - m. Permission to use school facilities extends only to the facility requested. Users are not entitled to enter health offices, administrative offices, storage closets, or any other room to which permission to use has not been expressly granted. Users are not permitted to use district telephones and office equipment.
 - n. No vehicles of any type shall be operated in any area that is not designed for such vehicles without prior permission.
3. Uses Must be Property Supervised
- a. A school custodian must be on duty the entire time a use occurs. The custodian is present for the purpose of insuring the security and proper functioning of the facility and of enforcing these regulations. The custodian is paid by the Board and may not accept gratuities from users. If the custodian is needed to perform extra services as an accommodation to the user, the user may be charged an additional fee and the custodian will be compensated accordingly by the district.
 - b. The user of certain school facilities (such as kitchen and auditorium stage) require the services of school employees trained in the use of the facility. The user will be charged an additional fee and the school employee will be compensated accordingly by the district.
 - c. The user must assume full responsibility for the conduct of all participants in the use while they are in or about school buildings and grounds and must enforce these regulations. The user must provide an adequate number of persons to supervise participants in the activity. The district, depending on the activity, may require as a condition of approval, a certain number of chaperones, law enforcement officials, and/or a school district representative(s) to be present at the activity.



- d. The user must, in consultation with the Principal, anticipate the need for the assistance of police officers, fire fighters, and/or parking attendants. All such services must be arranged by the user and will be at the expense of the user. When a user refuses or fails to secure police, fire, and/or parking assistance after having been advised to do so by the Principal, the Principal may recommend that permission to use the facility be withdrawn.
- e. Board members and school officials are entitled to full and free access to any part of the school premises during any use. No user may exclude a Board member or school official from a school facility for any reason.

Issued: 7 December 2009

Revised: 21 May 2012

Revised:



Statement of Compliance with the
Ridgewood Board of Education Policy No. 2431.4
“Management of Sports Related Concussion”

I, _____, _____, on behalf of
Name Title

_____ hereby certify to the following:
Organization (hereinafter referred to as “Licensee”),

1. The Ridgewood Board of Education (hereinafter referred to as the “Licensor”) and the Licensee are Parties to a Use of Public School Facilities Agreement (hereinafter referred to as the “Agreement”) entered into on _____, for the purpose of permitting the Licensee to utilize the _____ (hereinafter referred to as the “Facilities”) for the purpose of _____.
2. In accordance with N.J.S.A. 18A:40-41.5(a)(2), the Licensee has read and hereby agrees to comply with Board Policy No. 2431.4 “Management of Sports Related Concussion,” a copy of which will be provided once the Application for Use of School Facilities is submitted.

LICENSOR NAME:

LICENSEE NAME:

Authorized Signature

Authorized Signature

Title

Title

Date

Date

8600 STUDENT TRANSPORTATION

The Board of Education shall transport eligible students to and from school and school related activities in accordance with N.J.S.A. 18A:39-1 et seq., N.J.A.C. 6A:27-1 et seq., and Board policy. Transportation shall be provided only to eligible public and nonpublic school students, authorized school staff members, and adults serving as approved chaperones.

Nonpublic school transportation or aid in lieu of transportation shall be provided for resident students in accordance with N.J.S.A. 18A:39-1 et seq. and N.J.A.C. 6A:27-2.1 et seq.

Charter or renaissance school transportation or aid in lieu of transportation shall be provided for resident students in accordance with N.J.S.A. 18A:39-1 et seq. and N.J.A.C. 6A:27-3.1 et seq.

Students with special needs shall be provided transportation in accordance with N.J.S.A. 18A:39-1 et seq., and with their Individualized Education Program (IEP) pursuant to N.J.A.C. 6A:27-5.1.

The Board will approve all bus routes each school year. Bus routes for all non-remote students who must walk to and from school along hazardous routes will be designated and approved by the Board. The Board may consider, but shall not be limited to, the criteria outlined in N.J.S.A. 18A:39-1.5 in determining "Hazardous Routes."

The Board will not be responsible for the transportation of nonresident students to or from school, except that transportation to and from school will be provided for homeless students; students residing in group homes; students residing in resource family homes; and students residing in shared custody homes pursuant to N.J.A.C. 6A:27-6.2, 6.3, 6.4, and 6.5.

When the schools of this district are closed for inclement weather or other conditions, no transportation will be provided for students enrolled in any public, nonpublic, charter school, and/or renaissance school.

The Board shall utilize cooperative/coordinated transportation services in accordance with the provisions of N.J.S.A. 18A:39-11.1 et seq. and N.J.A.C. 6A:27-10.1 et seq. The Board shall utilize one of the agencies prior to determining to pay aid in lieu of transportation if in the prior year payments in lieu of transportation were provided. The Board will provide to the cooperative/coordinated transportation services any unique limitations or restrictions of the required transportation.



Vehicles used to transport students to and from school or school related activities shall meet standards, registration, and inspection requirements of the New Jersey Departments of Education (NJDOE), the New Jersey Motor Vehicle Commission (NJMVC), and any applicable Federal regulations. The operation and fiscal management of the district's transportation system shall be conducted in strict accordance with rules of the New Jersey State Board of Education and the NJDOE.

In addition to the provisions of any State law, rule, or regulation containing more stringent requirements, provided that those requirements are compatible with Federal law, and notwithstanding the provisions of any State law, rule, or regulation to the contrary, school bus operations in the State shall comply with the requirements outlined in N.J.S.A. 39:3B-27.

Within District

School bus transportation will be provided for pupils in Kindergarten through grade eight who live a distance of two or more miles from school, and for those in grades nine through twelve who live two and one-half or more miles from school. The Board of Education may also authorize transportation for reasons of safety or for other good reason.

Other Districts

Children attending schools in other districts with tuition paid by the Board of Education will be furnished transportation to and from school.

Nonprofit Private Schools

The Board is responsible for Ridgewood residents attending nonprofit private schools who reside two or more miles from elementary schools (Kindergarten through eight) and two and one-half or more miles from secondary schools (grades nine through twelve), but in no case more than twenty miles distant. Transportation or reimbursement for costs is provided in accordance with N.J.S.A. 18A:39-1.

Disabled Children

The Board of Education shall furnish transportation within the State to all children of Ridgewood residents found to be disabled under this act who qualify for such transportation under New Jersey statutes.



Transportation for Medical Reasons

The Board of Education is willing to provide temporary transportation to pupils with valid medical disabilities in order to enable them to attend regular classes. Requests for transportation due to a medical disability may be made in writing by the school physician or family physician. The request must state the specific nature and diagnosis of the disability with clear medical evidence, reasons for the request, and a definite duration of time for transportation specified. No request will be granted which exceeds one semester in length. If transportation is required for longer than one semester, the request must be renewed each semester.

N.J.S.A. **18A:18A-1 et seq.**; 18A:39-1 et seq.; **18A:39-11.1 et seq.**

N.J.S.A. 27:15-16

N.J.S.A. 39:3B-1 et seq.; **39:3B-2.1; 39:3B-10; 39:3B-27**

N.J.A.C. 6A:27-1.1 et seq.; 6A:27-2.1 et seq.; 6A:27-3.1 et seq.;

6A:27-4.1 et seq.; 6A:27-5.1; 6A:27-6.2 through 6.5;

6A:27-7.1 et seq.; 6A:27-9.1 et seq.; 6A:27-10.1 et seq.;

6A:27-11.1 et seq.; 6A:27-12.1 et seq.

Adopted: 7 December 2009

Revised:



R 8600 STUDENT TRANSPORTATION

General Requirements - Students Remote From School

A. The Board will transport:

1. Students who reside remote, as defined in N.J.S.A. 18A:39-1. and N.J.A.C. 6A:27-1. (a)1. and (a)2., from their assigned district school of attendance;
2. Nonpublic school students who reside remote from their school of attendance and meet the eligibility criteria of N.J.A.C. 6A:27-2.1 et seq.;
3. Charter school or renaissance school students pursuant to N.J.A.C. 6A:27-3.1 et seq.;
4. Students with special needs shall be provided transportation in accordance with N.J.S.A. 18A:39-1 et seq. and with their Individualized Education Program (IEP) pursuant to N.J.A.C. 6A:27-5.1
5. School choice students pursuant to N.J.A.C. 6A:27-4.1 et seq.; and
6. Special population students pursuant to N.J.A.C. 6A:27-6.2 through 6.5.

Hazardous Routes

The Board will approve all bus routes each school year. Bus routes for all non-remote students who must walk to and from school along hazardous routes will be designated and approved by the Board. The Board will approve a list of hazardous routes in the district requiring the courtesy busing of students and the criteria used in designating the hazardous routes. In adopting Policy and Regulation 8600 and the list of hazardous routes, the Board may consider, but shall not be limited to, the criteria outlined in N.J.S.A. 18A:39-1.5 as follows:

1. Population density;
2. Traffic volume;
3. Average vehicle velocity;
4. Existence or absence of sufficient sidewalk space;
5. Roads and highways that are winding or have blind curves;



6. Roads and highways with steep inclines and declines;
7. Drop-offs that are in close proximity to a sidewalk;
8. Bridges or overpasses that must be crossed to reach the school;
9. Train tracks or trestles that must be crossed to reach the school; and
10. Busy roads or highways that must be crossed to reach the school.

A school district shall work in conjunction with municipal officials in determining the criteria necessary for the designation of a hazardous route.

Cooperative/Coordinated Transportation Services

- A. The Board shall utilize cooperative/coordinated transportation services in accordance with the provisions of N.J.S.A. 18A:39-11.1 et seq. and N.J.A.C. 6A:27-10.1 et seq.

School Bus Use and Standards

- A. All school buses bid or purchased shall be equipped in accordance with the requirements of N.J.S.A. 39:3B-10 – School Bus Safety Equipment.
- B. School bus drivers and all school bus passengers shall be required to wear seat belts when transported in school buses so equipped. Seat belts shall be fastened when the driver and passengers board the vehicle and they shall be kept fastened at all times while on board the vehicle. Seat belts may be unfastened only when the individual is departing the vehicle. The Board further requires that drivers and passengers using private vehicles to transport students wear seat belts in the same manner.
- C. There shall be displayed on every bus subject to the provisions of N.J.S.A. 39:3B-1, signs or legends which will, insofar as practicable, inform the driver of any vehicle concerning the duty imposed upon him/her by law with respect to passing a bus, while it is loading or unloading. The signs or legends shall be in a color, form, and design as will meet the requirements prescribed by the State Board of Education.

An agency, Board of Education, nonpublic school, or school bus contractor operating a school bus subject to the provisions of N.J.S.A. 39:3B-1 shall display across the rear of the school bus a telephone number, website address, or other identifying information which shall allow the public to report a bus driver's misconduct while operating the school bus to the Board of Education or nonpublic school for which the school bus provides transportation. The lettering shall be of a color that contrasts with the color of the school bus.



The Board of Education or nonpublic school shall comply with New Jersey Department of Education (NJDOE) regulations regarding: the appropriate Board of Education or nonpublic school official or designee to address and respond to a complaint of school bus driver misconduct; the appropriate actions which a Board of Education or nonpublic school may take to respond to a complaint of school bus driver misconduct; and the time period during which a Board of Education or nonpublic school may act to respond to a complaint of school bus driver misconduct in accordance with the provisions of N.J.S.A. 39:3B-2.1.

- D. The Board requires every school bus bid or purchased that is used to transport public, non-public, charter, and/or renaissance school students will be equipped with a crossing control arm at the right front corner of the bus. The arm must open and extend out from the bus at least five feet each time the bus door is opened.
- E. School bus purchase, use, and standards must meet Federal and State standards and must be in accordance with N.J.A.C. 6A:27-7.1 et seq. and N.J.S.A. 18A:18A-1 et seq. – Public School Contracts Law.

Operation and Management of Transportation System

- A. The Transportation Coordinator shall
 - 1. Prepare a map of the district on which each bus stop and bus route is indicated or, alternatively, prepare an itinerary of bus routes that may be used in conjunction with a map of the school district;
 - 2. Prepare and promulgate procedures to be followed in the event of a bus emergency, bus safety, bus driver training and rules governing the conduct of all students transported by the Board in accordance with N.J.A.C. 6A:27-11.1 et seq. and 6A:27-12.1 et seq.;
 - 3. Maintain such records and make such reports regarding school transportation as are required by the State Board of Education; and
 - 4. Prepare the specifications for each bus route or contract for which proposals will be sought by the Board in accordance with N.J.A.C. 6A:27-9.1 et seq.
- B. The operation and fiscal management of the district's transportation system shall be conducted in strict accordance with rules of the State Board of Education and the NJDOE



Courtesy Busing Regarding Hazardous Routes

A list of hazardous routes and the criteria used in determining the routes will be determined yearly.

Courtesy Busing for Other Reasons

There may be situations in which the Board of Education deems it necessary to provide courtesy transportation for pupils. In such cases the Board of Education will determine on an annual basis.

Parental Transportation

The district will provide required transportation to all pupils in accordance with all State codes and regulations. At times, special education parents may option to transport their child for medical and/or other reasons. In such cases a parental transportation contract will be issued and approved by the Board of Education. The following will apply regarding the aforementioned:

1. Parents who travel a daily total of under 20 miles a day will be paid \$30 per day.
2. Parents who travel a daily total of over 20 miles a day will be paid \$40 per day.
3. The Board will review extraordinary cases.

Definition: Daily total means driving the child from home to school in the morning and picking the child up in the afternoon from school to home. Payment is based on the actual number of days student attends school.

Transportation Eligible

Remote From School

In accordance with New Jersey Administrative Code pupils shall be transported to school if they reside remote from school, defined as residing more than 2-1/2 miles from the high school (grades 9 through 12) and more than 2 miles from the elementary and middle school (grades Kindergarten through eight), except for pupils with disabilities.



High School

Pupils residing in the northwest section-Monroe Street, north of Wellington Road; all of Fairview and Van Dyke Streets; area north of and including Manchester Road and west of and including Belmont Road, Morningside Road, north of Glenwood Road; west of 114-117 Avondale Road; west of 111-114 Hamilton Road north of 823 Hillcrest Road. Pupils residing in the southwest section-southwest of Gardner Road; McKinley Place, northwest of 212-213; Grandview Circle, west of 305-306; Highland Ave., southwest of 224-225; Mountain Ave., southwest of 202; area northwest of and including Marlborough.

Benjamin Franklin Middle School

Pupils residing in the southeast area-Arcadia Road south of 669; Delaware Ave.; Dorchester Road: Stevens Ave. south of 500-501; South Pleasant Ave. south of 482-479; Grove Street east of 670; Berkshire Road; Ellington Road; Midwood Road; Newcomb Road; Hunter Road; Prospect Street; Hopper Ave.; Grove Street west of 375.

Hawes School

Pupils residing east of Route 17

Hazardous Busing

Busing to and from school is provided for safety reasons as determined by the Board. Safety reasons include but are not limited to lack of sidewalks and traffic density.

Ridge School

Pupils residing in the Goffle Road and Rock Road Area

Benjamin Franklin Middle School

Pupils residing East of Route 17

George Washington Middle School



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Student Transportation

Pupils residing in the Goffle Road and Rock Road Area

Ridgewood High School

Pupils residing east of Route 17, pupils residing in the Goffle Road and Rock Road Area

Courtesy Busing

Ridge and Willard Schools

As a result of redistricting pupils residing in the Central Business District

George Washington Middle School

Pupils residing in the Ridge and Willard Central Business District

Issued: 7 December 2009

Revised: 18 May 2015

Revised:



8630 BUS DRIVER/BUS AIDE RESPONSIBILITY

The Board of Education requires all school bus drivers and bus aides employed by the district or employed by a contracted school bus company to be reliable persons of good moral character who possess the qualifications necessary to perform the duties of the position. Anyone driving a bus used to transport students to and from school and school related activities must meet all requirements of N.J.S.A. 18A:~~39-17, 18, 9.1, and 30~~, N.J.A.C. 6A, and all New Jersey Motor Vehicle Commission (NJMVC) rules governing school bus drivers. All school bus drivers must possess the appropriate license and endorsement(s) to drive a school bus in the State of New Jersey and are subject to all the Federal and State requirements to maintain the appropriate license.

“Employer” for the purposes of this Policy and Regulation means a Board of Education or a contractor that provides student transportation services under contract with the Board of Education. In the event the school district employs school bus drivers and bus aides and/or uses a contractor for transportation services, the “employer” for school district employed school bus drivers and bus aides shall be the Board of Education and the “employer” for contracted school bus drivers and bus aides shall be the contractor that provides student transportation under contract with the Board of Education.

School bus drivers and bus aides shall meet criminal history background check requirements pursuant to N.J.S.A. 18A:6-7.1(c) and tuberculin testing requirements pursuant to applicable State statutes and administrative codes. School bus drivers and bus aides shall be considered under the Federal Family Educational Rights and Privacy Act (FERPA) to be school officials who have a legitimate educational interest to parts of a student’s record relating to transportation, without parental consent, as outlined in N.J.A.C. 6A:27-12.1(j)1. School bus drivers and bus aides shall receive training in the use of a student’s educational records and in their responsibility to ensure the privacy of the student and his or her records. In addition, permanent and substitute school bus drivers and bus aides shall be trained for the functions of their positions and in a safety education program as outlined in N.J.A.C. 6A:27-12.1(j)1.

In addition to the medical examination required of every holder of a special license issued for the transporting of children to and from schools pursuant to N.J.S.A. 39:3-10.1 et seq., any school bus driver who is seventy years of age or older shall annually furnish, to the employer for review by the NJMVC at the NJMVC’s biannual inspection, satisfactory evidence of continuing physical fitness in the form of a medical examination by a licensed medical doctor or licensed osteopathic physician. In addition, any school bus driver who is seventy-five years of age or older shall every six months furnish, to the employer for review by the NJMVC at the NJMVC’s biannual inspection, satisfactory evidence of continuing physical fitness in the form of a medical examination by a licensed medical doctor or licensed osteopathic physician. In addition, any person applying for a special license and any person who is the holder of a special license for the



transporting of children to and from schools, pursuant to N.J.S.A. 18A:39-1 et seq., shall comply with the provisions of Section 2 of N.J.S.A. 39:3-10.1a and Section 6 of N.J.S.A. 18A:39-19.1. The Chief Administrator of the NJMVC may suspend or revoke a license pursuant to N.J.S.A. 39:3-10.1.

All drivers of buses or other vehicles used by the Board for the transportation of students to and from school shall, in addition to any exam required by law, submit to a medical exam for the presence of alcohol, narcotics, or habit-producing drugs within the scope of the “New Jersey Controlled Dangerous Substances Act,” (N.J.S.A. 24:21-1 et seq.).

All drivers of buses or other vehicles used by the Board for the transportation of students to and from school shall, in addition to any exam required by law, submit to a medical exam that includes hearing and visual acuity tests that are in accordance with the provisions of the “Motor Carrier Safety Improvement Act of 1999,” 49 U.S.C. § 113.

A Commissioner of Education-developed training program on proper procedures for interacting with students with special needs shall be administered by the employer to all school bus drivers and bus aides in accordance with the requirements of N.J.S.A. 18A:39-19.2. This training program must be administered in accordance with the provisions of N.J.S.A. 18A:39-19.3.a. and all school bus drivers and bus aides must file a certification with their employer that the individual has completed the training program within five business days of its completion. The employer shall retain a copy of the certificate for the duration of the individual’s employment and shall file a copy of the certification to the New Jersey Department of Education (NJDOE) in accordance with the provisions of N.J.S.A. 18A:39-19.3.b.

School bus drivers and bus aides shall receive training in the use of a student’s educational records and in their responsibility to ensure the privacy of the student and his or her records N.J.A.C. 6A:27-12.1(j)2. In addition, permanent and substitute school bus drivers and bus aides shall be trained for the functions of their positions and in a safety education program as outlined in N.J.A.C. 6A:27-11.1 et seq.

In accordance with the provisions of N.J.S.A. 18A:39-28, school bus drivers must visually inspect the school bus they are assigned at the end of the transportation route to determine that no student has been left on the bus.

The school bus driver shall be in full charge of the school bus at all times and shall be responsible for maintaining order. The school bus driver will never exclude a student from the school bus, but if unable to manage a student, the school bus driver will report the unmanageable student to the Principal or designee of the school in which the student attends.



The Principal or designee, upon such report from the school bus driver, may assign appropriate discipline. The discipline may include excluding the student from the bus and the student's parent(s) or legal guardian(s) shall provide for the student's transportation to and from school during the time of exclusion.

Upon notification from the NJDOE that a school bus driver employed by the Board has had his or her bus driver's license suspended or revoked, the Board, within one business day of the notification, shall provide a statement to the NJDOE verifying that the school bus driver no longer operates a school bus for the Board in accordance with N.J.S.A. 18A:39-19.6.

In the event of an emergency, school bus drivers shall follow procedures established by this Board. School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school. All other students shall receive school bus evacuation instruction at least once per year. School bus drivers and bus aides shall participate in the emergency exit drills, which shall be conducted on school property and shall be supervised by the Principal or person assigned to act in a supervisory capacity. Drills shall be documented in the minutes of the Board of Education at the first meeting following completion of the emergency exit drill in accordance with the provisions of N.J.A.C. 6A:27-11.2(d).

In accordance with the provisions of N.J.S.A. 18A:39-19.4, a Commissioner-developed student information card shall be completed by a parent of a student with an Individualized Education Plan (IEP), who receives transportation services, when the IEP is developed or amended. Upon receiving consent from the parent, the student information card shall be provided to a school bus driver and bus aide for each student on the bus route to which the school bus driver or bus aide is assigned for whom a student information card has been completed by the parent.

The school bus driver will immediately inform the Principal of the receiving school and the School Business Administrator/Board Secretary or designee of the district providing the transportation following an accident that involves injury, death or property damage. The school bus driver must also complete and file within ten days of the accident the Preliminary School Bus Accident Report prescribed by the Commissioner of Education. In addition to the Preliminary School Bus Accident Report, the driver of a school bus involved in an accident resulting in injury or death of any person, or damage to property of any one person in excess of \$500, shall complete and file within ten days after such accident a motor vehicle accident report in accordance with N.J.S.A. 39:4-130.



School bus drivers are prohibited from using a cellular telephone or other electronic communication device, while operating a school bus unless the school bus is parked in a safe area off a highway or in an emergency situation pursuant to N.J.S.A. 39:3B-25. A school bus driver who violates this Policy provision is subject to fines pursuant to N.J.S.A. 39:3B-25.

School bus drivers are responsible for the safety of their students and shall rigorously observe all motor vehicle laws and regulations and State Board of Education rules in the operation of their school bus pursuant to **N.J.S.A. 39:3B-27**.

N.J.S.A. 18A:6-7.1 et seq.; 18A:25-2; 18A:39-17; 18A:39-18;
18A:39-19.1; 18A:39-19.2; 18A:39-19.3; 18A:39-19.4;
18A:39-19.6; 18A:39-28

N.J.S.A. 39:3-10.1 et seq.

N.J.S.A. 39:3B-25; **39:3B-27**

N.J.A.C. 6A:27-11.1 et seq.; 6A:27-12.1 et seq.

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R 8630 EMERGENCY SCHOOL BUS PROCEDURES

A. Staff Training

1. The **employer shall** ~~Board of Education will~~ administer a safety education program for all employed permanent and substitute school bus drivers and **school** bus aides. At a minimum, the training shall include:
 - a. Student management and discipline;
 - b. School bus accident and emergency procedures;
 - c. Conducting school bus emergency exit drills;
 - d. Loading and unloading procedures;
 - e. School bus stop loading zone safety;
 - f. Inspecting the school vehicle for students left on board the bus at the end of a route; and
 - g. The use of student's educational records, including the **employee's** ~~district's~~ responsibility to ensure the privacy of the student and his or her records, if applicable.
2. The Board of Education will administer a safety education program to all employed school bus drivers that includes defensive driving techniques and railroad crossing procedures.
3. **The employer shall administer the safety education program, as set forth in A.1. and 2. above, twice per calendar year to all permanent and substitute school bus drivers and school bus aides it employs in accordance with N.J.S.A. 18A:39-19.1a.**
4. The employer shall be responsible to administer a Commissioner of Education-developed training program on proper procedures for interacting with students with special needs in accordance with the provisions of N.J.S.A. 18A:39-19.2 and 18A:39-19.3 for all school bus drivers and school bus aides:



- a. In the case of a school bus driver or aide who is employed prior to the development and availability of the training program, the employer shall administer the training program to the individual no later than one hundred and eighty days after the training program is made available by the Commissioner;
- b. In the case of a school bus driver or aide who is employed after the development of the training program, the employer shall administer the training program to the individual prior to that individual operating a school bus or serving as an aide on a school bus;
- c. In accordance with the provisions of N.J.S.A. 18A:39-19.3b, the employer shall require a school bus driver or school bus aide to file a certification with the employer that the individual has completed the training program required as per N.J.S.A. 18A:39-19.2 within five business days of its completion. The employer shall retain a copy of the certification for the duration of the individual's employment, and shall forward a copy of the certification to the **New Jersey Department of Education (NJDOE)**; and/or
- d. Contractors that provide student transportation services under a contract with the Board of Education shall comply with the requirements of N.J.S.A 18A:39-19.2 and 19.3. and N.J.A.C. 6A:27-11.1 et seq.

B. Emergency Bus Evacuation Drills

1. The Principal or designee of each school shall organize and conduct emergency bus exit drills at least twice **within the each** school year for students who are transported to and from school and all other students shall receive school bus evacuation instruction at least once within the school year.
2. School bus drivers and bus aides shall participate in the emergency exit drills.
3. Bus exit drills will be conducted on school property and shall be supervised by the Principal or by a person assigned to act in a supervisory capacity. The drills will be conducted when weather is conducive to safety and preferably when the bus arrives at school with a full complement of students.



4. The portion of the drill involving the use of the rear emergency door, which requires students to jump from the bus to the ground need not to be performed by every student and may be demonstrated by others.
5. The school bus driver or supervisor of the drill shall:
 - a. Describe and demonstrate the use of kick-out windows and split-sash windows;
 - b. Describe the location and use of flares, flags, fire ax, and other emergency equipment;
 - c. Give instruction in the opening and closing of front and rear doors, turning off the ignition switch, and setting and releasing the emergency brake;
 - d. Explain that the bus will be evacuated by the front door when the bus is damaged in the rear and by the rear door when the front door is blocked;
 - e. Demonstrate the use of the emergency exit door;
 - f. Instruct students that lunches and books should be left on the bus in the evacuation procedure;
 - g. Encourage older, bigger students to assist younger, smaller pupils in their exit from the bus;
 - h. Have students leave the bus one row at a time, left and right sides alternating, in a prompt and orderly fashion;
 - i. Instruct students to group a safe distance away from the bus and to wait in that place until directed by the driver, a police officer, or other adult in authority;
 - j. Tolerate no student misbehavior in the conduct of the drill; the failure of any student to follow directions must be reported to the Principal; and
 - k. Provide any other training **required by Federal and State law or as deemed appropriate by the Board** that will protect the safety of the students in the event the bus needs to be exited due to an emergency.



6. In accordance with the provisions of N.J.A.C. 6A:27-11.2(d), emergency bus evacuation drills shall be documented in the minutes of the Board at the first meeting following completion of the emergency exit drill. The minutes shall include, but are not limited to, the following:
 - a. The date of the drill;
 - b. The time the drill was conducted;
 - c. The school name;
 - d. The location of the drill;
 - e. The route number(s) included in the drill; and
 - f. The name of the Principal or assigned person(s) who supervised the drill.

C. Additional Precautions

1. School bus drivers may, depending on the age of the students on a bus route, discuss with the students additional safety precautions that may be taken in the event of a bus emergency. The safety precautions to be discussed shall be approved by the Business Administrator or designee.
2. In accordance with the provisions of N.J.S.A. 18A:39-194., the Commissioner of Education shall develop a student information card that includes information that should be readily available to a school bus driver and school bus aide for the purpose of promoting proper instruction with a student with special needs. The parent of a student with an Individualized Education Plan (IEP) shall complete the student information card when the IEP is developed or amended for a student who receives transportation services.
 - a. Upon receiving consent from a student's parent, the school district shall provide a copy of the completed student information card to a school bus driver and school bus aide for each student on the bus route to which the school bus driver or school bus aide is assigned **for whom a student information card has been completed by the parent.**



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Emergency School Bus Procedures

3. School bus drivers shall attend training workshops offered by the ~~NJDOE New Jersey Department of Education~~ and this school district and shall be trained in first aid.
4. Each school bus shall be equipped with:
 - a. A list of the students assigned to that bus;
 - b. A basic first aid kit;
 - c. Several emergency notice cards on which are printed the telephone numbers of the appropriate police department, the receiving school, and an emergency medical service and on which is provided a space for writing the location of a disabled school bus and the name of the bus driver;
 - d. Flags or flares or other warning devices; and
 - e. Any other equipment or supplies determined to be included on the school bus by the administration.
5. Each school bus driver shall:
 - a. Inspect his/her bus for possible hazards or safety concerns before driving the bus each day;
 - b. Keep aisles and passageways clear at all times;
 - c. Maintain student discipline on the bus;
 - d. Prohibit the presence of any non-service animal, firearm, ammunition, weapon, explosive, or any other dangerous or illegal material or object on the school bus;
 - e. Report promptly to the Principal **and** Transportation Coordinator, ~~or designee~~ any potential driving hazard on his/her route, such as construction, road work, etc.;
 - f. Report promptly to the Principal **and** Transportation Coordinator ~~or designee~~ any deviation in the bus route or schedule;
 - g. Drive within speed limits at all times and exercise extraordinary care in inclement weather;



- h. Know and obey all motor vehicle laws and regulations and State Board of Education regulations;
- i. Not smoke, eat, or drink while in or operating the bus at any time or perform any act or behave in any manner that may impair the safe operation of the school bus;
- j. **Inspect the school vehicle for students left on board the bus at the end of a route;** and ~~Visually inspect the school bus at the end of each transportation route to determine that no student has been left on the bus~~
- k. Not allow a student on board a school bus unless the bus driver or other employee of the Board or school bus contractor is also on board the bus. This shall not apply when a school bus driver leaves the bus to assist in the boarding or exiting of a disabled student or in the case of an emergency.

D. General Emergency Rules

- 1. School bus drivers are responsible for the safety of the students their bus. In the event of an emergency, school bus drivers must exercise responsible leadership. The safety and well-being of students must be the drivers' paramount consideration. School bus drivers shall stay with their students until another school staff member, law enforcement officer, or a first responder can assume responsibility for the safety of the students.
- 2. School bus drivers may not leave the school bus when children are aboard except in an emergency and, then, only after they have turned off the engine, removed the ignition key, and safely secured the school bus.
- 3. A school bus must be evacuated when:
 - a. There is a fire in the engine or any other portion of the bus;
 - b. There is a danger of fire because the bus is near an existing fire or a quantity of gasoline or other highly combustible material and is unable to move away; or
 - c. The bus is disabled for any reason and



- (1) Its stopping point is in the path of a train or is adjacent to a railroad track,
- (2) A potential exists for the position of the bus to shift thus endangering students, or
- (3) The stopping point (e.g., on a hill, curve, or near an obstruction) fails to provide oncoming traffic with at least 300 feet visibility of the bus, thus creating the danger of a collision; or

d. The risk of remaining in the bus poses a greater safety risk than evacuating the bus.

4. When a school bus is evacuated, students shall leave the bus by the exit(s) and in the manner that affords maximum safety in the circumstances.
5. Students who have been evacuated from a school bus shall be moved to a safe place and distance from the bus and remain there until the driver or, if the driver is incapacitated, another person in authority has determined that no danger remains or until other alternative safety provisions can be made.
6. No student shall be allowed to request a ride with a passerby or proceed to walk home or leave the scene without the specific approval of the bus driver, a police officer, or other person in authority.
7. In the event a school bus is disabled in the course of providing student transportation, the driver, or a responsible person designated by the driver, will notify the Transportation Coordinator **and/or Business Administrator** of the number and location of the bus and the circumstances of the disability. The Transportation Coordinator **and/or Business Administrator** will make arrangements for the safety of the students.

E. Specific Emergency Situations

1. In the event of an accident or vehicle failure the following procedures will be implemented.
 - a. The school bus driver shall, in person or through a responsible designee, summon the police and emergency medical services, if necessary, and notify the Principal of the receiving school and the School Business Administrator/Board Secretary, or designee, of the district providing the transportation.



- b. The school bus driver will attempt to make all students as safe and comfortable as possible. If possible and necessary, the driver will administer emergency first aid to injured students.
- c. In the event of an accident with no apparent or actual injuries and when law enforcement officials permit the bus to continue on its route after investigating the accident the school nurse will:
 - (1) If the accident occurred on the way to school or during school hours, examine any student who is feeling or displaying any symptoms of any injuries from the accident when the bus arrives at school; or
 - (2) If the accident occurred on the way home from school, examine any student who is feeling or displaying any symptoms of any injuries from the accident the next school day or if the parent of a student requests the school nurse examine their child the next school day.
- d. In the event of an accident where students are injured, a student(s) may be transported to a hospital if it is determined by law enforcement, medical, and/or first aid staff at the accident scene additional medical treatment is required.
 - (1) If the accident occurred on the way to school or during school hours, the school nurse will examine any student not transported to the hospital who is feeling or displaying any symptoms of any injuries from the accident when the bus arrives at school.
 - (2) If the accident occurred on the way home from school, the nurse will examine any student feeling or displaying any symptoms of any injuries from the accident the next school day or if the parent of a student requests the school nurse examine their child the next school day.
- e. If another vehicle(s) is involved, the bus driver will obtain the following information from the driver(s) of that vehicle(s) or from law enforcement officers at the accident scene: driver's name, driver's license number, vehicle owner's name and address, vehicle registration number, owner's insurance company and policy number, and a description of the vehicle (color, make, year, body type).



- f. The following notifications must be provided:
- (1) The school bus driver must report immediately to the Principal of the receiving school and the School Business Administrator/Board Secretary or designee of the district providing the transportation, any accident that involves an injury, death, or property damage. In addition, the bus driver must complete and file the Preliminary School Bus Accident Report prescribed by the Commissioner of Education. (2) The Principal of the receiving school shall retain a copy of the Report and forward other copies of the Report as prescribed by the New Jersey Department of Education.
 - (2) The Principal of the receiving school shall retain a copy of the Report and forward other copies of the Report as prescribed by the ~~NJDOE New Jersey Department of Education~~.
 - (3) In addition, a school bus driver involved in an accident resulting in injury or death of any person, or damage to property of any one person in excess of \$500 shall complete and file, within ten days after such accident a Motor Vehicle Accident Report in accordance with N.J.S.A. 39:4-130.
 - (4) The parent of students involved in a school bus accident shall be notified as quickly as possible commensurate with the severity of the accident and injuries, if any, and hospital placement of their child if transported to a hospital by ambulance or by other emergency personnel.
2. In the event the school bus driver is incapacitated, the following procedures will be implemented:
- a. A school bus driver is incapacitated when he/she is unable to operate the school bus safely or when his/her driving ability is significantly impaired by the driver's physical or mental condition.
 - b. If there is a bus aide on the bus, the bus aide will take steps necessary to have the bus pulled off the road to a safe location and shall contact school officials or emergency services for assistance. If a bus aide is not on the bus, the bus driver shall pull the bus off the road to a safe location and contact school officials or emergency services for assistance.



- c. The bus shall be stopped, with due consideration for the safety of its passengers, the motor turned off, the ignition key removed, and safely secure the bus.
 - d. The Transportation Coordinator **and/or Business Administrator** shall immediately arrange for the transportation of the students by substitute driver, substitute bus, or other means.
3. In the event of an injury to a student on the bus, at a bus stop, or along a transportation route, not incurred as the result of a school bus accident, the following procedures will be implemented.
- a. In the absence of another responsible adult in authority, the school bus driver will take charge of a student who has been injured or disabled on a school bus, at a school bus stop, or along the transportation route traveled by the school bus.
 - b. If necessary, first aid will be administered.
 - c. If the student's injury is serious, emergency medical services will be summoned; the school bus driver or a responsible adult appointed by the bus driver will remain with the student until emergency medical help arrives.
 - d. If the student's injury: ~~is not serious, and~~
 - (1) Occurs on the way to the school, the school bus driver will deliver the injured student to the school nurse for examination and such treatment or referral as may be required. The school nurse will notify the student's parent;
 - (2) Occurs on the way to the student's home, the school bus driver or another school district staff member will deliver the injured student to his/her parent(s) or legal guardian(s) or to a responsible adult at the student's home or if no one is home the injured student will be transported back to a school district location until a parent or another responsible adult can be contacted. If it is determined the student may need medical treatment and a parent or responsible adult cannot be contacted, the child may be transported to the school physician's office or to the nearest hospital emergency room; or



- (3) Occurs on the way to or from an extracurricular event, the school bus driver will notify a professional staff member assigned to the activity, who will take charge of the student and notify the student's parent.
- e. The school bus driver will immediately report the incident and any injuries to the Principal or designee of the school in which the student is enrolled.

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8670 TRANSPORTATION OF SPECIAL NEEDS STUDENTS DISABLED PUPILS

The Board of Education shall provide transportation services for students with **special needs in accordance with N.J.S.A. 18A:39-1 et seq., N.J.A.C. 6A:27-5.1**, disabilities as required by law and with their Individualized Education Program (IEP) dictated by the pupil's educational needs and physical welfare. The Board will provide the transportation in accordance with **N.J.A.C. 6A:27-5.1** specified as a related service in the program of special education approved for a disabled student with special needs pursuant to **N.J.A.C. 6A:14-3.9(a)7**. Such transportation will conform to the pupil's Individualized Education Program (IEP) and the transportation requirements described by the Child Study Team or prescribed by the school physician. **Such transportation services may include, but are not limited to, special transportation equipment, transportation aides, and special arrangements for other assistance to and from school.**

When an out-of-district placement for educational reasons is made, transportation shall be provided consistent with to a placement outside this district will conform to the school calendar of the receiving school. **A copy of the school calendar shall be submitted to the resident district by May 15 preceding the year in which transportation is required, or at the time of placement if it occurs after May 15.**

The transportation of a disabled pupil may include such special equipment, transportation aides, and special arrangements for other assistance to and from and in and around the school. When necessary for the pupil's welfare, the student's case manager shall will provide the transportation coordinator or responsible staff member and the bus driver with specific information about the student including safety concerns, mode of communication, and health and behavioral characteristics of a student for whom transportation services are to be provided.

For Students with special needs disabilities below the age of five shall be transported in vehicles equipped with safety belts or other child restraint systems, in accordance with applicable Federal and State regulations will be used.

The transportation of disabled students with special needs to special education programs approved by the Board and located outside the State will conform to guidelines established by the New Jersey State Department of Education pursuant to **N.J.A.C. 6A:27-2.2(c)1**. Such transportation services will be dictated by the pupil's IEP and approved by the Child Study Team. The individual plan for a disabled pupil's out-of-state transportation will be submitted to the Office of the County Superintendent prior to its implementation. In general, transportation of out-of-state disabled pupils will be by the most economical and expeditious mode consistent with the pupil's special needs and will be limited to travel at the beginning and the ending of the school year.



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Transportation of **Special Needs Students**

~~Disabled Pupils~~

State aid will be sought for the services provided in accordance with law and this Policy. The Board directs that appropriate records be maintained and all relevant documentation be preserved in order that the district be properly reimbursed for the costs of transportation.

N.J.S.A. **18A:39-1 et seq.**; 18A:39-2.1; 18A:46-19.6; 18A:46-23

N.J.A.C. 6A:14-3.9(a)7; **6A:27-2.2**; 6A:27-5.1 ~~et seq.~~

Adopted: 7 December 2009



**R 8670 TRANSPORTATION OF SPECIAL EDUCATION STUDENTS/NON-PUBLIC AND
BERGEN COUNTY SCHOOLS STUDENTS**

A. Transportation Procedures for Special Education Students/Non-Public & Bergen County Schools Students

All parents/guardians of students transported by Special Services, Non-Public & Bergen County Schools will receive a letter from the Coordinated Transportation Services Agency before transportation begins.

The following guidelines are to be followed:

1. Special Services (with or without bus aide)

- a. An Application for Transportation for each student is submitted to the Coordinated Transportation Services Agency. This form contains parent/guardian cell phone numbers.**

2. Undeliverable Student (No Parent/Guardian Available to Receive Student)

- a. Driver keeps student on bus.**
- b. After dropping all other students, driver returns to drop-off location to see if parent/guardian is there to receive the student. If not:**
 - Driver contacts bus company dispatcher and the Coordinated Transportation Services Agency.**
 - Coordinated Transportation Services Agency contacts:**
 - Special Programs Office (201) 670-2700 ext. 10545 or ext. 10544**
 - Ridgewood Transportation Department (201) 670-2700 ext. 10537 or Business Administrator (201)670-2700 ext. 10503**
- c. The Coordinated Transportation Services Agency and/or Ridgewood attempts to call emergency cell phone numbers of parents/guardians.**
- d. If no contact is reached, the student is taken to the Special Programs Office at the Ridgewood Board of Education, 49 Cottage Place, Ridgewood.**



- e. The Special Programs Office holds the student until the parent/guardian picks up the student. If no parent/guardian is reached, the local police department is called.
- f. If no employees are available to receive the student at the Special Programs Office, the student is taken to the local police department.

3. Bus Running Late or Emergency

- a. Driver contacts bus company dispatcher and the Coordinated Transportation Services Agency.
 - The Coordinated Transportation Services Agency contacts the Special Programs Office (201) 670-2700 ext. 10545 or ext. 10544
 - Transportation Department (201) 670-2700 ext. 10537 or Business Administrator (201) 670-2700 ext. 10503
- b. The Coordinated Transportation Services Agency and/or Ridgewood attempts to call emergency cell phone number of parents/guardians.

B. Non-Public Grades K-3

Ridgewood requires grades Kindergarten - 3 students to have a responsible adult meet them at the drop off stop at the end of the school day. However, not all nonpublic schools have the same requirements.

The following guidelines are to be followed:

1. Undeliverable Student (Responsible Adult Required but Not Present)

- a. Driver keeps student on bus.
- b. Driver contacts bus company dispatcher.
- c. Bus company calls the Coordinated Transportation Services Agency.
- d. The Coordinated Transportation Services Agency contacts the non-public school.
- e. Driver brings student to the school at the end of the route.
 - School calls parent/guardian and holds student until parent/guardian comes to pick up student. If the school cannot reach the parent, the school contacts the local police department.
 - If no employees are available to receive the student at the school, the student is taken to the local police department.



2. Bus Running Late or Emergency

- a. Driver contacts bus company dispatcher.
- b. Bus company contacts the Coordinated Transportation Services Agency and the non-public school.
- c. The Coordinated Transportation Services Agency contacts the Ridgewood Board of Education and the nonpublic school.
- d. The non-public school handles all parental notifications.

C. Bergen County Technical High Schools

The following guidelines are to be followed:

1. Bus Running Late or Emergency

- a. Driver contacts bus company dispatcher.
- b. Bus company contacts the Coordinated Transportation Services Agency and the technical school.
- c. The Coordinated Transportation Services Agency contacts the Ridgewood Board of Education and the technical school.
- d. The technical school handles all parental notifications.

Issued:



R 9191 BOOSTER CLUBS

Booster Clubs

A. Role of the Booster Clubs

Booster Clubs are organized for the purpose of endorsing and supporting a school sponsored activity. Booster Clubs may include, but are not limited to, **Home and School Association (HSA)**, athletic booster clubs, alumni groups, theater groups, and music programs such as band or chorus, and others not mentioned. Members of Booster Clubs are encouraged to support the success of the students, staff, and programs. Booster Clubs members should not be involved in any way in school, team, or coaching/programming decisions, or in the administration of the program. The HSA shall be exempt from this Policy and Regulation 9191 Booster Clubs.

B. Constitution and Bylaws

Booster Clubs shall operate under an approved constitution and bylaws. The constitution and bylaws should include the following:

- Name
- Purpose and Function
- Membership
- Officers
- President
- Vice President
- Secretary
- Treasurer
- Basic Policies of Operation

C. Communications

Communication among the Booster Clubs presidents and the respective staff is essential for all items related to specific programs. This includes, but is not limited to: purchases, program needs, dinners, direction guides, budgeting, and all other organization related activities. Booster Clubs will work cooperatively with the appropriate building level administration. Athletics Booster Clubs will work with the Director of Athletics. All other Booster Clubs will work in conjunction with the Building Principal or his/her designee.



D. Organization Requirements**1. Non-profit Organization**

Any booster club organization should preferably be a non-profit organization. Proof of non-profit status shall be provided to the appropriate administrator.

2. Intended Activities

Each club will submit an activities report stating the program goals for that year, the projected budget to meet the program goals and a list of intended activities to meet the financial goals. All aspects of the activities report must be approved by the program advisor/coach before submission to the appropriate administrator.

3. Financial Accountability

Approved Treasurer's reports shall be provided to the appropriate administrator for each club's general meetings. Reports shall include monies raised, expended, and progress towards meeting the financial goals of the club. A final Treasurer's report shall be submitted prior to each club's reorganization.

4. Utilization of Funds

Gifts, grants and donations shall comply with Policy 7230 - Gifts, Grants and Donation.

5. District Policies

Clubs shall comply with all district policies and regulations. If funds from their organization account are used for salaries for volunteers, volunteers shall receive a 1099. This includes but is not limited to the following:

- P5830 Pupil Fund Raising
- P7230 Gifts, Grants and Donations
- P7510 Use of School Facilities
- P9180 School Volunteers
- P9181 Volunteer Athletic Coaches
- P9190 Community Organizations
- P9191 Booster Clubs
- P9200 Cooperation Between Parents and School
- P9210 Parent Organizations
- P9700 Special Interest Groups



- 6. Field Trips**
All field trips require approval at the building level and then from the Assistant Superintendent's Office. Field trips shall comply with Policy and Regulation - 2340 Field Trips.
- 7. Fund Raising**
All fundraising activities require the approval of the appropriate administrator. This includes activities where students do not participate in fundraising. Approval shall be acquired through the submission of the Fundraising Request Form. No student shall be required to fundraise, make donations or pay non-mandatory fees (i.e. ice hockey) unless approved by the appropriate administrator.⁵
- a. Short-term (within one year) and long-term (2-5 years) goals/needs should be developed in conjunction with the appropriate supervising Administrator and Advisor/Head Coach which are consistent with the overall goals and objectives of the school. These goals/needs should then be reported to the individual Booster Club representatives.**
 - b. The individual group must create a fundraising plan in conjunction with the Advisor/Head Coach to raise the necessary funds to cover the expenses to satisfy the short- or long-term goals/needs for the program.**
 - c. Booster Clubs are not empowered to make purchases or to raise money without the knowledge of the supervising Administrator and Advisor/Head Coach.**
 - d. Individual raffles and 50/50s must receive the prior approval of the advisor or head coach. The request must be accompanied by copies of any legal permits obtained by the organization necessary to run legal games of chance.**
 - e. The supervising Administrator and head coach should be cognizant of plans to approach community donors.**

E. Banquets and Awards

Traditionally, Booster Clubs have assisted advisors/coaches with end-of-season/year awards and banquets/ceremonies. Booster Clubs assisting in event and awards should take all direction from the advisors/coaches. The following guidelines must be followed:



1. **Booster Clubs may provide group, team or individual photographs.**
2. **Individual raffles and 50/50s must receive the prior approval of the supervising Administrator. This request must be accompanied by copies of any legal permits obtained by the organization necessary to run legal games of chance.**
3. **Appropriate gifts may be given to parents.**
4. **Recognition of the senior members of the group/team is appropriate. This expense, along with the program dinner and Advisor/Coaches gifts, are Booster Club responsibilities, and should be factored into the budget and comply with Board policy. In keeping with Booster Clubs policy, the total value of the recognition awards to students should be appropriate.**
5. **Individual awards can be given to group/team members following any county, region, state recognized accomplishment, undefeated season or a conference, county, or state championship. If an individual Booster Club wants to award additional recognition for these accomplishments the award needs to be approved in advance by the supervising Administrator and Advisor/ Head Coach to maintain consistency from group to group. Individual Interscholastic awards and similar mementos to students should be limited to those approved by the Board of Education and in keeping with traditional High School requirements which are basically symbolic in nature i.e., letters, sweaters, jackets, pins, trophies, and other similar type of award, rings or watches which are properly inscribed. No other award of any monetary value may be given to any student without prior approval by the Board of Education. NJAC, NJSIAA and NCAA regulations must be followed in every case when it pertains to athletes, and prior approval granted by the administration.**

The Board of Education recognizes that the support offered by booster clubs can benefit the school district.

Nothing in this policy shall be construed as the Board's assumption of responsibility for any activity conducted by a Booster Club.

Issued:



9210 PARENT ORGANIZATIONS

In each school, any organization consisting of parent(s) or legal guardian(s), school staff, and friends of the school shall be a Board-approved, voluntary organization, **and independent from the Board of Education**. It may not establish educational policy, participate in the administration of the school, or authorize management and direction of school affairs. **Representatives of recognized parent organizations shall comply with all applicable Board policies.**

Such organizations shall have among their objectives the promotion of student welfare, the development of close relationships between the home and the school, and the development between educators and the public of such united efforts as will secure for every student in the schools the best kind of educational program possible.

The school Principal may serve on the executive board of each school's home and school association. All members of the professional staff shall be encouraged to join the organization and to participate in its activities.

The Federated Home and School Association, an agency whose purpose is to foster cooperative effort among all the home and school associations, is made up of the presidents of the individual home and school associations, an executive committee, and the Superintendent. The Superintendent and a Board member will act as liaison between the Board and this group.

The Board and Superintendent shall make it a practice not to interfere in the internal workings of such groups.

Permission to hold regular meetings of such associations in school facilities is granted, in accordance with Board policy.

Adopted: 7 December 2009
Revised:



R 9210 PARENT ORGANIZATIONS

Parent Organizations

A. Role of the Parent Organization

Parent Organizations are organized for the purpose of endorsing and supporting a school sponsored activity. Parent Organizations may include, but are not limited to, **Home and School Association (HSA)**, athletic booster clubs, alumni groups, theater groups, and music programs such as band or chorus, and others not mentioned. Members of Parent Organization are encouraged to support the success of the students, staff, and programs. Parent Organization members should not be involved in any way in school, team, or coaching/programming decisions, or in the administration of the program. The HSA shall be exempt from Policy and Regulation 9210 - Parent Organizations.

B. Constitution and Bylaws

Parent Organizations shall operate under an approved constitution and bylaws. The constitution and bylaws should include the following:

- Name
- Purpose and Function
- Membership
- Officers
- President
- Vice President
- Secretary
- Treasurer
- Basic Policies of Operation

C. Communications

Communication among the Parent Organizations presidents and the respective staff is essential for all items related to specific programs. This includes, but is not limited to: purchases, program needs, dinners, direction guides, budgeting, and all other organization related activities. Parent Organizations will work cooperatively with the appropriate building level administration. Athletics Booster Clubs will work with the Director of Athletics. All other Parent Organizations will work in conjunction with the Building Principal or his/her designee.



D. Organization Requirements**1. Non-profit Organization**

Any parent organization should preferably be a non-profit organization. Proof of non-profit status shall be provided to the appropriate administrator.

2. Intended Activities

Each club will submit an activities report stating the program goals for that year, the projected budget to meet the program goals and a list of intended activities to meet the financial goals. All aspects of the activities report must be developed in collaboration with the program Advisor/Coach before submission to the appropriate administrator.

3. Financial Accountability

Approved Treasurer's reports shall be provided to the appropriate administrator for each club's general meetings. Reports shall include monies raised, expended, and progress towards meeting the financial goals of the club. A final Treasurer's report shall be submitted annually to the membership and Advisor/Coach.

4. Utilization of Funds

Gifts, grants and donations shall comply with Policy 7230 - Gifts, Grants and Donation.

5. District Policies

Parent Organizations shall comply with all district policies and regulations. If funds from their organization account are used for salaries for volunteers, volunteers shall receive a 1099. This includes but is not limited to the following:

- P5830 Pupil Fund Raising
- P7230 Gifts, Grants and Donations
- P7510 Use of School Facilities
- P9180 School Volunteers
- P9181 Volunteer Athletic Coaches
- P9190 Community Organizations
- P9191 Booster Clubs
- P9200 Cooperation Between Parents and School
- P9210 Parent Organizations
- P9700 Special Interest Groups



6. Field Trips

All field trips require approval at the building level and then from the Assistant Superintendent's Office. Field trips shall comply with Policy and Regulation - 2340 Field Trips.

7. Fund Raising

All fundraising activities require the approval of the Advisor/Coach. This includes activities where students do not participate in fundraising. Approval shall be acquired through the submission of the Fundraising Request Form. (Forms are distributed by the Athletic Director). No student shall be required to fundraise, make donations or pay non-mandatory fees (i.e. ice hockey), unless approved by the appropriate administrator.

a. Short-term (within one year) and long-term (2-5 years) goals/needs should be developed in conjunction with the Advisor/Head Coach which are consistent with the overall goals and objectives of the school. These goals/needs should then be reported to the individual Parent Organization representatives.

b. The individual group must create a fundraising plan in conjunction with the Advisor/Head Coach to raise the necessary funds to cover the expenses to satisfy the short- or long-term goals/needs for the program.

c. Parent Organizations are not empowered to make purchases or to raise money without the knowledge of the supervising Administrator and Advisor/Head Coach.

d. Individual raffles and 50/50s must receive the prior approval of the advisor or head coach. The request must be accompanied by copies of any legal permits obtained by the organization necessary to run legal games of chance.

e. The Athletic Director or appropriate Administrator and Advisor/Coach should be cognizant of plans to approach community donors.

E. Banquets and Awards

Traditionally, Parent Organizations have assisted advisors/coaches with end-of-season/year awards and banquets/ceremonies. Parent Organizations assisting in event and awards should collaborate with the Advisor/Coach. The following guidelines must be followed:



1. **Parent Organizations may provide group, team or individual photographs.**
2. **Individual raffles and 50/50s must receive the prior approval of the supervising Administrator. This request must be accompanied by copies of any legal permits obtained by the organization necessary to run legal games of chance.**
3. **Appropriate gifts may be given to parents.**
4. **Recognition of the senior members of the group/team is appropriate. This expense, along with the program dinner and Advisor/Coach gifts, are Booster Group responsibilities, and should be factored into the budget and be in compliance with Board policy. In keeping with the Parent Organizations, the total value of the recognition awards to students should be appropriate.**
5. **Individual awards can be given to group/team members following any county, region, state recognized accomplishment, undefeated season or a conference, county, or state championship. If an individual Parent Organization wants to award additional recognition for these accomplishments the award needs to be approved in advance by the supervising Administrator and Advisor/Coach to maintain consistency from group to group. Individual Interscholastic awards and similar mementos to students should be limited to those approved by the Board of Education and in keeping with traditional High School requirements which are basically symbolic in nature i.e., letters, sweaters, jackets, pins, trophies, and other similar type of award, rings or watches which are properly inscribed. No other award of any monetary value may be given to any student without prior approval by the Board of Education. NJAC, NJSIAA and NCAA regulations must be followed in every case when it pertains to athletes, and prior approval granted by the administration.**

The Board of Education recognizes that the support offered by Parent Organizations can benefit the school district.

Nothing in this policy shall be construed as the Board's assumption of responsibility for any activity conducted by a parent organization.

Issued: 4 November 2019



9400 NEWS MEDIA RELATIONS

~~Representatives of the local newspapers and radio and television stations are an important link in the communications chain between the school district and the community it serves.~~ The maintenance of a good working relationship with ~~members of the media~~ is essential to meeting the objectives of the **school** district's ~~school and~~ community relations program.

The Board of Education must give formal approval to all basic practices governing relations between ~~news~~ **the media** and the **school** district and reserves the right to negotiate, on terms most favorable to the **school** district, for the ~~radio~~ broadcasting, ~~televising~~, filming, or sound recording of any school event by an outside agency.

The Superintendent ~~or designee~~ shall be the chief communications representative of the **school district**. ~~Board. He/she~~ **The chief communications representative** shall be readily available to: ~~media representatives~~, provide media representatives with all appropriate and necessary information; suggest or supply feature articles or stories; prepare **information to be released to the media**; ~~"press kits,"~~ assist school and parent organizations with **media** ~~press~~ relations; meet periodically with media representatives; ~~and~~ protect school personnel from any unnecessary demands on their time by ~~news~~ media representatives; **and provide additional information as appropriate.**

Individual schools may prepare press releases of routing announcements and submit them directly to the press, upon the approval of the Building Principal or designee. Copies should be sent to the Superintendent and Public Information Officer.

The Superintendent must approve in advance interviews between staff members or students and media representatives **when the staff member is representing or speaking on behalf of the Board of Education or the school district.**

A school district staff member not designated by the Superintendent or designee to assist in any of the media responsibilities outlined in this Policy, including speaking to a representative of the media, is not prohibited from doing so on their own behalf as a private citizen provided the staff member does not indicate or imply they represent or are speaking on behalf of the Board of Education or the school district and indicate they are speaking on their own behalf as a private citizen.



A staff member who is acting on their own behalf as a private citizen should be cognizant of their obligations to protect the privacy and confidentiality of students and school operations in accordance with Federal and State laws.

The Board of Education reserves its right to regulate the exercise of school district staff members' First Amendment rights of the United States Constitution in such situations to the extent that such exercise may interfere with the safe and orderly operation of the schools and the learning environment.

The Superintendent or designee must authorize the release of ~~photographs, video or digital~~ any images of district subjects, personnel, or students.

~~Any Photographs, video or digital images of a student with a disability of disabled children~~ shall not be disseminated or used in print or media in any way if they are identified as **a student with a disability disabled unless permission is granted by the parent(s) ~~or legal guardian(s)~~. ~~Any Photographs, video or digital images of a child children~~ placed in the district by ~~DYFS~~ **the New Jersey Department of Children and Families, Division of Child Protection and Permanency** shall not be published without permission of the ~~Division~~ **Department** case worker. Where the release of ~~any a photograph, video or digital~~ images may violate the privacy of ~~a~~ **any** student or staff member, the **Superintendent or designee** must first secure the written permission of the staff member or the student's parent(s) ~~or legal guardian(s)~~.**

Taking pictures of district students and buildings for commercial purposes is prohibited without written approval of the Superintendent. "Commercial purposes" in this context is defined to mean for sale or for use in connection with the advertisement or promotion of goods or services. "School students" in this context means boys and girls enrolled in the school during that part of the day they are at school, on the school grounds, or engaged in any activity under the direction and supervision of the school.

Adopted: 7 December 2009

Revised:



**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
OCTOBER 7, 2019**

Minutes of the Regular Public Meeting of the Board of Education held on October 7, 2019, at 7:00 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary

Absent: Ms. Ojetta Townes, Manager of Human Resources

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Smith Wilson moved the following resolution. Mr. Morgan seconded the motion, which was unanimously approved.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss a personnel and/or litigation matter and/or negotiations and/or contract matter and/or student matter and litigation. No action was taken.

B. MOTION TO OPEN REGULAR SESSION

At 7:30 p.m., on a motion made by Ms. Smith Wilson, seconded by Mr. Morgan and unanimously approved, the public meeting reconvened.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: Ms. Ojetta Townes, Manager of Human Resources

Visitors: There were approximately ten visitors.

II. FLAG SAULTE AND PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. SWEARING IN OF APPOINTMENT BOARD MEMBER

Ms. Kelly administered the Oath of Office to Mr. Mahmoud. Ms. Smith Wilson noted Mr. Mahmoud was sworn in last week in order to receive the Board packet. The Board acknowledged the presence of Mr. Mahmoud's family.

V. INFORMATION

Ms. Smith Wilson read the following information into record and congratulated the students.

A. NATIONAL HISPANIC RECOGNITION PROGRAM

The National Hispanic Recognition Program is a College Board program that provides national recognition of the exceptional academic achievements of Hispanic high school seniors and identifies academically well prepared Hispanic high school seniors for post-secondary institutions.

Students enter the program by taking the Preliminary Scholastic Aptitude Test/National Merit Scholarship Qualifying Test (PSAT/NMSQT) as high school juniors, and by identifying themselves as Hispanic. This year, the NHRP is recognizing nearly 5,000 students selected from a pool of over 250,000 students who took the 2018 PSAT/NMSQT and have achieved a minimum PSAT/NMSQT score for their region.

The following two students have been recognized as scholars in the program:

John D. Flusche and **Annabel Mendoza**

VI. PRESENTATIONS

A. DISTRICTWIDE TESTING REPORT

Ms. Poelstra reported on the district's state assessment results for the New Jersey Student Learning Assessment (NJSLA), formerly the Partnership for Assessment of Readiness for College and Careers (PARCC), Access for ELLs (ESL proficiency), SAT, ACT and AP tests. Ms. Poelstra reviewed the history of how the state adopted PARCC in 2015 and used these assessments through 2018. Beginning in Spring 2019, New Jersey adopted the New Jersey Student Learning Assessment Programs and students took the

NJSLA-ESA Assessments in Grades 3-11 and NJSLA-Math Assessments in Algebra I, Geometry, and Algebra II.

Overall, our ELA/Literacy results for student in grades 3-5 and 6-8 show our students are above 80% and the results are strong. Grades 6-8 have similar results. Looking at grades 9-11, it is interesting to note that grade 9 has a much higher participation rate than in 2016.

A discussion took place on how graduation requirements changed which led to either higher or lower participation rates for students in grades 9-11, if students did not do well alternative tests were available, how low participation rates could affect our NJ Monthly and other ratings, and how county magnet schools should not be included in the ratings.

Ms. Poelstra reviewed Math results for grades 3-5 which show strong results over 80%.

Mr. Morgan noted in year to year comparatives, the district is up at 80% but there are slight variations up and down and asked if we should be concerned.

Ms. Poelstra explained when it is that small, it could depend on a class size of five or fewer students; however, when she reviews Algebra I, Geometry, and Algebra II, there are a few things she thinks should be looked at since we went down in a couple of those but anything give or take 5% does not concern her too much. Ms. Poelstra pointed out these 2018 third graders are then fourth graders, etc., so you can follow cohorts of students, which can paint a portrait of a class moving through. Tests also change from year to year so there are a lot of factors to consider.

Ms. Poelstra reviewed grades 6-8 Mathematics. The anomaly here is grade 8 where only 45 students took the test because the other 400 are taking Algebra I. However, Ms. Poelstra does recognize the passing rate for those 45 students is very low so that is an area the district will look at more closely. It has been historically low, but the district will be doing more to supplement math instruction for this group. Because they are not in Algebra I, she thinks those students struggle more than most. This group also includes special and regular education students. She pointed out a little less than 10% of students take grade 8 Math so it is not representative of grade 8 as a whole, but we still need to see what we can do to help the students.

Test scores for Algebra I, Geometry and Algebra II were reviewed. A discussion took place on the increase in participation, even in Algebra II (even though most of our students take Algebra II as tenth graders and do not need the Algebra II test for graduation), the dip in scores in Algebra I and Geometry and possible reasons for it, the change in order of the Math curriculum that will start this year, the switch in the Math series in grades 6-8 to Big Ideas (which will give kids a better foundation), that many students will be taking geometry this year, the difference in scores between GWMS and BFMS, and how the data will be drilled down to the student level so we can intervene for those who need help.

Ms. Poelstra talked about 50 students in Algebra I who did not pass the Algebra I NJSLA but are now in Geometry. They have to retake the Algebra I NJSLA at the end of the fall since it is still a graduation requirement. Because we get the results so late, some students passed the Algebra I NJSLA, but struggled in the course and are opting to take Algebra I again as freshman. Mr. Morgan asked if there are students who could get a passing grade in Algebra I and not be successful at Algebra II. Ms. Poelstra replied there

are and those are the kids who now have to retake it and there is remediation for them. Although they have to pass Algebra I for graduation, students have other choices that will count (i.e. SAT, ACT, etc.).

Ms. Poelstra reviewed a breakdown by Subgroups in Grades 3 – 11 for English Language Arts and Mathematics. The results reflect the rise we saw in ELA scores in the fall. There were 199 students who retook Algebra I in the fall block. The difference between 199 and 53 could be students who opted out of Algebra I in 8th or 9th grade and never took it and when the state, midway through the year, said it was required, had us scrambling to test those who opted out. Of the 199, 52% passed when they took the test in the fall block and 30% of the students for ELA 10 passed. Students had to sit even if they had other options.

Ms. Poelstra reviewed participation rates for grades 9-10. The 100% participation rate only pertains to students who had to take the test as a graduation requirement. Some students who are not participating are exempt from taking the test due to medical emergencies or being sick in the middle of the test. The 'let's not take the test movement' has been diminished. The state is still discussing their testing regime and it may change entirely.

Ms. Poelstra reviewed alternate assessments, the report the district receives, sample individual student reports, resources for parents, how to use the data to help your child, questions to guide data reflection, areas of focus and how we can improve.

A discussion took place regarding AP courses offered, test requirements if a student is taking AP courses, if there is a limit on the number of AP courses a student can take, and what other schools' requirements are.

[Click here](#) to view the complete presentation.

B. STRATEGIC PLANNING UPDATE

Ms. Poelstra and Dr. Fishbein spoke about the strategic planning process. Last spring, the district brought approximately 65 staff and community members together to work on goals and objectives in the areas of learning, teaching, school culture, governance and community partnerships. A steering committee is now working on a plan, which is targeted to be completed this winter. The process includes looking ahead to the future and where it is most important to take our students in the next five years; i.e., what are the trends and what will students need to be successful given the impact of globalization and automation in the workplace. Consultants from the Madison Institute are facilitating the process. [Click here](#) to view the presentation.

Ms. Poelstra thanked Chris McCullough, her assistant Charlene LaBenda, and all staff who helped.

Ms. Brogan recommended Ms. Poelstra send out a link to the webcast and the video with an invitation to view it.

C. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- Girls Soccer Big North Conference Player of the week: RHS student Payton Angus.
- Boys Soccer Big North Conference Player of the week: RHS student Davis Flusche.
- Both the Boys and Girls Soccer teams are having very successful starts to their seasons.
- Football Big North Conference Player of the week: RHS student Andrew Messineo.

Arts

- RHS New Players will be performing *She Kills Monsters* from October 17th through 19th.

Academics

- Many students have recently taken the September SAT.
- 72-78% of students are requesting transcripts for November Early Action and Early Decision college application deadlines.
- The PSAT for 10th and 11th grade is coming up on October 19th.

Activities

- Harvard Law Professor Lawrence Lessig spoke to RHS students last Thursday.

Miscellaneous

- Tonight is the 9th grade parent meeting.
- This is the time of the year students sign up for AP courses and tests. He added that we have a really strong AP program at the high school. There is so much freedom for students to pick what they want and are passionate about. The teachers know the test and how to prepare students for the tests. He is taking four AP classes this year. It is a fantastic program at the high school.

VII. COMMENTS FROM THE PUBLIC

At 8:44 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following person addressed the Board:

Suzanne Ruane, 705 Kingsbridge Lane, congratulated Mr. Mahmoud and played audio from BFMS Assistant Principal Greg Wu regarding his concern once he was made aware of an attempted suicide last year. Ms. Ruane expressed her concern about the need to better educate parents and students regarding mental health and applauded the district's wellbeing series, but still feels more needs to be done. Ms. Ruane urged the Board to implement programs advocating for mental health.

At 8:49 p.m, no one else wished to address the Board.

Ms. Brogan pointed out the Stigma Free Committee brought in Mary Cregan, author of *The Scar: A Personal History of Depression and Recovery*, in May to speak to general awareness. This is a serious issue and there are efforts in the broader community. The district is also working with West Bergen Mental Health on professional development in this area at the high school.

Ms. Poelstra explained the entire program will revolve around emotional learning, stress, anxiety, mindfulness, and the need to follow up on angst

Mr. Kaufman asked if there is any education at the elementary level yet.

Ms. Poelstra replied we do have guidance counselors, the Open Circle program, and students are learning more about establishing positive relationships and mental health age appropriate education through our health program.

Mr. Mahmoud asked if we do any student education. Dr. Fishbein replied we do through our health education program.

Ms. Brogan noted it bears repeating that every year we have to teach kids not to not respond and it is the same for adults. If you see something say something.

Dr. Fishbein noted more work can always be done in this area.

VIII. COMMITTEE OF THE WHOLE REPORTS

At the last Board meeting, the Board agreed to implement the Finance and Facilities meetings as Committees of the Whole, which begins tonight.

- Finance: Dr. Fishbein reported most of our finance agenda items were done at the last meeting and asked Ms. Kelly to review our 2020-21 budget calendar, which is on tonight's agenda for approval.

Ms. Kelly explained some dates are tentative based on when the Governor delivers his budget address, which is typically the fourth Tuesday in February. This budget calendar will be sent to principals with instructions to start entering budget data into CSI. The budget will be discussed at the October 15th Administrative Leadership meeting in order to answer questions anyone may have. Tentative meeting dates have been set to meet with each principal and department to review their budgetary needs. The administration will be making several budget presentations throughout the year to the community as we progress. These include the two budget meetings held at the middle schools, as well as each HSA and any other outside groups (approximately 16 presentations). Ms. Kelly may be requesting that we move the March 16 meeting to March 23 for our public hearing and final adoption of the budget. The preliminary budget would be approved at the March 2 meeting and has to be submitted to the County by March 6th. The school budget vote and election will take place on April 21st and throughout the month of April, information will be provided to the community.

A discussion took place regarding Board input on setting financial goals/objectives for the district next year and that it should be done at the November 18th meeting. On November 4th, there will be another Finance Committee of the Whole Meeting and the September financial reports will be reviewed. On November 18th, the Board will review the October financial reports. Dr. Fishbein stated in-service training on financial reports will be provided at the first meeting in November for new board members and as a refresher course for others.

- Facilities
Dr. Fishbein reported we are starting to plan facility projects for next year. Bathroom renovations were done at BFMS and GWMS and he showed before and after pictures of the projects. Funds for possible projects will come out of the Capital Fund and depend on how the rest of the year plays out.

Ms. Kelly reviewed the change order for the BFMS Bathroom Renovation. When the tiles were pulled up, the sub-floor was unrepairable and had to be replaced. The partitions that

were part of the original specifications were not fire rated and have to be fire rated. The Village Building Department also wanted us to change the layout for ADA compliance for some of the stalls.

Mr. Morgan asked why the original RFP did not have fire rated partitions. Dr. Fishbein explained some of that could be a local issue. Ms. Kelly added our building department does a local review and she was told they are the ones who decided the partitions had to be fire rated but she would need to confirm it. Mr. Morgan thought it was interesting that partial walls had to be fire rated.

Ms. Kelly replied that was what was required. Also, they originally expected a different door knob mechanism but we needed ones where you can always get out but you cannot get in. They are called classroom function and it is a security issue.

The change order for the GWMS Bathroom Renovation was the same with the partitions, layout for ADA compliance, and doorknobs. There was also piping they had to change for the urinal drain line for proper drainage. That was unknown until they opened up the floors. Some demolition also had to be done on part of the wall to install a cabinet for the new heater.

Mr. Morgan asked if the cabinet was in the original design. Dr. Fishbein replied it was but they could not get the original cabinet so in order to expedite it we got a different one. Some of the things are long lead items, and some items took even longer. We are still waiting for some of the ventilation fans.

Ms. Smith Wilson asked if the renovated bathrooms are usable yet. Dr. Fishbein replied almost.

Mr. Kaufman asked if the ADA requirement was contemplated in the original design. Dr. Fishbein confirmed it was but going through local review, they have their own spin on things sometimes and then we have to comply with that in order to pass inspection.

A discussion took place on why local review is not done or looked at before putting out an RFP and committing to a project since it is a key factor, where this came up in the process, and how going forward, some of these things can be anticipated, but codes do change.

Ms. Brogan asked Dr. Fishbein to explain the general process for change orders. He explained an issue comes up and in a smaller project like this, the architect acts as our construction management. They are brought in to discuss the issue and then the contractor will give a price. If the architect doesn't feel the price is proper, there will be some negotiation, a price will be agreed on, the change order goes through and is signed off on by the architect before it gets to us, and then it is agreed upon that we will pay it. In these old buildings there are going to be issues and that is why there is an allowance, which the state requires.

Mr. Kaufman asked if the change order covers our allowance that we added. Dr. Fishbein stated they did, and most allowances are 10%.

Ms. Brogan pointed out overall, the cost of the renovations was estimated at \$250,000 and the price was well under what was discussed. Sometimes you do not know there are issues until you open up walls. Dr. Fishbein added this year there was also some asbestos abatement when we opened the walls. Mr. Morgan understood those factors but felt complying with local building ordinances should be known before the RFP goes out to ensure

we do not end up with change orders like this. Ms. Kelly will find out where it occurred in the process.

The Board was provided with some dates for facility visits for a possible referendum in their packet. Dr. Fishbein reviewed the process he would like to follow as listed below:

- Hold five facility sessions in October and November.
- Each night there would be two site visits.
- These are informal opportunities for the public to come to the schools and see the facility projects the Board has been taking about for the past several years.
- Sessions will start with a presentation with the reasons for the proposed projects and our architect and engineering firm will be there to talk about the issues we are facing, the systems we are looking at, and the reasons why the work needs to be done.
- They will answer questions and look at the proposed projects as it is important for people to see why the repairs have to be made.
- At each building, a facility data sheet will be developed with the history of the building, the projects under consideration, the scope of the work, and if the projects are similar to other projects.

Dr. Fishbein explained Ridge has the same heating system as Glen. Our engineer from LAN and other engineers that have looked at the system have never seen these before as they are very unique. There are also window projects for buildings built in the same time (1965). The windows at Travell are very similar to Hawes. On the fact sheet, if you went to Ridge it would say the same heating system at Glen School, etc.

Mr. Kaufman asked if the work that has been done to date could be included in this fact sheet so the community can see what has been done. Dr. Fishbein will include the history of the referendum. Ms. Brogan pointed out beyond the referendum we have done roof work and other things within our capital budget. Mr. Morgan noted LAN actually presented that information the last time they were here.

Reasons will also be provided on why we are looking at HVAC (age, failure rate, repair rate, what is the heat like in the building- even or uneven).

In December, Dr. Fishbein would like to invite our architectural firm back to the Board to review the projects one more time in public. From when this was first discussed, we have done some of the bigger bathrooms at GWMS and BFMS and will continue to do more in the summer so those will not be part of the presentation anymore.

At the first meeting in January, Dr. Fishbein would like to have our financial professionals come to the Board meeting to review the tax impact, debt service opportunities, and how they would wrap any new debt around our current debt to give the Board and community an idea of what the cost will look like if we do all the projects. Obviously, if we do not do all the projects, the cost will be much less.

At the second meeting in January, Dr. Fishbein will make his recommendation to the Board about what he thinks we should do moving forward. In March, a decision needs to be made in order to give LAN direction to do the necessary paperwork if they decide to advance the projects to a September referendum.

Mr. Morgan noted that would be the meeting we decide the shape of the referendum and expressed his support of the idea of going to the schools. LAN has provided a number of proposals at each of the schools and scary pictures behind the scenes that no parent has probably ever seen. Mr. Morgan thinks it is extremely important we do school based educational programs. A very aggressive schedule has been outlined, with the financial professionals coming in January and LAN in December, which needs to be followed.

Mr. Morgan's one concern, which he has shared with everyone, is the ten meetings at the various schools are not formal Board meetings. If the Board is operating as a Committee of the Whole, taking information and comments from the public at that particular school they are visiting, he feels those should be formal board meetings. There should be a Board meeting with an agenda focused on that school. Our bylaws currently call for videotaping all of our Board meetings, but the bylaws allow for amendments if needed. Mr. Morgan suggested the Board could say these meetings could be documented by some kind of audio recording to cover that. Mr. Morgan thinks it is important for the community to understand why the Board is putting such a high priority on this. Mr. Morgan feels taking formal comments from our financial advisor, architect, and Superintendent in a Board meeting on what should be in the referendum, and not have those ten meetings as formal Board meetings, opens the Board up to all kinds of challenges and concerns.

Mr. Morgan is also concerned with backing one school up against each other. He feels it is a lot of information for one evening for Board members to take in. To summarize, his two thoughts are that it would be better to make each of the school visits with a walk around with the architect, and extend the discussion with the architect, engineers, and subsequent comments from the public be in Board meeting sessions and we do one per night, not two per night. He asked other Board members for their opinion.

Mr. Mahmoud asked if there is a downsize to doing the sessions as formal Board meetings.

Dr. Fishbein explained these are meant to be informal opportunities for the community to come in, get a short presentation about the building and why we are looking at these systems, and then to go and look at the projects with the opportunity to ask questions. His intent is not for them to be formal Board meetings. His plan is to promote this through the schools and community in one postcard with the five dates and times we will be at each school. The schools are close together so getting from one place to another is easy to do.

Mr. Mahmoud felt that if we are going to go the community later to approve a referendum, the community would have to be behind it for us to even do it, so perhaps the more transparency or more official and documented it is, it could help us.

Ms. Brogan stated in the past when we have had referendums, we have not done formal Board meetings. Formal Board meetings are here and televised. School visits are informal opportunities for every community member, who wants to, to come in and see the schools, with fact sheets, short presentations, and to walk around the schools. The principals are usually there to give real granular information about the school, how it is used, and the issues each school has. It is a walking around tour rather than a sit-down meeting. Comments do come but they come within questions to the superintendent and/or principal. Her experience has been Board members walk but are not part of the presentation. They may answer a question if a community member asks them directly, but it is really about the superintendent, principal, and architect leading the group. Ms. Brogan does not see where there is not transparency due to the fact the whole community is invited.

Mr. Mahmoud commented thinking ahead, if we go to referendum, there will be many voices in the community who will say they did not know or were not involved. Dr. Fishbein stated the whole community will be invited. He is not just going through the schools with this invitation.

A lengthy discussion ensued regarding what was done in the past, the pros and cons of having these sessions as formal versus informal meetings, how the Board was not operating as a Committee of the Whole during the last referendum, how critical it is for the community to see the needs of the buildings, the need for transparency and the importance of having a public record to build community support, that no decisions or voting will be done during these sessions, the need for any Board members who have not seen the buildings to take a tour of the buildings, the staff that would be needed for a formal Board meeting and the requirements of Bylaw 0168, the challenges of either scenario, the possibility of having students record the sessions so there is a record, or possibly recording the areas beforehand showing the needed projects with a voiceover.

Ms. Smith Wilson again reviewed Dr. Fishbein's outline of his presentation. She thought they should begin by agreeing that the meeting the Board is in right now is technically a meeting of the Ridgewood Board of Education, in public, and this gives the public the opportunity to see the trustees of the Board deliberate and discuss issues in public. What Dr. Fishbein has outlined are opportunities for the community to come in to the schools and see firsthand the projects the Board has been discussing since 2016 (or before) with LAN. The Board wants the public to informally come in and see what the Board is talking about and take a tour with the experts, who are not the Board, but who are Dr. Fishbein, Steve Secora from LAN, and the building principal. The Board, in these sessions as outlined, will not be asked to make any decisions, will not be voting, nor approving any work. In that regard, it is not a Board meeting.

Ms. Smith Wilson believes the role of the Board members in those sessions are to learn and listen since everyone is not at the same level with regard to the projects and why they are needed. She does not feel it constitutes a Board meeting.

Ms. Smith Wilson reported she asked the Board Attorney, Mr. Merlino, to give his perspective on the subject. His question to the state was 'are all gatherings of public bodies subject to the provisions of the Open Public Meetings Act (OPMA)' and the response was in order to be covered by the provisions of the law, a meeting, whether attended in person or conducted by means of communication equipment, must be open to all public bodies members, attended by an effective majority of the members of the said public body, and the members present must intend to discuss or act upon public business, which is not the purpose of these meetings. As Board members, you can have a conversation with a member of the public who can ask a question, but the Board's role is to listen, learn and observe, and come back to a future meeting and share what we learned and what the public said to them in a public meeting, on the record and formal.

Ms. Brogan thought it was similar to Coffee and Conversation. Sometimes there are five Board members together but it is not a Board meeting. It is an opportunity to listen and answer questions, and many times, direct a person to our experts. Some things are done as informational, conversational, and informal, which she feels is comfortable for the public and if the Board gets word out to the community in a multitude of ways, she thinks the informality of it is a positive.

Mr. Morgan agreed with everything Ms. Brogan said except for the informality. Mr. Morgan thinks it is important to gather together, publicize and encourage people to come, and still believes the seriousness of making it a Board meeting at a school will highlight to that school community that the Board is serious about this. The Board is taking in information and hearing things. In January, there will be a presentation by our financial advisors in a Board meeting in which the Board will take in information. Mr. Morgan feels the suggested sessions are the same thing. He pointed out Ms. Smith Wilson outlined the criteria of a Board meeting and everyone agrees on the first two. The third one is taking information and discussion which may be acted upon. Mr. Morgan feels this Board wasted a lot of time over the last year considering OPMA and OPRA questions. There seems to be a community that distrusts what this Board does. To take the Committee of the Whole out of a formal Board meeting around the first major set of visits and not keeping minutes or recording them seems to him to be counter to the trend we have been hearing people question and he expressed his concern the Board will end up with complaints.

Another lengthy discussion ensued regarding the pros and cons of informal versus formal meetings, the Board's role (or non-role at the informal sessions), different ways to record the sessions, the possibility of videotaping the areas prior to these meetings with a voiceover, fact sheets, the similarity of these sessions to budget presentations and other times the Board is together, the need to fix the facilities, the importance of all Board members going to the schools to view the projects, how there will be no surprise projects that have not already been discussed, transparency, waiting to see what the turnout is for the first meeting in October and then making adjustments, the need to have a written record of these sessions, confusion in the community, and building community support at the ground level. The consensus was to take a vote to decide if the meetings would be formal or informal.

Ms. Brogan made a motion that these sessions be informal presentations at the buildings as Dr. Fishbein described.

Ms. Smith Wilson seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Smith Wilson

NAYS: Mr. Mahmoud, Mr. Morgan

The Board continued to discuss ideas on ways to record the sessions, providing as much transparency as possible, ensuring we give the public enough notice and opportunity to come and ask questions, the importance of prioritizing the list of projects, that no decision has been made yet to do a referendum, possibly enlisting staff at the high school to help set up a plan for recording, and that if a Board member cannot attend a session it is not mandatory, but if they have not toured the buildings, they should set up a time with Dr. Fishbein for a tour.

Ms. Smith Wilson addressed an email the Board received late this afternoon to clarify the consent agenda and how it works. A resident was concerned that the consent agenda contains items that the Board is being asked to approve tonight that were approved by the Finance or Facilities Committee in advance of tonight's meeting and that is not how it works.

Dr. Fishbein explained the committee structure is not where decisions are made; it is where information is exchanged. It does not come out that after the committee meeting since there are two Board members you have two votes. Information is exchanged from professionals to the Board members who sit on those committees. The agenda is developed by the cabinet

members (Dr. Fishbein, Ms. Poelstra, Ms. Townes and Ms. Kelly), and Dr. Fishbein reviews the agenda with the president and vice president on the Thursday before the agenda goes out on Friday. That is how the agenda is developed. It is developed by the professionals and given to the Board with background information to allow them to make a judgement. Board members receive the packet on Friday, read it over the weekend, and if they have questions, they email Dr. Fishbein over the weekend so he can provide answers.

Ms. Smith Wilson noted the items on the consent agenda have not been reviewed by any committee in advance of tonight's meeting. They have been reviewed by all Board members with equal access to all background material. She reiterated Dr. Fishbein's statement that if Board members have questions over the weekend or for future meetings, they can email Dr. Fishbein and he will get back to them. To her, that is the day to day workings of the schools. No decisions are being made in secret. All of the information is clearly stated on the agenda and background information is available if someone requests it. Ms. Smith Wilson was concerned that it was misunderstood and felt it was important that everyone would agree that that is how it works.

Mr. Morgan noted at the last meeting, the Board decided to go to a Committee of the Whole for Finance and Facilities. The Finance Committee, which he was a member of, has not met since then, and neither has the Facilities Committee. None of the material on this agenda has been discussed in Finance before.

Ms. Brogan commented she sat on Finance years ago and the information on this agenda is not something that would be discussed there. In question was the consultant, Edvocate, for the RFPs. The district has been working with Edvocate for 10-12 years so in terms of developing our RFPs for custodial and maintenance and grounds work, Bill Gerichter and his team know our buildings inside out and also inspect them quarterly, as well as our fields. Edvocate has a tough rating system and are very thorough. This has really caused our custodial and maintenance to be top notch. Every five years, by law, the district is required to do an RFP. Development of the RFP is critical, with a good knowledge of exactly what we need to keep our buildings well maintained and clean. Ms. Brogan would recommend that we support this recommendation to continue to use Edvocate as our consultant to get that work done. It is critical for our students and community.

Mr. Morgan pointed out he has also seen Mr. Gerichter, who comes quite frequently when discussing contract issues in Executive Session. Mr. Morgan noted Mr. Gerichter is forthright, identifies what needs to be done, and his experience with him has been very good. Mr. Morgan has no problem letting him design the RFP because whoever we choose as our custodial staff has to answer to somebody and Mr. Gerichter has proved he is a very good taskmaster. Mr. Morgan is supportive of Edvocate.

Ms. Brogan stated in some sense she sees the responsibility is the administration makes a recommendation to the Board and the Board can question it; but they receive a lot of information and have firsthand knowledge of some of these consultants.

Ms. Smith Wilson noted when the Board goes through the consent agenda, Dr. Fishbein presents it, someone moves and seconds it, and if anyone still has questions, they have an opportunity to ask them prior to the vote. However, it is a good idea for Board members to try to get those questions to Dr. Fishbein on Monday to get more in-depth answers.

Mr. Morgan mentioned there are items on the consent agenda that every board member, on their own, can ask to be removed from the consent item list. The Board then goes through the consent item list they all agreed to and vote. The item that was taken off is then moved for approval and seconded. A discussion takes place, and a vote is taken and the Board either passes it or not. Everyone has the opportunity to stop something from being a consent item. Mr. Morgan noted Dr. Fishbein is very responsible and when the Board has questions, there have been times in the past where Dr. Fishbein has removed items from the consent agenda before the meeting because he feels more work needs to be done or more information needs to be gathered for the Board. A consent agenda is something everyone has the opportunity to look at, ask questions, separate out items to be voted on individually, or forward the item to another meeting.

Ms. Smith Wilson noted it is a very transparent process and the public has access to the agenda on Friday afternoons.

IX. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, pages 396-397.

B. ADMINISTRATION

i. **Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. **Approval: School Self-Assessment for Determining Grades Under the Anti-Bullying Bill of Rights Act and Opportunity**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act and Opportunity.

iii. **Approval: Settlement Agreement SE#1/2019-2020**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#1/2019-2020 between the parents of Student #904654 and the Ridgewood Board of Education. The Board had received background information.

iv. **Approval: First Reading of Revisions to Policies/New Policies**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the first reading of revisions to Policies/New Policies as listed below.

- o Policy 1642 – Earned Sick Leave Law, as listed on **Attachment B**, pages 398-399 (*new*)

- Policy 3159 – Teaching Staff Member/School District Reporting Responsibilities, as listed on **Attachment C**, pages 400-401 (*revised*)
- Policy 3218 – Use, Possession, or Distribution of Substances, as listed on **Attachment D**, pages 402-404 (*revised*)
- Policy 4218 – Use, Possession, or Distribution of Substances, as listed on **Attachment E**, pages 405-407 (*revised*)
- Policy 4219 – Commercial Driver’s License Controlled Substances and Alcohol Use Testing, as listed on **Attachment F**, pages 408-426 (*revised*)
- Policy 5517 – School District Issued Student Identification Cards, as listed on **Attachment G**, page 427 (*revised*)
- Policy 6112 – Reimbursement of Federal and Other Grant Expenditures, as listed on **Attachment H**, pages 428-429 (*revised*)
- Policy 6620 – Petty Cash, as listed on **Attachment I**, pages 430-431 (*revised*)
- Policy 7440 – School District Security, as listed on **Attachment J**, pages 432-433 (*revised*)
- Policy 8600 – Student Transportation, as listed on **Attachment K**, pages 434-436 (*revised*)
- Policy 8630 – Bus Driver/Bus Aide Responsibility, as listed on **Attachment L**, pages 437-440 (*revised*)
- Policy 8670 – Transportation of Special Needs Students, as listed on **Attachment M**, page 441 (*revised*)
- Policy 9210 Parent Organizations, as listed on **Attachment N**, page 442 (*revised*)
- Policy 9400 Media Relations, as listed on **Attachment O**, pages 443-444 (*revised*)

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips as listed on **Attachment P**, pages 445-447.

ii. Approval: Professional Development Workshop Contract with West Bergen Mental Healthcare

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development workshop contract with West Bergen Mental Healthcare for three workshops at Ridgewood High School on October 14, 2019, in the total amount of \$1,350.

The Board had received background information.

iii. Approval: Professional Development Workshop Proposal from BreakoutIQ LLC

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development proposal from BreakoutIQ LLC, “Escape Room,” at Travell School on October 14, 2019, in the amount of \$2,000.

The Board had received background information.

iv. **Approval: Professional Services Agreement with Dr. Vanessa LaBode-Richman**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional services agreement with Dr. Vanessa LaBode-Richman to present strategies for supporting students with ADHD at Ridge School on October 14, 2019, in the amount of \$500.

The Board had received background information.

v. **Approval: Professional Development Program Proposal**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development program proposal from TMI Education and program presenter Kimberly DeLoreto, for “Social-Emotional Learning (SEL) and Life in the Classroom,” at RHS on October 14, 2019, in the amount of \$1,350.

The Board had received background information.

vi. **Approval: Budgeted 2019 Extended School Year and 2019-2020 Out of District Placement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted 2019 Extended School Year and 2019-2020 out of district placement, as listed below.

2019-2020 ESY and 2019-2020 Out of District Placement	
New Alliance Academy Paramus, NJ	1

D. HUMAN RESOURCES

i. **Creation of Position for the 2019-2020 School Year and Job Description**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of position listed below for the 2019-2020 school year and job description as listed on **Attachment Q**, pages 448-449

- o **Behavior Analyst Coordinator**

ii. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Teachers

NEER, Kathleen – Leave of Absence Replacement 0.50 FTE Ed Specialist (non-tenure track), Ridge School, effective October 24, 2019, or as soon after as possible, through June 24, 2020, pending verification of employment as outlined by Chapter 5. Ms. Neer possesses an NJDOE Standard Certificate as an Elementary School Teacher in Grades K-5.
Account #11-230-100-101-00-04-019-000

\$29,844
Cl. BA, St. 1
pro-rated

Revision: SCAPPI, Caitin – Special Education Teacher (tenure track), Hawes School, **from** effective October 15, 2019 through June 24, 2020, approved by the Board at its meeting on September 9, 2019, **to** effective October 21, 2019, or as soon after as possible, through June 24, 2020, pending verification of employment as outlined by Chapter 5. Ms. Scappi possesses an NJDOE Standard Certificate as an Elementary School Teacher Grades K-6 and a Standard Certificate as a Teacher of Students with Disabilities.

\$60,188
Cl. BA, St. 2
prorated

Account #11-204-100-101-00-02-019-000

Support Staff

SUDOL, Eliza - Registrar, Ridgewood Community School, effective October 8, 2019, or as soon after as possible, through June 30, 2019

\$42,000
prorated

Account #13-422-200-105-00-60-060-000 (25%)

Account #13-423-200-105-00-60-060-000 (25%)

Account #13-424-200-105-00-60-060-000 (10%)

Account #13-602-200-105-00-60-060-000 (40%)

Long-term Substitutes

Revision: BOYADJIAN, Diana – Second Grade Teacher, Travell School, **from** effective August 30, 2019 through December 20, 2019, approved by the Board at its meeting on July 29, 2019, **to** effective August 30, 2019 through January 28, 2020, at a daily rate of \$125 per day, until the assignment ends.

Account #11-120-100-101-09-06-019-000

Revision: GRAHAM, Kristen - Kindergarten Teacher, Orchard School, **from** effective August 30, 2019 through October 10, 2019, approved by the Board at its meeting on August 26, 2019, **to** effective August 30, 2019 through November 1, 2019, at a daily rate of \$125 per day, until the assignment ends.

Account #11-110-100-101-11-03-019-000

SEMYONOVA, Albina – Special Education Teacher, Willard School, effective October 7, 2019 through November 1, 2019, at a daily rate of \$125 per day, until the assignment ends.

Revision: WEINSTEIN, Nicole - Special Education Teacher, Hawes School, **from** effective September 16, 2019 through October 15, 2019, approved by the Board at its meeting on September 9, 2019, **to** effective September 16, 2019 through October 22, 2019, at a daily rate of \$125 per day, until the assignment ends.

Account #11-204-100-101-00-02-019-000

Field Placement

CHALMERS, Stephanie – School Psychology Practicum Shadow with Gila Elbaum, School Psychologist, Orchard School and Ridge School, October 8, 2019 through December 20, 2019

Classroom Aides

CASTALDI, Deborah – Applied Behavioral Analyst Aide (ABA) Ridge School, effective October 8, 2019, or as soon after as possible, through June 23, 2020,

pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #11-000-217-106-00-04-024-001

KIM, Ji Yoon – Applied Behavior Analyst Aide (ABA), George Washington Middle School, effective October 8, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #11-000-217-106-00-09-024-001

MARQUES DE CHINCHAY, Marisol – Applied Behavior Analyst Aide (ABA), Ridge School, effective October 8, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #11-000-217-106-00-04-024-001\

MONTELBANO, Dean - One-to-One Special Education Classroom Aide, Benjamin Franklin Middle School, effective October 8, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-217-106-00-08-024-001

Infant/Toddler Development Center

ALEGRIA, Samantha – High School Aide, effective October 8, 2019, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

GOLDBERG, Rosa - Teacher Assistant Entry Level – Step I, effective October 8, 2019, or as soon after as possible, through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00

Account #62-990-100-106-00-62-060-001

HRISSIKOS, Evanthia - High School Aide, effective October 8, 2019, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

KAWASH, Emily* - High School Aide, effective October 8, 2019, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

Home Instructor, on an as-needed basis, for the 2019-2020 School Year Ridgewood High School

- **Angelica Cuellar**, Spanish Teacher, at an hourly rate of \$58.21

Account #11-150-100-101-00-24-024-001 (Regular Education)

Account #11-219-100-101-00-24-024-001(Special Education)

Winter 2019 and Spring 2020 Coaching Assignments, as listed on Attachment R, pages 450-451

RHS Volunteer Coaches

Girls Basketball

Allison Mende

Candace Mitola

Al Roth

Boys Basketball

Joseph DelBuono

James Ponchak

*Related to staff member

iii. **Revision: Changes in Salary Classification, effective August 30, 2019 through June 30, 2020, in accordance with the REA/Board Agreement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change in salary classification listed below.

FERRERI, Todd – Special Education (LLD) Teacher, Benjamin Franklin Middle School, approved by the Board at its meeting on September 23, 2019, **from** \$97,972, Class MA, Step 17, **to** \$102,932 Class MA, Step 18
Account #11-204-100-101-00-08-019-000

iv. **Revision: Ridgewood Public Schools Salary List for the 2019-2020 School Year, approved by the Board at its meeting on May 6, 2019**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Ridgewood Public Schools Salary List for all known positions and staffing as of May 6, 2019 for the 2019-2020 school year.

MACOLINO, Nadine - **from** 0.85 FTE Secretary, Glen School **to** 1.0 FTE Secretary, Glen School, effective October 8, 2019 through June 30, 2020
Account #11-000-219-105-00-01-019-000

From: \$33,189
Cl. IV-10-M, St. 5
To: \$39,046
Cl. IV-10-M, St. 5

v. **Change of Assignments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignments, as listed below.

BRANDES, Melissa - **from** Resource Room Special Education Classroom Aide, Ridgewood High School, 5.75 hours per day, 5 days per week, **to** Applied Behavior Analyst Aide (ABA), Ridgewood High School, effective September 3, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week
Account #11-000-217-106-00-10-024-001

From: \$17.16
per hour
To: \$20.81
per hour

COUGHLIN, Wendy - **from** Applied Behavior Analyst Aide (ABA), Ridge School, 5.75 hours per day, 5 days per week, **to** Resource Room Special Education Classroom Aide, Ridge School, effective October 8, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week

From: \$20.81
per hour
To: \$17.16
per hour

Account #11-213-100-106-00-04-024-001

D'ANDREA, Jerry - **from** Resource Room Special Education Classroom Aide, George Washington Middle School, **to** Applied Behavior Analyst Aide (ABA), George Washington Middle School, effective October 8, 2019 through June 23, 2020

From: \$17.16
per hour
To: \$19.77
per hour

Account #11-000-217-106-00-09-024-001

Revision: JAROSZ, Kathleen - **from** 0.50 FTE Ed Specialist, Ridge School, **to** Leave of Absence Replacement Kindergarten Teacher (non-tenure track), Ridge School, **from** effective November 4, 2019 through June 24, 2020, approved by the Board at its meeting on July 29, 2019, **to** effective October 30, 2019 through June 24, 2020

From: \$39,405
Cl. BA+30, St. 12
To: \$59,688 Cl.
BA, St. 1

Account #11-110-100-101-11-04-019-000

OLIVER, Jo'elle - **from** Applied Behavior Analyst Aide (ABA), Benjamin Franklin Middle School, 5.75 hours per day, 5 days per week, **to** Applied Behavior Analyst Aide (ABA), George Washington Middle School, effective October 1, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week.

Hourly rate will
remain the same

Account #11-000-217-106-00-09-024-001

WEINSTEIN, Nicole – **from** Long Term Substitute Special Education Teacher, Hawes School, **to** Resource Room Special Education Classroom Aide, Hawes School, effective October 23, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week

From: \$125
daily
To: \$17.16
per hour

Account #11-213-100-106-00-02-024-001

vi. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Assistant Coach

Hummel Jessica - Assistant Cheerleader Advisor, effective September 19, 2019

Classroom Aides

CHOSTAKA, Allison - Applied Behavior Analyst Aide (ABA), Ridge School, effective September 30, 2019

Infant/Toddler Development Center

AGUILAR ARAYA, Francini - High School Aide, effective September 1, 2019

ALMODOVAR, Angeliza - Teaching Assistant, effective September 16, 2019

BROWN, Caelan - High School Aide, effective August 13, 2019

BUENDIA, Arianna - High School Aide, effective July 1, 2019

CARSON, Brittany - Teaching Assistant, effective September 16, 2019

COLIN, Madison - High School Aide, effective September 1, 2019

DAVIS, Caitlin - High School Aide, effective September 11, 2019

DELANEY, Paige - High School Aide, effective September 1, 2019

ELLIOTT, Shannon - High School Aide, effective June 18, 2019

HEFFERNAN, Hailee - High School Aide, effective September 1, 2019

JOHN, Merin - High School Aide, effective September 1, 2019

KACZMARSKI, Mary - High School Aide, effective January 31, 2019

KALABALIK, Nicole - High School Aide, effective July 1, 2019

KELLY, Julia - High School Aide, effective June 10, 2019

LAHEY, Tara - College Aide, effective September 1, 2018

NOTARO, Natalie - High School Aide, effective September 1, 2018

ORR, Ashley - High School Aide, effective September 1, 2018

POLLARO, Madison - High School Aide, effective September 1, 2019

POSILLICO, Katherine - High School Aide, effective September 1, 2019

QASEM, Rund - High School Aide, effective September 1, 2019

STRUSS, Madison - High School Aide, effective June 19, 2019

WONG, Katherine - High School Aide, effective May 17, 2019

WU, Emily - High School Aide, effective June 18, 2019

vii. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absence listed below.

Revision: FEUILLY, Lauren – Second Grade Teacher, Travell School, **from** effective August 30, 2019 through December 20, 2019, with a reinstatement date of January 2, 2020, **to** effective August 30, 2019 through January 28, 2020, with a reinstatement date of January 29, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

viii. **Supplemental Pay Beyond Contract**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Ridge School

Revision: Fifth Grade Restaurant – October 29-30, 2019

From: Three Chaperones: Lindsay Mitchell, Meghan McDermott, and Matthew Tarulli, each to receive a stipend of \$100 per night (\$600), each for two nights, approved by the Board at its meeting on September 23, 2019, **to Four Chaperones: Elyse Mager, Lindsay Mitchell, Meghan McDermott, and Matthew Tarulli**, each to receive a stipend of \$100 per night, each for two nights (\$800)

Account #11-401-100-101-00-04-004-001

Somerville School

Substitute Lunch Duty, on an as-needed basis

- **Janet Crocamo**, at an hourly rate of \$17.16

Account #11-000-262-107-00-05-005-001

Willard School

Fourth Grade Ellis Island Field Trip - November 5, 2019

- **Jeannie Gao, Nurse**, not to exceed 2 hours, at an hourly rate of \$21.43 (\$42.86)

Account #11-000-213-104-00-07-007-001

Benjamin Franklin Middle School

Revision: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-2020 BA Maximum of \$91,542) approved by the Board at its meeting on September 23, 2019

- **Erica Centrelli, Jason Ordini, and Meredith Wearley**, each category 3, **from** each at a total stipend of \$1,282 **to** each at a stipend of \$1,709

Account #11-401-100-101-00-08-008-001

Washington, D.C. Trip Parent Meeting

- **Kerriann Reilly**, not to exceed 2 hours, at an hourly rate of \$40.17 (\$80.34)

Account #11-000-213-104-00-08-008-001

Revision: 7th Overnight Field Trip: Washington, D.C. October 2-4, 2019

From: 18 Chaperones (including two nurses) TBD, each for two nights, each at \$200 per night (\$7,200); and **One Substitute Nurse TBD**, for 3 days, at \$150 per day (\$450) for a total of \$7,650 (approved by the Board at its meeting on July 29, 2019)

To: 20 Chaperones (including one nurse), each for two nights, each at \$200 per night (\$8,000) **Taylor Alessi, Amy Briggs, Alyssa Geragga, Danielle Klion, Kristen Krasinski, Craig Mahler, Lauren Menzies, Michael Mitchell, Karla Mixon, Amber Nizza, Been Ran, Kristen Rosolanko, Kyle Schulke, Shauna Stovell, Lisa Sutera, Kristen Turchioe, Mary Van Horne, Gregory Wu, Lauren Zielinski, and Kerriann Reilly (nurse)**

Account #11-401-000-101-00-08-008-001
Account #11-000-213-104-00-08-008-001 (Nurse)

George Washington Middle School
Sixth Grade Camp Coordinator 2019-2020 School Year

- **Michael Mullin**, not to exceed 25 hours, at an hourly rate of \$40.17 (\$1,004.25)

Account #11-401-100-101-00-09-009-001

Moving Classroom, not to exceed 6 hours, at an hourly rate of \$40.17 (\$241.02)

- **Nancy Brophy**

Account #11-130-100-101-00-09-009-001

Addition/Revision: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-2020 BA Maximum of \$91,542) (approved by the Board at its meeting on September 23, 2019)

- **Ada Arana**, Spanish Club, total stipend of \$641
- **Andrew Couch**, Latin Club, total stipend \$732
- **Ingri Kaplysh**, Spanish Club, **from** a total stipend of \$1,282 **to** a total stipend of \$641

Account #11-401-100-101-00-09-009-001

Ridgewood High School

Overnight Field Trip: Concert/Clinic Tour of Greater Los Angeles, Anaheim & Santa Monica, CA February 7-12, 2020

Four Chaperones: Jeffrey Haas, Jennifer Landa, John Luckenbill, and Emily Wong, each for 5 nights, each at \$200 per night (\$4,000) and **one substitute nurse, Emily Wong**, for 6 days, at \$150 per day (\$900) (\$3,000 to be funded by a donation and \$1,900 to be funded from RHS funds)

Account #11-401-000-101-00-10-010-001

Account #11-000-213-104-00-10-010-001 (Nurse)

Donation Account #TBD

PSAT Proctors

Proctors and Administrators for October 19, 2019, Preliminary Scholastic Aptitude Test (PSAT) as listed on **Attachment S**, page 452

Account #11-000-218-104-00-10-010-001

Special Programs

- **Ryan Crawford**, Benjamin Franklin Middle School, to provide support for a special education student participating in after school extracurricular activities, not to exceed 2 hours, at an hourly rate of \$20.81 (\$41.62)
- **Jane Kraemer**, Benjamin Franklin Middle School, to provide support for a special education student participating in after school extracurricular activities, not to exceed 2 hours, at an hourly rate of \$17.16 (\$34.32)
- **Jo'elle Oliver**, Benjamin Franklin Middle School, to provide support for a special education student participating in after school extracurricular activities, not to exceed 2 hours, at an hourly rate of \$20.81 (\$41.62)

Account #11-000-217-106-00-08-024-001

Extracurricular Support, on an as-needed basis, for the 2019-2020 School Year

- **Melissa Brandes**, Applied Behavior Analyst Aide (ABA), at an hourly rate of \$20.81
- **Patrick Driscoll**, Applied Behavior Analyst Aide (ABA), at an hourly rate of \$20.81
- **Jennifer Lohr**, Resource Room Special Education Classroom Aide, at an hourly rate of \$17.16
- **Ann Spadacinni**, Resource Room Special Education Classroom Aide, at an hourly rate of \$17.16

Account #TBD

Chaperones for RISE Students Participating in Extracurricular Activities, on an as-needed basis, for the 2019-2020 School Year

- **Doug Aday**, at an hourly rate of \$40.17
- **Joey Blanchard**, at an hourly rate of \$40.17
- **James Beyer**, at an hourly rate of \$20.81
- **Melissa Brandes**, at an hourly rate of \$20.81
- **Joseph Crabbe**, at an hourly rate of \$20.81
- **Patrick Driscoll**, at an hourly rate of \$20.81
- **Michael Kilcullen**, at an hourly rate of \$40.17
- **Alison Wilson**, at an hourly rate of \$20.81

Account #TBD

ABA Handle with Care Training – October 14, 2019

Each not to exceed 5.15 hours, each at an hourly rate of \$20.81, each to receive \$109.25

- **Carla Amaral**
- **James Beyer**
- **Maryann Blau**
- **Melissa Brandes**
- **Daniel Brophy**
- **Thomas Bushauskas**
- **Paola Callejas**
- **Deborah Castaldi**
- **Johanna Castro**
- **Ritu Chowby**
- **Joseph Crabby**
- **Ryan Crawford**
- **Jerry D'Andrea**
- **Patrick Driscoll**
- **Catherine Gray**
- **Ann Hopper**
- **Lauren Hudon**
- **Ji Yon Kim**
- **Scott Lauritano**
- **Meghan Macarone**
- **Lindsay Mager**
- **Marisol Marques de Chinchay**
- **Maureen Meyer**
- **Danielle Miller**

- **Jo'elle Oliver**
- **Olga Ostrovskaia**
- **Nicole Parks**
- **Rachel Rabin**
- **Lauren Schierloh**
- **Kristine Sunden**
- **Tina Tilyou**
- **Annelies Tobdzic**
- **Laurette Tronccone**
- **Alison Wilson**

Account #11-000-217-106-00-24-024-001

ABA Handle with Care Training

Each not to exceed 5.15 hours, each at an hourly rate of \$19.77, each to receive \$103.79

- **Sean King**

Account #11-000-217-106-00-24-024-001

Curriculum, Instruction & Assessment

Revisions: 2019 Summer Curriculum Writing, approved by the Board at its meeting on June 24, 2019

K-5 Health

- **Bonnie Lowicki**, **from** 9 hours **to** 11.5 hours, at an hourly rate of \$53.33 (\$613.29)
- **Colleen Manke**, **from** 9 hours **to** 12.5 hours, at an hourly rate of \$53.33 (\$666.62)

Account # 11-000-221-104-00-22-022-001

Information Technology Department

Rush Chromebook Repairs

- **Andrew DeRoche**, not to exceed 20 hours, at a base hourly rate of \$26.49 (\$39.73 time and a half), not to exceed \$794.60
- **Neil Valere**, not to exceed 20 hours, at a base hourly rate of \$30.83 (\$46.24 time and a half), not to exceed \$924.80

Account # 63-990-320-104-08-31-031-001

UPS Replacement

- **Neil Valere**, not to exceed 10 hours, at a base hourly rate of \$30.83 (\$46.24 time and a half), not to exceed \$462.40

Account #11-000-222-104-08-31-031-001

Security System Repairs

- **James Michels**, not to exceed 100 hours, at a base hourly rate of \$28.82 (\$43.23 time and a half), not to exceed \$4,323

Account #11-000-266-104-08-310-031-001

District-wide Cabling

- **James Michels**, not to exceed 20 hours, at a base hourly rate of \$30.83 (\$43.23 time and a half), not to exceed \$864.60
- **Ramon Quinones**, not to exceed 20 hours, at a base hourly rate of \$27.25 (\$40.87 time and a half), not to exceed \$817.40

ix. **Substitutes for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Deirdre Anderson, Lauren Calton, Anthony Dinice, Alan Dlugasch*, Lewis Ritter, Angela Stoehr, and Barbara Wallace

Secretary: Jill Raffaele

*Related to staff member

Account #TBD

E. FINANCE

i. **Acceptance of Restricted Donations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
Hawes HSA	\$12,000	To be used for field trip expenses.	20-025-200-512-00-02-002-000
Visions Federal Credit Union	\$ 420	To pay breakfast expenses for New Teacher Orientation on August 22, 2019.	20-002-200-890-00-23-023-001

Acceptance of a gift in kind from the Orchard HSA to fund field trips for the 2019-2020 school year, valued at \$14,000.

ii. **Approval: Agreement with West Side Presbyterian Church for Use of Their Parking Lot**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with West Side Presbyterian Church to provide parking for George Washington Middle School faculty and staff *only* for the 2019-2020 school year, in the amount of \$24,700 (65 cars at \$38 per car per month). The total increase of fee from the 2018-2019 school year is \$2,600. The increase per car per month is \$4.

Parking for evening/special events is an additional \$2,475 and requires separate permission. Fees are detailed on the invoice attached to the agreement.

The Board had received background information.

- iii. **Approval: Proposal from Edvocate School Support Solutions for Consulting Services for Managing the Invitation for Bid Process for Landscape, Snow and Tree Removal Services**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a proposal from Edvocate School Support Solutions for Consulting Services for Managing the Invitation for Bid Process for Landscape, Snow and Tree Removal Services, in the amount of \$5,695.
The Board had received background information.
- iv. **Approval: Proposal from Edvocate School Support Solutions for Consulting Services for the RFP Process Management of the District's Facilities and Management Services Operations**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a proposal from Edvocate School Support Solutions for Consulting Services for the RFP Process Management of the District's Facilities and Management Services Operations, in the amount of \$9,346.

The Board had received background information.
- v. **Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.
- vi. **Approval: Non-Public School Textbook Aid Program Agreement with the Naaleh High School for Girls**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Non-Public School Textbook Aid Program Agreement for the 2019-2020 School Year between the Ridgewood Board of Education and the Naaleh High School for Girls. The State Aid entitlement for the 2019-2020 school year is \$1,370.

The Board has received background information.
- vii. **Approval: Non-Public School Textbook Aid Program Agreement with Little Crane Montessori School**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Non-Public School Textbook Aid Program Agreement for the 2019-2020 School Year between the Ridgewood Board of Education and the Little Crane Montessori School. The State Aid entitlement for the 2019-2020 school year is \$53.

The Board had received background information.

viii. **Approval: Change Order #1 for the Renovation of Bathrooms at BFMS**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Change Order #1 for the Renovation of Bathrooms at BFMS, awarded to Salazar & Associates, Inc., Union, NJ in the amount of \$12,805.68.

This change order includes replacement of concrete subfloor, partition materials, and hardware modifications.

Approval of this change order brings the total contract amount to \$227,805.68.

ix. **Approval: Change Order #1 for the Renovation of Bathrooms at GWMS**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Change Order #1 for the Renovation of Bathrooms at GWMS, awarded to Salazar & Associates, Inc., Union, NJ in the amount of \$4,321.47.

This change order includes piping changes, partition materials, additional demolition, and hardware modifications.

Approval of this change order brings the total contract amount to \$231,321.47.

x. **Approval: Addition to Substitute Rate of Pay**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the addition to the substitute rate of pay for the 2019-2020 school year, approved by the Board at its meeting on May 20, 2019 and revised on July 29, 2019, as listed below.

<u>Addition:</u>	<u>Rate of Pay</u>
Elementary Lunch Aide	\$17.16 per hour

xi. **Approval: 2020-2021 Budget Development Schedule**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020-2021 Budget Development Schedule, as listed on **Attachment T**, pages 453-454.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Morgan seconded the motion.

Prior to the roll-call vote, Ms. Smith Wilson read the donations into record and thanked the responsible parties.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Sept 18	Columbia Bank On-Line	095303	191.99	J. Morgan
Sept 20	Columbia Bank On-Line	095304-095326	25,306.82	J. Morgan
Oct 2	Columbia Bank On-Line	095327-095491	804,057.31	J. Morgan
Oct 3	Columbia Bank On-Line	095492	51,974.50	J. Morgan
Sept 30	Electronic Transfer	F27707	3,159.76	J. Morgan
Sept 18	Food Service	620160	49.60	J. Morgan
Sept 19	Food Service	620161	86,056.78	J. Morgan
Oct 2	Food Service	620162-620163	92,850.26	J. Morgan
Sept 18	Columbia Bank Void Check	620153	(49.60)	J. Morgan
Oct 1	Columbia Bank Void Check	094295	(1,550.00)	J. Morgan
		TOTAL	1,062,047.42	

Mr. Morgan moved approval of all bills reviewed by him.
Mr. Kaufman seconded the motion.

Approval of bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

XI. BOARD MEMBER ANNOUNCEMENTS

Coffee and Conversation is this Thursday at the Education Center, from 9:00 a.m. - 10:30 a.m. All residents are invited to stop by for coffee and a chat with the Board trustees and Dr. Fishbein.

Ms. Smith Wilson reported Access Ridgewood is this weekend. Access Ridgewood is a celebration of the special needs' community. Information is available on the Village of Ridgewood website.

Legislative Update

Ms. Brogan reported on the following:

- Election Day is November 5: All 80 seats in the NJ General Assembly are up for election. In Legislative District 40, Christopher DePhilips and Kevin Rooney, both Republicans, are running for reelection. Maria Martini Cordonnier from Upper Montclair is on the Democratic ticket.
- Tuition Assistance for STEM Teachers: NJ Senate passed legislation by a majority vote to assist STEM teachers to pay off college loan debt. The bill would allow teachers up to \$20,000 for loan repayment. Teachers could also receive \$20,000 in reimbursement for graduate and doctoral courses in the STEM fields. To date, there is no companion bill approved in the Assembly and no information on the total cost for this initiative.

- State Tests: NJ State student assessments are back in the news. Last week, the Commissioner of Education presented a plan to the State Board of Education to reduce the number of tests given to high school students. The proposal would eliminate the 10th grade math and language arts tests and leave in place the grade 3 through 9 and 11th grade assessments.

The State Board of Education's thirteen-member Board was split on this proposal and delayed a vote, calling for another meeting this month before October 16 to deliberate on this proposal. Weighing in on this was Senator Teresa Ruiz, Chair of the Senate Education Committee. Senator Ruiz has been outspoken in her opposition to the proposal to reduce the number of state assessments. The state is seeking a new vendor to redesign the student assessments for 2023 and beyond.

- Shared Services and School Consolidation: Governor Murphy announced \$10 million in state funds to support municipal and county shared services agreements and initiatives. \$3.1 million would be allocated for municipal and county challenge grants to fund initiatives that promoted shared services. \$5.8 million would be allocated for implementation grants to offset costs associated with implementation of shared service agreements/projects. \$1 million would be allocated to allow each county to hire a full-time shared service coordinator for one year to work with municipalities on identifying and implementing shared services.

Senator Sweeney announced that an additional \$2 million would be earmarked for K-12 regionalization and countywide district pilots. The application process and eligibility criteria for these grants have not been developed.

- September 24th, Special School Election: On September 24th, one of four Special School Election dates this year, nine districts asked voters for approval on bond referendums for school construction. Eight of these proposals were approved for a total of \$164.4 million. The state has approved \$46.69 million in debt service aid for eligible projects.

Laurence announced Julie O'Brien, former Bergen County Freeholder, would be running for the NJ State Assembly.

Ms. Smith Wilson announced at the Bergen County School Boards dinner, she heard the BCSBA will be collaborating with the BCASA and BCASBO and Ms. Kelly was there to speak to that. There is so much overlap of these organizations and they talked about how the idea of collaboration would be very beneficial.

XII. COMMENTS FROM THE PUBLIC

At 10:14 p.m., Ms. Smith Wilson asked if there were any comments from the public. There were none.

XIII. DISCUSSION ITEMS

There were none.

XIV. ACCEPTANCE OF MINUTES

- September 9, 2019 Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Morgan seconded the motion, which was unanimously approved.

XV. OTHER BUSINESS

There was none.

XVI. ADJOURNMENT

At 10:16 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Howells, Lynn BFMS	G Suite Administrator Certification Millburn, NJ October 11, 2019	Professional Development	\$ 269	0
Pervizi, Alim BFMS	G Suite Administrator Certification Millburn, NJ October 11, 2019	Professional Development	\$ 269	0
Cuellar, Angelica RHS	Story Listening Workshop Livingston, NJ October 14, 2019	Professional Development	\$ 100	0
Cuneo, Tara RHS	Story Listening Workshop Livingston, NJ October 14, 2019	Professional Development	\$ 100	0
Lee, Christine RHS	Story Listening Workshop Livingston, NJ October 14, 2019	Professional Development	\$ 100	0
Gyulay, Joseph RHS	APCS Roundtable Allendale, NJ October 15, 2019	Professional Development	\$ 5	0
Nolan, Amy RHS	SIOP Conference Fort Lee, NJ October 15, 2019	Professional Development	\$ 200	0
Bray, Ariana RHS/GWMS/BFMS	Autism New Jersey Conference Atlantic City, NJ October 17-18, 2019	Professional Development	\$ 800	0
Sabatino, Rob Somerville	Practical Ideas to Increase Reading Engagement – Paramus, NJ October 18, 2019	Professional Development	\$ 200	1
Witham, Lynne Somerville	Practical Ideas to Increase Reading Engagement & Supporting Elementary Writers through Scaffolding that Works Paramus, NJ October 18, 2019 & February 27, 2020	Professional Development	\$ 400	2
Lauro, Livia Travell	Lake Conference for K-12 Physical Education Jonsonburg, NJ October 20-21, 2019	Professional Development	\$ 100	1
Derasmo, Jacqueline RHS	2019 Prism Science Workshop: NGSS Beyond Basics Grades 6-12 Bloomfield, NJ October 24, 2019	Professional Development	\$ 150	1
Hoogerhyde, Mike RHS	2019 Prism Science Workshop: NGSS Beyond Basics Grades 6-12 Bloomfield, NJ October 24, 2019	Professional Development	\$ 150	1
Carollo, Erik RHS	Bard Institute for Reading & Writing Annadale on the Hudson, NY November 2, 2019	Professional Development	\$ 613	0
VanHise, Brian RHS	Python Unleashed Ewing, NJ November 2, 2019	Professional Development	\$ 59	0
Gyulay, Joseph RHS	AP Central Workshop – APCS-A Forest Hills, NY November 5, 2019	Professional Development	\$ 246	0

Rinaldi, Robert RHS	National Advanced Physical Education Conference Garden Grove, CA November 6-9, 2019	Professional Development	\$ 120	0
Alfuso, Lisa GWMS	Anxiety in the Classroom Nanuet, NY November 15, 2019	Professional Development	\$ 220	0
Mullin, Mike GWMS	Anxiety in the Classroom Nanuet, NY November 15, 2019	Professional Development	\$ 220	0
Gyulay, Joseph RHS	Google Certified Educator Level 2 Bootcamp – Paramus, NJ December 2, 2019	Professional Development	\$ 223	0
Ferreri, Mary Orchard	Deeping Social Justice Practice in Education – Wayne, NJ December 3, 2019	Professional Development	\$ 45	0
Ferreri, Mary Orchard	Learning & The Brain: Goal Setting in Mathematics White Plains, NY December 5, 2019	Professional Development	\$ 220	0
O'Neill, Jeannie Education Center	Goal Setting in Mathematics -Learning and the Brain – White Plains, NY December 5, 2019	Professional Development	\$ 219	0
Brown, Ann GWMS	American Library Association MidWinter Conference Philadelphia, PA January 26-28, 2020	Professional Development	\$ 400	0
Fischetti, Beth Somerville	Supporting Elementary Writers through Scaffolding that Works Paramus, NJ February 27, 2020	Professional Development	\$ 200	1
Khaloyan, Shiva Somerville	Supporting Elementary Writers through Scaffolding that Works Paramus, NJ February 27, 2020	Professional Development	\$ 200	1
Kiernan, Meredith Somerville	Supporting Elementary Writers through Scaffolding that Works Paramus, NJ February 27, 2020	Professional Development	\$ 200	1
Ferreri, Mary Orchard	Exploring Diversity in Children's and YA Literature – Wayne, NJ March 3, 2020	Professional Development	\$ 45	0
Ferreri, Mary Orchard	NJASA – One Day Seminar Lawrenceville, NJ April 29, 2020	Professional Development	\$ 100	0

The total cost for these conferences is \$6,173. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$98,919 leaving a balance of \$92,519.

The total cost of substitutes for these conferences is \$900. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$13,000.

1642 EARNED SICK LEAVE LAW

All persons holding any office, position, or employment in local school districts, regional school districts, or county vocational schools of the State who are steadily employed by the Board of Education or who are protected by tenure in their office, position, or employment under the provisions of N.J.S.A. 18A:30-2 or any other law, except persons in the classified service of the civil service under Title 11, Civil Service, of the Revised Statutes, shall be allowed sick leave with full pay for a minimum of ten school days in any school year in accordance with the provisions of N.J.S.A. 18A:30-2.

However, a Board of Education may determine some persons holding an office, position, or employment are not eligible for sick leave in accordance with N.J.S.A. 18A:30-2. These persons shall be covered under the provisions of the New Jersey Earned Sick Leave Law (Act), N.J.S.A. 34:11D-1 through 34:11D-11. Policy and Regulation 1642 outline the provisions of the Act for those persons the Board of Education determines are not eligible for sick leave in accordance with the provisions of N.J.S.A. 18A:30-2 or any rule or law of New Jersey other than the Act.

For the purposes of Policy and Regulation 1642, “employer” means a local school district, regional school district, county vocational school, or charter school of the State who does not provide sick leave with full pay to an employee pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is required to comply with the requirements of the Act.

For the purposes of Policy and Regulation 1642, “employee” means an individual engaged in service for compensation to a local school district, regional school district, county vocational school, or charter school of the State who is not provided sick leave with full pay pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is eligible to accrue earned sick leave in accordance with the requirements of the Act.

In accordance with the provisions of N.J.S.A. 34:11D-2, for every thirty hours worked, an employee eligible to accrue earned sick leave under the Act shall accrue one hour of earned sick leave commencing no later than October 29, 2018.

The employer will provide an employee with the full complement of earned sick leave for a benefit year as required under N.J.S.A. 34:11D-2 on the first day of each benefit year in accordance with the provisions of N.J.S.A. 34:11D-2.a.

Unless the employee has accrued earned sick leave prior to October 29, 2018, the earned sick leave shall begin to accrue on October 29, 2018 for any employee who is hired and commences employment



before October 29, 2018 and the employee shall be eligible to use the earned sick leave beginning February 26, 2019 after the employee commences employment.

If the employee's employment commences after October 29, 2018, the earned sick leave shall begin to accrue upon the date that employment commences. The employee shall be eligible to use the earned sick leave beginning on the 120th calendar day after the employee commences employment.

The employer shall be in compliance with N.J.S.A. 34:11D-2 if the employer offers paid time off to an employee, which is fully paid and shall include, but is not limited to personal days, vacation days, and sick days, and may be used for the purposes of N.J.S.A. 34:11D-3 in the manner provided by the Act, and is accrued at a rate equal to or greater than the rate described in N.J.S.A. 34:11D-2.

The employer shall pay the employee for earned sick leave at the same rate of pay with the same benefits that the employee normally earns, except that the pay rate shall not be less than the minimum wage required for the employee pursuant to N.J.S.A. 34:11-56a4.

The employer shall permit an employee to use the earned sick leave accrued pursuant to the Act for any of the reasons outlined in N.J.S.A. 34:11D-3.a.

No employer shall take retaliatory personnel action or discriminate against an employee who accrues sick leave under the Act because the employee requests or uses earned sick leave either in accordance with the Act or the employer's own earned sick leave policy for employees covered under the Act. Any complaints alleging a violation of the Act shall be filed in accordance with the provisions of N.J.S.A. 34:11D-4.

In accordance with N.J.S.A. 34:11D-5, failure of the employer to comply with the provisions of the Act shall be regarded as a failure to meet the wage payment requirements of the "New Jersey State Wage and Hour Law."

The employer shall retain records documenting hours worked and earned sick leave taken by employees covered under the Act in accordance with the provisions of N.J.S.A. 34:11D-6.

The employer shall provide notification, in a form issued by the Commissioner of Labor and Workforce Development, to employees of their rights under the Act; post the notification; and provide a copy of the notification to employees eligible to accrue earned sick leave under the Act in accordance with the provisions of N.J.S.A. 34:11D-7.

N.J.S.A. 34:11D-1 through 34:11D-11

Adopted:



3159 TEACHING STAFF MEMBER/SCHOOL DISTRICT
REPORTING RESPONSIBILITIES

The Board of Education and all certificate holders shall adhere to the reporting requirements outlined in N.J.A.C. 6A:9B-4.3 and N.J.S.A. 18A:16-1.3. For the purposes of this Policy, “certificate holders” shall include all individuals who hold certificates, credentials, certificates of eligibility (CEs), and certificates of eligibility with advance standing (CEASs) issued by the New Jersey State Board of Examiners. For purposes of this Policy, the term “certificate” shall include all standard, emergency and provisional certificates, all credentials, and all CEAs and CEASs issued by the New Jersey State Board of Examiners.

All certificate holders shall report an arrest or indictment for any crime or offense to the Superintendent within fourteen calendar days of their arrest or indictment in accordance with the provisions of N.J.A.C. 6A:9B-4.3. The report submitted to the Superintendent shall include the date of arrest or indictment and charge(s) lodged against the certificate holder. Such certificate holders shall also report to the Superintendent the disposition of any charges within seven calendar days of the disposition. Failure to comply with these reporting requirements may be deemed “just cause” for revocation or suspension of certification pursuant to N.J.A.C. 6A:9B-4.4. The school district shall make these reporting requirements known to all new employees upon initial employment and to all employees on an annual basis.

The Superintendent shall notify the New Jersey State Board of Examiners when:

1. Tenured teaching staff members who are accused of criminal offenses or unbecoming conduct resign or retire from their positions;
2. Nontenured teaching staff members, including substitute teachers, who are accused of criminal offenses or unbecoming conduct resign, retire, or are removed from their positions;
3. A certificate holder fails to maintain any license, certificate, or authorization that is mandated pursuant to N.J.A.C. 6A:9B for the holder to serve in a position;
4. The Superintendent becomes aware that a certificate holder has been convicted of a crime or criminal offense while in the district's employ; or
5. The Superintendent has received a report from the Department of Children and Families substantiating allegations of abuse or neglect or establishing “concerns” regarding a certificated teaching staff member.



The school district shall cooperate with the New Jersey State Board of Examiners in any proceeding arising from an order to show cause issued by the New Jersey State Board of Examiners and based on information about the certificate holder that the school district provided.

The Superintendent shall also notify the New Jersey State Board of Examiners, in accordance with the provisions of N.J.S.A. 18A:16-1.3, whenever a nontenured, certificated employee is dismissed prior to the end of the school year for just cause as a result of misconduct in office. This notification requirement shall not apply in instances where the employee's contract is not renewed. The Superintendent will comply with the additional notice requirements to the New Jersey State Board of Examiners in the event it is subsequently determined by a disciplinary grievance arbitration, a court, or an administrative tribunal of competent jurisdiction that the basis for the dismissal did not constitute misconduct in office. In addition, whenever the Superintendent of Schools notifies the New Jersey State Board of Examiners of an employee's dismissal for reasons of misconduct in accordance with the provisions of N.J.S.A. 18A:16-1.3, the employee shall receive a simultaneous copy of the notifying correspondence.

In the event the Board of Education determines, pursuant to a tenure charge finding under N.J.S.A. 18A:6-10 or a disorderly person conviction under N.J.S.A. 9:6-8.14, that a teaching staff member has failed to report an allegation of child abuse in accordance with State law or regulations, the Board shall submit a report to the New Jersey State Board of Examiners that outlines its findings. The New Jersey State Board of Examiners shall review the certification of the teaching staff member to determine if the teaching staff member's failure to report warrants the revocation or suspension of his/her certificate. In accordance with N.J.S.A. 9:6-8.14, any person failing to report an act of child abuse, having reasonable cause to believe that an act of child abuse has been committed, may be deemed a disorderly person.

N.J.S.A. 9:6-8.14; 18A:6-10; 18A:6-38.5; 18A:16-1.3

N.J.A.C. 6A:9B-4.3; 6A:0B-4.4

Adopted: 7 December 2009

Revised: 10 October 2016

Revised:



3218 USE, POSSESSION, OR DISTRIBUTION OF SUBSTANCES

The Board of Education recognizes a teaching staff member who reports to work under the influence of a substance poses a significant threat to their health, safety, and welfare and the health, safety, and welfare of others, including students and other staff members. The Board strongly advises any teaching staff member that has a dependency on a substance as defined in this Policy to seek appropriate treatment. The Board has an obligation and the right to maintain a safe and healthy work environment and adopts this Policy as an important component toward maintaining a safe environment in the school district.

For the purposes of this Policy, “substance” or “substances” as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a) means alcoholic beverages; any controlled dangerous substances, including anabolic steroids as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2; any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined in N.J.S.A. 2C:35-10.4; and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.

A teaching staff member shall be required to submit to an immediate medical examination to include a substance test if the Principal or designee has reasonable suspicion to believe a teaching staff member is under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities. Refusal by a teaching staff member to consent to the medical examination including a substance test will be deemed a positive test result for substances. In the event the results of the medical examination and substance test are not provided to the Superintendent, within twenty-four hours or as soon as the test results are available, it will be deemed a positive test result for substances and the teaching staff member shall be subject to appropriate discipline. Any required medical examination and testing shall be paid for by the Board.

In the event the Board physician determines the teaching staff member was under the influence of a substance, the determination shall be reported to the Superintendent and the teaching staff member will be subject to appropriate discipline. Appropriate discipline may include, but not be limited to, withholding an increment, terminating a non-tenured teaching staff member, and/or filing tenure charges for a tenured teaching staff member in accordance with law. The teaching staff member will be afforded the opportunity to have positive test results confirmed using acceptable confirmation test practices. This confirmation test shall be paid for by the teaching staff member.



In the event a teaching staff member's medical examination and substance test results are negative for a substance or if the Board physician determines the teaching staff member was not under the influence of a substance, the results or determination shall be reported to the Superintendent and the teaching staff member shall be returned to their position unless the Superintendent has a reason the teaching staff member should not be returned to their position.

In accordance with the requirements of N.J.A.C. 6A:16-6.3(a), any staff member who, in the course of their employment, has reason to believe a staff member has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall report the matter as soon as possible to the Principal, or in the absence of the Principal, the Principal's designee responsible at the time of the alleged violation. Either the Principal or designee shall notify the Superintendent who shall notify, as soon as possible, the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information. The Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter, including the identity of the staff member involved.

In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)3, the Superintendent or designee shall not disclose the identity of a staff member who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or drug abuse problem, provided the staff member is not reasonably believed to be involved or implicated in drug-distribution activities. An admission by a staff member in response to questioning initiated by the Principal or designee or following the discovery by the Principal or designee of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall not constitute a voluntary, self-initiated request for counseling and treatment.

A staff member who unlawfully possessed or in any way has been involved in the distribution of a controlled dangerous substance, including anabolic steroids or drug paraphernalia, pursuant to N.J.A.C. 6A:16-6.3, shall be subject to appropriate discipline which may include, but not be limited to, termination of a non-tenured teaching staff member or the filing of tenure charges for a tenured teaching staff member in accordance with law.



Additionally, if the Superintendent recommends, a teaching staff member who has been determined by the Board physician to be under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities may be offered a Last Chance Agreement upon the recommendation of the Superintendent and approval by the Board. A written Last Chance Agreement must be approved by the Board.

42 CFR Part 2

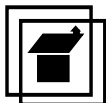
N.J.S.A. 18A:16-3; 18A:40A-9

N.J.A.C. 6A:16-4.1; 6A:16-6.3; 6A:16-6.5

Adopted: 7 December 2009

Revised: 18 May 2015

Revised:



4218 USE, POSSESSION, OR DISTRIBUTION OF SUBSTANCES

The Board of Education recognizes a support staff member who reports to work under the influence of a substance poses a significant threat to their health, safety, and welfare and the health, safety, and welfare of others, including students and other staff members. The Board strongly advises any support staff member that has a dependency on a substance as defined in this Policy to seek appropriate treatment. The Board has an obligation and the right to maintain a safe and healthy work environment and adopts this Policy as an important component toward maintaining a safe environment in the school district.

For the purposes of this Policy, “substance” or “substances” as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a) means alcoholic beverages; any controlled dangerous substances, including anabolic steroids as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2, or any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined in N.J.S.A. 2C:35-10.4; and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.

A support staff member shall be required to submit to an immediate medical examination to include a substance test if the support staff member’s supervisor has reasonable suspicion to believe a support staff member is under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities. Refusal by a support staff member to consent to the medical examination including a substance test will be deemed to be a positive result for substances. In the event the results of the medical examination and substance test are not provided to the Superintendent, within twenty-four hours or as soon as the test results are available, it will be deemed a positive test result for substances and the support staff member shall be subject to appropriate discipline. Any required medical examination and testing shall be paid for by the Board.

In the event the Board physician determines the support staff member was under the influence of a substance, the determination shall be reported to the Superintendent and the support staff member will be subject to appropriate discipline. Appropriate discipline may include, but not be limited to, withholding an increment, terminating a non-tenured support staff member, and/or filing tenure charges for a tenured support staff member in accordance with law. The support staff member will be afforded the opportunity to have positive test results confirmed using acceptable confirmation test practices. This confirmation test shall be paid for by the support staff member.



In the event a support staff member's medical examination and substance test results are negative for a substance or if the Board physician determines the support staff member was not under the influence of a substance, the results or determination shall be reported to the Superintendent and the support staff member shall be returned to their position unless the Superintendent has a reason the support staff member should not be returned to their position.

In accordance with the requirements of N.J.A.C. 6A:16-6.3(a), any staff member who, in the course of their employment, has reason to believe a staff member has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall report the matter as soon as possible to the Principal, or in the absence of the Principal, to the staff member's supervisor responsible at the time of the alleged violation. Either the Principal or the staff member's supervisor responsible at the time of the alleged violation shall notify the Superintendent who shall notify, as soon as possible, the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information. The Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter, including the identity of the staff member involved.

In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)3, the Superintendent or designee shall not disclose the identity of a staff member who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or drug abuse problem, provided the staff member is not reasonably believed to be involved or implicated in drug-distribution activities. An admission by a staff member in response to questioning initiated by the Principal or Superintendent's designee or following the discovery by the Principal or Superintendent's designee of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall not constitute a voluntary, self-initiated request for counseling and treatment.

A staff member who unlawfully possessed or in any way has been involved in the distribution of a controlled dangerous substance, including anabolic steroids or drug paraphernalia, pursuant to N.J.A.C. 6A:16-6.3, shall be subject to appropriate discipline which may include, but not be limited to, termination of a non-tenured teaching staff member or the filing of tenure charges for a tenured teaching staff member in accordance with law.



POLICY

RIDGEWOOD BOARD OF EDUCATION

SUPPORT STAFF MEMBERS

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Use, Possession, or Distribution of Substances

Additionally, if the Superintendent recommends, a support staff member who has been determined by the Board physician to be under the influence of a substance during work hours or at a school-sponsored function where the support staff member has been assigned job responsibilities may be offered a Last Chance Agreement upon the recommendation of the Superintendent and approval by the Board. A written Last Chance Agreement must be approved by the Board.

42 CFR Part 2

N.J.S.A. 18A:16-3; 18A:40A-9

N.J.A.C. 6A:16-4.1; 6A:16-6.3; 6A:16-6.5

Adopted: 7 December 2009

Revised: 18 May 2015

Revised:



4219 COMMERCIAL DRIVER'S LICENSE CONTROLLED SUBSTANCE AND ALCOHOL USE TESTING

The Board of Education is committed to a safe, efficient, alcohol and drug-free workplace, that protects the district's students as well as the health and safety of its employees and the general public.

The Omnibus Transportation Employee Testing Act of 1991 requires all operators of commercial motor vehicles subject to the CDL requirements to be tested for controlled substances and alcohol. Federal regulations of the United States Department of Transportation require that any employee using a CDL be required to submit to alcohol and controlled substance testing in accordance with 49 CFR 40 et seq.

In the event the Board contracts with a service provider for transportation, the Business Administrator and/or Transportation Coordinator will ensure all transportation contractors comply with the drug and alcohol testing requirements of Policy 4219 pursuant to 49 CFR 382 et seq. and 49 CFR 40 et seq.

The school district shall maintain and retain all records as required by Federal regulation.

The Board requires all employees of the Board performing any safety-sensitive function to be free of drugs and alcohol and will test those employees who operate a commercial motor vehicle in accordance with 49 CFR 382 et seq. and 49 CFR 40 et seq. For the purpose of this Policy, "employee" means a person required to have a Commercial Driver's License (CDL) in the performance of their job responsibilities. Safety-sensitive functions as defined by 49 CFR 382.107 means any time from the time an employee begins to work or is required to be in readiness to work until the time the employee is relieved from work and all responsibility for performing work. Safety-sensitive functions shall include:

1. All time at the terminal, facility, other property, or on any public property, waiting to be dispatched, unless relieved from duty;
2. All time inspecting equipment as required by Federal law or otherwise inspecting, servicing, or conditioning any commercial motor vehicle, at any time;
3. All time spent at the driving controls of a commercial motor vehicle in operation;



- 4. All time, other than driving time, in or upon the commercial motor vehicle except time spent resting in an area defined as a sleeping berth;
- 5. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle or in giving or receiving receipts for shipments loaded and unloaded; and
- 6. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

The Omnibus Transportation Employee Testing Act of 1991 requires all operators of commercial motor vehicles subject to the CDL requirements to be tested for controlled substances and alcohol. Federal regulations of the U. S. Department of Transportation require that any employee using a CDL be required to submit to alcohol and controlled substance testing in accordance with 49 CFR 40.

The Board designates the Business Administrator as the Designated Employer Representative (DER) of the Board of Education. The Board may contract with a service agent to provide the testing services as required by Federal law. In the event the Board contracts with a service provider for transportation, the Board designee will ensure all transportation contractors comply with the drug and alcohol testing requirements of Policy 4219 pursuant to 49 CFR 382 et seq. and 49 CFR 40 et seq.

No employee at any work site will possess, manufacture, use, sell, or distribute any quantity of any controlled substance, lawful or unlawful, which in sufficient quantity could result in impaired performance, with the exception of substances administered by or under the instructions of a physician. No employee shall perform safety-sensitive functions within four hours after using alcohol and the district will not permit an employee that used alcohol within four hours of performing safety-sensitive functions to perform such functions if the district has actual knowledge of the use, in accordance with 49 CFR 392.5.

Violations

Any violation of this Policy may result in discipline, up to and including termination.



Prohibited Substances

The presence of any of the controlled substances, listed in 49 CFR 40.87, in the body, as evidenced by the results of the initial screening and subsequent confirmatory analysis provided in this Policy, is prohibited for any employee assigned to a classification covered by this Policy. All cutoff concentrations shall be in accordance with 49 CFR 40.87. All test results shall be measured against the cutoff concentrations outlined in 49 CFR 40.87.

Testing Procedures

All testing for controlled substances will be conducted in accordance with 49 CFR Part 40, Subparts A, B, C, D, E, F, G, H and I. The district will only test for drugs or classes of drugs in accordance with 49 C.F.R. 40.85. Testing for alcohol will be conducted in accordance with as 49 CFR Part 40, Subparts J, K, L, M and N.

Definitions

"Alcohol use" means the drinking or swallowing of any beverage, liquid mixture or preparation (including medication), containing alcohol.

"Aliquot" means a fractional part of a specimen used for testing. It is taken as a sample representing the whole specimen.

"Confirmatory drug test" means a second analytical procedure performed on an aliquot of the original specimen to identify and quantify the presence of a specific drug or drug metabolite.

"Confirmed drug test" means a confirmation test result received by a Medical Review Officer (MRO) from a laboratory.

"Controlled substances" means those substances identified in 49 CFR 40.85.

"CCF" means the Federal Drug Testing Custody and Control Form.

"Designated Employer Representative (DER)" is an employee of the district authorized to take immediate action(s) to remove employees from safety-sensitive duties, or cause employees to be removed from these covered duties, and to make required decisions in the testing and evaluation processes. The DER shall receive test results and other communications for the employer consistent with the requirements of this Policy and 49 CFR 40. Service agents cannot act as a DER.

"FMCSA" means Federal Motor Carrier Safety Administration.



"Initial drug test (also known as a "Screening drug test") means the test used to differentiate a negative specimen from one that requires further testing for drugs or drug metabolites.

"Initial specimen validity test" means the first test used to determine if a urine specimen is adulterated, diluted, substituted, or invalid.

"Medical Review Officer MRO)" is a licensed physician responsible for receiving and reviewing laboratory results generated by the district's drug testing program and evaluating medical explanations for certain drug test results.

"Possess" includes, but is not limited to, either in or on the driver's person, personal effects, motor vehicle or areas substantially entrusted to the control of the driver.

"Service agent" is any person or entity, other than an employee of the Board, who provides services specified under 49 CFR 40 to the Board.

"Substance Abuse Professional (SAP)" is a person who evaluates employees who have violated a Federal or State drug and alcohol regulation and makes recommendations concerning education, treatment, follow-up testing, and aftercare. An individual permitted to act as SAP must possess the credentials as outlined in 49 CFR 40 281.

"Work Site" means any motor vehicle, office, building, yard, or other location at which the driver is to perform work or any other school district property or at any school district event.

Categories of Testing

For the purpose of this Policy, the occurrence of the following circumstances/instances shall require an employee to submit to a controlled substance and alcohol screening:

1. Pre-Employment Testing

An individual who has applied for and has been selected to operate a Board vehicle shall, before beginning employment with the Board, submit to a controlled substance screening in conjunction with any required physical examination as per Policy 4160. Such screening shall be conducted in accordance with the procedures set forth in this Policy and 49 CFR 40. No individual receiving a positive confirmed test result will be employed by the Board.



An employer is not required to administer a controlled substances test required by 49 CFR 382.301(a) if:

- a. The employee has participated in a controlled substances testing program that met the requirements of 49 CFR 382 et seq. within the previous thirty days and while participating in that program either:
 - (1) Was tested for controlled substances within the past six months (from the date of application with the employer); or
 - (2) Participated in the random controlled substances testing program for the previous twelve months (from the date of application with the employer.
- b. The employee while participating in that program either:
 - (1) Was tested for controlled substances within the past six months (from the date of application with the employer); or
 - (2) Participated in the random controlled substances testing program for the previous twelve months (from the date of application with the employer.
- c. The DER must ensure that no prior employer, to the DER's knowledge, has records of a violation of a controlled substances testing program within the previous six months.

If an individual is so exempted, the DER shall contact the controlled substances testing programs in which the individual participated and shall obtain and retain from the testing program(s) the following information in accordance with 49 CFR 382.301(c):

- a. Name and address of the program;
- b. Verification of the individual's participation;
- c. Verification that the program conforms to federal guidelines;
- d. Verification the individual qualified under the law and did not refuse to be tested for controlled substances;
- e. The date the individual was last tested for controlled substances; and
- f. The results of any tests taken within the previous six months and any other violations.



In accordance with 49 CFR 382.301(d), the Board will conduct pre-employment alcohol tests before the first performance of safety-sensitive functions by a new employee or someone who has transferred to a position involving the performance of safety-sensitive functions. The alcohol test will be conducted after making a contingent offer of employment or transfer, subject to the employee passing the pre-employment alcohol test. All alcohol testing will be completed in accordance with 49 CFR 40 et seq.

An employee will not be offered employment and/or the transfer unless the result of the test indicates an alcohol concentration of less than 0.04.

An employee who has applied for and has been selected to operate a Board vehicle or any existing employee transferring into a new position requiring the new employee to operate a Board vehicle, shall submit a written consent authorizing the Board to obtain the following information from other employers who have employed the employee during any period during the two years before the date of the employee's application or transfer into the new position. The written consent from the employee will permit the DER to obtain the following information from previous Division of Transportation (DOT) regulated employers:

- a. Alcohol tests with a result of 0.04 or higher alcohol concentration;
- b. Verified positive drug tests;
- c. Refusals to be tested (including verified adulterated or substituted drug test results);
- d. Other violations of DOT agency drug and alcohol testing regulations; and
- e. With respect to any employee who violated a DOT drug and alcohol regulation, documentation of the employee's successful completion of DOT return-to-duty requirements (including follow-up tests). If this information is not available from the previous employer, the DER must seek to obtain this information from the employee.

The DER will obtain and review this information before the employee first performs safety-sensitive functions. If this is not feasible, the DER will not permit the employee to perform safety-sensitive functions after thirty days from the date the employee first performed safety-sensitive functions, unless the DER has obtained or made and documented a good faith effort to obtain this information.



2. Random Testing

Every employee shall submit to random alcohol and controlled substance testing on an unannounced and random basis resulting from the selection by a random generation methodology in accordance with 49 CFR 383.305(i). Random testing will be spread reasonably throughout any given calendar year.

The minimum annual percentage rate for random alcohol testing shall be ten percent of the average number of driver positions. The minimum annual percentage rate for random controlled substances testing shall be twenty-five percent of the average number of driver positions. These minimum annual percentage rates may be adjusted as determined by the FMSCA Administrator in accordance with 49 CFR 382.305.

Employees shall only be random tested when performing safety-sensitive functions or immediately prior to or immediately following the performance of safety-sensitive functions.

3. Post-Accident Testing

The involvement by an employee in a motor vehicle collision while operating a Board vehicle when such accident results in property damage or personal injury, may trigger a post-accident drug and alcohol test.

As soon as practical following an occurrence, the DER will require post-accident alcohol screening for each of the surviving drivers:

- a. Who was performing safety-sensitive functions with respect to a vehicle, if the accident involves the loss of human life; or
- b. Who receives a citation within eight hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved:
 - (1) Bodily injury to any person, who, as a result of the injury immediately receives medical treatment away from the scene of the accident; or



- (2) One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

- c. If the alcohol test is not administered within two hours following the accident, the DER will prepare and maintain on file a record stating the reasons the test was not promptly administered. If the alcohol test is not administered within eight hours following the accident, the DER shall cease attempts to administer the alcohol test and shall prepare and maintain the same record. Records shall be submitted to the FMCSA upon request.

As soon as possible following an occurrence, the district will require post-accident controlled substance screening for each of the surviving drivers:

- a. Who was performing safety-sensitive functions with respect to a vehicle, if the accident involves the loss of human life; or

- b. Who receives a citation with thirty-two hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved:
 - (1) Bodily injury to any person, who, as a result of the injury immediately receives medical treatment away from the scene of the accident; or

 - (2) One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

- c. If the controlled substance test is not administered within thirty-two hours following the accident, the DER shall cease attempts to administer the controlled substance test and shall prepare and maintain on file a record stating the reasons the test was not promptly administered. Records shall be submitted to the FMCSA upon request.

An employee driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit for testing. (An employee who is injured in an accident and requires medical care, shall submit to post-accident drug and controlled substance testing by the medical care facility providing the treatment or a designee of the Board if the facility is unable to provide the



testing). Nothing herein shall be construed to prevent the employee from leaving the scene of the accident for the period required to obtain necessary assistance or to obtain emergency medical care.

4. Reasonable Suspicion Testing

The DER shall require an employee to submit to an alcohol and/or controlled substance test when the employee is observed by a supervisor or school official who is trained in accordance with 49 CFR 382.603 and causes the observer to have reasonable suspicion to believe the employee has violated 49 CFR 382 et seq. Reasonable suspicion must exist to require the employee to undergo a test and must be based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee. The observations may include indications of the chronic and withdrawal effects of controlled substances.

Reasonable suspicion alcohol testing is authorized only if the required observations are made during, just preceding, or just after the period of the work day the employee is required to be in compliance with the testing requirements of 49 CFR 382 et seq.

Reasonable suspicion testing may be required of an employee while the employee is performing, just before the employee will perform, or just after the employee has ceased performing safety-sensitive functions.

If the alcohol test is not administered within two hours following the determination a reasonable suspicion test is required, the DER will prepare and maintain on file a record stating the reasons the test was not promptly administered. If the alcohol test is not administered within eight hours following the determination, the DER shall cease attempts to administer the alcohol test and shall state in the record the reasons for not administering the test.

No employee shall report for duty or remain on duty requiring the performance of safety-sensitive functions while the employee is under the influence of or impaired by alcohol, as shown by the behavioral, speech and performance indicators of alcohol misuse. The employee will also not be able to perform or continue to perform safety-sensitive functions until an alcohol test is administered and the employee's concentration measures less than 0.02 or twenty-four hours have elapsed following the determination that reasonable suspicion existed to require an alcohol test.



A written record of the observations leading to a reasonable suspicion test shall be made and signed by the supervisor and/or school official that made the observations. This record shall be made within twenty-four hours of the observed behavior or before the results of the test are released, whichever is earlier.

5. Return to Duty Testing

The district is not required to return an employee to a safety-sensitive position upon receipt of a confirmed drug and/or alcohol test. The DER may recommend to the Superintendent of Schools the employee's employment be terminated depending on the circumstances.

The DER shall ensure that before an employee returns to duty requiring the performance of a safety-sensitive function, the employee shall undergo a return to duty alcohol test indicating a breath alcohol concentration of less than 0.02 and a controlled-substances test with a result indicating a verified negative result for controlled-substances use as required in 49 CFR 40.305.

Employees permitted to return to duty are required to take return-to-duty tests and shall be evaluated by SAP. These employees must participate in an assistance program prescribed by the SAP and as required in 49 CFR 40 Subpart O.

The SAP will determine a written follow-up testing plan for any employee who has been permitted to return to work and has successfully complied with the SAP's recommendations for education and/or treatment. Such employees are subject to a minimum of six (6) unannounced, follow-up drug screening and alcohol tests over the following twelve (12) months. The testing shall not exceed forty-eight additional months. Alcohol follow-up testing shall be performed only when the employee is performing safety-sensitive functions or immediately prior to performing or immediately after performing safety-sensitive functions. All follow-up testing will be completed in accordance with 49 CFR 40.311.

The Board shall make the ultimate determination to return or not return an employee to a safety-sensitive position subject to any collective bargaining agreements, if any, or other legal requirements.



Medical Review Officer (MRO) Notifications

The Board shall employ or contract with an MRO who is a licensed physician (M.D. or D.O.) and shall designate the MRO as the individual responsible for receiving laboratory results generated by the testing program. The MRO shall have knowledge of controlled substances abuse disorders and have appropriate medical training to interpret and evaluate the employee's confirmed drug test results together with his/her medical history and other biomedical data. The MRO will perform all functions and responsibilities as required in 49 CFR 40.121.

Employer Notification

The MRO may report controlled substances test results to the DER by any means of communication; however, a signed, written notification must be forwarded within three business days of the completion of the MRO's evaluation. The MRO must report all drug test results to the employer. The MRO may use a signed or stamped and dated legible photocopy of Copy 2 of the CCF t report test results or a written report that must include, at a minimum, the information required in 49 CFR 40.163.

Split Specimen Tests

Split specimen testing will be conducted in accordance with 49 CFR 40 Subpart H. The MRO will notify the Superintendent of Schools or designee if split specimen testing is requested by the employee.

Designated Collection Facility

The Board shall designate the facility to be used for the collection of the specimen; provided, however, that the designated facility shall possess all required licenses and permits. The collection site will take place in a facility meeting the requirements of 49 CFR 40 Subpart D. The DER will ensure the collection site meets the security requirements of 49 CFR 40.43.

Designated Screening Laboratory

The Board shall designate the laboratory to which collected fluid samples will be forwarded for drug/alcohol screening. Drug testing laboratories must be certified by the Department of Health and Human Services (HHS) under the National Laboratory Certification Program (NLCP) for all testing required under 49 CFR 40. The laboratory will perform all responsibilities as required in accordance with 49 CFR 40 Subpart F.



Specimens

The normal screening methodology for controlled substances shall be urinalysis, collected by a trained representative of the Board with appropriate documentation at a site designated and approved by the Board. The presence of alcohol will be determined by an Alcohol Screening Device (ASD) or an Evidential Breath Testing Device administered by an individual certified in accordance with 49 CFR 40.211 and 49 CFR 40.213.

Refusal to Submit

An employee will be deemed as refusing to take a drug test as described in 49 CFR 40.191. As per 49 CFR 40.191, and individual refuses to take a drug test if he/she:

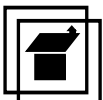
1. Fails to appear for any test (except a pre-employment test) within a reasonable time, as determined by the DER, consistent with applicable DOT agency regulations, after being directed to do so by the DER;
2. Fails to remain at the testing site until the testing process is complete. An employee who leaves the testing site before the testing process commences for a pre-employment test is not deemed to have refused to test;
3. Fails to provide a urine specimen for any drug test required by this Policy. An employee who does not provide a urine specimen because he or she has left the testing site before the testing process commences for a pre-employment test is not deemed to have refused to test;
4. Fails to permit the observation or monitoring of providing a specimen. In the case of a directly observed or monitored collection in a drug test;
5. Fails to provide a sufficient amount of urine when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure;



6. Fails or declines to take an additional drug test the DER of collector has directed the employee to take;
7. Fails to undergo a medical examination or evaluation, as directed by the MRO as part of the verification process, or as directed by the DER under 49 CFR 40.193(d). In the case of a pre-employment drug test, the employee is deemed to have refused to test on this basis only if the pre-employment test is conducted following a contingent offer of employment;
8. Fails to cooperate with any part of the testing process (e.g., refuses to empty pockets when so directed by the collector, behaves in a confrontational way that disrupts the collection process, fails to wash hands after being directed to do so by the collector);
9. Fails to follow the collection observer(s) instructions of which could be used to interfere with the collection process;
10. Possesses or wears a prosthetic or other device that could be used to interfere with the collection process; or
11. Admits to the collector or MRO he/she has adulterated or substituted the specimen.

If the MRO reports the employee had a verified adulterated or substituted test result, the result will be deemed refusal to take a drug test.

If an employee refuses to participate in a part of the testing process, the collector or MRO, must terminate the portion of the testing process, document the refusal on the CCF (including in the case of the collector, printing the employee's name on Copy 2 of the CCF), immediately notify the DER by any means (e.g., telephone or secure fax machine) that ensures that the refusal notification is immediately received. A referral physician (e.g., physician evaluating a "shy bladder" condition or a claim of a legitimate medical explanation in a validity testing situation), must notify the MRO, who in turn will notify the DER. In addition, the collector must note the refusal in the "Remarks" line (Step 2), and sign and date the CCF. The MRO must note the refusal by checking the "Refusal to Test" box (Step 6) on Copy 2 of the CCF, and add the reason on the "Remarks" line. The MRO must then sign and date the CCF. When the employee refuses to take a non-DOT test or to sign a non-DOT form, the employee has not refused to take a DOT test. There are no consequences under DOT agency regulations for refusing to take a non-DOT test.



Record of Negative Screening

An employee required to submit to an alcohol and/or controlled substance screening as provided in this Policy and whose screening results are negative may, at their option, have their personnel file documented to reflect the negative result.

Prescription Drugs

All bus drivers shall notify the DER of the use of any prescription drugs. The Board may require certification from the prescribing physician that the use of the prescription drug will not have an adverse effect on the driver's ability to properly perform safety-sensitive functions.

Consequences to Employees Engaging in Prohibited Conduct

An employee whose screening produces a positive result for a prohibited substance who is permitted to work:

1. Shall not be permitted to perform safety-sensitive functions;
2. Shall be advised by the DER of resources available to them in evaluating and resolving problems associated with the misuse of alcohol or the use of controlled substances;
3. Shall be evaluated by an SAP who shall determine what assistance, if any, is needed to resolve problems with alcohol or controlled substance use;
4. Undergo, before returning to duty, a return to duty alcohol test indicating a breath level of less than 0.02 if the conduct involved alcohol or a controlled substance test with a verified negative result;
5. If assistance was required, the employee must be evaluated by an SAP to determine that the employee has followed the rehabilitation program prescribed;
6. Be subject to unannounced follow up alcohol and/or controlled substance abuse testing;
7. Be subject to the disciplinary Policy and Regulations of the Board.



Return-to-Work Agreement

An employee who has been permitted to return to work and who fails to comply with any of the terms of a Return to Work Agreement, if provided at the employer's discretion, shall be subject to disciplinary action which may include termination.

Maintenance and Retention of Records

The DER shall maintain and retain all records as required by federal regulation. Records shall include at least the following:

1. Records Related to the Collection Process:
 - a. Collection logbooks (if used);
 - b. Documents related to the random selection process;
 - c. Calibration documentation for Evidential Breath Testing Devices (EBT's);
 - d. Documentation of Breath Alcohol Technician (BAT) training;
 - e. Documentation of reasoning for reasonable suspicion testing;
 - f. Documentation of reasoning for post-accident testing;
 - g. Documents verifying a medical explanation for the inability to provide adequate breath or urine for testing; and
 - h. Consolidated annual calendar year summaries.
2. Records Related to the Employee's Test Results:
 - a. Employer's copy of the alcohol test form, including results;
 - b. Employer's copy of the controlled substance test chain of custody and control form;



- c. Documents sent to the employer by the MRO;
 - d. Documentation of any employee's refusal to submit to a required alcohol or controlled substance test; and
 - e. Documents provided by an employee to dispute results of test.
3. Documentation of any other Violations of Controlled Substance Use or Alcohol Misuse Policies
4. Records Related to Evaluations and Training:
- a. Records pertaining to the SAP's determination of an employee's need for assistance;
 - b. Records concerning an employee's compliance with the SAP's recommendations, and records related to education and training;
 - c. Materials on drug and alcohol awareness, including a copy of the employer's policy on drug use and alcohol misuse;
 - d. Documentation of compliance with the requirement to provide employees with educational material, including an employee's signed receipt of materials;
 - e. Documentation of supervisor training; and
 - f. Certification that training conducted under this Policy complies with all requirements of the Policy.
5. Records Related to Drug Testing
- a. Agreements with collection site facilities, laboratories, MRO's and consortia;
 - b. Names and positions of officials and their role in the employer's alcohol and controlled substance testing program;
 - c. Monthly statistical summaries of urinalysis; and
 - d. The employer's drug testing policy and procedures.



6. Required Period of Retention:

Document to be maintained	Period required to be maintained
Alcohol test results indicating a breath alcohol concentration of 0.02 or greater	5 Years
Verified positive controlled substance test results	5 Years
Documentation of refusals to submit to required alcohol or controlled substance tests	5 Years
Calibration documentation	5 Years
Records related to the administration of the alcohol and controlled substances testing program, including records of all driver violations	5 Years
Driver evaluations and referrals	5 Years
A copy of each annual calendar year summary	5 Years
Records obtained from previous employers concerning alcohol and drug testing	3 Years
Records related to the alcohol and controlled substances collection process (except calibration of evidential breath testing devices)	2 Years
Records related to negative and canceled controlled substance test results	1 Year
Alcohol test results indicating a breath alcohol concentration less than 0.02	1 Year
Records related to the education and training of breath alcohol technicians, screening test technicians, supervisors, and drivers shall be maintained by the employer while the individual performs the functions which require the training and for two years after ceasing to perform those functions	Indefinite time period

Other specific types of records shall be maintained in accordance with 49 CFR 382.401.



7. Location of Records

All required records shall be maintained in accordance with Policy 8320. Records shall be made available for inspection at the Board Offices within two business days after a request has been made by an authorized representative of the FMCSA.

8. Annual Calendar Year Summary

The DER shall prepare and maintain an annual calendar year summary of the results of its alcohol and substance abuse testing programs. The summary shall be completed no later than March 15 of each year covering the previous calendar year. The DER upon request of the FMCSA will provide the annual summary to that agency in the required format.

9. Employee Information Program

The Board will provide an employee information program. The DER will be responsible for implementing the program and shall insure that each employee receives information in the manner specified below:

- a. By receiving a copy of this Policy and any subsequent revisions.
- b. The DER will provide written notice to employees of the following information:
 - (1) The identity of the person designated by the employer to answer employee questions about the materials;
 - (2) Which employees are subject to the alcohol misuse and controlled substance requirements;
 - (3) Explanation of what constitutes a safety-sensitive function, so as to make clear what period of the work day the employee is required to be in compliance;
 - (4) Specific information concerning employee conduct that is prohibited;



- (5) The circumstances under which an employee will be tested for alcohol and/or controlled substances;
- (6) The procedures that will be used to test for the presence of alcohol and controlled substances;
- (7) The requirement that an employee submit to alcohol and controlled substance tests;
- (8) An explanation of what constitutes a refusal to submit to an alcohol or controlled substance test;
- (9) The consequences for employees found to have violated the prohibitions of this Policy, including the immediate removal of the employee from safety-sensitive functions;
- (10) The consequences for employees found to have an alcohol concentration level of 0.02 or greater but less than 0.04;
- (11) Information concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life. Signs and symptoms of an alcohol or controlled substances problem, and available methods of intervening when an alcohol or a control substances problem is suspected, including confrontation, referral to any employee assistance program and or referral to management.

Omnibus Transportation Employee Testing Act of 1991

49 CFR 40 et seq.

49 CFR 382 et seq.

49 CFR 395.2

Adopted: 7 December 2009

Revised: 01 April 2019

Revised:



5517 SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building security and field trip security measures are important for the safety and welfare of all students, staff, parents, and community members in school buildings. In recognizing this important responsibility, the Principal or designee may require students to carry school district issued identification cards (Identification Card).

An Identification Card will be issued to all students in elementary schools (field trips only), middle schools (field trips only), and high school.

The Principal or designee may require a high school student to present their Identification Card at any time during the school day or at any time during a school-sponsored activity on school grounds.

Notwithstanding any provision of this Policy, the Principal or designee may also require students carry an Identification Card at any school-sponsored, off-campus activity, including but not limited to, field trips or interscholastic sports programs (Coaches will have picture identification for each student) pursuant to N.J.S.A. 18A:36-43a. The provisions of this Policy shall not be construed to require a student to carry the Identification Card while participating in an athletic contest or competition, an activity involving fine arts or performing arts, or any other activity that the Commissioner of Education determines does not require the physical possession of an Identification Card. An Identification Card used in accordance with N.J.S.A. 18A:36-43a shall include, but need not be limited to, the following information: the student's name; an up-to-date photograph; and the current school year.

Any student who fails to have the Identification Card in their possession or fails to present it when required may be denied access to an event or activity and may be subject to appropriate discipline.

An Identification Card issued in accordance with this Policy shall not be considered a government record pursuant to P.L. 1963, c.73 (N.J.S.A. 47:1A-1 et seq.), P.L. 2001, c.404 (N.J.S.A. 47:1A-5), or the common law concerning access to government records.

N.J.S.A. 18A:36-43

Adopted:



6112 REIMBURSEMENT OF FEDERAL AND OTHER GRANT EXPENDITURES

The Cash Management Improvement Act (CMIA) and related Federal regulations require a State to minimize the time elapsing between the transfer of funds from the United States Treasury and the expenditure of funds for program purposes. This requirement applies to grantees such as the State of New Jersey and their subgrantees, such as a school district. The State of New Jersey and school districts must assure funds have been, or will be, spent within a minimal amount of time after having been drawn from the Federal government.

In accordance with this requirement, the New Jersey Department of Education (NJDOE) has implemented a reimbursement request system of payment. The procedures as outlined in the New Jersey Department of Education Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures shall be followed by school districts in submitting reimbursement requests. Reimbursement requests for entitlement grant awards under the Every Student Succeeds Act (ESSA), the Individuals with Disabilities Education Act (IDEA), the Carl D. Perkins Career and Technical Education Improvement Act of 2006, and any other program designated by the NJDOE shall be made using the NJDOE’s Electronic Web-Enabled Grant (EWEG) System.

Reimbursement requests by the School Business Administrator/Board Secretary or designee shall be made for individual titles and awards using the payment functionality of the EWEG system. Only one reimbursement request per month may be submitted for an individual title, or award or subgrant. Reimbursement requests may only be for expenditures that have already occurred or will occur within three business days of receipt of funds.

The submission of a reimbursement request constitutes a certification by the School Business Administrator/Board Secretary that the school district has previously made the appropriate expenditures and/or will make the expenditures within three business days of receipt of funds and that the expenditures are allowable and appropriate to the cost objective(s) of the subgrant.

The Superintendent or designee is responsible for submitting an amendment application to the NJDOE for approval if a new budget category for which no funds were previously budgeted or approved has been created. The Superintendent or designee is responsible for submitting an amendment application to the NJDOE for approval if cumulative transfers among expenditure categories exceed ten percent of the total award.



The Superintendent or designee is responsible for monitoring the cumulative ten percent level of fiscal change.

Reimbursement requests must be in accordance with approved grant applications. A reimbursement request may be submitted at any time after the subgrant has received final NJDOE approval. Reimbursement requests submitted at least ten business days before the end of the month but no later than the fifteenth day of the month will be reviewed and, if approved, processed for payment the first business day of the following month. School districts will normally receive payment by the fifth business day of the month and will be able to track the grant’s payment history in EWEG through the payments link of the grant application.

Reimbursement requests must contain a brief description of the expenditures for which reimbursement is being requested. Individual line items need not be detailed. Expenditures must be supported by documentation at the school district level but should not be submitted to the NJDOE with a reimbursement request. The Superintendent or designee is responsible to maintain supporting documentation for seven years and for making it available to the NJDOE, the United States Department of Education, and/or their authorized representatives upon request. Documentation for salary expenditures is subject to the requirements of the Federal Uniform Grant Guidance. Documentation for all other expenditures must include evidence that the expenditures are allowable costs and of the relationship of the expenditure to the subgrant’s cost objectives.

The NJDOE staff will review reimbursement requests to determine that they meet the subgrant’s criteria. When a reimbursement request is approved or denied, the school district will receive an email notification through the EWEG system. Approval of a reimbursement request by NJDOE does not imply approval of the expenditures as allowable or appropriate to the subgrant’s cost objectives as the approval of expenditures will continue to be processed through the final report. The School Business Administrator/Board Secretary or designee assumes responsibility for assuring that all funds requested through the EWEG system either have already been expended, or will be expended within three business days of receipt of funds.

New Jersey Department of Education Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures –March 2014.

Adopted: 1 November 2010

Revised:



POLICY

RIDGEWOOD BOARD OF EDUCATION

FINANCES
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Petty Cash
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6620 PETTY CASH

The Board of Education authorizes the establishment of petty cash funds in accordance with this policy. The Board directs the implementation of appropriate controls to protect the funds from abuse.

The Board hereby establishes imprest petty cash funds in the care of the following persons and in the following amounts:

Account	Amount	Maximum Disbursement	Custodian	Required Signatures
Districtwide	\$500	\$50	Assistant Business Administrator	School Business Administrator or Assistant Business Administrator
Hawes Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Orchard Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Ridge Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Travell Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Willard Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Benjamin Franklin Middle School	\$1,000	\$50	School Secretary	Principal or AP and Secretary
Ridgewood High School	\$1,000	\$50	School Secretary	Principal or AP and Secretary
Infant/Toddler	\$500	\$50	Special Services Secretary	Supervisor of Special Programs and Business Administrator



Petty cash funds may be disbursed only for the immediate payment of comparatively small expenditures and may not be used to circumvent the regular purchasing procedures of this district. Each request for petty cash funds must be in a written document that is signed by the person making the request; supporting documents, if any, will be affixed to the request.

The custodian of a petty cash fund shall submit to the Board Secretary a request for replenishment when the moneys available in the fund have declined to ten percent or less of the authorized amount of the fund. The Board Secretary shall prepare a voucher for approval by the Board. The voucher will include disbursement slips to support the amount of the replenishment and its allocation to any account.

The petty cash box must be secured daily. All petty cash funds will be closed out for audit at the end of the school year, and unused funds will be returned to the depository. The custodian of each fund will report to the Board on amounts disbursed from the fund not less than once each year.

N.J.S.A. 2C:21-15

N.J.S.A. 18A:19-13; 18A:23-2

N.J.A.C. 6A:23-2.9 et seq.

Adopted: 7 December 2009

Revised:



7440 SCHOOL DISTRICT SECURITY

The Board of Education believes the buildings and facilities of the school district represent a substantial community investment. The Board directs the development and implementation of a plan for school district security to protect the school community’s investment in the school buildings and facilities. The Board will comply with the security measures required in N.J.S.A. 18A:7G-5.2 for new school construction and for existing school buildings.

The school district security program will include: maintenance of facilities that are secure against unwelcome intrusion; protection against fire hazards and faulty equipment; and compliance with safe practices in the use of electrical, plumbing, heating, and other school building equipment. The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

The Board shall provide to local law enforcement authorities a copy of the current blueprints and maps for all schools and school grounds within the school district or nonpublic school. In the case of a school building located in a municipality in which there is no municipal police department, a copy of the blueprints and maps shall be provided to an entity designated by the Superintendent of the New Jersey State Police. The Board shall provide revised copies to the applicable law enforcement authorities or designated entities any time that there is a change to the blueprints or maps.

The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency pursuant to N.J.S.A. 18A:41-10 through 13.

The Superintendent of Schools shall designate a school administrator, or a school employee with expertise in school safety and security, as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3. The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist certification in accordance with the provisions of N.J.S.A. 18A:17-43.2. The School Safety Specialist shall also serve as the school district’s liaison with local law enforcement and national, State, and community agencies and organizations in matters of school safety and security.

Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.



Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.

In accordance with N.J.S.A. 18A:7G-5.2.b.(15), propping open doors to buildings on school grounds is strictly prohibited and students and staff shall not open a door for any individual. All persons seeking entry into the main building shall be directed to the main entrance.

Building records and funds shall be kept in a safe place and secured as appropriate and necessary.

Protective devices designed to be used as safeguards against illegal entry and vandalism may be installed when appropriate. The Board may approve the employment of school resource officers, school security officers, and/or law enforcement officers in situations in which special risks are involved.

N.J.S.A. 18A:7G-5.2; 18A:17-43.1; 18A:17-43.2; 18A:17-43.3;
18A:41-7.1; 18A:41-10; 18A:41-11; 18A:41-12; 18A:41-13

N.J.A.C. 6A:16-1.3; 6A:26-1.2

Adopted: 7 December 2009

Revised: 5 March 2018

Revised: 1 April 2019

Revised:



8600 STUDENT TRANSPORTATION

The Board of Education shall transport eligible students to and from school and school related activities in accordance with N.J.S.A. 18A:39-1 et seq., N.J.A.C. 6A:27-1 et seq., and Board policy. Transportation shall be provided only to eligible public and nonpublic school students, authorized school staff members, and adults serving as approved chaperones.

Nonpublic school transportation or aid in lieu of transportation shall be provided for resident students in accordance with N.J.S.A. 18A:39-1 et seq. and N.J.A.C. 6A:27-2.1 et seq.

Charter or renaissance school transportation or aid in lieu of transportation shall be provided for resident students in accordance with N.J.S.A. 18A:39-1 et seq. and N.J.A.C. 6A:27-3.1 et seq.

Students with special needs shall be provided transportation in accordance with N.J.S.A. 18A:39-1 et seq., and with their Individualized Education Program (IEP) pursuant to N.J.A.C. 6A:27-5.1.

The Board will approve all bus routes each school year. Bus routes for all non-remote students who must walk to and from school along hazardous routes will be designated and approved by the Board. The Board may consider, but shall not be limited to, the criteria outlined in N.J.S.A. 18A:39-1.5 in determining “Hazardous Routes.”

The Board will not be responsible for the transportation of nonresident students to or from school, except that transportation to and from school will be provided for homeless students; students residing in group homes; students residing in resource family homes; and students residing in shared custody homes pursuant to N.J.A.C. 6A:27-6.2, 6.3, 6.4, and 6.5.

When the schools of this district are closed for inclement weather or other conditions, no transportation will be provided for students enrolled in any public, nonpublic, charter school, and/or renaissance school.

The Board shall utilize cooperative/coordinated transportation services in accordance with the provisions of N.J.S.A. 18A:39-11.1 et seq. and N.J.A.C. 6A:27-10.1 et seq. The Board shall utilize one of the agencies prior to determining to pay aid in lieu of transportation if in the prior year payments in lieu of transportation were provided. The Board will provide to the cooperative/coordinated transportation services any unique limitations or restrictions of the required transportation.



Vehicles used to transport students to and from school or school related activities shall meet standards, registration, and inspection requirements of the New Jersey Departments of Education (NJDOE), the New Jersey Motor Vehicle Commission (NJMVC), and any applicable Federal regulations. The operation and fiscal management of the district's transportation system shall be conducted in strict accordance with rules of the New Jersey State Board of Education and the NJDOE.

In addition to the provisions of any State law, rule, or regulation containing more stringent requirements, provided that those requirements are compatible with Federal law, and notwithstanding the provisions of any State law, rule, or regulation to the contrary, school bus operations in the State shall comply with the requirements outlined in N.J.S.A. 39:3B-27.

Within District

School bus transportation will be provided for pupils in Kindergarten through grade eight who live a distance of two or more miles from school, and for those in grades nine through twelve who live two and one-half or more miles from school. The Board of Education may also authorize transportation for reasons of safety or for other good reason.

Other Districts

Children attending schools in other districts with tuition paid by the Board of Education will be furnished transportation to and from school.

Nonprofit Private Schools

The Board is responsible for Ridgewood residents attending nonprofit private schools who reside two or more miles from elementary schools (Kindergarten through eight) and two and one-half or more miles from secondary schools (grades nine through twelve), but in no case more than twenty miles distant. Transportation or reimbursement for costs is provided in accordance with N.J.S.A. 18A:39-1.

Disabled Children

The Board of Education shall furnish transportation within the State to all children of Ridgewood residents found to be disabled under this act who qualify for such transportation under New Jersey statutes.



Transportation for Medical Reasons

The Board of Education is willing to provide temporary transportation to pupils with valid medical disabilities in order to enable them to attend regular classes. Requests for transportation due to a medical disability may be made in writing by the school physician or family physician. The request must state the specific nature and diagnosis of the disability with clear medical evidence, reasons for the request, and a definite duration of time for transportation specified. No request will be granted which exceeds one semester in length. If transportation is required for longer than one semester, the request must be renewed each semester.

N.J.S.A. 18A:18A-1 et seq.; 18A:39-1 et seq.; 18A:39-11.1 et seq.

N.J.S.A. 27:15-16

N.J.S.A. 39:3B-1 et seq.; 39:3B-2.1; 39:3B-10; 39:3B-27

N.J.A.C. 6A:27-1.1 et seq.; 6A:27-2.1 et seq.; 6A:27-3.1 et seq.;

6A:27-4.1 et seq.; 6A:27-5.1; 6A:27-6.2 through 6.5;

6A:27-7.1 et seq.; 6A:27-9.1 et seq.; 6A:27-10.1 et seq.;

6A:27-11.1 et seq.; 6A:27-12.1 et seq.

Adopted: 7 December 2009

Revised:



8630 BUS DRIVER/BUS AIDE RESPONSIBILITY

The Board of Education requires all school bus drivers and bus aides employed by the district or employed by a contracted school bus company to be reliable persons of good moral character who possess the qualifications necessary to perform the duties of the position. Anyone driving a bus used to transport students to and from school and school related activities must meet all requirements of N.J.S.A. 18A, N.J.A.C. 6A, and all New Jersey Motor Vehicle Commission (NJMVC) rules governing school bus drivers. All school bus drivers must possess the appropriate license and endorsement(s) to drive a school bus in the State of New Jersey and are subject to all the Federal and State requirements to maintain the appropriate license.

“Employer” for the purposes of this Policy and Regulation means a Board of Education or a contractor that provides student transportation services under contract with the Board of Education. In the event the school district employs school bus drivers and bus aides and/or uses a contractor for transportation services, the “employer” for school district employed school bus drivers and bus aides shall be the Board of Education and the “employer” for contracted school bus drivers and bus aides shall be the contractor that provides student transportation under contract with the Board of Education.

School bus drivers and bus aides shall meet criminal history background check requirements pursuant to N.J.S.A. 18A:6-7.1(c) and tuberculin testing requirements pursuant to applicable State statutes and administrative codes. School bus drivers and bus aides shall be considered under the Federal Family Educational Rights and Privacy Act (FERPA) to be school officials who have a legitimate educational interest to parts of a student’s record relating to transportation, without parental consent, as outlined in N.J.A.C. 6A:27-12.1(j)1. School bus drivers and bus aides shall receive training in the use of a student’s educational records and in their responsibility to ensure the privacy of the student and his or her records. In addition, permanent and substitute school bus drivers and bus aides shall be trained for the functions of their positions and in a safety education program as outlined in N.J.A.C. 6A:27-12.1(j)1.

In addition to the medical examination required of every holder of a special license issued for the transporting of children to and from schools pursuant to N.J.S.A. 39:3-10.1 et seq., any school bus driver who is seventy years of age or older shall annually furnish, to the employer for review by the NJMVC at the NJMVC’s biannual inspection, satisfactory evidence of continuing physical fitness in the form of a medical examination by a licensed medical doctor or licensed osteopathic physician. In addition, any school bus driver who is seventy-five years of age or older shall every six months furnish, to the employer for review by the NJMVC at the NJMVC’s biannual inspection, satisfactory evidence of continuing physical fitness in the form of a medical examination by a licensed medical doctor or licensed osteopathic physician. In addition, any person applying for a special license and any person who is the holder of a special license for the transporting of children to and from schools, pursuant to



N.J.S.A. 18A:39-1 et seq., shall comply with the provisions of Section 2 of N.J.S.A. 39:3-10.1a and Section 6 of N.J.S.A. 18A:39-19.1. The Chief Administrator of the NJMVC may suspend or revoke a license pursuant to N.J.S.A. 39:3-10.1.

All drivers of buses or other vehicles used by the Board for the transportation of students to and from school shall, in addition to any exam required by law, submit to a medical exam for the presence of alcohol, narcotics, or habit-producing drugs within the scope of the “New Jersey Controlled Dangerous Substances Act,” (N.J.S.A. 24:21-1 et seq.).

All drivers of buses or other vehicles used by the Board for the transportation of students to and from school shall, in addition to any exam required by law, submit to a medical exam that includes hearing and visual acuity tests that are in accordance with the provisions of the “Motor Carrier Safety Improvement Act of 1999,” 49 U.S.C. § 113.

A Commissioner of Education-developed training program on proper procedures for interacting with students with special needs shall be administered by the employer to all school bus drivers and bus aides in accordance with the requirements of N.J.S.A. 18A:39-19.2. This training program must be administered in accordance with the provisions of N.J.S.A. 18A:39-19.3.a. and all school bus drivers and bus aides must file a certification with their employer that the individual has completed the training program within five business days of its completion. The employer shall retain a copy of the certificate for the duration of the individual’s employment and shall file a copy of the certification to the New Jersey Department of Education (NJDOE) in accordance with the provisions of N.J.S.A. 18A:39-19.3.b.

School bus drivers and bus aides shall receive training in the use of a student’s educational records and in their responsibility to ensure the privacy of the student and his or her records N.J.A.C. 6A:27-12.1(j)2. In addition, permanent and substitute school bus drivers and bus aides shall be trained for the functions of their positions and in a safety education program as outlined in N.J.A.C. 6A:27-11.1 et seq.

In accordance with the provisions of N.J.S.A. 18A:39-28, school bus drivers must visually inspect the school bus they are assigned at the end of the transportation route to determine that no student has been left on the bus.

The school bus driver shall be in full charge of the school bus at all times and shall be responsible for maintaining order. The school bus driver will never exclude a student from the school bus, but if unable to manage a student, the school bus driver will report the unmanageable student to the Principal or designee of the school in which the student attends.



The Principal or designee, upon such report from the school bus driver, may assign appropriate discipline. The discipline may include excluding the student from the bus and the student’s parent(s) or legal guardian(s) shall provide for the student’s transportation to and from school during the time of exclusion.

Upon notification from the NJDOE that a school bus driver employed by the Board has had his or her bus driver’s license suspended or revoked, the Board, within one business day of the notification, shall provide a statement to the NJDOE verifying that the school bus driver no longer operates a school bus for the Board in accordance with N.J.S.A. 18A:39-19.6.

In the event of an emergency, school bus drivers shall follow procedures established by this Board. School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school. All other students shall receive school bus evacuation instruction at least once per year. School bus drivers and bus aides shall participate in the emergency exit drills, which shall be conducted on school property and shall be supervised by the Principal or person assigned to act in a supervisory capacity. Drills shall be documented in the minutes of the Board of Education at the first meeting following completion of the emergency exit drill in accordance with the provisions of N.J.A.C. 6A:27-11.2(d).

In accordance with the provisions of N.J.S.A. 18A:39-19.4, a Commissioner-developed student information card shall be completed by a parent of a student with an Individualized Education Plan (IEP), who receives transportation services, when the IEP is developed or amended. Upon receiving consent from the parent, the student information card shall be provided to a school bus driver and bus aide for each student on the bus route to which the school bus driver or bus aide is assigned for whom a student information card has been completed by the parent.

The school bus driver will immediately inform the Principal of the receiving school and the School Business Administrator/Board Secretary or designee of the district providing the transportation following an accident that involves injury, death or property damage. The school bus driver must also complete and file within ten days of the accident the Preliminary School Bus Accident Report prescribed by the Commissioner of Education. In addition to the Preliminary School Bus Accident Report, the driver of a school bus involved in an accident resulting in injury or death of any person, or damage to property of any one person in excess of \$500, shall complete and file within ten days after such accident a motor vehicle accident report in accordance with N.J.S.A. 39:4-130.



School bus drivers are prohibited from using a cellular telephone or other electronic communication device, while operating a school bus unless the school bus is parked in a safe area off a highway or in an emergency situation pursuant to N.J.S.A. 39:3B-25. A school bus driver who violates this Policy provision is subject to fines pursuant to N.J.S.A. 39:3B-25.

School bus drivers are responsible for the safety of their students and shall rigorously observe all motor vehicle laws and regulations and State Board of Education rules in the operation of their school bus pursuant to N.J.S.A. 39:3B-27.

N.J.S.A. 18A:6-7.1 et seq.; 18A:25-2; 18A:39-17; 18A:39-18;
18A:39-19.1; 18A:39-19.2; 18A:39-19.3; 18A:39-19.4;
18A:39-19.6; 18A:39-28

N.J.S.A. 39:3-10.1 et seq.

N.J.S.A. 39:3B-25; 39:3B-27

N.J.A.C. 6A:27-11.1 et seq.; 6A:27-12.1 et seq.

Adopted: 7 December 2009

Revised: 18 May 2015

Revised: 10 October 2016

Revised: 5 March 2018

Revised:



8670 TRANSPORTATION OF SPECIAL NEEDS STUDENTS

The Board of Education shall provide transportation services for students with special needs in accordance with N.J.S.A. 18A:39-1 et seq., N.J.A.C. 6A:27-5.1, and with their Individualized Education Program (IEP) The Board will provide transportation in accordance with N.J.A.C. 6A:27-5.1 as a related service for a student with special needs pursuant to N.J.A.C. 6A:14-3.9(a)7. Such transportation services may include, but are not limited to, special transportation equipment, transportation aides, and special arrangements for other assistance to and from school.

When an out-of-district placement for educational reasons is made, transportation shall be provided consistent with the school calendar of the receiving school. A copy of the school calendar shall be submitted to the resident district by May 15 preceding the year in which transportation is required, or at the time of placement if it occurs after May 15.

When necessary, the student's case manager shall provide the transportation coordinator or responsible staff member and the bus driver with specific information about the student including safety concerns, mode of communication, and health and behavioral characteristics of a student for whom transportation services are to be provided.

Students with special needs below the age of five shall be transported in vehicles equipped with safety belts or other child restraint systems, in accordance with applicable Federal and State regulations.

The transportation of students with special needs to special education programs approved by the Board and located outside the State will conform to guidelines established by the New Jersey State Department of Education pursuant to N.J.A.C. 6A:27-2.2(c)1.

State aid will be sought for the services provided in accordance with law and this Policy. The Board directs that appropriate records be maintained and all relevant documentation be preserved in order that the district be properly reimbursed for the costs of transportation.

N.J.S.A. 18A:39-1 et seq.; 18A:39-2.1; 18A:46-19.6; 18A:46-23
N.J.A.C. 6A:14-3.9(a)7; 6A:27-2.2; 6A:27-5.1

Adopted: 7 December 2009



9210 PARENT ORGANIZATIONS

In each school, any organization consisting of parent(s) or legal guardian(s), school staff, and friends of the school shall be a Board-approved, voluntary organization, and independent from the Board of Education. It may not establish educational policy, participate in the administration of the school, or authorize management and direction of school affairs. Representatives of recognized parent organizations shall comply with all applicable Board policies.

Such organizations shall have among their objectives the promotion of student welfare, the development of close relationships between the home and the school, and the development between educators and the public of such united efforts as will secure for every student in the schools the best kind of educational program possible.

The school Principal may serve on the executive board of each school's home and school association. All members of the professional staff shall be encouraged to join the organization and to participate in its activities.

The Federated Home and School Association, an agency whose purpose is to foster cooperative effort among all the home and school associations, is made up of the presidents of the individual home and school associations, an executive committee, and the Superintendent. The Superintendent and a Board member will act as liaison between the Board and this group.

The Board and Superintendent shall make it a practice not to interfere in the internal workings of such groups.

Permission to hold regular meetings of such associations in school facilities is granted, in accordance with Board policy.

Adopted: 7 December 2009

Revised:



9400 MEDIA RELATIONS

The maintenance of a good working relationship with the media is essential to meeting the objectives of the school district's community relations program.

The Board of Education must give formal approval to all basic practices governing relations between the media and the school district and reserves the right to negotiate, on terms most favorable to the school district, for the broadcasting, filming, or sound recording of any school event by an outside agency.

The Superintendent or designee shall be the chief communications representative of the school district. The chief communications representative shall be readily available to: provide media representatives with all appropriate and necessary information; suggest or supply feature articles or stories; prepare information to be released to the media; assist school and parent organizations with media relations; meet periodically with media representatives; protect school personnel from any unnecessary demands on their time by media representatives; and provide additional information as appropriate.

Individual schools may prepare press releases of routing announcements and submit them directly to the press, upon the approval of the Building Principal or designee. Copies should be sent to the Superintendent and Public Information Officer.

The Superintendent must approve in advance interviews between staff members or students and media representatives when the staff member is representing or speaking on behalf of the Board of Education or the school district.

A school district staff member not designated by the Superintendent or designee to assist in any of the media responsibilities outlined in this Policy, including speaking to a representative of the media, is not prohibited from doing so on their own behalf as a private citizen provided the staff member does not indicate or imply they represent or are speaking on behalf of the Board of Education or the school district and indicate they are speaking on their own behalf as a private citizen.

A staff member who is acting on their own behalf as a private citizen should be cognizant of their obligations to protect the privacy and confidentiality of students and school operations in accordance with Federal and State laws.



The Board of Education reserves its right to regulate the exercise of school district staff members' First Amendment rights of the United States Constitution in such situations to the extent that such exercise may interfere with the safe and orderly operation of the schools and the learning environment.

The Superintendent or designee must authorize the release of any images of district subjects, personnel, or students.

Any images of a student with a disability shall not be disseminated or used in print or media in any way if they are identified as a student with a disability unless permission is granted by the parent(s). Any image of a child placed in the district by the New Jersey Department of Children and Families, Division of Child Protection and Permanency shall not be published without permission of the Department case worker. Where the release of any images may violate the privacy of a any student or staff member, the Superintendent or designee must first secure the written permission of the staff member or the student's parent(s).

Taking pictures of district students and buildings for commercial purposes is prohibited without written approval of the Superintendent. "Commercial purposes" in this context is defined to mean for sale or for use in connection with the advertisement or promotion of goods or services. "School students" in this context means boys and girls enrolled in the school during that part of the day they are at school, on the school grounds, or engaged in any activity under the direction and supervision of the school.

Adopted: 7 December 2009

Revised:



FIELD TRIPS FOR APPROVAL

October 7, 2019

ONE DAY TRIPS

ATTACHMENT P

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
09/25/19	RHS	Berkeley College <i>NJAMETC Advisor Meeting</i> Woodland Park, NJ	1 member of DECA	1	0	\$0	\$10 (mileage)	yes	no
09/26/19	RHS	Kean University <i>NJ DECA State Officers Mtg</i> Union, NJ	1 member of DECA	1	0	\$0	\$20 (mileage)	yes	no
10/15/19	RHS	The Schoolhouse Museum Ridgewood, NJ	25 grade 12 social studies students	1	0	\$0	\$0	yes	yes
10/21/19	RHS	Wilsey Square Ridgewood, NJ	26 grade 12 social studies students	1	0	\$0	\$0	no	yes
10/21/19 (rain date: 10/28/19)	Ridge	Ridgewood Public Library Ridgewood, NJ	70 grade 3 students	12	0	\$0	\$0	yes	yes
10/21/19	GWMS	Camp Nyoda Oak Ridge, NJ	250 grade 7 students	22	0	\$0	\$0	no	yes
10/22/19	GWMS	Camp Nyoda Oak Ridge, NJ	250 grade 7 students	22	0	\$0	\$0	no	yes
10/22/19	RHS	Statue of Liberty/Freedom Tower Jersey City, NJ	10 Global Classroom students	2	0	\$0	\$330 (driver)	no	yes
10/23/19	Ridge	Sterling Hill Mine Museum Ogdensburg, NJ	73 grade 4 students	11	0	\$0	\$0	yes	yes
10/25/19	BFMS	Cresskill Jr/Sr High School Cresskill, NJ	12 members of Brain Busters	1	0	\$0	\$120 (driver)	yes	yes
10/25/19	Ridge	Social Services Ridgewood, NJ	70 grade 3 students	12	0	\$0	\$0	yes	yes
10/26/19	RHS	Phillipsburg High School Phillipsburg, NJ	25 members of the Speech & Debate Club	1	0	\$0	\$1,175 (bus)	yes	yes
10/30/19	Ridge	Museum Village Monroe, NY	68 grade 1 students	28	0	\$0	\$0	yes	yes
10/31/19	RHS	James Rose Center Ridgewood, NJ	26 grade 12 social studies students	1	0	\$0	\$0	yes	yes

FIELD TRIPS FOR APPROVAL

October 7, 2019

ONE DAY TRIPS

ATTACHMENT P

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
11/04/19	RHS	Columbia University New York, NY	12 grades 9-12 students	1	0	\$0	\$0	no	yes
11/12/19	Orchard	Waterloo Village Stanhope, NJ	55 grade 5 students	10	0	\$0	\$0	yes	yes
11/14/19	RHS	Fertility Institute of NJ & NY Oradell, NJ	11 grade 11 science Students	1	0	\$0	\$161 (driver)	no	yes
11/15/19	Hawes	Village Hall, Ridgewood Police Dept & Library Ridgewood, NJ	64 grade 2 students	13	0	\$0	\$0	yes	yes
12/02/19	Somerville	Metropolitan Museum of Art New York, NY	46 grade 5 students	10	0	\$0	\$0	yes	yes
12/05/19	Somerville	Metropolitan Museum of Art New York, NY	45 grade 5 students	10	0	\$0	\$0	yes	yes
04/15/20	Orchard	Liberty Science Center Jersey City, NJ	48 grade 2 students	16	0	\$0	\$0	no	yes
05/07/20	Willard	Turtleback Zoo West Orange, NJ	71 grade 1 students	29	0	\$0	\$0	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

October 7, 2019

Overnight Trips - Paid

ATTACHMENT P

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/07/20 to 2/12/20	RHS	Concert/Clinic Tour of Greater Los Angeles/Anaheim Santa Monica, CA	140 music students	0	4 for 5 nights	\$4,000	1 sub nurse for 6 days	\$900	\$4,900 (\$3,000 to be funded by donation)	no	yes

JOB DESCRIPTION

- I. Title: Behavior Analyst/Coordinator

- II. Qualifications:
 - A. Master of Science (M.S.) Degree in Education, Psychology, or a related field preferred.
 - B. Knowledge of Applied Behavior Analysis (ABA) and Positive Behavior Support (PBIS)
 - C. Extensive experience working with students with disabilities who present with behavioral needs.
 - D. Knowledge of positive behavior intervention supports, crisis prevention/intervention, and de-escalation strategies.
 - E. Able to effectively communicate with people at all levels and from various backgrounds.
 - F. Ability to understand and adhere to established policies, procedures, and protocols.
 - G. Commitment to excellence and high standards.
 - H. Acute attention to detail; strong documentation skills.
 - I. Ability to work independently.
 - J. Good judgment with the ability to make timely and sound decisions.

- III. Position Summary:

The Behavior Analyst/Specialist will assist the Director of Special Education and Supervisors of Special Education in design, coordination, and implementation of programs to support student learning and growth; and support students, staff and administration in the area of assessments of behavior (including, but not limited to functional behavioral assessments), positive behavior management, behavioral supports and behavior intervention plans.

- IV. Reports to: Director of Special Education, Supervisors of Special Education

- V. Major Duties and Responsibilities:
 - A. Use effective skills to communicate with consistency to the Ridgewood special programs.
 - B. Demonstrate foresight, examines issues and takes initiatives to improve the quality of education in the community.
 - C. Develop and reinforce the intake process from pre-k through 21.
 - D. Review and manage behavioral data; support data driven decision-making.
 - E. Coordinate training of ABA Aides and staff in knowledge of ABA, PBIS, and Behavior Management Systems, for successful school of students with Autism Spectrum Disorder (approximately every 6-8 weeks).
 - F. Coordinate general training with parents of students with Autism Spectrum Disorder (approximately 3 times per year).
 - G. Demonstrate an understanding of the IEP writing and implementation process specific to Behavior Analyst evaluations, programmatic supports, and goals and objectives.
 - H. Maintain a familiarity with current educational issues through a process of ongoing personal development.
 - I. Work cooperatively with building administration and staff in planning, implementing and managing programs and services for students with Autism Spectrum Disorder.
 - J. Assist in the coordination of staff development opportunities to enable staff to better serve the needs of special education students.
 - K. Supporting the delivery of parent training when recommended through the IEP process.

- L. Assist in conducting, in cooperation with building administrators, regular/special education staff, parents, and community, on-going evaluation of programs, services, and coordinate the long range planning process to meet the needs of students.
- M. Consult cooperatively with the district's Behavior Analysts and Transportation department.
- N. Assist teaching staff and specialists in the development and implementation of individualized education programs (IEPs) for students with exceptional needs that identify behavior needs within the IEP.
- O. Work collaboratively with all site principals to support staff.
- P. Support Director of Special Education and Supervisors of Special Education in the management of services for students in behavior/alternate placements.
- Q. Plan, organize and implement professional development for special education and general education staff including: environmental interventions, curriculum modifications, behavioral interventions, data collection, inclusion, de-escalation, or other staff development workshops as assigned.
- R. Other tasks as may be deemed appropriate and necessary by the Director of Special Education and Supervisors of Special Education.

VI. Job Expectation:

Work Environment: Must be able to work within various degrees of noise, temperature and air quality. Job responsibilities require both inside and outside assignments. Interruptions of work are routine. Flexibility and patience are required. Must be self-motivated and able to complete job assignments without direct supervision. Occasional after-hour work may be required. Must be able to work under stressful conditions. Sitting, standing, lifting and carrying (up to 50 pounds), reaching, squatting, climbing stairs, kneeling, and moving light furniture is likely required. Physical Requirements: Sitting, standing, lifting, and carrying (up to 50 pounds), reaching, climbing, squatting, kneeling, and moving light furniture may be required. Safety and Health Requirements: Blood borne Pathogens Standard Training. Equipment/Material handled: Must know how to properly operate or be willing to learn to operate all multimedia equipment including current assessment materials and educational technology.

VII. Terms of Employment: Stipend/1.07 Ratio

VIII. Evaluation: In accordance with Board policy on evaluation of staff.

Daniel Fishbein, Ed.D
 Superintendent of Schools

Approved by Board: 10/02/2019

**RIDGEWOOD HIGH SCHOOL
WINTER 2019-2020 COACHING ASSIGNMENTS ESTIMATE**

To be paid equal installments 1/15/2020 and 2/15/2020

Name	Position	Step	Ratio*	Total Salary	1/2 Salary 1/15/2020	1/2 Salary 2/15/2020
Troy, Michael	Head Boys Basketball	IV	0.110	10,070.00	5,035.00	5,035.00
Bailey, David	Assistant Boys Basketball	IV	0.070	6,408.00	3,204.00	3,204.00
Neville, Ben	Assistant Boys Basketball	II	0.060	5,493.00	2,746.50	2,746.50
Mitchell, Michael	Head Girls Basketball	II	0.100	9,154.00	4,577.00	4,577.00
Kadus, Christopher	Assistant Girls Basketball	IV	0.070	6,408.00	3,204.00	3,204.00
Johnson, Andrew	Assistant Girls Basketball	IV	0.070	6,408.00	3,204.00	3,204.00
Watson, Torrance	Head Wrestling	IV	0.110	10,070.00	5,035.00	5,035.00
DeRisi, Michael	Assistant Wrestling	IV	0.070	6,408.00	3,204.00	3,204.00
Schick, Casey	Assistant Wrestling	IV	0.070	6,408.00	3,204.00	3,204.00
TBD	Assistant Wrestling	IV	0.070	6,408.00	3,204.00	3,204.00
Ryan, Patrick	Head Indoor Track	IV	0.110	10,070.00	5,035.00	5,035.00
Schoepfer, Warren	Assistant Indoor Track	IV	0.070	6,408.00	3,204.00	3,204.00
TBD	Assistant Indoor Track	I	0.055	5,035.00	2,517.50	2,517.50
Bennett, Richard	Head Bowling	IV	0.077	7,049.00	3,524.50	3,524.50
TBD	Head Boys/Girls Swimming	I	0.095	8,696.00	4,348.00	4,348.00
Tobin, Deirdre	Assistant Swimming	IV	0.070	6,408.00	3,204.00	3,204.00
Roecker, Karl**	Ski Club	IV	0.085	7,781.00	3,890.50	3,890.50
Rodriquez, Kaitlin**	Assistant Ski Club	II	0.060	5,493.00	2,746.50	2,746.50
Lucchesi, Michael	Head Ice Hockey	IV	0.110	10,070.00	5,035.00	5,035.00
Cronk, Paul	Assistant Ice Hockey	IV	0.070	6,408.00	3,204.00	3,204.00
TBD	Assistant Ice Hockey	I	0.055	5,035.00	2,517.50	2,517.50
Centrelli, Erica	Head Cheerleader Advisor	II	0.067	6,133.00	3,066.50	3,066.50
TBD	Assist. Cheerleader Advisor	I	0.045	4,119.00	2,059.50	2,059.50
Totals				161,940.00	80,970.00	80,970.00
*Ratio is applied to the B.A. Maximum:				\$91,542		
** Parent paying for Club						

SPRING 2019-2020 COACHING ASSIGNMENTS ESTIMATE

To be paid equal installments 4/15/20 AND 6/15/20

Name	Position	Step	Ratio*	Total Salary	1/2 Salary 4/15/2020	1/2 Salary 6/15/2020
Hommen, Kurt	Head Baseball	IV	0.095	8,696.00	4,348.00	4,348.00
Aday, Douglas	Assistant Baseball	IV	0.065	5,950.00	2,975.00	2,975.00
Scevola, Adam	Assistant Baseball	IV	0.065	5,950.00	2,975.00	2,975.00
Ryan, Patrick	Head Boys Track	IV	0.095	8,696.00	4,348.00	4,348.00
Muro, Daniel	Assistant Boys Track	IV	0.065	5,950.00	2,975.00	2,975.00
Wilson, Tim	Assistant Boys/Girls Track	IV	0.065	5,950.00	2,975.00	2,975.00
TBD	Assistant Boy Track	I	0.050	4,577.00	2,288.50	2,288.50
Reeg, Alison	Head Boys Tennis	III	0.067	6,133.00	3,066.50	3,066.50
Staunton, Joseph	Assistant Boys Tennis	IV	0.060	5,493.00	2,746.50	2,746.50
Tobin, Deirdre	Assistant Boys Tennis	IV	0.060	5,493.00	2,746.50	2,746.50
Pounds, Michael	Head Boys Lacrosse	IV	0.095	8,696.00	4,348.00	4,348.00
Brooks, Richard	Assistant Boys Lacrosse	IV	0.065	5,950.00	2,975.00	2,975.00
Fritog, John	Assistant Boys Lacrosse	IV	0.065	5,950.00	2,975.00	2,975.00
Hurley, Daniel	Assistant Boys Lacrosse	II	0.055	5,035.00	2,517.50	2,517.50
Auger, Patricia	Head Softball	IV	0.095	8,696.00	4,348.00	4,348.00
Bunzey, Craig	Assistant Softball	IV	0.065	5,950.00	2,975.00	2,975.00
Halm, Heather	Assistant Softball	IV	0.065	5,950.00	2,975.00	2,975.00
Opremcak, Stephen	Head Girls Track	IV	0.095	8,696.00	4,348.00	4,348.00
Schoepfer, Warren	Assistant Girls Track	IV	0.065	5,950.00	2,975.00	2,975.00
Schulke, Kyle	Assistant Girls Track	IV	0.065	5,950.00	2,975.00	2,975.00
Crysti Foote	Head Girls Lacrosse	IV	0.095	8,696.00	4,348.00	4,348.00
Acosta, Marissa	Assistant Girls Lacrosse	II	0.055	5,035.00	2,517.50	2,517.50
Hughes, Marissa	Assistant Girls Lacrosse	IV	0.065	5,950.00	2,975.00	2,975.00
Johnson, Andrew	Assistant Girls Lacrosse	IV	0.065	5,950.00	2,975.00	2,975.00
Knott, Ronald	Head Boys Golf	IV	0.077	7,049.00	3,524.50	3,524.50
Quirk, Brian	Head Girls Golf	IV	0.077	7,049.00	3,524.50	3,524.50
Totals				169,440.00	84,720.00	84,720.00
* Ratio is applied to the B.A. Maximum:			\$91,542			

**PSAT PROCTORS
OCTOBER 2019**

Administrators – Hourly Salary Rate – Not to Exceed 20 Hours Each*

Donna Antonellis
Lauren Hellman

Administrative Assistants -- \$40.17/Hour – Not to Exceed 6 Hours Each

Linda Ames
Sheila Borchers
Carla Collins
Ann D'Amico
Maureen Grieco
Barbara Noto
Clara Polulak
Carleen Ulinsky
Lesley Whyard

Proctors -- Ridgewood Public School employees, hourly rate; all other employees,
\$40.17 – Not to Exceed 6 Hours each

Christine Anderson
Giselle Batista
John Braden
Kathryn Calise
Linda Chamesian
Colleen Contreras
Paul Cronk
Cynthia DeTora
Patricia Hans
Diane Held
Dana Kneis
Freddie LaFemina
Jane Mandel
Christine McGovern
Zsuzsanna Nagy
Nancy Reilly
Christopher Reilly
Jill Shreck
Shauna Stovell
Mark Syvret
Jennifer Thornton
Laura Tolve
Andrea Watson
Jennifer Weinkauff
Ilene Weiss
Leticia Young
Tara Montelbano*
*Late addition

RIDGEWOOD PUBLIC SCHOOLS

2020-2021 BUDGET DEVELOPMENT SCHEDULE

Note: All dates and times subject to change based upon NJ State Department of Education Budget Procedures Calendar and District needs.

DATE OF INITIATION	TASK	TARGET COMPLETION DATE
October 7, 2019	budget documentation and timeline for budget managers distributed.	October 7, 2019
October 14, 2019	Budget managers complete budget proposals, input into CSI including uploading backup documentation	November 14, 2019
October 30, 2019	Develop and distribute enrollment projections.	November 11, 2019
November 18, 2019	Public Board Meeting budget update	November 18, 2019
November 20, 2019	<p>CSA and Cabinet meets with Budget Managers to review budget proposals</p> <p>Proposal Review (Dr. Fishbein) 12/09/19 10:00am Proposal Review (Ojetta Townes) 12/09/19 11:30am Proposal Review (Shelly Stanton) 12/09/19 1:00pm Proposal Review (Lisa Kontos) 12/09/19 2:00pm Proposal Review (Keith Cook) 12/10/19 1:00pm Proposal Review (Jean Schoenlank) 12/10/19 2:00pm Proposal Review (Serhiy Morhun) 12/11/19 10:00am Proposal Review (Lorna Oates-Santos) 12/11/19 1:00pm Proposal Review (Anthony Orsini) 12/11/19 2:00pm Proposal Review (Tom Gorman) 12/12/19 10:00am Proposal Review (Katherine Kashmanian) 12/12/19 11:00am Proposal Review (Mary Ferreri) 12/12/19 1:00pm Proposal Review (Caroline Hoffman) 12/12/19 2:00pm Proposal Review (Margaret Leininger) 12/12/19 3:30pm Proposal Review (Paul Semendinger) 12/13/19 10:00am Proposal Review (Stacie Poelstra) 12/13/19 11:00am Proposal Review (Michelle Fenwick) 12/13/19 1:00pm Proposal Review (Allan Martin) 12/13/19 3:00pm</p> <p>CSA and Business Administrator conduct review of projected programs and staffing needs with Administration to determine impact of proposals and changes in the instructional budget.</p>	December 13 , 2019
December 16, 2019	Public Board Meeting budget update-Budget Constraints	December 16, 2019
January 27, 2020	Public Board Meeting budget update-Cost/Centers/Class size	January 27, 2020
February 10, 2020	BOE public meeting to review the preliminary budget	February 10, 2020
February 27, 2020	Budget Cap and State Aid report to be received from the State (Tentative).	February 27,2020
March 2, 2020	BOE public meeting to approve preliminary budget advertise.(Tentative)	March 2, 2020
March 6, 2020	Submit 2019-2020 preliminary budget to County Superintendent of Schools for review and approval (Tentative)	March 6, 2020
March 2020	Board and Administration continue deliberation on instructional and operational budget.	March 2020
March 2020	Budget Presentations to the HSAs and various organizations. Specific dates to be determined	March 2020

March 10, 2020	Present 2020-2021 proposed budget to the Ridgewood Public at George Washington MS.	March 10, 2020
March 12, 2020	Present 2020-2021 proposed budget to the Ridgewood public at Benjamin Franklin MS.	March 12, 2020
March 16, 2020	Advertise Budget and Public Hearing (date of notice to be at least 4 days before hearing). (Tentative)	March 16, 2020
March 23, 2020	Public Hearing and Final Adoption of Budget(Tentative)	March 23, 2020
April 21, 2020	School Budget Vote	April 21, 2020
April 2020	E-News to the community outlining Budget highlights. Post links of the Budget PowerPoint.	April 2020

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
NOVEMBER 4, 2019**

Minutes of the Regular Public Meeting of the Board of Education held on November 4, 2019, at 6:30 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman, Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary

Absent: None

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Smith Wilson moved the following resolution. Ms. Brogan seconded the motion, which was unanimously approved.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss litigation.

B. MOTION TO OPEN REGULAR SESSION

Ms. Smith Wilson announced the Board has been meeting in Executive Session pursuant to NJSA:12. The minutes from this meeting will be released when the need for confidentially no longer exists. The Board was meeting to discuss Litigation.

At 7:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Morgan and unanimously approved, the public meeting reconvened.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: None

Visitors: There were approximately twelve visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS

A. HEARING ON STUDENT SAFETY DATA SYSTEM (INCLUDING HIB) REPORT

i. Introduction

RHS Assistant Principal Basil Pizzuto joined the meeting to present the Student Safety Data System (including HIB) Report.

ii. Student Safety Data System (including HIB) Report

Mr. Pizzuto reported the following data:

Reporting Period 2: January 1, 2019 – June 30, 2019

Category	District Total
Violence	3
Vandalism	2
Substance Abuse	2
HIB Confirmed	11
HIB Alleged	<u>6</u>
Incident Total	17

Full Year Report: September 1, 2018 – June 30, 2019

Category	District Total
Violence	3
Vandalism	4
Substance Abuse	4
HIB Confirmed	17
HIB Alleged	<u>12</u>
Incident Total	27

A discussion took place regarding comparative data from year to year, all category numbers decreased except violence and vandalism, out of 6,000 students these numbers are very telling of the climate of the school district and speak to the faculty and administration's relationship to the students, and the new category of HIB alleged, in which an investigation did take place but it was not found to fit the HIB criteria, although there may have been discipline involved.

Mr. Pizzuto pointed out substance abuse and theft has decreased and HIB has increased due to the fact that students are more willing to report issues. The district has created a K-12 mental health department, including elementary school guidance counselors, that meets monthly with K-12 staff to try to get more unified in their approach to HIB issues.

Mr. Morgan voiced his concern regarding the breakdown of communication between students and adults (parents or teachers), and asked how does staff increase interaction and what else can we do to improve it.

Mr. Pizzuto agreed and commented the numbers in our district speak of that being a very positive thing and explained a lot of these things are spur of the moment things (i.e. someone hitting someone else). In terms of building the culture of relationships, what they are doing is working with staff and students and modeling that type of behavior for students through adult interactions. On Friday, he will be speaking at the National Conference for Mental Health in Austin, TX with Lauren DePinto sharing what they are doing in terms of relationship building because the climate of the school is based on that. For any incidents that occur, there is a school/home connection in the discipline involved.

A discussion took place regarding successful communication, how it has been a long time since the Board has had a HIB appeal in the schools, the working relationship with parents on behalf of child when HIB is found, staff learning more about where the categories fall since they are driven by code, our social media policy, how if an alleged incident was not found to be HIB, it is still dealt with by staff with the help of parents and students, how many students come forward with their own issues, how we compare to other districts (we do not have access to that information), how the district sets its own standard of how we want to investigate, but even though it is regulated by the state, when the state has presented data, it is interesting that a district bigger than us can have only one or two incidents, so it is a little suspect.

Mr. Kaufman asked if another district could arbitrarily determine that even though this is a state regulation, they could say a fight is not a fight. Mr. Pizzuto explained there is certain criteria and staff in these positions are trained by the state. With areas like HIB, because it is so prescribed in terms of the categories, the data is much more comparable as opposed to a fight with an adult looking at two kids having an infraction and describing it as a fight or not. In other categories such as substance abuse, if the student does not get sent for treatment by the school, the school does not get the data. Most of our kids get sent out and go to a clinic we pay for and we get the results. Mr. Pizzuto explained the parents have a right to send their child to their own doctor but then we do not own the results. Other areas such as assault could be a police decision. He talked about other schools that do

not hold as many activities (i.e. dances, football games) as we do where incidents usually occur.

Mr. Mahmoud asked how the district is dealing with vaping. Mr. Pizzuto responded the state is not collecting data on vaping but our numbers are way up compared to smoking. In early 2000, smoking was a weekly occurrence as opposed to being stamped out now. In terms of consequences, there were approximately ten instances out of the entire building.

A discussion ensued regarding how vaping is so hard to detect but it is a problem the high school is working on, the piloting of one vape detector at the high school, how the Municipal Alliance is working on vaping as one of its problems to address over the next four years, how a lot of kids are attracted to vaping, that vaping is marketed in such a way that it is supposed to be better than smoking, that the long term effects of vaping are unclear, that district policy states there is no vaping in the schools, and all the work happening in mental health in the district and how important it is.

iii. **Comments from the Public on Student Safety Data System (including HIB) Report**

At 7:56 p.m., Ms. Smith Wilson asked if there were any comments from the public on the Student Safety Data System (including HIB) Report. There were none.

iv. **Acceptance of the Student Safety Data System (including HIB) Report**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the Student Safety Data System (including HIB) Report.

Ms. Brogan moved Acceptance of the Student Safety Data System (including HIB) Report.

Mr. Kaufman seconded the motion, which passed by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

B. SHOP RITE CUP & NJSIAA SPORTSMANSHIP

Director of Athletics Keith Cook reported on the great year the RHS athletic program had in 2018-2019 and the achievement of winning the ShopRite Cup, which named RHS the top athletic program out of 84 schools in its group category. The athletic program also received the Sportsmanship Award for achieving an entire school year without a single disqualification. RHS has 28 sports and 500 student-athletes.

C. RHS WORLD CHALLENGE

RHS English Teacher & World Challenge Advisor Eva Farrar and students Sarah Gnall and Jules Maluenda presented information on the program that provides travel experience while learning in 'real' time by living in the community and doing service. Students were required to prepare a budget, plan meetings, lodging, transportation, and food. This year, students visited Peru. In the past, they travelled to Iceland and Costa Rica and are planning a trip to Morocco. The students showed a brief video of their trip.

A brief discussion took place on who can join the club, how students organize fundraisers to fund their trip, how the club values the idea of students paying their own way, what goes into the planning of a trip, and how these are experiences of a lifetime that most people do not have.

D. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- Cross Country Update: Both the varsity and junior varsity boys and girls swept the Bergen County Group Championships meet at Darlington County Park.
- Soccer Update: The girls soccer team ended their season and they made it to the state sectional semi-finals. The boys' soccer team is the Big North Freedom League champions.
- Ridgewood Crew Update: At the head of the Passaic Regatta, the team took third place at the Women's High School JV APlus Race.
- Fall sports are wrapping up. Winter sports are starting in mid-November.

Arts

- ArtBeat, a performing and visual arts club, held their annual fall fusion event in the Campus Center last week with 10 acoustic acts and bands performing. The event is student run and open to all residents.
- Band Day 2019: Eighth graders from BFMS and GWMS joined the RHS Band students to learn about the RHS band program.
- The Jazz & Wind Ensemble is November 11.
- The Orchestra winter concert is November 20.
- The Acapella concert is November 25.

Academics

- The first quarter ends tomorrow. Grades are very important especially to seniors since it is their last grades for college admissions. Seniors are busy applying to college.
- Sophomores and Juniors took the PSAT.

Activities

- Quiz Bowl Update: The team went to Long Island for the Clark fall tournament and placed sixth place.
- American Studies Field Trip: Students visited New England and went to various cities such as Lenox, MA; Hartford, CT; and Newport, RI.

Miscellaneous

- Many seniors are wrapping up college applications for November 1 and November 15 Early Decision and Early Action deadlines.
- Students are looking forward for the upcoming 5-day break for the NJEA convention. The freshmen class received a presentation from the Bergen County Prosecutor's office regarding the dangers of heroin and prescription drugs.

V. COMMENTS FROM THE PUBLIC

At 8:21 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Maryann St. John, 5 Eastbrook Road; Linda Hannafey, 401 Heights Road; and Janet Wang, 11 Catherine Terrace; followed up on the approval of the varsity softball coach. The ladies explained in June 2019, six families, all the senior players and one former player, came forward and accused this coach of bullying and intimidation. RHS did not follow up with these players or families. When the families learned that renewal of the coach's contract was on the September Board agenda, they notified the Board of their concerns and asked for a postponement until an investigation took place. In addition, five former players wrote directly to the Board members and asked for a postponement. The coaches were removed from the September agenda and subsequently approved at the October Board meeting. To date, there has been no follow up with any of the concerned parties. In addition, they are still seeking answers to the following: What is the process when a coach or teacher is accused of bullying, what steps have been taken since their original letters of complaint in June, and they are waiting for answers to their follow-up questions sent to Dr. Fishbein and the Board on October 7.

Siobhan Winograd, 274 Ivy Place, was pleased to see voting in the schools on tonight's agenda. She pointed out 18 of the 19 polling locations are at the schools and expressed her and other community members concern that students should not be in the schools during polling. She feels it is a direct conflict to the steps and money spent to keep the schools safe because movement around the schools is a security concern. Ms. Winograd's concern is we have over 18,000 registered voters, so to take steps to keep people out on a daily basis and then welcome them in on Election day is inconsistent. Ms. Winograd is also worried about next year and the number of elections throughout the year. She feels the district needs to get creative and talk to the state about having fewer polling days. She recounted a terrifying experience she had during a lockdown at GWMS a few years ago and commented on the stress an experience like that would cause during an election. Ms. Winograd noted the district has an old infrastructure and although we want people to vote, we do not want movement or people in our open buildings.

Saurabh Dani, 390 Bedford Road, summarized his observations during the facility tour last week. The first one is at the meeting where the Board voted to do the facility tour, they discussed videotaping them. It was part of vote and they were not videotaped. At the GWMS tour, Dr. Fishbein mentioned EI's numbers were considered low by the then Business Administrator and that is why the Board decided to hire LAN Associates to revisit the numbers. What the public has noticed or observed is LAN came back with random or high numbers. He provided some examples using replacement of the steam pipes at Somerville and GWMS with hot water pipes.

Mr. Dani explained LAN's calculation is based on the square footage of the school and for Somerville, they calculated a 68,000 square foot area that needs to be converted from steam to hot water, but there is also a gym, a new wing, and a lot of areas that do not require hot water heating because it already has a carrier heating system or rooftop heating system, or the new wing which already has hot water. LAN's estimates have a blanket 68,000 square feet at \$30 per square foot. He questioned why LAN is using the entire building for their calculation. He explained when running hot water pipes, the pipes are not going through the entire floor; they are only going to unit ventilators. It is a point to point run that should not be charged for the entire building area. Mr. Dani feels LAN's calculation is inflated and also questioned the controls, which will be on the internet. Mr. Dani stated at one of the meetings, Mr. Morgan asked if the schools existing Ethernet can be used and the architect said no, it is a security risk. Mr. Dani was sure our IT staff would be able to figure out a tunnel or some way to secure the network. Every room

requires one unit ventilator with a network connection, which probably already exists in the classroom. He reiterated that LAN's estimates are inflated and if we are using them to do the referendum, the Board needs some way to ensure the public that balance will be refunded back to the taxpayers because it did not happen in 2009. Mr. Dani pointed out at all the presentations and included in the pamphlets given out that day, it was mentioned one boiler was replaced using ESIP money, but when the tour took place, they saw two new boilers in every school, which means all four schools have two new boilers. Mr. Dani claims the architect said you need two boilers; one running at 70%, one at 30% and during the peak loads, they will take the rest of the loads. He asked why we need the third boiler and if it was because the first two were not properly sized. If the first two boilers were not properly sized, he questioned why the Board would go back to the same architect and why the Board does not consider another architect or a second or third opinion in order to not repeat the same mistake made in previous years.

At 8:33 p.m., no one else wished to address the Board.

Dr. Fishbein explained steam is in the original area of the building which includes the gym and all the areas except for the 2005 addition, which is a small addition. He believes the older original building is their square footage in the presentation and that would all be changed over to hot water.

Ms. Smith Wilson asked if any other Board members wanted to add anything.

Ms. Brogan added her understanding is that we replaced one boiler with two high efficiency boilers, each giving a certain percentage and those two efficiency boilers are taking 70% of the load. The existing old boiler would be replaced with one boiler that would then be the other 30% for the 100% level. The two new boilers are heating the building for the most part except on really cold days and they alternate. Ms. Brogan can see the confusion. Our comments have been that we replaced one boiler, not that we replaced one boiler with one boiler. We replaced one boiler with two high efficiency boilers, and those are at Travell, Hawes and Orchard. Other boilers on the steam buildings were replaced but those would be converted or rebid so they would be able to be hot water, not steam.

Dr. Fishbein agreed with Ms. Brogan.

Mr. Morgan asked if LAN was the architect on the ESIP. Dr. Fishbein replied LAN was not the architect, it was Johnson Controls. Mr. Morgan noted they went through all the schools and identified energy and saving opportunities and designed the ones with the best payback within the bond issue. Dr. Fishbein noted LAN is working off the work Johnson Controls did.

Ms. Brogan noted the big energy savings was in the light conversion because if we could save that amount, we could begin to address some of the boilers, and at the time, it was favorable because it was being paid by energy savings and not on a bond referendum. For years, the Board has been talking about our boilers and that we do a great job repairing them but there is a point where, as LAN said in the tours, there are repair issues we are having on some of them and cannot get parts anymore in some of the schools (Ridge and Glen).

Dr. Fishbein stated the district did return any unspent money on the 2009 bond referendum. The state finally finished all of the paperwork last year, and that money was included in the 2019-20 budget. The auditors asked us to do a resolution returning the money, which is on the Board agenda tonight. Any unspent money from the referendum is accounted for and is returned to the taxpayers in the form of less of a debt service payment. That is a requirement under code. Dr.

Fishbein commented the good part is, and what should be celebrated, is that all the projects we said we would do in the 2009 referendum, were done.

Mr. Morgan stated when Ms. Brogan commented when we did the ESIP boilers, we had enough savings from the electrical to do some of that work. We replaced one big boiler with two smaller ones. He asked if those were the biggest size we could get out of the high energy ones and if that is why we have two instead of one. Dr. Fishbein explained the idea is to alternate use and extend the life of the boiler so that is what we did. When we had bigger boilers, they would only run at the same time and it was so cold that we needed that much heat.

A discussion took place on if we looked at the idea of taking the two new units and upsizing them, if we had the ability to chip in extra money, if we looked at an alternative to increase the size of the boilers, the reason why extra money was not put in was due to the fact that the idea was not to use district money but to have the ESIP pay for itself, and through that process, we were able to fund the infrastructure changes and do the lighting and envelope work, and how you do not want to run all of your heating systems at once, but have the load split among the three boilers in order to keep the life expectancy of the boilers longer.

Mr. Kaufman noted we would be having a more engaged conversation about this in December. Dr. Fishbein remarked LAN will come to the first meeting in December and our financial advisor will come to the first meeting in January. Ms. Smith Wilson commented it is important for everyone to attend the sessions to hear what questions are being asked and come back here for a more vigorous conversation in order for everyone to learn more due to the technicalities of the issues.

Mr. Kaufman asked Dr. Fishbein to educate him regarding LAN's estimate since this is his first time participating in a referendum. Dr. Fishbein explained LAN develops an estimate of costs. Based on those estimates, we present a question to the public which, if approved, we can go out for that amount of money. Mr. Kaufman asked if it was a typical bidding process with someone trying to come in with the lowest bid. Dr. Fishbein replied once the referendum is approved, then detailed drawings are done. We do not front load a referendum that has not passed yet. The detailed drawings have to be approved by the state and municipality and then we go out to bid.

Mr. Mahmoud observed there are many checks and balances in the process and noted the Board would be committed to doing quarterly reports to ensure transparency if the referendum is approved. What he is hearing from the community is that everyone wants the schools to be fixed, but are concerned about LAN's estimates and if they warrant being that high.

A lengthy discussion ensued regarding the possibility of getting a second or third opinion on LAN's estimates, how LAN's estimates are the second opinion after EI, the length of time it would take for someone new to provide estimates, the length of time it has taken to get to the point we are at now, how LAN is the professional with the combination of experience with our buildings as well as architectural and engineering knowledge, that LAN's fee is based on the actual not the estimate, what could happen if we have a lower estimate and cannot get bids that low to do the actual work, how competitive bidding drives down the prices so we can get the work done, the need to be aware of what is happening in the state and having flexibility with the estimates, that any unspent money would go back to taxpayers, the process of awarding the bid to the lowest responsible bidder (someone who meets all the qualifications, insurance, etc.), that there will also be a construction management firm as a second set of eyes, the need to have faith in the architect's abilities, some Board member's concerns with LAN and whether or not we should

be building a referendum question on their estimate, and not wanting to run the risk of a failed referendum and building community support.

The Board also discussed the possibility of not getting a full second estimate but having another firm review LAN's estimate for one or two schools, how the district would not be able to give another firm's LAN's numbers but they would have to start from scratch and do their own estimate, the problems the district had in the past with EI (i.e. underpricing bids and the Education Center generator project), and the history and process of how the Board engaged EI and reengaged with LAN as the architect of record, that it would be helpful to have a review of LAN's estimates and a useful, constructive report, the timing of the process and getting another estimate, and the need to address the questions the community has.

Ms. Brogan suggested collecting any questions and making sure LAN is prepared to answer those questions at the first Board meeting in December in order to alleviate the public's doubt and Mr. Dani's earlier concerns regarding LAN's estimate, and then make a decision on what the next step will be.

Mr. Morgan commented with all due respect to Mr. Dani, he did not think his background is architecture and asked if he was an architect. Mr. Dani replied he is not but he understands square feet. Mr. Morgan stated he would like to see another architectural firm look at this.

Ms. Smith Wilson felt the Board needs to complete the information tours, have a forum here for this Board and public to hear responses to the questions, and then the Board can check its confidence in our expert and if they are comfortable with that expert and moving forward, or if there is a need to get second opinions.

Mr. Mahmoud does not think we need to change the process or the timeline but still feels we need a second firm to look at one or two buildings and provide an estimate. He agreed for the need to have experts for opinions but thought they will be the only professional in the room and it will be the community members asking the questions with only the one firm giving answers.

Ms. Smith Wilson asked at what point do the experts in this district get to make the decisions. Dr. Fishbein noted we take advice from our attorney and auditors but if we do not want to take it, we do not have to.

Mr. Morgan suggested at the November 18 Board meeting, since the Board has talked about how they are going to evaluate the referendum and methodology the Board should be looking at, that would be the appropriate time to talk about whether or not the Board should be thinking of a second opinion. Ms. Smith Wilson wanted to get through the tours first but Mr. Morgan thought the Board could talk about this as part of the Board's decision-making process and what they will look at in deciding the referendum. No decisions will be made on the 18th but the process will be reviewed and it has no impact on the timetable so it should be discussed at the next Facilities Committee of the Whole meeting.

Ms. Brogan asked that any questions that come through email/public comment are kept as a running list and make sure that those questions are answered. The Board agreed that all questions should be forwarded to Dr. Fishbein and once the questions are answered at the table, the information will be public.

This discussion qualifies as the Committee of the Whole Facilities Meeting.

Dr. Fishbein stated the next sight visits are November 11, 13 and 19. Board members remarked it would great to have more people come to understand what the projects are all about. Information about the visits are being sent via email, *enews*, twitter, etc.

VI. COMMITTEE OF THE WHOLE REPORTS

• Finance – September Financial Reports/Training on Reports

Ms. Kelly reviewed the Board Secretary report, which as of September 30th, is a snapshot of the district's financial situation. She explained the different funds as follows:

- Fund 10: This is the operating budget and comprised of Funds 11, 12 and 13. Fund 11 is operating expenses, Fund 12 is capital outlay, and Fund 13 is summer school and the community school.
- Fund 20: This includes grants, donations and entitlements and is separate from the operating budget.
- Fund 30: These are capital projects. This year our projects were the field, bathrooms, and javelin.
- Fund 31: This is our lease purchase for technology equipment.
- Fund 40: This is debt service where you do your debt service payments every year and your debt service aid is your revenue. If you have a fund balance like we do this year (we had \$134,000 left from the 2009 referendum), we used the monies as part of our revenue.

The most important thing in this report is your cash and cash on hand. At this point, the district has over \$16 million cash on hand in Fund 10. She explained some of the more major accounts in your assets are your receivables; the largest receivable is the tax levy, which is currently over \$71 million. The reason it is so high is because you post the entire receivable in the beginning of the year, and then the money comes in on a monthly basis from the town. These payments are scheduled with the Village and approved at our reorganization meeting in May. The Village's first obligation on their tax obligation is to pay the schools.

Ms. Kelly explained depending on when our debt service payment is due throughout the year is when we ask for more money during those time periods. Another substantial receivable is state aid. The entire amount is also recognized at the start of the year and we receive money from the state on a monthly basis. Also included in the report behind each fund is a summary of the revenues and budget for the year, which shows the original budget, what has been adjusted and spent, and the balance in the account. This report, along with the treasurer's report, is a reconciliation of all of our bank accounts. The district has a treasurer who comes on a monthly basis and reconciles with us, and the cash from his report must agree to what our general ledger says on the board secretary's report. The treasurer's review is a check and balance to make sure our numbers are correct.

Mr. Morgan pointed out our treasurer is our former Business Administrator, Angelo DeSimone.

The third report is the transfer report. The state allows us to transfer funds from one account to another. If you are transferring funds from the same function (i.e. maintenance repair to maintenance supply) you do not need approval from the Board to do that. But, if you are transferring money from instructional to administrative supplies, it has to be approved by the Board. The state allows you to transfer up to 10% of the money out of those categories and allows you to transfer as much as you want in, except for your administrative lines. You are restricted in administrative accounts. Those accounts are the superintendent's, the business office and principal accounts. All of those are limited to 10% in and out monthly. If you want

to transfer more, you need approval from the county office with an explanation why. Once they approve it, it goes to the Board for approval. In her experience, it does not happen that often and it is really towards the end of the year when you may have to consider that kind of transfer.

Mr. Morgan commented the Board has done it a few times over the years and pointed out the number of transfers has gone down dramatically in recent years. He noted the assistant business administrator is very good at monitoring these and making sure the budget is initially lined up correctly, which cuts down on the need for transfers.

Ms. Kelly mentioned the state has been tweaking the chart of accounts over the years, so you have to be specific to where you charge things. The business office has taught staff a lot about where you can transfer things so it has decreased the number of transfers. Ms. Kelly noted she and the assistant business administrator also approve every transfer.

Dr. Fishbein commented prior to this change, the budget is set for administrators in January and things change from January to September.

Ms. Brogan stated you also have to be careful of administrative costs because there is a cap within the cap. There is a 2% cap on the tax levy but there is also a cap within your budget on administrative costs.

Ms. Smith Wilson pointed out you see the connection in what the Board is approving when the Board approves bills every month and it allows the Board members to see how money is being spent.

- **Facilities**

See discussion prior to Finance.

VII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C- Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, pages 486-488.

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

- ii. **Approval: School Safety and Security Plan Annual Review Statement of Assurance**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the School Safety and Security Plan Annual Review Statement of Assurance.
 The Board had received background information.

- iii. **Approval: New Jersey High School Voter Registration Law Annual Statement of Assurance**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the New Jersey High School Voter Registration Law Annual Statement of Assurance.

 The Board had received background information.

- iv. **Approval: Submission of the NJ Single Accountability Continuum (NJQSAC) District Performance Review for the 2019-2020 School Year**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Submission of the NJ Single Accountability Continuum (NJQSAC) District Performance Review for the 2019-2020 School Year to the Executive County Superintendent of Schools.

- v. **Approval: Health and Safety Evaluation of School Buildings Checklist for the 2019-2020 School Year**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Health and Safety Evaluation of School Buildings Checklist for the 2019-2020 School Year.

 The Board had received background information.

- vi. **Approval: Settlement Agreement SE#2/2019-2020**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#2/2019-2020 between the parents of Student #906600 and the Ridgewood Board of Education.

 The Board had received background information.

- vii. **Approval: Separation of Employment Agreement**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a Separation of Employment Agreement between Employee #7668 and the Ridgewood Board of Education.

 The Board had received background information.

- viii. **Approval: School Bus Emergency Evacuation Drill Report**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the school bus evacuation drill report, as listed below.

SCHOOL	ROUTES	LOCATION OF DRILL	DATES	TIME	SUPERVISOR OF DRILL
BFMS	BF10, BF11, BF12, BF13 & BF13A	335 N. Van Dien Avenue	10/8/19	9:00 a.m. – 3:00 p.m.	Dan Kilday

ix. Approval: Authorization to Submit an Amendment to the 2019-2020 ESEA/ESSA Grant Application

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves submission of an amendment to the ESEA/ESSA FY20 grant application budgeting \$39,828 in FY19 carryover funds as follows:

Title I: \$35,602

Title III Immigrant: \$4,226

The original FY20 application was approved by the Board at its meeting on June 24, 2019.

The Board had received background information.

x. Approval: Second Reading & Adoption of Revisions to Policies/New Policies

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the second reading and adoption of revisions to Policies/New Policies as listed below.

- Policy 1642 – Earned Sick Leave Law, as listed on **Attachment B**, pages 489-490 (*new*)
- Policy 3159 – Teaching Staff Member/School District Reporting Responsibilities, as listed on **Attachment C**, pages 491-492 (*revised*)
- Policy 3218 – Use, Possession, or Distribution of Substances, as listed on **Attachment D**, pages 493-495 (*revised*)
- Policy 4218 – Use, Possession, or Distribution of Substances, as listed on **Attachment E**, pages 496-498 (*revised*)
- Policy 4219 – Commercial Driver's License Controlled Substances and Alcohol Use Testing, as listed on **Attachment F**, pages 499-517 (*revised*)
- Policy 5517 – School District Issued Student Identification Cards, as listed on **Attachment G**, page 518 (*revised*)
- Policy 6112 – Reimbursement of Federal and Other Grant Expenditures, as listed on **Attachment H**, pages 519-520 (*revised*)
- Policy 6620 – Petty Cash, as listed on **Attachment I**, pages 521-522 (*revised*)
- Policy 7440 – School District Security, as listed on **Attachment J**, pages 523-524 (*revised*)
- Policy 8600 – Student Transportation, as listed on **Attachment K**, pages 525-527 (*revised*)
- Policy 8630 – Bus Driver/Bus Aide Responsibility, as listed on **Attachment L**, pages 528-531 (*revised*)
- Policy 8670 – Transportation of Special Needs Students, as listed on **Attachment M**, page 532 (*revised*)
- Policy 9210 Parent Organizations, as listed on **Attachment N**, page 533 (*revised*)
- Policy 9400 Media Relations, as listed on **Attachment O**, pages 534-535 (*revised*)

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips as listed on **Attachment P**, pages 536-542.

ii. Approval: Additional 2019-2020 ESY Out of District Placement, Budgeted 2019-2020 Out of District Placements, and Extraordinary Service for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the additional 2019-2020 ESY Out of District Placement, budgeted 2019-20 out of district placements, and Extraordinary Service for the 2019-2020 school year, as listed below.

Additional 2019-2020 ESY Out of District Placement		
School	# of students	Service
Franklin Lakes Public Schools Franklin Lakes, NJ	1	n/a
Budgeted 2019-2020 Out of District Placements		
School	# of students	Service
Cresskill Public Schools Cresskill, NJ	1 (tuition previously approved)	1:1 aide (a/o 9/15/19)
CTC Academy, Inc. Oakland, NJ	1	n/a
Phoenix Center Nutley, NJ	1	n/a
River Dell Regional School District Oradell, NJ	1	n/a

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Teacher

Revision: NEER, Kathleen - Leave of Absence Replacement 0.50 FTE Ed Specialist (non-tenure track), Ridge School, **from** effective October 24, 2019, or as soon after as possible, through June 24, 2020, approved by the Board at its meeting on October 7, 2019, **to** effective January 2, 2020, or as soon after as possible, through June 24, 2020, pending verification of employment as outlined by Chapter 5. Ms. Neer possesses an NJDOE Standard

\$29,844
Cl. BA, St. 1
pro-rated

Certificate as an Elementary School Teacher in Grades K-5.

Account #11-230-100-101-00-04-019-000

Long-term Substitutes

HAAS, Michelle – 0.50 FTE Ed Specialist, Ridge School, effective November 4, 2019 through December 20, 2019, at a daily rate of \$62.50, until the assignment ends

Account #11-230-100-101-00-04-019-000

Revision: GRAHAM, Kristen - Kindergarten Teacher, Orchard School, **from** effective August 30, 2019 through November 1, 2019, approved by the Board at its meeting on August 26, 2019 and October 7, 2019, **to** effective August 30, 2019 through November 5, 2019, at a daily rate of \$125 per day, until the assignment ends.

Account #11-110-100-101-11-03-019-000

Revision: LEWIS, Jenny – Third Grade Teacher, Orchard School, **from** effective August 30, 2019 through November 1, 2019, approved by the Board at its meeting on May 20, 2019, **to** effective August 30, 2019 through November 5, 2019, at a daily rate of \$125 per day, until the assignment ends.

Account #11-110-100-101-11-03-019-000

REIN, Brett – Health and Physical Education Teacher, Glen School and Travell School, effective November 21, 2019 through April 3, 2020, at a daily rate of \$125 per day, until the assignment ends.

Account #11-120-100-101-06-06-019-000

Revision: SEMYONOVA, Albina - Special Education Teacher, Willard School, **from** effective October 7, 2019 through November 1, 2019, approved by the Board at its meeting on October 7, 2019, **to** effective October 7, 2019 through October 28, 2019, at a daily rate of \$125 per day, until the assignment ends.

Account #11-213-100-101-00-07-019-000

Field Placements

LUPICA, Andrea – William Paterson University, Clinical Practice Placement with Donna Skettini, Physical Education and Health Teacher, Benjamin Franklin Middle School, effective January 22, 2020 through May 7, 2020.

PASSARO, Sarah – Montclair State University, Classroom Observation with Danielle Klion, Special Education Teacher; Amber Nizza, English Teacher; Lisa Sutera, Special Education Teacher; and Kristen Turchioe, Special Education Teacher, Benjamin Franklin Middle School; for four days, effective November 5, 2019 through December 20, 2019.

REIN, Brett – Adams State University, Internship Placement, Guidance, Ridgewood High School, for a total of one hundred hours, effective April 6, 2020 through June 30, 2020.

Classroom Aides

*COPPOLA, Jonathan - Resource Room Special Education Classroom Aide, Ridgewood High School, effective October 21, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-10-024-001

DOYLE, Christine – Self-Contained Special Education Classroom Aide, Glen School, effective November 5, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-216-100-106-00-01-024-001

*Related to staff member

Infant/Toddler Development Center

CALBI, Carmela – Teacher Assistant Entry Level – Step I, effective November 5, 2019, or as soon after as possible, through June 30, 2020, 5 hours per day, 5 days per week, at an hourly rate of \$12.00

Account #62-990-100-106-00-62-060-001

LARSON, Julia – College Aide, effective November 5, 2019, or as soon after as possible, through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00

Account #62-990-100-106-00-62-060-001

NAVARRO, Josephine – High School Aide, effective November 5, 2019, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

Home Instructor, on an as-needed basis, for the 2019-2020 School Year Ridgewood High School

- **Alejandro Escobar**, Social Studies Teacher, at an hourly rate of \$59.36

Account #11-150-100-101-00-24-024-001

(Regular Education)

Account #11-219-100-101-00-24-024-001

(Special Education)

Revision: Winter 2019 and Spring 2020 Coaching Assignments, approved by the Board at its meeting October 7, 2019

Head Boys/Girls Swimming

Remove: **TBD**

Replace: **Kyle Schulke**

Account #11-402-100-101-00-10-034-001

Assistant Boys Basketball Coach

Remove: **David Bailey**

Replace: **James Ponchak**

Account #11-402-100-101-00-10-034-001

Assistant Ice Hockey

Remove: TBD

Replace: Brett Rein

Account #11-402-100-101-00-10-034-148

Ridgewood High School Volunteer Coaches

Wrestling

Jonathan Germany

Jack Simpson

Additional: Season Site Manager(s)

Winter Season

James Beyer: \$5,000 stipend

Account #11-402-100-104-00-10-034-001

Spring Season

Robert Currier: \$5,000 stipend

Account #11-402-100-104-00-10-034-001

Additional:2019 Ridgewood Community School Employees - Fall Semester 2019

Junior Editions

Max Gieselman

Patrick Mannion

Ben Neville

Account #13-423-100-101-00-60-060-001

Driver Education

Candace Mitola

Account #13-424-100-101-00-60-060-001

Volunteer Classroom Aides

Ridge School

Stephanie Gottesman

Jane Morales

ii. **Change of Assignments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignments listed below.

DUBE, Christina - **from** Resource Room Special Education Classroom Aide, Hawes School, 5.75 hours per day, 5 days per day, **to** Leave of Absence Replacement First Grade Teacher (non-tenure track), Hawes School, effective January 2, 2020 through June 24, 2020.

Account #11-120-100-101-09-02-019-000

From: \$17.16
per hour
To: \$59,688
Cl. BA, St. 1
Pro-rated

LEWIS, Jenny – **from** Third Grade Teacher, Orchard School, **to** Resource Room Special Education Classroom Aide, Ridge School, effective November 6, 2019, or as soon after as

From: \$125
per day
To: \$17.16
per hour

possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-04-024-001

LAURO, Livia – **from** Physical Education Teacher, Glen School and Travell School, **to** Physical Education Teacher, Ridge School, Willard School, and George Washington Middle School, effective November 21, 2019 through April 3, 2020.

Salary will remain the same

Account #11-120-100-101-06-04-019-000

Account #11-120-100-101-06-07-019-000

Account #11-130-100-101-06-09-019-000

LORA, Cindy – **from** Behaviorist Analyst (K-12), District, **to** Behaviorist Analyst (K-12) **and** Behavior Analyst/Coordinator, District and Education Center, effective November 6, 2019 through June 30, 2020.

From: \$82,856
(\$78,910 +\$3,946 ratio)
Cl. MA, St. 11
To: \$88,380
(\$78,910+\$9,470 ratio)
Cl. MA, St. 11

Account #11-000-219-104-00-24-019-000

LUCCI, Joseph - **from** Latin Teacher, Ridgewood High School, **to** Latin Teacher, 0.20 FTE George Washington Middle School and 0.80 FTE Ridgewood High School, effective August 30, 2019 through June 24, 2020.

Salary will remain the same

Account #11-130-100-101-07-09-019-000 (20%)

Account #11-140-100-101-07-10-019-000 (80%)

Revision: WEINSTEIN, Nicole – **from** Long-Term Substitute Special Education Teacher, Hawes School, **to** Resource Room Special Education Classroom Aide, Hawes School, **from** effective October 23, 2019, or as soon after as possible, through June 23, 2020, approved by the Board at its meeting on October 7, 2019, **to** effective October 17, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

From: \$125
Per day
To: \$17.16
per hour

Account #11-213-100-106-00-02-024-001

iii. Resignations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Classroom Aides

KRAL, Kirsten - Resource Room Special Education Classroom Aide, Ridge School, effective November 1, 2019

LACKA, Dafina - Resource Room Special Education Classroom Aide, Ridgewood High School, effective October 21, 2019

iv. **Resignations for the Purpose of Retirement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations for the purpose of retirement, listed below.

Administrative Assistant

MANAHAN, Antonia – Administrative Assistant to Principal, Travell School, effective January 2, 2020, with 11 ½ years of Ridgewood service.

Secretaries

BORCHERS, Sheila - Math/Science Lead Secretary, Ridgewood High School, effective January 2, 2020, with 29 ½ years of Ridgewood service.

POLULAK, Clara - English/Social Studies Lead Secretary, Ridgewood High School, effective January 2, 2020, with 32 years of Ridgewood service.

v. **Termination**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the termination of Employee #8487, effective October 30, 2019.

vi. **Leave of Absences**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

Revision: AJOSA, Jennifer – School Psychologist, Benjamin Franklin Middle School and George Washington Middle School, **from** effective November 15, 2019 through March 20, 2020, with a reinstatement date of March 23, 2020, approved by the Board at its meeting on June 24, 2019 **to** effective October 1, 2019 through February 28, 2020, with a reinstatement date of March 2, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

CLARK, Clare – Resource Room Teacher, Orchard School, effective February 24, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: DODD, Stephanie – Physical Education Teacher, George Washington Middle School, Ridge School, and Willard School, **from** effective December 2, 2019 through April 3, 2020, with a reinstatement date of April 13, 2020, approved by the Board at its meeting on August 26, 2019, **to** effective November 21, 2019 through April 3, 2020, with a reinstatement date of April 13, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

MIRKOVICH, Jessica – Mathematics Teacher, Ridgewood High School, effective March 16, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

SHINE, Kristen – Special Education Teacher, George Washington Middle School, effective February 20, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

vii. **Supplemental Pay Beyond Contract**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Glen School/Travell School

- **Brett Rein**, Health and Physical Education Teacher, Glen School and Travell School, to shadow Livia Lauro, not to exceed 2 days, at a daily rate of \$125 (\$250)

Account #11-120-100-101-00-06-006-001

Orchard School

Professional Development Day - October 14, 2019

- **Kristen Graham**, at a daily rate of \$125
- **Stephanie Johnson**, at a daily rate of \$125
- **Jenny Lewis**, at a daily rate of \$125

Account #11-120-100-101-00-03-003-001

Ridge School

Kindergarten Planning and Parent Conferences

- **Kathleen Jarosz**, not to exceed 5 hours, at an hourly rate of \$53.33 (\$266.65)

Account #11-120-100-101-00-04-004-001

Additional Clubs and Activities for the 2019-2020 School Year

Glee Club

- **Elyse Mager**: \$2,808.92 stipend
- **Anmarie Pecorelli**: \$4,213.38 stipend

Account #TBD (funded by a donation)

Travell School

Professional Development Day - October 14, 2019

- **Diana Boyadjian**, at a daily rate of \$125

Account #11-120-100-101-00-06-006-001

Benjamin Franklin Middle School

Professional Development Day - October 14, 2019

- **Elisabeth Fontana**, at a daily rate of \$125

Account #11-130-100-101-00-08-008-001

Broadway Bound Field Trip to Lyric Theatre, New York, NY October 16, 2019

- **One Substitute Nurse: Therese DiMauro**, at the rate of \$150 per day; and any additional time exceeding 7 hours to be paid at an hourly rate of \$21.43

Account #11-000-213-104-00-08-008-001

Overnight Field Trip to Quebec City, Canada - February 4-7, 2020

- **Eight Chaperones TBD**, each for three nights, each to receive \$200 per night (\$4,800)

Account #11-401-100-101-00-08-008-001

Spirit Night - October 26, 2019

- **Jeanne Gao**, not to exceed 3 hours, at an hourly rate of \$40.17 (\$120.51)

Account #TBD (funded by a donation)

Ridgewood High School

Professional Development Day - October 14, 2019

- **David Goldsholl**, at a daily rate of \$125

Account #11-140-100-101-00-10-010-001

Additional: PSAT Proctors

Proctors and Administrators for October 19, 2019, Preliminary Scholastic Aptitude Test (PSAT) as listed on **Attachment Q**, page 543

Account #11-000-218-104-00-10-010-001

Lunch Time Supervision

- **Ashley Pollitt**, as needed basis, at an hourly rate of \$27.87

Account #11-140-100-101-00-10-010-001

Student Support (The Club) for the 2019-2020 School Year

- **Michael Kilcullen**, not to exceed 50 hours, at an hourly rate of \$40.17 (\$2,008.50)

Account #11-401-000-101-00-10-010-001

Overnight Field Trip to Philadelphia, PA; Jamesburg, Williamsburg, and Monticello, VA – From: December 6, 2019 - December 8, 2019, approved by the Board at its meeting on September 9, 2019, To: December 13-15, 2019

- **Two Chaperones: Patricia Hans and Nicole Riordan**, each for two nights, each at \$200 per night (\$800)

Account #11-401-000-101-00-10-010-001

Additional: Ticket Booth - Home Football Games, each to receive \$50 per game/\$65 per game for Ticket Taker Runner, each not to exceed 7 games per season

- **Ryan Crawford**
- **Allison Mende**
- **Dean Montelbano**

Account #11-402-100-104-00-10-034-001

Seven Field Trips for AHLISA I and AHLISA II Classes for the 2019-2020 School Year

- **One Chaperone: Jennifer Landa**, not to exceed 22.4 hours, at an hourly rate of \$40.17 (\$899.81)

Account #11-401-100-101-00-10-010-001

Steven Bourque – to chaperone the following activities, at an hourly rate of \$40.17 (\$1,205.10)

- All State Choir Rehearsal, October 27, 2019, not to exceed 6 hours (\$241.02)
- Region Choir Auditions, January 4, 2020, not to exceed 8 hours (\$321.36)
- Region Choir Rehearsal, Date TBD, not to exceed 8 hours (\$321.36)
- All State Chorus Auditions, April 4, 2020, not to exceed 8 hours (\$321.36)

Account #11-401-100-101-00-10-010-001

Additional: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-20 BA Maximum of \$91,542)

T.E.E.M. (Global Philanthropic Club)

- **Caitlin Musso**, category 1, .008 ratio, \$732 stipend, pay out June

Account #11-401-100-101-00-10-010-001

Special Programs

- **Jo'elle Oliver**, Special Education Classroom Aide, George Washington Middle School, to provide support for a special education student after school, not to exceed 10 hours, at an hourly rate of \$19.77 (\$197.70)

Account #11-000-217-106-00-09-024-001

- **Jane Kraemer**, Special Education Classroom Aide, Benjamin Franklin Middle School, to provide support for a special education student participating in after school Art Club, not to exceed 20 hours, at an hourly rate of \$17.16 (\$343.20)

Account #11-000-217-106-00-08-024-001

- **Tara Cullen**, Special Education Classroom Aide, Benjamin Franklin Middle School, to provide support for a special education student participating in after school Coding Club, not to exceed 20 hours, at an hourly rate of \$17.16 (\$343.20) **and** to provide support for a student participating in after school Film Making Club, not to exceed 8 hours, at an hourly rate of \$17.16 (\$137.28)

Account #11-000-217-106-00-08-024-001

- **Lisa Cermack**, Special Education Classroom Aide, Benjamin Franklin Middle School, to provide support for a special education student participating in after school clubs, not to exceed 20 hours, at an hourly rate of \$17.16 (\$343.20)

Account #11-000-217-106-00-08-024-001

- **Olga Leibkind**, Special Education Classroom Aide, George Washington Middle School, to provide support for a special education student participating in after school Gaming Club, not to exceed 20 hours, at an hourly rate of \$17.16 (\$343.20)

Account #11-000-217-106-00-09-024-001

- **Ariana Bray**, Behaviorist, District, to provide behavioral support/parent training to a student on home instruction, not to exceed 10 hours, at an hourly rate of \$46.75 (\$467.50)

Account #11-000-219-104-00-24-024-001

ABA Handle with Care Training - October 14, 2019

- **Wendy Coughlin**, not exceed 3 hours, at an hourly rate of \$17.16 (\$51.48)

Account #11-000-217-106-00-24-024-001

ABA Training Completed and Certified – hourly rates from \$19.77 to \$20.81, effective October 1, 2019

- **Joseph Crabbe**
Account #11-000-217-106-00-24-024-001

Team Evaluations

- **Allison Barba**, not to exceed 20 hours, at an hourly rate of \$39.79 (\$795.80)
Account #11-000-219-104-00-24-024-001

Counseling for Student on Home Instruction

- **Allison Barba**, not to exceed 10 hours, at an hourly rate of \$39.79 (\$397.90)
Account #11-000-219-104-00-24-024-001

Curriculum, Instruction & Assessment

Extended-day Program to work with Title I Students Before/After School - Funded by ESEA/ESSA Title I Grant Funds

Orchard School, total not to exceed \$15,464

- **Jill Bonfanti**, at an hourly rate of \$66.41
 - **Katherine Fischer**, at an hourly rate of \$48.19
 - **Megan Galanti**, at an hourly rate of \$66.74
 - **Lisbeth Jerejian**, at an hourly rate of \$68.40
 - **Michelle Jones**, at an hourly rate of \$76.25
 - **Maureen LaBarr**, at an hourly rate of \$76.25
 - **Judith Meany**, at an hourly rate of \$44.56
 - **Megan Price**, at an hourly rate of \$68.62
 - **Mary Saglimbeni**, at an hourly rate of \$48.39
 - **Amy Schaffer**, at an hourly rate of \$69.62
 - **Ellen Scott**, at an hourly rate of \$49.68
 - **Jena Tell**, at an hourly rate of \$60.49
 - **Ellen Wolff**, at an hourly rate of \$62.22
- Account #20-231-100-101-00-03-022-001

In-Service Program: Preparation and Delivery of a District Goal Course

- **Anthony Albergate**, at a flat rate of \$239.98
 - **Deirdre Azzopardi**, at a flat rate of \$479.97
 - **Erin Corcoran**, at a flat rate of \$479.97
 - **Christie DeAraujo**, at a flat rate of \$479.97
 - **Eileen D'Elia**, at a flat rate of \$239.98
 - **Patricia Hans**, at a flat rate of \$479.97
 - **Ashley Pollitt**, at a flat rate of \$319.98
 - **Jaime Marzochhi**, at a flat rate of \$479.97
 - **Karen Morris**, at a flat rate of \$479.97
- Account #11-000-221-104-00-22-022-001

Information Technology Department

Tech Support for an outside event “Ridgewood Irish Dance”, December 15, 2019, to be held at Benjamin Franklin Middle School (Funded by the Outside Group)

- **Neil Valere**, not to exceed 5 hours, at an hourly rate of \$31.06 (\$155.30)
Account #11-000-252-104-00-40-040-001

Tech Support for an Outside Event “Arya Samaj of NJ (Diwali Cultural Event)”, November 17, 2019, to be held at Benjamin Franklin Middle School (Funded by the Outside Group)

- Neil Valere, not to exceed 7 hours, at an hourly rate of \$31.06 (\$217.42)
Account #11-000-252-104-00-40-040-001

viii. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Lori Ganci, Brandon Gehres, Lilia Marotta, Abigail Munro*, Brett Rein, and Terryjo Shahidi

Secretary: Angela Stoehr

Lunch Aides: Karen Battaglia and Cinthya Herrera

*Related to staff member

Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
Allstate Foundation	\$ 500.00	To be used towards expenses for the RHS Drivers Ed Program ‘Save a Life Tour’ on March 20, 2020.	20-055-100-890-00-36-036-002
GWMS HSA	\$1,020.00	To be used to purchase birthday books.	20-025-100-610-00-09-009-000
Learning Services HSA	\$ 281.19	To be used for transportation expenses for an RHS field trip to Duke Farms on November 14, 2019	20-039-200-512-00-10-010-000
RHS Korean Parents Association	\$1,000.00	To be used towards travel expenses for RHS teacher Lauren DePinto to attend the 2019 Annual Conference on Advancing School Mental Health.	20-043-200-580-00-10-010-003
RHS Student Activity Account/Guidance	\$5,279.40	To be used to purchase testing chairs for the Campus Center.	20-030-100-610-00-10-010-025
Ridge Student Activity Account/Parents	\$7,604.00	To be used to pay stipends for two Glee Club Advisors.	20-030-100-101-00-04-004-001 (\$7,017.19) 20-030-200-220-00-04-004-001 (\$586.81)
Rosen, Martin & Barbara	\$ 150.00	To be used to purchase supplies for the FTC Robotics Team.	20-054-100-610-00-10-010-000

Schwab Charitable/on behalf of the Stephen G. Jones Charitable Fund	\$2,500.00	To be used for the enhancement of the Carole G. Jones science education center at RHS.	20-007-100-610-00-10-010-002
Somerville HSA	\$1,997.00	To be used to purchase library books for the book-gifting program.	20-025-100-610-00-05-005-000
United Rentals/RHS Project Graduation 2019	\$3,522.58	To be used to purchase stained glass for the RHS cafeteria, classroom furniture, and equipment for a student photo display.	20-058-100-610-00-10-010-000

Acceptance of a gift in kind from the Grasso family of an elliptical machine to be used for the GWMS Fitness Center, valued at approximately \$2,000.

ii. **Approval: Agreement with the Ridgewood YMCA and the Ridgewood High School Swim Team**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with the Ridgewood YMCA and the Ridgewood High School Swim Team for use of the YMCA’s facilities in order to run swim team practice from November 11, 2019 through February 21, 2020, in the amount of \$12,000. This represents a \$2,100 increase in fee from the 2018-2019 school year.

The Board had received background information.

iii. **Approval: Submission of the Comprehensive Maintenance Plan and M1 Form**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution for Submission of the Comprehensive Maintenance Plan and M1 Form, as shown on **Attachment R**, pages 544-547.

Whereas, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting “required” maintenance activities for each of its public school facilities, and

Whereas, the required maintenance activities as listed in the attached document for the various school facilities of the Board of Education of the Village of Ridgewood are consistent with these requirements, and

Whereas, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

Now, Therefore, Be It Resolved, that the Village of Ridgewood Board of Education hereby authorizes the Business Administrator/Board Secretary to submit the attached Comprehensive Maintenance Plan for the Village of Ridgewood Board of Education.

iv. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of equipment listed on **Attachment S**, pages 548-549 below through www.govdeals.org. These items are obsolete and are no longer needed.

v. **Approval: Disposal of Textbooks**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of textbooks listed on **Attachment T**, pages 550-551.

vi. **Approval: Authorization to Use National Cooperative Purchasing Agreements**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the Business Administrator to utilize the following vendors under the National Cooperative Purchasing Agreements to purchase various school related items for the 2019-2020 school year, whenever it is determined that this method of purchasing is in the best interest of the school district, as listed below.

Buy Board

- Follett School Solutions

E&I Cooperative Services

- B&H Photo
- Sherwin-Williams
- GovDeals.com

National IPA (an OMNIA Partner)

- American Paper Towel & Supply

Sourcewell

- Staples

U.S. Communities (an OMNIA Partner)

- Amazon
- Home Depot
- TRANE

vii. **Approval: Close out of Capital Projects from the 2009 Bond Referendum**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, as of June 30, 2019 the unspent balance in the capital projects from the 2009 bond referendum was \$134,640; and

Whereas, the district is required to return the unspent balance to the taxpayers in the form of tax relief; now, therefore,

Be it Resolved, that the Ridgewood Board of Education close out the capital projects from the 2009 bond referendum and transfer the amount of \$134,640 to the Debt Service Fund.

The \$134,640 funds are budgeted as anticipated revenue in the 2019-2020 Debt Service Fund Budget.

viii. Approval: Elimination of Enterprise Fund

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the REACH Program is now accounted for as part of the regular operating budget; and

Whereas, it is no longer necessary to maintain a separate enterprise fund; now, therefore,

Be it Resolved, that the Ridgewood Board of Education approve the elimination of the Enterprise Fund for the REACH Program and to transfer any remaining fund balance to the General Operating Fund.

ix. Approval: Establishment of Enterprise Fund

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the establishment of an Enterprise Fund for the Lab Fees collected for the photography program at Ridgewood High School. The annual lab fee will be established at \$25.00 per student and will be reviewed on an annual basis to determine if the fee amount is sufficient to cover the program expenses.

x. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **September 2019** as shown in the Journal Entry listing pursuant to Policy 6422

xi. Approval: Secretary's Line Item Certification

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **September 2019**;

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20- 2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

xii. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **September 2019**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C- Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Morgan seconded the motion.

Prior to the roll-call vote, Ms. Smith Wilson read the retirements into record and thanked the staff members for their years of service. Ms. Smith Wilson also read the donations into record and thanked the responsible parties.

Ms. Brogan pointed out the contract with the YMCA allows students more access to the pool and asked Dr. Fishbein to comment on the contract and the increase.

Dr. Fishbein explained the hourly rate went up from \$185 to \$200 and in the past, the YMCA could not accommodate the two or three required hours to do our meets in their schedule and the district had to rent the pool at Passaic County Tech. Now, the YMCA has allotted us the time so we can hold meets there.

Ms. Brogan thought it was a real plus. In the past, when we were bussing kids to Passaic County Tech it was a greater expense. Students are now able to use the local pool for a reasonable price and practices can be in the afternoon rather than at 5:00 a.m. or 6:00 a.m. in the morning. This works for students and the district.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C - Curriculum & Instruction, D – Human Resources, and E – Finance carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Oct 3	Columbia Bank On-Line	095493-095844	1,544.676.02	S. Brogan
Oct 7	Electronic Transfer	H27730	1,240,053.46	S. Brogan
Oct 3	Electronic Transfer	L27711	3,770.94	S. Brogan
Oct 7	Electronic Transfer	L27731-L27733	15,622.45	S. Brogan
Oct 11	Electronic Transfer	L27746-L27747	2,077.01	S. Brogan

Oct 21	Electronic Transfer	L27955	3,748.00	S. Brogan
Oct 28	Electronic Transfer	L27971-L27972	20,395.52	S. Brogan
Oct 14	Electronic Transfer	R27748	69,933.70	S. Brogan
Oct 17	Electronic Transfer	R27956	12,000.00	S. Brogan
Sept 24	Payroll Transfer	P27728	3,189,955.07	S. Brogan
Oct 10	Payroll Transfer	P27953	3,274,727.03	S. Brogan
Oct 2	Food Service	620164-620169	227,201.55	S. Brogan
Oct 3	Columbia Bank Void Check	095119	(1,059.00)	S. Brogan
Oct 8	Columbia Bank Void Check	095478	(3,115.02)	S. Brogan
Oct 8	Columbia Bank Void Check	095494	(2,531.36)	S. Brogan
Oct 16	Columbia Bank Void Check	095263	(1,896.44)	S. Brogan
Oct 18	Columbia Bank Void Check	620165	(871.35)	S. Brogan
		TOTAL	\$9,594,687.58	

Ms. Brogan moved approval of all bills reviewed by her.
Mr. Kaufman seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

IX. BOARD MEMBER ANNOUNCEMENTS

Ms. Smith Wilson reminded everyone to vote tomorrow. Polls are open from 6:00 a.m. – 8:00 p.m. The League of Women Voters and RHS have created a passport program to encourage student participation in local government.

REAC will be showing a film called A Plastic Ocean, a documentary on global events, at 113 Cottage Place on November 8.

X. COMMENTS FROM THE PUBLIC

At 9:36 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Saurabh Dani, 390 Bedford Road, noted the Board had some good solutions about getting a second opinion. Mr. Dani suggested forming a committee of residents who are in this business and understand the pricing and it would not cost the Board money. Mr. Dani asked when the architects come in December, that the Board open that discussion up to public comment and allow residents to ask questions of the architects. He stated EI made a mistake with the generator and that is why we do not use them anymore; and talked about the change orders presented by LAN at the last meeting. Mr. Dani pointed out LAN was paid \$40,000 for each bathroom and each bathroom has four urinals, two stalls, two dryers and one sink (eight or 9 fixtures) and we paid a contractor \$120,000 for that, but the floors are not tiled, they are cement, and these are commercial grade fixtures. He stated LAN made a mistake so EI's one mistake should not matter.

Mr. Dani commented Ms. Smith Wilson repeated earlier that LAN has been working on this for a long time but LAN was paid \$4,300 to double the estimate; and did 17.2 hours of work at \$250 per hour, not three years of work. He mentioned the comments that the district would have to raise more money to have a buffer to go out and bid and pick the lowest bidder, but at the tours, the superintendent and LAN told members of the public that the way the public-school bidding process works is once voters vote, everyone knows how much money was voted on, and that is

what the estimates come in at. Mr. Dani stated the district had \$48 million for the 2009 referendum and only saved \$135,000. Mr. Dani repeated the bids will come to whatever residents are presented to vote on.

Mr. Dani thought the biggest problem is we are going through LAN who is getting a commission, and their construction management company who does the bidding process, and expressed his concern that LAN advised residents during the tour that they will give a heads up to their preferred contractors that bids are available and they will bid. Mr. Dani suggested instead of a 14-day window to receive bids, we allow a two-month bidding process, make a forced list, pick four or five projects, and bid them out before April. In April, instead of spending \$1 million on capital projects, we can put that \$1 million away towards debt every year, which will give us \$20 million to spend for all capital projects. Mr. Dani remarked the town is doing it this way with the Village garage project. If we do it this way, he feels voters will only see a 2% increase and in that 2% increase there is already \$1 million budgeted, and there is not a single dollar increase to taxpayers.

Siobhan Winograd, 274 Ivy Place, took the GWMS tour and commented it looked like the systems had been untouched since she was a child. She does have a degree in engineering from Lafayette College and thinks things like steam and electric are complicated systems. She felt the steam heating has problems because the piping goes through the whole building and the pathway is uneven. From a parent's perspective, Ms. Winograd felt it was a great tour and LAN was very versed in what they had, but agreed the process has flaws by telling people how much money we are going out for. Ms. Winograd thinks more people should take the tours of all schools, not just theirs. The public needs to be informed and people need to be engaged.

Ms. Winograd commented on the renovations to the bathrooms and was amazed the district had not gotten more complaints. Ms. Winograd thinks the \$70 million bond is really large and again stressed that everyone should attend the tours. She concluded that if we do not replace these systems and we cannot get heat, the district will soon be looking at trailers.

At 9:45 p.m., no one else wished to address the Board.

Ms. Smith Wilson pointed out the \$70 million number is not a set number and felt it was important to clear that up.

Dr. Fishbein stated there is a difference between the way the municipality can raise money for capital projects than the way schools can. Municipalities can pass ordinances in order to raise funds to do a capital project but the district needs to go to the voters.

Ms. Smith Wilson commented on the idea of putting money away every year to accumulate, which would not allow us to get the state debt service aid. We only receive state debt service if we do a referendum.

XI. DISCUSSION ITEMS

- **Voting in the Schools**

Dr. Fishbein recently received a letter from the Superintendent of Elections voicing concerns about safety in schools that are open on Election Day 2020. Although there are security concerns that day and on a daily basis, access to the buildings is limited and the district does hire extra security. A big portion of the district's job is to make sure we raise people who will become contributory citizens and students seeing the voting process take place in schools

is important. He acknowledged the 2020 election will be a big deal and research has been done that shows there has not been a big incident during voting.

The Board discussed the pros and cons of altering the school calendar next year on that date, additional security measures that could be implemented that day, how our buildings have exterior access (except for two), how most millennials will vote by mail, the need not to be bound by fear that an incident may or may not happen, not being able to impede voters, and that our facilities have to be accessible since we receive federal funding. The consensus of the Board was to keep the schools open that day.

Mr. Morgan commented on a statement he heard in Atlantic City that the Administrative Law Judges (ALJs) need more training. Legislators passed a rule saying they needed more training and the Department of Education has dragged its heels. Mr. Morgan asked if they were soliciting Board members to ask the Department of Education what is going on. ALJs receive some training but it is not sufficient and he feels the idea of providing them with more training benefits everybody so they can understand what they have to rule on. He asked Ms. Brogan if she can look into seeing what the Board could do to help move the process along.

Dr. Fishbein replied the state wanted to have ALJs who understand education, with specific judges having expertise in the areas of special education, HIB, etc.

Mr. Morgan stated the legislature passed something but the DOE has not yet issued regulations and felt anything we could do to get behind it would benefit us. Ms. Brogan has not seen anything yet but stated NJSBA usually sends a resolution asking for support for issues such as this.

XII. ACCEPTANCE OF MINUTES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Acceptance of the Minutes listed below.

- September 23, 2019 Executive Session & Regular Public Meeting
- October 2, 2019 Executive Session
- October 7, 2019 Executive Session & Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Morgan seconded the motion, which was unanimously approved.

XIII. OTHER BUSINESS

There was no other business.

XIV. ADJOURNMENT

At 10:05 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Revision: From: Lydia Neff, Willard (approved 7/29/19) To: Kelsey Parrasch Willard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ October 28-November 1, 2019	Professional Development	\$1,175	5
Polk, Laura RHS	AATF NJ Fall Workshop – AP French Update Training & Strategies Summit, NJ November 2, 2019	Professional Development	\$ 55	0
Feeney, Lynne RHS	Regeneron DNA Learning Center Professional Development Sleepy Hollow, NY November 5, 2019	Professional Development	\$ 37	0
Joseph, Andrea RHS	Regeneron DNA Learning Center Professional Development Sleepy Hollow, NY November 5, 2019	Professional Development	\$ 37	0
Musso, Caitlin RHS	9/11 Museum School Programs New York, NY November 5, 2019	Professional Development	\$ 43	0
Landa, Jen RHS	Mental Health First Aid Online Recertification – November 6, 2019	Professional Development	\$ 30	0
Muro, Daniel RHS	The Declaration of Independence Academy for Teachers Master Class New York, NY November 7, 2019	Professional Development	\$ 250	0
Gigante, Stefanie RHS	NJEA 2019 Convention Atlantic City, NJ November 7-8, 2019	Professional Development	\$ 328	0
DePinto, Lauren RHS	2019 Annual Conference on Advancing School Mental Health: Safe & Supportive Schools for All Students Austin, TX – November 7-9, 2019	Professional Development	\$1,450 (\$1,000 to be funded by a donation)	0
Haas, Jeffrey RHS	NJ Association for Jazz Education Newark, NJ November 15, 2019	Professional Development	\$ 87	0
Pollitt, Ashley RHS	Literacy Advancement Project Ewing, NJ November 15, 2019	Professional Development	\$ 175	0
Spector, Stefanie Education Center	Supporting Students with Learning Disabilities Through Data-Based Instruction – Ewing, NJ November 15, 2019	Professional Development	\$ 200	0
Hackett, Loren BFMS	National Conference for Teachers of English – Baltimore, MD November 21-22, 2019	Professional Development	\$ 467	2
Nadi, Paola BFMS	National Conference for Teachers of English – Baltimore, MD November 21-24, 2019	Professional Development	\$ 628	2
O'Hagan, Carlin RHS	National Conference for Teachers of English – Baltimore, MD November 21-24, 2019	Professional Development	\$1,261	0

Galasso, Patricia RHS	Curate & Create CI Resources While Making Connections – Monroe Twp, NJ – December 5, 2019	Professional Development	\$ 195	0
Purrinos, Damary RHS	Curate & Create CI Resources While Making Connections – Monroe Twp, NJ – December 5, 2019	Professional Development	\$ 175	0
Nagy, Zsuzsanna Travell/Somerville	Annual Bilingual ESL Conference Wayne, NJ – December 6, 2019	Professional Development	\$ 135 (to be paid out of Title III grant funds)	.
Eng Coppola, Michele Ridge	NJASL 2019 Fall Conference East Brunswick, NJ December 9-10, 2019	Professional Development	\$ 300	2
Moss-Keller, Corrina RHS	NJASL 2019 Fall Conference East Brunswick, NJ December 9-10, 2019	Professional Development	\$ 394	2
Antonellis, Donna Travell	NJASL 2019 Fall Conference East Brunswick, NJ December 10, 2019	Professional Development	\$ 160	1
Wearley, Meredith BFMS	Writing Effective HIB Reports New Providence, NJ December 10, 2019	Professional Development	\$ 150	0
Leininger, Margy Travell	New Ideas About Conferring with Student Writers Grades 2-8 Paramus, NJ December 12, 2019	Professional Development	\$ 200	0
Marchioni, Alicen Travell	New Ideas About Conferring with Student Writers Grades 2-8 Paramus, NJ December 12, 2019	Professional Development	\$ 200	1
O’Herlihy, Christopher Travell	New Ideas About Conferring with Student Writers Grades 2-8 Paramus, NJ December 12, 2019	Professional Development	\$ 200	1
Schick, Casey Travell	New Ideas About Conferring with Student Writers Grades 2-8 Paramus, NJ December 12, 2019	Professional Development	\$ 200	1
Velazquez-Walters, Maria Travell/Orchard	Autism De-Escalate Meltdowns & Diffuse Explosive Behaviors in Children & Adolescents Parsippany, NJ December 13, 2019	Professional Development	\$ 220	0
Doris, Michelle RHS	Bergen ETTC – Technology & Student Wellness – Paramus, NJ December 17, 2019	Professional Development	\$ 75	0
Kunzle, Sandra RHS	Developing Students’ Initiative, Ownership and Follow-Through to Create Responsible, Independent & Successful Learners New Rochelle, NY December 17, 2019	Professional Development	\$ 294	0
Mancinelli, Samantha RHS	Bergen ETTC – Technology & Student Wellness – Paramus, NJ December 17, 2019	Professional Development	\$ 75	0
Sweeney, Maria Hawes	Language is Power Paramus, NJ January 8, 2020	Professional Development	\$ 200 (To be paid out of Title III grant funds)	0

Rothschild, Linda BFMS	American Library Association MidWinter Meeting Philadelphia, PA January 25-27, 2020	Professional Development	\$ 495	0
Gorman, Tom RHS	2020 Techspo Atlantic City, NJ January 30-31, 2019	Professional Development	\$ 832 (To be paid out of RAA Funds)	0
Vasquez, Jessica Education Center	Hot Issues in Special Education Mahwah, NJ February 3, 2019	Professional Development	\$ 100	0
DeAraujo, Christie Education Center	Expository Writing Instruction: Part One Windward – White Plains, NY Feb. 6, 13, 27 & March 5, 12, 2020	Professional Development	\$ 93	0
Gigante, Stefanie RHS	Northeast Council for the Teaching of Foreign Languages Annual Conference - New York, NY February 14-15, 2020	Professional Development	\$ 475	1
Kay, Peter RHS	NJASPERD Annual Convention Long Branch, NJ February 24, 2020	Professional Development	\$ 121	
Calandra, Laura Somerville	On Our Shoulders: Supporting Elementary Writers through Scaffolding that Works! Paramus, NJ February 27, 2020	Professional Development	\$ 200	1
Petrick, Donna Somerville	On Our Shoulders: Supporting Elementary Writers through Scaffolding that Works! Paramus, NJ February 27, 2020	Professional Development	\$ 200	1
Nagy, Zsuzsanna Travell/Somerville	FABRIC: Continuing Education Course for K-5 Teachers Wayne, NJ – March 12, 2020	Professional Development	\$ 45 (to be paid out of Title III grant funds)	0
Lohr(Wyka), Sarah Willard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ May 11-15, 2020	Professional Development	\$1,175	5
Neff McCoy, Lydia Willard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ May 11-15, 2020	Professional Development	\$1,175	5

The total cost for these conferences is \$12,230; and \$832 to be paid out of RAA funds, \$380 to be paid out of Title III grant funds and \$1,000 funded by a donation. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$111,149 leaving a balance of \$80,289.

The total cost of substitutes for these conferences is \$3,000. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$16,000.

1642 EARNED SICK LEAVE LAW

All persons holding any office, position, or employment in local school districts, regional school districts, or county vocational schools of the State who are steadily employed by the Board of Education or who are protected by tenure in their office, position, or employment under the provisions of N.J.S.A. 18A:30-2 or any other law, except persons in the classified service of the civil service under Title 11, Civil Service, of the Revised Statutes, shall be allowed sick leave with full pay for a minimum of ten school days in any school year in accordance with the provisions of N.J.S.A. 18A:30-2.

However, a Board of Education may determine some persons holding an office, position, or employment are not eligible for sick leave in accordance with N.J.S.A. 18A:30-2. These persons shall be covered under the provisions of the New Jersey Earned Sick Leave Law (Act), N.J.S.A. 34:11D-1 through 34:11D-11. Policy and Regulation 1642 outline the provisions of the Act for those persons the Board of Education determines are not eligible for sick leave in accordance with the provisions of N.J.S.A. 18A:30-2 or any rule or law of New Jersey other than the Act.

For the purposes of Policy and Regulation 1642, “employer” means a local school district, regional school district, county vocational school, or charter school of the State who does not provide sick leave with full pay to an employee pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is required to comply with the requirements of the Act.

For the purposes of Policy and Regulation 1642, “employee” means an individual engaged in service for compensation to a local school district, regional school district, county vocational school, or charter school of the State who is not provided sick leave with full pay pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is eligible to accrue earned sick leave in accordance with the requirements of the Act.

In accordance with the provisions of N.J.S.A. 34:11D-2, for every thirty hours worked, an employee eligible to accrue earned sick leave under the Act shall accrue one hour of earned sick leave commencing no later than October 29, 2018.

The employer will provide an employee with the full complement of earned sick leave for a benefit year as required under N.J.S.A. 34:11D-2 on the first day of each benefit year in accordance with the provisions of N.J.S.A. 34:11D-2.a.

Unless the employee has accrued earned sick leave prior to October 29, 2018, the earned sick leave shall begin to accrue on October 29, 2018 for any employee who is hired and commences employment



before October 29, 2018 and the employee shall be eligible to use the earned sick leave beginning February 26, 2019 after the employee commences employment.

If the employee's employment commences after October 29, 2018, the earned sick leave shall begin to accrue upon the date that employment commences. The employee shall be eligible to use the earned sick leave beginning on the 120th calendar day after the employee commences employment.

The employer shall be in compliance with N.J.S.A. 34:11D-2 if the employer offers paid time off to an employee, which is fully paid and shall include, but is not limited to personal days, vacation days, and sick days, and may be used for the purposes of N.J.S.A. 34:11D-3 in the manner provided by the Act, and is accrued at a rate equal to or greater than the rate described in N.J.S.A. 34:11D-2.

The employer shall pay the employee for earned sick leave at the same rate of pay with the same benefits that the employee normally earns, except that the pay rate shall not be less than the minimum wage required for the employee pursuant to N.J.S.A. 34:11-56a4.

The employer shall permit an employee to use the earned sick leave accrued pursuant to the Act for any of the reasons outlined in N.J.S.A. 34:11D-3.a.

No employer shall take retaliatory personnel action or discriminate against an employee who accrues sick leave under the Act because the employee requests or uses earned sick leave either in accordance with the Act or the employer's own earned sick leave policy for employees covered under the Act. Any complaints alleging a violation of the Act shall be filed in accordance with the provisions of N.J.S.A. 34:11D-4.

In accordance with N.J.S.A. 34:11D-5, failure of the employer to comply with the provisions of the Act shall be regarded as a failure to meet the wage payment requirements of the "New Jersey State Wage and Hour Law."

The employer shall retain records documenting hours worked and earned sick leave taken by employees covered under the Act in accordance with the provisions of N.J.S.A. 34:11D-6.

The employer shall provide notification, in a form issued by the Commissioner of Labor and Workforce Development, to employees of their rights under the Act; post the notification; and provide a copy of the notification to employees eligible to accrue earned sick leave under the Act in accordance with the provisions of N.J.S.A. 34:11D-7.

N.J.S.A. 34:11D-1 through 34:11D-11
Adopted: 4 November 2019



3159 TEACHING STAFF MEMBER/SCHOOL DISTRICT REPORTING RESPONSIBILITIES

The Board of Education and all certificate holders shall adhere to the reporting requirements outlined in N.J.A.C. 6A:9B-4.3 and N.J.S.A. 18A:16-1.3. For the purposes of this Policy, “certificate holders” shall include all individuals who hold certificates, credentials, certificates of eligibility (CEs), and certificates of eligibility with advance standing (CEASs) issued by the New Jersey State Board of Examiners. For purposes of this Policy, the term “certificate” shall include all standard, emergency and provisional certificates, all credentials, and all CEAs and CEASs issued by the New Jersey State Board of Examiners.

All certificate holders shall report an arrest or indictment for any crime or offense to the Superintendent within fourteen calendar days of their arrest or indictment in accordance with the provisions of N.J.A.C. 6A:9B-4.3. The report submitted to the Superintendent shall include the date of arrest or indictment and charge(s) lodged against the certificate holder. Such certificate holders shall also report to the Superintendent the disposition of any charges within seven calendar days of the disposition. Failure to comply with these reporting requirements may be deemed “just cause” for revocation or suspension of certification pursuant to N.J.A.C. 6A:9B-4.4. The school district shall make these reporting requirements known to all new employees upon initial employment and to all employees on an annual basis.

The Superintendent shall notify the New Jersey State Board of Examiners when:

1. Tenured teaching staff members who are accused of criminal offenses or unbecoming conduct resign or retire from their positions;
2. Nontenured teaching staff members, including substitute teachers, who are accused of criminal offenses or unbecoming conduct resign, retire, or are removed from their positions;
3. A certificate holder fails to maintain any license, certificate, or authorization that is mandated pursuant to N.J.A.C. 6A:9B for the holder to serve in a position;
4. The Superintendent becomes aware that a certificate holder has been convicted of a crime or criminal offense while in the district's employ; or
5. The Superintendent has received a report from the Department of Children and Families substantiating allegations of abuse or neglect or establishing “concerns” regarding a certificated teaching staff member.



The school district shall cooperate with the New Jersey State Board of Examiners in any proceeding arising from an order to show cause issued by the New Jersey State Board of Examiners and based on information about the certificate holder that the school district provided.

The Superintendent shall also notify the New Jersey State Board of Examiners, in accordance with the provisions of N.J.S.A. 18A:16-1.3, whenever a nontenured, certificated employee is dismissed prior to the end of the school year for just cause as a result of misconduct in office. This notification requirement shall not apply in instances where the employee's contract is not renewed. The Superintendent will comply with the additional notice requirements to the New Jersey State Board of Examiners in the event it is subsequently determined by a disciplinary grievance arbitration, a court, or an administrative tribunal of competent jurisdiction that the basis for the dismissal did not constitute misconduct in office. In addition, whenever the Superintendent notifies the New Jersey State Board of Examiners of an employee's dismissal for reasons of misconduct in accordance with the provisions of N.J.S.A. 18A:16-1.3, the employee shall receive a simultaneous copy of the notifying correspondence.

In the event the Board of Education determines, pursuant to a tenure charge finding under N.J.S.A. 18A:6-10 or a disorderly person conviction under N.J.S.A. 9:6-8.14, that a teaching staff member has failed to report an allegation of child abuse in accordance with State law or regulations, the Board shall submit a report to the New Jersey State Board of Examiners that outlines its findings. The New Jersey State Board of Examiners shall review the certification of the teaching staff member to determine if the teaching staff member's failure to report warrants the revocation or suspension of his/her certificate. In accordance with N.J.S.A. 9:6-8.14, any person failing to report an act of child abuse, having reasonable cause to believe that an act of child abuse has been committed, may be deemed a disorderly person.

N.J.S.A. 9:6-8.14; 18A:6-10; 18A:6-38.5; 18A:16-1.3

N.J.A.C. 6A:9B-4.3; 6A:0B-4.4

Adopted: 7 December 2009

Revised: 10 October 2016

Revised: 04 November 2019



3218 USE, POSSESSION, OR DISTRIBUTION OF SUBSTANCES

The Board of Education recognizes a teaching staff member who reports to work under the influence of a substance poses a significant threat to their health, safety, and welfare and the health, safety, and welfare of others, including students and other staff members. The Board strongly advises any teaching staff member that has a dependency on a substance as defined in this Policy to seek appropriate treatment. The Board has an obligation and the right to maintain a safe and healthy work environment and adopts this Policy as an important component toward maintaining a safe environment in the school district.

For the purposes of this Policy, “substance” or “substances” as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a) means alcoholic beverages; any controlled dangerous substances, including anabolic steroids as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2; any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined in N.J.S.A. 2C:35-10.4; and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.

A teaching staff member shall be required to submit to an immediate medical examination to include a substance test if the Principal or designee has reasonable suspicion to believe a teaching staff member is under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities. Refusal by a teaching staff member to consent to the medical examination including a substance test will be deemed a positive test result for substances. In the event the results of the medical examination and substance test are not provided to the Superintendent, within twenty-four hours or as soon as the test results are available, it will be deemed a positive test result for substances and the teaching staff member shall be subject to appropriate discipline. Any required medical examination and testing shall be paid for by the Board.

In the event the Board physician determines the teaching staff member was under the influence of a substance, the determination shall be reported to the Superintendent and the teaching staff member will be subject to appropriate discipline. Appropriate discipline may include, but not be limited to, withholding an increment, terminating a non-tenured teaching staff member, and/or filing tenure charges for a tenured teaching staff member in accordance with law. The teaching staff member will be afforded the opportunity to have positive test results confirmed using acceptable confirmation test practices. This confirmation test shall be paid for by the teaching staff member.



In the event a teaching staff member's medical examination and substance test results are negative for a substance or if the Board physician determines the teaching staff member was not under the influence of a substance, the results or determination shall be reported to the Superintendent and the teaching staff member shall be returned to their position unless the Superintendent has a reason the teaching staff member should not be returned to their position.

In accordance with the requirements of N.J.A.C. 6A:16-6.3(a), any staff member who, in the course of their employment, has reason to believe a staff member has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall report the matter as soon as possible to the Principal, or in the absence of the Principal, the Principal's designee responsible at the time of the alleged violation. Either the Principal or designee shall notify the Superintendent who shall notify, as soon as possible, the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information. The Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter, including the identity of the staff member involved.

In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)3, the Superintendent or designee shall not disclose the identity of a staff member who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or drug abuse problem, provided the staff member is not reasonably believed to be involved or implicated in drug-distribution activities. An admission by a staff member in response to questioning initiated by the Principal or designee or following the discovery by the Principal or designee of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall not constitute a voluntary, self-initiated request for counseling and treatment.

A staff member who unlawfully possessed or in any way has been involved in the distribution of a controlled dangerous substance, including anabolic steroids or drug paraphernalia, pursuant to N.J.A.C. 6A:16-6.3, shall be subject to appropriate discipline which may include, but not be limited to, termination of a non-tenured teaching staff member or the filing of tenure charges for a tenured teaching staff member in accordance with law.



POLICY

RIDGEWOOD BOARD OF EDUCATION

CERTIFICATED STAFF MEMBERS

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Use, Possession, or Distribution of Substances

Additionally, if the Superintendent recommends, a teaching staff member who has been determined by the Board physician to be under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities may be offered a Last Chance Agreement upon the recommendation of the Superintendent and approval by the Board. A written Last Chance Agreement must be approved by the Board.

42 CFR Part 2

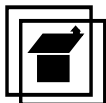
N.J.S.A. 18A:16-3; 18A:40A-9

N.J.A.C. 6A:16-4.1; 6A:16-6.3; 6A:16-6.5

Adopted: 7 December 2009

Revised: 18 May 2015

Revised: 04 November 2019



4218 USE, POSSESSION, OR DISTRIBUTION OF SUBSTANCES

The Board of Education recognizes a support staff member who reports to work under the influence of a substance poses a significant threat to their health, safety, and welfare and the health, safety, and welfare of others, including students and other staff members. The Board strongly advises any support staff member that has a dependency on a substance as defined in this Policy to seek appropriate treatment. The Board has an obligation and the right to maintain a safe and healthy work environment and adopts this Policy as an important component toward maintaining a safe environment in the school district.

For the purposes of this Policy, “substance” or “substances” as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a) means alcoholic beverages; any controlled dangerous substances, including anabolic steroids as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2, or any chemical or chemical compound which releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined in N.J.S.A. 2C:35-10.4; and over-the-counter and prescription medications that are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.

A support staff member shall be required to submit to an immediate medical examination to include a substance test if the support staff member’s supervisor has reasonable suspicion to believe a support staff member is under the influence of a substance during work hours or at a school-sponsored function where the teaching staff member has been assigned job responsibilities. Refusal by a support staff member to consent to the medical examination including a substance test will be deemed to be a positive result for substances. In the event the results of the medical examination and substance test are not provided to the Superintendent, within twenty-four hours or as soon as the test results are available, it will be deemed a positive test result for substances and the support staff member shall be subject to appropriate discipline. Any required medical examination and testing shall be paid for by the Board.

In the event the Board physician determines the support staff member was under the influence of a substance, the determination shall be reported to the Superintendent and the support staff member will be subject to appropriate discipline. Appropriate discipline may include, but not be limited to, withholding an increment, terminating a non-tenured support staff member, and/or filing tenure charges for a tenured support staff member in accordance with law. The support staff member will be afforded the opportunity to have positive test results confirmed using acceptable confirmation test practices. This confirmation test shall be paid for by the support staff member.



In the event a support staff member's medical examination and substance test results are negative for a substance or if the Board physician determines the support staff member was not under the influence of a substance, the results or determination shall be reported to the Superintendent and the support staff member shall be returned to their position unless the Superintendent has a reason the support staff member should not be returned to their position.

In accordance with the requirements of N.J.A.C. 6A:16-6.3(a), any staff member who, in the course of their employment, has reason to believe a staff member has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall report the matter as soon as possible to the Principal, or in the absence of the Principal, to the staff member's supervisor responsible at the time of the alleged violation. Either the Principal or the staff member's supervisor responsible at the time of the alleged violation shall notify the Superintendent who shall notify, as soon as possible, the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information. The Superintendent or designee shall provide to the County Prosecutor or designee all known information concerning the matter, including the identity of the staff member involved.

In accordance with the provisions of N.J.A.C. 6A:16-6.3(a)3, the Superintendent or designee shall not disclose the identity of a staff member who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or drug abuse problem, provided the staff member is not reasonably believed to be involved or implicated in drug-distribution activities. An admission by a staff member in response to questioning initiated by the Principal or Superintendent's designee or following the discovery by the Principal or Superintendent's designee of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall not constitute a voluntary, self-initiated request for counseling and treatment.

A staff member who unlawfully possessed or in any way has been involved in the distribution of a controlled dangerous substance, including anabolic steroids or drug paraphernalia, pursuant to N.J.A.C. 6A:16-6.3, shall be subject to appropriate discipline which may include, but not be limited to, termination of a non-tenured teaching staff member or the filing of tenure charges for a tenured teaching staff member in accordance with law.



POLICY

RIDGEWOOD BOARD OF EDUCATION

SUPPORT STAFF MEMBERS

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Use, Possession, or Distribution of Substances

Additionally, if the Superintendent recommends, a support staff member who has been determined by the Board physician to be under the influence of a substance during work hours or at a school-sponsored function where the support staff member has been assigned job responsibilities may be offered a Last Chance Agreement upon the recommendation of the Superintendent and approval by the Board. A written Last Chance Agreement must be approved by the Board.

42 CFR Part 2

N.J.S.A. 18A:16-3; 18A:40A-9

N.J.A.C. 6A:16-4.1; 6A:16-6.3; 6A:16-6.5

Adopted: 7 December 2009

Revised: 18 May 2015

Revised: 04 November 2019



4219 COMMERCIAL DRIVER’S LICENSE CONTROLLED SUBSTANCE AND
ALCOHOL USE TESTING

The Board of Education is committed to a safe, efficient, alcohol and drug-free workplace, that protects the district's students as well as the health and safety of its employees and the general public.

The Omnibus Transportation Employee Testing Act of 1991 requires all operators of commercial motor vehicles subject to the CDL requirements to be tested for controlled substances and alcohol. Federal regulations of the United States Department of Transportation require that any employee using a CDL be required to submit to alcohol and controlled substance testing in accordance with 49 CFR 40 et seq.

In the event the Board contracts with a service provider for transportation, the Business Administrator and/or Transportation Coordinator will ensure all transportation contractors comply with the drug and alcohol testing requirements of Policy 4219 pursuant to 49 CFR 382 et seq. and 49 CFR 40 et seq.

The school district shall maintain and retain all records as required by Federal regulation.

The Board requires all employees of the Board performing any safety-sensitive function to be free of drugs and alcohol and will test those employees who operate a commercial motor vehicle in accordance with 49 CFR 382 et seq. and 49 CFR 40 et seq. For the purpose of this Policy, “employee” means a person required to have a Commercial Driver’s License (CDL) in the performance of their job responsibilities. Safety-sensitive functions as defined by 49 CFR 382.107 means any time from the time an employee begins to work or is required to be in readiness to work until the time the employee is relieved from work and all responsibility for performing work. Safety-sensitive functions shall include:

1. All time at the terminal, facility, other property, or on any public property, waiting to be dispatched, unless relieved from duty;
2. All time inspecting equipment as required by Federal law or otherwise inspecting, servicing, or conditioning any commercial motor vehicle, at any time;
3. All time spent at the driving controls of a commercial motor vehicle in operation;



4. All time, other than driving time, in or upon the commercial motor vehicle except time spent resting in an area defined as a sleeping berth;
5. All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle or in giving or receiving receipts for shipments loaded and unloaded; and
6. All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

The Omnibus Transportation Employee Testing Act of 1991 requires all operators of commercial motor vehicles subject to the CDL requirements to be tested for controlled substances and alcohol. Federal regulations of the U. S. Department of Transportation require that any employee using a CDL be required to submit to alcohol and controlled substance testing in accordance with 49 CFR 40.

The Board designates the Business Administrator as the Designated Employer Representative (DER) of the Board of Education. The Board may contract with a service agent to provide the testing services as required by Federal law. In the event the Board contracts with a service provider for transportation, the Board designee will ensure all transportation contractors comply with the drug and alcohol testing requirements of Policy 4219 pursuant to 49 CFR 382 et seq. and 49 CFR 40 et seq.

No employee at any work site will possess, manufacture, use, sell, or distribute any quantity of any controlled substance, lawful or unlawful, which in sufficient quantity could result in impaired performance, with the exception of substances administered by or under the instructions of a physician. No employee shall perform safety-sensitive functions within four hours after using alcohol and the district will not permit an employee that used alcohol within four hours of performing safety-sensitive functions to perform such functions if the district has actual knowledge of the use, in accordance with 49 CFR 392.5.

Violations

Any violation of this Policy may result in discipline, up to and including termination.



Prohibited Substances

The presence of any of the controlled substances, listed in 49 CFR 40.87, in the body, as evidenced by the results of the initial screening and subsequent confirmatory analysis provided in this Policy, is prohibited for any employee assigned to a classification covered by this Policy. All cutoff concentrations shall be in accordance with 49 CFR 40.87. All test results shall be measured against the cutoff concentrations outlined in 49 CFR 40.87.

Testing Procedures

All testing for controlled substances will be conducted in accordance with 49 CFR Part 40, Subparts A, B, C, D, E, F, G, H and I. The district will only test for drugs or classes of drugs in accordance with 49 C.F.R. 40.85. Testing for alcohol will be conducted in accordance with as 49 CFR Part 40, Subparts J, K, L, M and N.

Definitions

"Alcohol use" means the drinking or swallowing of any beverage, liquid mixture or preparation (including medication), containing alcohol.

"Aliquot" means a fractional part of a specimen used for testing. It is taken as a sample representing the whole specimen.

"Confirmatory drug test" means a second analytical procedure performed on an aliquot of the original specimen to identify and quantify the presence of a specific drug or drug metabolite.

"Confirmed drug test" means a confirmation test result received by a Medical Review Officer (MRO) from a laboratory.

"Controlled substances" means those substances identified in 49 CFR 40.85.

"CCF" means the Federal Drug Testing Custody and Control Form.

"Designated Employer Representative (DER)" is an employee of the district authorized to take immediate action(s) to remove employees from safety-sensitive duties, or cause employees to be removed from these covered duties, and to make required decisions in the testing and evaluation processes. The DER shall receive test results and other communications for the employer consistent with the requirements of this Policy and 49 CFR 40. Service agents cannot act as a DER.

"FMCSA" means Federal Motor Carrier Safety Administration.



"Initial drug test (also known as a "Screening drug test") means the test used to differentiate a negative specimen from one that requires further testing for drugs or drug metabolites.

"Initial specimen validity test" means the first test used to determine if a urine specimen is adulterated, diluted, substituted, or invalid.

"Medical Review Officer MRO)" is a licensed physician responsible for receiving and reviewing laboratory results generated by the district's drug testing program and evaluating medical explanations for certain drug test results.

"Possess" includes, but is not limited to, either in or on the driver's person, personal effects, motor vehicle or areas substantially entrusted to the control of the driver.

"Service agent" is any person or entity, other than an employee of the Board, who provides services specified under 49 CFR 40 to the Board.

"Substance Abuse Professional (SAP)" is a person who evaluates employees who have violated a Federal or State drug and alcohol regulation and makes recommendations concerning education, treatment, follow-up testing, and aftercare. An individual permitted to act as SAP must possess the credentials as outlined in 49 CFR 40 281.

"Work Site" means any motor vehicle, office, building, yard, or other location at which the driver is to perform work or any other school district property or at any school district event.

Categories of Testing

For the purpose of this Policy, the occurrence of the following circumstances/instances shall require an employee to submit to a controlled substance and alcohol screening:

1. Pre-Employment Testing

An individual who has applied for and has been selected to operate a Board vehicle shall, before beginning employment with the Board, submit to a controlled substance screening in conjunction with any required physical examination as per Policy 4160. Such screening shall be conducted in accordance with the procedures set forth in this Policy and 49 CFR 40. No individual receiving a positive confirmed test result will be employed by the Board.



An employer is not required to administer a controlled substances test required by 49 CFR 382.301(a) if:

- a. The employee has participated in a controlled substances testing program that met the requirements of 49 CFR 382 et seq. within the previous thirty days and while participating in that program either:
 - (1) Was tested for controlled substances within the past six months (from the date of application with the employer); or
 - (2) Participated in the random controlled substances testing program for the previous twelve months (from the date of application with the employer.
- b. The employee while participating in that program either:
 - (1) Was tested for controlled substances within the past six months (from the date of application with the employer); or
 - (2) Participated in the random controlled substances testing program for the previous twelve months (from the date of application with the employer.
- c. The DER must ensure that no prior employer, to the DER's knowledge, has records of a violation of a controlled substances testing program within the previous six months.

If an individual is so exempted, the DER shall contact the controlled substances testing programs in which the individual participated and shall obtain and retain from the testing program(s) the following information in accordance with 49 CFR 382.301(c):

- a. Name and address of the program;
- b. Verification of the individual's participation;
- c. Verification that the program conforms to federal guidelines;
- d. Verification the individual qualified under the law and did not refuse to be tested for controlled substances;
- e. The date the individual was last tested for controlled substances; and
- f. The results of any tests taken within the previous six months and any other violations.



In accordance with 49 CFR 382.301(d), the Board will conduct pre-employment alcohol tests before the first performance of safety-sensitive functions by a new employee or someone who has transferred to a position involving the performance of safety-sensitive functions. The alcohol test will be conducted after making a contingent offer of employment or transfer, subject to the employee passing the pre-employment alcohol test. All alcohol testing will be completed in accordance with 49 CFR 40 et seq.

An employee will not be offered employment and/or the transfer unless the result of the test indicates an alcohol concentration of less than 0.04.

An employee who has applied for and has been selected to operate a Board vehicle or any existing employee transferring into a new position requiring the new employee to operate a Board vehicle, shall submit a written consent authorizing the Board to obtain the following information from other employers who have employed the employee during any period during the two years before the date of the employee's application or transfer into the new position. The written consent from the employee will permit the DER to obtain the following information from previous Division of Transportation (DOT) regulated employers:

- a. Alcohol tests with a result of 0.04 or higher alcohol concentration;
- b. Verified positive drug tests;
- c. Refusals to be tested (including verified adulterated or substituted drug test results);
- d. Other violations of DOT agency drug and alcohol testing regulations; and
- e. With respect to any employee who violated a DOT drug and alcohol regulation, documentation of the employee's successful completion of DOT return-to-duty requirements (including follow-up tests). If this information is not available from the previous employer, the DER must seek to obtain this information from the employee.

The DER will obtain and review this information before the employee first performs safety-sensitive functions. If this is not feasible, the DER will not permit the employee to perform safety-sensitive functions after thirty days from the date the employee first performed safety-sensitive functions, unless the DER has obtained or made and documented a good faith effort to obtain this information.



2. Random Testing

Every employee shall submit to random alcohol and controlled substance testing on an unannounced and random basis resulting from the selection by a random generation methodology in accordance with 49 CFR 383.305(i). Random testing will be spread reasonably throughout any given calendar year.

The minimum annual percentage rate for random alcohol testing shall be ten percent of the average number of driver positions. The minimum annual percentage rate for random controlled substances testing shall be twenty-five percent of the average number of driver positions. These minimum annual percentage rates may be adjusted as determined by the FMSCA Administrator in accordance with 49 CFR 382.305.

Employees shall only be random tested when performing safety-sensitive functions or immediately prior to or immediately following the performance of safety-sensitive functions.

3. Post-Accident Testing

The involvement by an employee in a motor vehicle collision while operating a Board vehicle when such accident results in property damage or personal injury, may trigger a post-accident drug and alcohol test.

As soon as practical following an occurrence, the DER will require post-accident alcohol screening for each of the surviving drivers:

- a. Who was performing safety-sensitive functions with respect to a vehicle, if the accident involves the loss of human life; or
- b. Who receives a citation within eight hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved:
 - (1) Bodily injury to any person, who, as a result of the injury immediately receives medical treatment away from the scene of the accident; or



- (2) One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

- c. If the alcohol test is not administered within two hours following the accident, the DER will prepare and maintain on file a record stating the reasons the test was not promptly administered. If the alcohol test is not administered within eight hours following the accident, the DER shall cease attempts to administer the alcohol test and shall prepare and maintain the same record. Records shall be submitted to the FMCSA upon request.

As soon as possible following an occurrence, the district will require post-accident controlled substance screening for each of the surviving drivers:

- a. Who was performing safety-sensitive functions with respect to a vehicle, if the accident involves the loss of human life; or

- b. Who receives a citation with thirty-two hours of the occurrence under State or local law for a moving traffic violation arising from the accident, if the accident involved:
 - (1) Bodily injury to any person, who, as a result of the injury immediately receives medical treatment away from the scene of the accident; or

 - (2) One or more motor vehicles incurring disabling damage as a result of the accident, requiring the motor vehicle to be transported away from the scene by a tow truck or other motor vehicle.

- c. If the controlled substance test is not administered within thirty-two hours following the accident, the DER shall cease attempts to administer the controlled substance test and shall prepare and maintain on file a record stating the reasons the test was not promptly administered. Records shall be submitted to the FMCSA upon request.

An employee driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit for testing. (An employee who is injured in an accident and requires medical care, shall submit to post-accident drug and controlled substance testing by the medical care facility providing the treatment or a designee of the Board if the facility is unable to provide the



testing). Nothing herein shall be construed to prevent the employee from leaving the scene of the accident for the period required to obtain necessary assistance or to obtain emergency medical care.

4. Reasonable Suspicion Testing

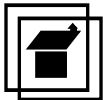
The DER shall require an employee to submit to an alcohol and/or controlled substance test when the employee is observed by a supervisor or school official who is trained in accordance with 49 CFR 382.603 and causes the observer to have reasonable suspicion to believe the employee has violated 49 CFR 382 et seq. Reasonable suspicion must exist to require the employee to undergo a test and must be based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee. The observations may include indications of the chronic and withdrawal effects of controlled substances.

Reasonable suspicion alcohol testing is authorized only if the required observations are made during, just preceding, or just after the period of the work day the employee is required to be in compliance with the testing requirements of 49 CFR 382 et seq.

Reasonable suspicion testing may be required of an employee while the employee is performing, just before the employee will perform, or just after the employee has ceased performing safety-sensitive functions.

If the alcohol test is not administered within two hours following the determination a reasonable suspicion test is required, the DER will prepare and maintain on file a record stating the reasons the test was not promptly administered. If the alcohol test is not administered within eight hours following the determination, the DER shall cease attempts to administer the alcohol test and shall state in the record the reasons for not administering the test.

No employee shall report for duty or remain on duty requiring the performance of safety-sensitive functions while the employee is under the influence of or impaired by alcohol, as shown by the behavioral, speech and performance indicators of alcohol misuse. The employee will also not be able to perform or continue to perform safety-sensitive functions until an alcohol test is administered and the employee’s concentration measures less than 0.02 or twenty-four hours have elapsed following the determination that reasonable suspicion existed to require an alcohol test.



A written record of the observations leading to a reasonable suspicion test shall be made and signed by the supervisor and/or school official that made the observations. This record shall be made within twenty-four hours of the observed behavior or before the results of the test are released, whichever is earlier.

5. Return to Duty Testing

The district is not required to return an employee to a safety-sensitive position upon receipt of a confirmed drug and/or alcohol test. The DER may recommend to the Superintendent of Schools the employee's employment be terminated depending on the circumstances.

The DER shall ensure that before an employee returns to duty requiring the performance of a safety-sensitive function, the employee shall undergo a return to duty alcohol test indicating a breath alcohol concentration of less than 0.02 and a controlled-substances test with a result indicating a verified negative result for controlled-substances use as required in 49 CFR 40.305.

Employees permitted to return to duty are required to take return-to-duty tests and shall be evaluated by SAP. These employees must participate in an assistance program prescribed by the SAP and as required in 49 CFR 40 Subpart O.

The SAP will determine a written follow-up testing plan for any employee who has been permitted to return to work and has successfully complied with the SAP's recommendations for education and/or treatment. Such employees are subject to a minimum of six (6) unannounced, follow-up drug screening and alcohol tests over the following twelve (12) months. The testing shall not exceed forty-eight additional months. Alcohol follow-up testing shall be performed only when the employee is performing safety-sensitive functions or immediately prior to performing or immediately after performing safety-sensitive functions. All follow-up testing will be completed in accordance with 49 CFR 40.311.

The Board shall make the ultimate determination to return or not return an employee to a safety-sensitive position subject to any collective bargaining agreements, if any, or other legal requirements.



Medical Review Officer (MRO) Notifications

The Board shall employ or contract with an MRO who is a licensed physician (M.D. or D.O.) and shall designate the MRO as the individual responsible for receiving laboratory results generated by the testing program. The MRO shall have knowledge of controlled substances abuse disorders and have appropriate medical training to interpret and evaluate the employee's confirmed drug test results together with his/her medical history and other biomedical data. The MRO will perform all functions and responsibilities as required in 49 CFR 40.121.

Employer Notification

The MRO may report controlled substances test results to the DER by any means of communication; however, a signed, written notification must be forwarded within three business days of the completion of the MRO's evaluation. The MRO must report all drug test results to the employer. The MRO may use a signed or stamped and dated legible photocopy of Copy 2 of the CCF t report test results or a written report that must include, at a minimum, the information required in 49 CFR 40.163.

Split Specimen Tests

Split specimen testing will be conducted in accordance with 49 CFR 40 Subpart H. The MRO will notify the Superintendent of Schools or designee if split specimen testing is requested by the employee.

Designated Collection Facility

The Board shall designate the facility to be used for the collection of the specimen; provided, however, that the designated facility shall possess all required licenses and permits. The collection site will take place in a facility meeting the requirements of 49 CFR 40 Subpart D. The DER will ensure the collection site meets the security requirements of 49 CFR 40.43.

Designated Screening Laboratory

The Board shall designate the laboratory to which collected fluid samples will be forwarded for drug/alcohol screening. Drug testing laboratories must be certified by the Department of Health and Human Services (HHS) under the National Laboratory Certification Program (NLCP) for all testing required under 49 CFR 40. The laboratory will perform all responsibilities as required in accordance with 49 CFR 40 Subpart F.



Specimens

The normal screening methodology for controlled substances shall be urinalysis, collected by a trained representative of the Board with appropriate documentation at a site designated and approved by the Board. The presence of alcohol will be determined by an Alcohol Screening Device (ASD) or an Evidential Breath Testing Device administered by an individual certified in accordance with 49 CFR 40.211 and 49 CFR 40.213.

Refusal to Submit

An employee will be deemed as refusing to take a drug test as described in 49 CFR 40.191. As per 49 CFR 40.191, and individual refuses to take a drug test if he/she:

1. Fails to appear for any test (except a pre-employment test) within a reasonable time, as determined by the DER, consistent with applicable DOT agency regulations, after being directed to do so by the DER;
2. Fails to remain at the testing site until the testing process is complete. An employee who leaves the testing site before the testing process commences for a pre-employment test is not deemed to have refused to test;
3. Fails to provide a urine specimen for any drug test required by this Policy. An employee who does not provide a urine specimen because he or she has left the testing site before the testing process commences for a pre-employment test is not deemed to have refused to test;
4. Fails to permit the observation or monitoring of providing a specimen. In the case of a directly observed or monitored collection in a drug test;
5. Fails to provide a sufficient amount of urine when directed, and it has been determined, through a required medical evaluation, that there was no adequate medical explanation for the failure;



6. Fails or declines to take an additional drug test the DER of collector has directed the employee to take;
7. Fails to undergo a medical examination or evaluation, as directed by the MRO as part of the verification process, or as directed by the DER under 49 CFR 40.193(d). In the case of a pre-employment drug test, the employee is deemed to have refused to test on this basis only if the pre-employment test is conducted following a contingent offer of employment;
8. Fails to cooperate with any part of the testing process (e.g., refuses to empty pockets when so directed by the collector, behaves in a confrontational way that disrupts the collection process, fails to wash hands after being directed to do so by the collector);
9. Fails to follow the collection observer(s) instructions of which could be used to interfere with the collection process;
10. Possesses or wears a prosthetic or other device that could be used to interfere with the collection process; or
11. Admits to the collector or MRO he/she has adulterated or substituted the specimen.

If the MRO reports the employee had a verified adulterated or substituted test result, the result will be deemed refusal to take a drug test.

If an employee refuses to participate in a part of the testing process, the collector or MRO, must terminate the portion of the testing process, document the refusal on the CCF (including in the case of the collector, printing the employee's name on Copy 2 of the CCF), immediately notify the DER by any means (e.g., telephone or secure fax machine) that ensures that the refusal notification is immediately received. A referral physician (e.g., physician evaluating a "shy bladder" condition or a claim of a legitimate medical explanation in a validity testing situation), must notify the MRO, who in turn will notify the DER. In addition, the collector must note the refusal in the "Remarks" line (Step 2), and sign and date the CCF. The MRO must note the refusal by checking the "Refusal to Test" box (Step 6) on Copy 2 of the CCF, and add the reason on the "Remarks" line. The MRO must then sign and date the CCF. When the employee refuses to take a non-DOT test or to sign a non-DOT form, the employee has not refused to take a DOT test. There are no consequences under DOT agency regulations for refusing to take a non-DOT test.



Record of Negative Screening

An employee required to submit to an alcohol and/or controlled substance screening as provided in this Policy and whose screening results are negative may, at their option, have their personnel file documented to reflect the negative result.

Prescription Drugs

All bus drivers shall notify the DER of the use of any prescription drugs. The Board may require certification from the prescribing physician that the use of the prescription drug will not have an adverse effect on the driver's ability to properly perform safety-sensitive functions.

Consequences to Employees Engaging in Prohibited Conduct

An employee whose screening produces a positive result for a prohibited substance who is permitted to work:

1. Shall not be permitted to perform safety-sensitive functions;
2. Shall be advised by the DER of resources available to them in evaluating and resolving problems associated with the misuse of alcohol or the use of controlled substances;
3. Shall be evaluated by an SAP who shall determine what assistance, if any, is needed to resolve problems with alcohol or controlled substance use;
4. Undergo, before returning to duty, a return to duty alcohol test indicating a breath level of less than 0.02 if the conduct involved alcohol or a controlled substance test with a verified negative result;
5. If assistance was required, the employee must be evaluated by an SAP to determine that the employee has followed the rehabilitation program prescribed;
6. Be subject to unannounced follow up alcohol and/or controlled substance abuse testing;
7. Be subject to the disciplinary Policy and Regulations of the Board.



Return-to-Work Agreement

An employee who has been permitted to return to work and who fails to comply with any of the terms of a Return to Work Agreement, if provided at the employer's discretion, shall be subject to disciplinary action which may include termination.

Maintenance and Retention of Records

The DER shall maintain and retain all records as required by federal regulation. Records shall include at least the following:

1. Records Related to the Collection Process:
 - a. Collection logbooks (if used);
 - b. Documents related to the random selection process;
 - c. Calibration documentation for Evidential Breath Testing Devices (EBT's);
 - d. Documentation of Breath Alcohol Technician (BAT) training;
 - e. Documentation of reasoning for reasonable suspicion testing;
 - f. Documentation of reasoning for post-accident testing;
 - g. Documents verifying a medical explanation for the inability to provide adequate breath or urine for testing; and
 - h. Consolidated annual calendar year summaries.
2. Records Related to the Employee's Test Results:
 - a. Employer's copy of the alcohol test form, including results;
 - b. Employer's copy of the controlled substance test chain of custody and control form;



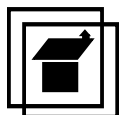
- c. Documents sent to the employer by the MRO;
 - d. Documentation of any employee's refusal to submit to a required alcohol or controlled substance test; and
 - e. Documents provided by an employee to dispute results of test.
3. Documentation of any other Violations of Controlled Substance Use or Alcohol Misuse Policies
4. Records Related to Evaluations and Training:
 - a. Records pertaining to the SAP's determination of an employee's need for assistance;
 - b. Records concerning an employee's compliance with the SAP's recommendations, and records related to education and training;
 - c. Materials on drug and alcohol awareness, including a copy of the employer's policy on drug use and alcohol misuse;
 - d. Documentation of compliance with the requirement to provide employees with educational material, including an employee's signed receipt of materials;
 - e. Documentation of supervisor training; and
 - f. Certification that training conducted under this Policy complies with all requirements of the Policy.
5. Records Related to Drug Testing
 - a. Agreements with collection site facilities, laboratories, MRO's and consortia;
 - b. Names and positions of officials and their role in the employer's alcohol and controlled substance testing program;
 - c. Monthly statistical summaries of urinalysis; and
 - d. The employer's drug testing policy and procedures.



6. Required Period of Retention:

Document to be maintained	Period required to be maintained
Alcohol test results indicating a breath alcohol concentration of 0.02 or greater	5 Years
Verified positive controlled substance test results	5 Years
Documentation of refusals to submit to required alcohol or controlled substance tests	5 Years
Calibration documentation	5 Years
Records related to the administration of the alcohol and controlled substances testing program, including records of all driver violations	5 Years
Driver evaluations and referrals	5 Years
A copy of each annual calendar year summary	5 Years
Records obtained from previous employers concerning alcohol and drug testing	3 Years
Records related to the alcohol and controlled substances collection process (except calibration of evidential breath testing devices)	2 Years
Records related to negative and canceled controlled substance test results	1 Year
Alcohol test results indicating a breath alcohol concentration less than 0.02	1 Year
Records related to the education and training of breath alcohol technicians, screening test technicians, supervisors, and drivers shall be maintained by the employer while the individual performs the functions which require the training and for two years after ceasing to perform those functions	Indefinite time period

Other specific types of records shall be maintained in accordance with 49 CFR 382.401.



7. Location of Records

All required records shall be maintained in accordance with Policy 8320. Records shall be made available for inspection at the Board Offices within two business days after a request has been made by an authorized representative of the FMCSA.

8. Annual Calendar Year Summary

The DER shall prepare and maintain an annual calendar year summary of the results of its alcohol and substance abuse testing programs. The summary shall be completed no later than March 15 of each year covering the previous calendar year. The DER upon request of the FMCSA will provide the annual summary to that agency in the required format.

9. Employee Information Program

The Board will provide an employee information program. The DER will be responsible for implementing the program and shall insure that each employee receives information in the manner specified below:

- a. By receiving a copy of this Policy and any subsequent revisions.
- b. The DER will provide written notice to employees of the following information:
 - (1) The identity of the person designated by the employer to answer employee questions about the materials;
 - (2) Which employees are subject to the alcohol misuse and controlled substance requirements;
 - (3) Explanation of what constitutes a safety-sensitive function, so as to make clear what period of the work day the employee is required to be in compliance;
 - (4) Specific information concerning employee conduct that is prohibited;



- (5) The circumstances under which an employee will be tested for alcohol and/or controlled substances;
- (6) The procedures that will be used to test for the presence of alcohol and controlled substances;
- (7) The requirement that an employee submit to alcohol and controlled substance tests;
- (8) An explanation of what constitutes a refusal to submit to an alcohol or controlled substance test;
- (9) The consequences for employees found to have violated the prohibitions of this Policy, including the immediate removal of the employee from safety-sensitive functions;
- (10) The consequences for employees found to have an alcohol concentration level of 0.02 or greater but less than 0.04;
- (11) Information concerning the effects of alcohol and controlled substances use on an individual's health, work, and personal life. Signs and symptoms of an alcohol or controlled substances problem, and available methods of intervening when an alcohol or a control substances problem is suspected, including confrontation, referral to any employee assistance program and or referral to management.

Omnibus Transportation Employee Testing Act of 1991

49 CFR 40 et seq.

49 CFR 382 et seq.

49 CFR 395.2

Adopted: 7 December 2009

Revised: 01 April 2019

Revised: 04 November 2019



5517 SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building security and field trip security measures are important for the safety and welfare of all students, staff, parents, and community members in school buildings. In recognizing this important responsibility, the Principal or designee may require students to carry school district issued identification cards (Identification Card).

An Identification Card will be issued to all students in elementary schools (field trips only), middle schools (field trips only), and high school.

The Principal or designee may require a high school student to present their Identification Card at any time during the school day or at any time during a school-sponsored activity on school grounds.

Notwithstanding any provision of this Policy, the Principal or designee may also require students carry an Identification Card at any school-sponsored, off-campus activity, including but not limited to, field trips or interscholastic sports programs (Coaches will have picture identification for each student) pursuant to N.J.S.A. 18A:36-43a. The provisions of this Policy shall not be construed to require a student to carry the Identification Card while participating in an athletic contest or competition, an activity involving fine arts or performing arts, or any other activity that the Commissioner of Education determines does not require the physical possession of an Identification Card. An Identification Card used in accordance with N.J.S.A. 18A:36-43a shall include, but need not be limited to, the following information: the student's name; an up-to-date photograph; and the current school year.

Any student who fails to have the Identification Card in their possession or fails to present it when required may be denied access to an event or activity and may be subject to appropriate discipline.

An Identification Card issued in accordance with this Policy shall not be considered a government record pursuant to P.L. 1963, c.73 (N.J.S.A. 47:1A-1 et seq.), P.L. 2001, c.404 (N.J.S.A. 47:1A-5), or the common law concerning access to government records.

N.J.S.A. 18A:36-43

Adopted: 04 November 2019



6112 REIMBURSEMENT OF FEDERAL AND OTHER GRANT EXPENDITURES

The Cash Management Improvement Act (CMIA) and related Federal regulations require a State to minimize the time elapsing between the transfer of funds from the United States Treasury and the expenditure of funds for program purposes. This requirement applies to grantees such as the State of New Jersey and their subgrantees, such as a school district. The State of New Jersey and school districts must assure funds have been, or will be, spent within a minimal amount of time after having been drawn from the Federal government.

In accordance with this requirement, the New Jersey Department of Education (NJDOE) has implemented a reimbursement request system of payment. The procedures as outlined in the New Jersey Department of Education Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures shall be followed by school districts in submitting reimbursement requests. Reimbursement requests for entitlement grant awards under the Every Student Succeeds Act (ESSA), the Individuals with Disabilities Education Act (IDEA), the Carl D. Perkins Career and Technical Education Improvement Act of 2006, and any other program designated by the NJDOE shall be made using the NJDOE’s Electronic Web-Enabled Grant (EWEG) System.

Reimbursement requests by the School Business Administrator/Board Secretary or designee shall be made for individual titles and awards using the payment functionality of the EWEG system. Only one reimbursement request per month may be submitted for an individual title, award or subgrant. Reimbursement requests may only be for expenditures that have already occurred or will occur within three business days of receipt of funds.

The submission of a reimbursement request constitutes a certification by the School Business Administrator/Board Secretary that the school district has previously made the appropriate expenditures and/or will make the expenditures within three business days of receipt of funds and that the expenditures are allowable and appropriate to the cost objective(s) of the subgrant.

The Superintendent or designee is responsible for submitting an amendment application to the NJDOE for approval if a new budget category for which no funds were previously budgeted or approved has been created. The Superintendent or designee is responsible for submitting an amendment application to the NJDOE for approval if cumulative transfers among expenditure categories exceed ten percent of the total award.



The Superintendent or designee is responsible for monitoring the cumulative ten percent level of fiscal change.

Reimbursement requests must be in accordance with approved grant applications. A reimbursement request may be submitted at any time after the subgrant has received final NJDOE approval. Reimbursement requests submitted at least ten business days before the end of the month but no later than the fifteenth day of the month will be reviewed and, if approved, processed for payment the first business day of the following month. School districts will normally receive payment by the fifth business day of the month and will be able to track the grant’s payment history in EWEG through the payments link of the grant application.

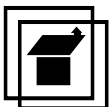
Reimbursement requests must contain a brief description of the expenditures for which reimbursement is being requested. Individual line items need not be detailed. Expenditures must be supported by documentation at the school district level but should not be submitted to the NJDOE with a reimbursement request. The Superintendent or designee is responsible to maintain supporting documentation for seven years and for making it available to the NJDOE, the United States Department of Education, and/or their authorized representatives upon request. Documentation for salary expenditures is subject to the requirements of the Federal Uniform Grant Guidance. Documentation for all other expenditures must include evidence that the expenditures are allowable costs and of the relationship of the expenditure to the subgrant’s cost objectives.

The NJDOE staff will review reimbursement requests to determine that they meet the subgrant’s criteria. When a reimbursement request is approved or denied, the school district will receive an email notification through the EWEG system. Approval of a reimbursement request by NJDOE does not imply approval of the expenditures as allowable or appropriate to the subgrant’s cost objectives as the approval of expenditures will continue to be processed through the final report. The School Business Administrator/Board Secretary or designee assumes responsibility for assuring that all funds requested through the EWEG system either have already been expended, or will be expended within three business days of receipt of funds.

New Jersey Department of Education Policies and Procedures for Reimbursement of Federal and Other Grant Expenditures –March 2014.

Adopted: 1 November 2010

Revised:04 November 2019



POLICY

RIDGEWOOD BOARD OF EDUCATION

FINANCES
6620/page 1 of 2
Petty Cash
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6620 PETTY CASH

The Board of Education authorizes the establishment of petty cash funds in accordance with this policy. The Board directs the implementation of appropriate controls to protect the funds from abuse.

The Board hereby establishes imprest petty cash funds in the care of the following persons and in the following amounts:

Account	Amount	Maximum Disbursement	Custodian	Required Signatures
Districtwide	\$500	\$50	Assistant Business Administrator	School Business Administrator or Assistant Business Administrator
Hawes Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Orchard Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Ridge Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Travell Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Willard Elementary School	\$500	\$50	School Secretary	Principal and Secretary
Benjamin Franklin Middle School	\$1,000	\$50	School Secretary	Principal or AP and Secretary
Ridgewood High School	\$1,000	\$50	School Secretary	Principal or AP and Secretary
Infant/Toddler	\$500	\$50	Special Services Secretary	Supervisor of Special Programs and Business Administrator



Petty cash funds may be disbursed only for the immediate payment of comparatively small expenditures and may not be used to circumvent the regular purchasing procedures of this district. Each request for petty cash funds must be in a written document that is signed by the person making the request; supporting documents, if any, will be affixed to the request.

The custodian of a petty cash fund shall submit to the Board Secretary a request for replenishment when the moneys available in the fund have declined to ten percent or less of the authorized amount of the fund. The Board Secretary shall prepare a voucher for approval by the Board. The voucher will include disbursement slips to support the amount of the replenishment and its allocation to any account.

The petty cash box must be secured daily. All petty cash funds will be closed out for audit at the end of the school year, and unused funds will be returned to the depository. The custodian of each fund will report to the Board on amounts disbursed from the fund not less than once each year.

N.J.S.A. 2C:21-15

N.J.S.A. 18A:19-13; 18A:23-2

N.J.A.C. 6A:23-2.9 et seq.

Adopted: 7 December 2009

Revised: 04 November 2019



7440 SCHOOL DISTRICT SECURITY

The Board of Education believes the buildings and facilities of the school district represent a substantial community investment. The Board directs the development and implementation of a plan for school district security to protect the school community’s investment in the school buildings and facilities. The Board will comply with the security measures required in N.J.S.A. 18A:7G-5.2 for new school construction and for existing school buildings.

The school district security program will include: maintenance of facilities that are secure against unwelcome intrusion; protection against fire hazards and faulty equipment; and compliance with safe practices in the use of electrical, plumbing, heating, and other school building equipment. The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

The Board shall provide to local law enforcement authorities a copy of the current blueprints and maps for all schools and school grounds within the school district or nonpublic school. In the case of a school building located in a municipality in which there is no municipal police department, a copy of the blueprints and maps shall be provided to an entity designated by the Superintendent of the New Jersey State Police. The Board shall provide revised copies to the applicable law enforcement authorities or designated entities any time that there is a change to the blueprints or maps.

The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency pursuant to N.J.S.A. 18A:41-10 through 13.

The Superintendent of Schools shall designate a school administrator, or a school employee with expertise in school safety and security, as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3. The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist certification in accordance with the provisions of N.J.S.A. 18A:17-43.2. The School Safety Specialist shall also serve as the school district’s liaison with local law enforcement and national, State, and community agencies and organizations in matters of school safety and security.

Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.



Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.

In accordance with N.J.S.A. 18A:7G-5.2.b.(15), propping open doors to buildings on school grounds is strictly prohibited and students and staff shall not open a door for any individual. All persons seeking entry into the main building shall be directed to the main entrance.

Building records and funds shall be kept in a safe place and secured as appropriate and necessary.

Protective devices designed to be used as safeguards against illegal entry and vandalism may be installed when appropriate. The Board may approve the employment of school resource officers, school security officers, and/or law enforcement officers in situations in which special risks are involved.

N.J.S.A. 18A:7G-5.2; 18A:17-43.1; 18A:17-43.2; 18A:17-43.3;
18A:41-7.1; 18A:41-10; 18A:41-11; 18A:41-12; 18A:41-13

N.J.A.C. 6A:16-1.3; 6A:26-1.2

Adopted: 7 December 2009

Revised: 5 March 2018

Revised: 1 April 2019

Revised: 4 November 2019



8600 STUDENT TRANSPORTATION

The Board of Education shall transport eligible students to and from school and school related activities in accordance with N.J.S.A. 18A:39-1 et seq., N.J.A.C. 6A:27-1 et seq., and Board policy. Transportation shall be provided only to eligible public and nonpublic school students, authorized school staff members, and adults serving as approved chaperones.

Nonpublic school transportation or aid in lieu of transportation shall be provided for resident students in accordance with N.J.S.A. 18A:39-1 et seq. and N.J.A.C. 6A:27-2.1 et seq.

Charter or renaissance school transportation or aid in lieu of transportation shall be provided for resident students in accordance with N.J.S.A. 18A:39-1 et seq. and N.J.A.C. 6A:27-3.1 et seq.

Students with special needs shall be provided transportation in accordance with N.J.S.A. 18A:39-1 et seq., and with their Individualized Education Program (IEP) pursuant to N.J.A.C. 6A:27-5.1.

The Board will approve all bus routes each school year. Bus routes for all non-remote students who must walk to and from school along hazardous routes will be designated and approved by the Board. The Board may consider, but shall not be limited to, the criteria outlined in N.J.S.A. 18A:39-1.5 in determining “Hazardous Routes.”

The Board will not be responsible for the transportation of nonresident students to or from school, except that transportation to and from school will be provided for homeless students; students residing in group homes; students residing in resource family homes; and students residing in shared custody homes pursuant to N.J.A.C. 6A:27-6.2, 6.3, 6.4, and 6.5.

When the schools of this district are closed for inclement weather or other conditions, no transportation will be provided for students enrolled in any public, nonpublic, charter school, and/or renaissance school.

The Board shall utilize cooperative/coordinated transportation services in accordance with the provisions of N.J.S.A. 18A:39-11.1 et seq. and N.J.A.C. 6A:27-10.1 et seq. The Board shall utilize one of the agencies prior to determining to pay aid in lieu of transportation if in the prior year payments in lieu of transportation were provided. The Board will provide to the cooperative/coordinated transportation services any unique limitations or restrictions of the required transportation.



Vehicles used to transport students to and from school or school related activities shall meet standards, registration, and inspection requirements of the New Jersey Department of Education (NJDOE), the New Jersey Motor Vehicle Commission (NJMVC), and any applicable Federal regulations. The operation and fiscal management of the district's transportation system shall be conducted in strict accordance with rules of the New Jersey State Board of Education and the NJDOE.

In addition to the provisions of any State law, rule, or regulation containing more stringent requirements, provided that those requirements are compatible with Federal law, and notwithstanding the provisions of any State law, rule, or regulation to the contrary, school bus operations in the State shall comply with the requirements outlined in N.J.S.A. 39:3B-27.

Within District

School bus transportation will be provided for pupils in Kindergarten through grade eight who live a distance of two or more miles from school, and for those in grades nine through twelve who live two and one-half or more miles from school. The Board of Education may also authorize transportation for reasons of safety or for other good reason.

Other Districts

Children attending schools in other districts with tuition paid by the Board of Education will be furnished transportation to and from school.

Nonprofit Private Schools

The Board is responsible for Ridgewood residents attending nonprofit private schools who reside two or more miles from elementary schools (Kindergarten through eight) and two and one-half or more miles from secondary schools (grades nine through twelve), but in no case more than twenty miles distant. Transportation or reimbursement for costs is provided in accordance with N.J.S.A. 18A:39-1.

Disabled Children

The Board of Education shall furnish transportation within the State to all children of Ridgewood residents found to be disabled under this act who qualify for such transportation under New Jersey statutes.



Transportation for Medical Reasons

The Board of Education is willing to provide temporary transportation to pupils with valid medical disabilities in order to enable them to attend regular classes. Requests for transportation due to a medical disability may be made in writing by the school physician or family physician. The request must state the specific nature and diagnosis of the disability with clear medical evidence, reasons for the request, and a definite duration of time for transportation specified. No request will be granted which exceeds one semester in length. If transportation is required for longer than one semester, the request must be renewed each semester.

N.J.S.A. 18A:18A-1 et seq.; 18A:39-1 et seq.; 18A:39-11.1 et seq.

N.J.S.A. 27:15-16

N.J.S.A. 39:3B-1 et seq.; 39:3B-2.1; 39:3B-10; 39:3B-27

N.J.A.C. 6A:27-1.1 et seq.; 6A:27-2.1 et seq.; 6A:27-3.1 et seq.;

6A:27-4.1 et seq.; 6A:27-5.1; 6A:27-6.2 through 6.5;

6A:27-7.1 et seq.; 6A:27-9.1 et seq.; 6A:27-10.1 et seq.;

6A:27-11.1 et seq.; 6A:27-12.1 et seq.

Adopted: 7 December 2009

Revised: 04 November 2019



8630 BUS DRIVER/BUS AIDE RESPONSIBILITY

The Board of Education requires all school bus drivers and bus aides employed by the district or employed by a contracted school bus company to be reliable persons of good moral character who possess the qualifications necessary to perform the duties of the position. Anyone driving a bus used to transport students to and from school and school related activities must meet all requirements of N.J.S.A. 18A, N.J.A.C. 6A, and all New Jersey Motor Vehicle Commission (NJMVC) rules governing school bus drivers. All school bus drivers must possess the appropriate license and endorsement(s) to drive a school bus in the State of New Jersey and are subject to all the Federal and State requirements to maintain the appropriate license.

“Employer” for the purposes of this Policy and Regulation means a Board of Education or a contractor that provides student transportation services under contract with the Board of Education. In the event the school district employs school bus drivers and bus aides and/or uses a contractor for transportation services, the “employer” for school district employed school bus drivers and bus aides shall be the Board of Education and the “employer” for contracted school bus drivers and bus aides shall be the contractor that provides student transportation under contract with the Board of Education.

School bus drivers and bus aides shall meet criminal history background check requirements pursuant to N.J.S.A. 18A:6-7.1(c) and tuberculin testing requirements pursuant to applicable State statutes and administrative codes. School bus drivers and bus aides shall be considered under the Federal Family Educational Rights and Privacy Act (FERPA) to be school officials who have a legitimate educational interest to parts of a student’s record relating to transportation, without parental consent, as outlined in N.J.A.C. 6A:27-12.1(j)1. School bus drivers and bus aides shall receive training in the use of a student’s educational records and in their responsibility to ensure the privacy of the student and his or her records. In addition, permanent and substitute school bus drivers and bus aides shall be trained for the functions of their positions and in a safety education program as outlined in N.J.A.C. 6A:27-12.1(j)1.

In addition to the medical examination required of every holder of a special license issued for the transporting of children to and from schools pursuant to N.J.S.A. 39:3-10.1 et seq., any school bus driver who is seventy years of age or older shall annually furnish, to the employer for review by the NJMVC at the NJMVC’s biannual inspection, satisfactory evidence of continuing physical fitness in the form of a medical examination by a licensed medical doctor or licensed osteopathic physician. In addition, any school bus driver who is seventy-five years of age or older shall every six months furnish, to the employer for review by the NJMVC at the NJMVC’s biannual inspection, satisfactory evidence of continuing physical fitness in the form of a medical examination by a licensed medical doctor or licensed osteopathic physician. In addition, any person applying for a special license and any person who is the holder of a special license for the transporting of children to and from schools, pursuant to



N.J.S.A. 18A:39-1 et seq., shall comply with the provisions of Section 2 of N.J.S.A. 39:3-10.1a and Section 6 of N.J.S.A. 18A:39-19.1. The Chief Administrator of the NJMVC may suspend or revoke a license pursuant to N.J.S.A. 39:3-10.1.

All drivers of buses or other vehicles used by the Board for the transportation of students to and from school shall, in addition to any exam required by law, submit to a medical exam for the presence of alcohol, narcotics, or habit-producing drugs within the scope of the “New Jersey Controlled Dangerous Substances Act,” (N.J.S.A. 24:21-1 et seq.).

All drivers of buses or other vehicles used by the Board for the transportation of students to and from school shall, in addition to any exam required by law, submit to a medical exam that includes hearing and visual acuity tests that are in accordance with the provisions of the “Motor Carrier Safety Improvement Act of 1999,” 49 U.S.C. § 113.

A Commissioner of Education-developed training program on proper procedures for interacting with students with special needs shall be administered by the employer to all school bus drivers and bus aides in accordance with the requirements of N.J.S.A. 18A:39-19.2. This training program must be administered in accordance with the provisions of N.J.S.A. 18A:39-19.3.a. and all school bus drivers and bus aides must file a certification with their employer that the individual has completed the training program within five business days of its completion. The employer shall retain a copy of the certificate for the duration of the individual’s employment and shall file a copy of the certification to the New Jersey Department of Education (NJDOE) in accordance with the provisions of N.J.S.A. 18A:39-19.3.b.

School bus drivers and bus aides shall receive training in the use of a student’s educational records and in their responsibility to ensure the privacy of the student and his or her records N.J.A.C. 6A:27-12.1(j)2. In addition, permanent and substitute school bus drivers and bus aides shall be trained for the functions of their positions and in a safety education program as outlined in N.J.A.C. 6A:27-11.1 et seq.

In accordance with the provisions of N.J.S.A. 18A:39-28, school bus drivers must visually inspect the school bus they are assigned at the end of the transportation route to determine that no student has been left on the bus.

The school bus driver shall be in full charge of the school bus at all times and shall be responsible for maintaining order. The school bus driver will never exclude a student from the school bus, but if unable to manage a student, the school bus driver will report the unmanageable student to the Principal or designee of the school in which the student attends.



The Principal or designee, upon such report from the school bus driver, may assign appropriate discipline. The discipline may include excluding the student from the bus and the student’s parent(s) or legal guardian(s) shall provide for the student’s transportation to and from school during the time of exclusion.

Upon notification from the NJDOE that a school bus driver employed by the Board has had his or her bus driver’s license suspended or revoked, the Board, within one business day of the notification, shall provide a statement to the NJDOE verifying that the school bus driver no longer operates a school bus for the Board in accordance with N.J.S.A. 18A:39-19.6.

In the event of an emergency, school bus drivers shall follow procedures established by this Board. School administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school. All other students shall receive school bus evacuation instruction at least once per year. School bus drivers and bus aides shall participate in the emergency exit drills, which shall be conducted on school property and shall be supervised by the Principal or person assigned to act in a supervisory capacity. Drills shall be documented in the minutes of the Board of Education at the first meeting following completion of the emergency exit drill in accordance with the provisions of N.J.A.C. 6A:27-11.2(d).

In accordance with the provisions of N.J.S.A. 18A:39-19.4, a Commissioner-developed student information card shall be completed by a parent of a student with an Individualized Education Plan (IEP), who receives transportation services, when the IEP is developed or amended. Upon receiving consent from the parent, the student information card shall be provided to a school bus driver and bus aide for each student on the bus route to which the school bus driver or bus aide is assigned for whom a student information card has been completed by the parent.

The school bus driver will immediately inform the Principal of the receiving school and the School Business Administrator/Board Secretary or designee of the district providing the transportation following an accident that involves injury, death or property damage. The school bus driver must also complete and file within ten days of the accident the Preliminary School Bus Accident Report prescribed by the Commissioner of Education. In addition to the Preliminary School Bus Accident Report, the driver of a school bus involved in an accident resulting in injury or death of any person, or damage to property of any one person in excess of \$500, shall complete and file within ten days after such accident a motor vehicle accident report in accordance with N.J.S.A. 39:4-130.



School bus drivers are prohibited from using a cellular telephone or other electronic communication device, while operating a school bus unless the school bus is parked in a safe area off a highway or in an emergency situation pursuant to N.J.S.A. 39:3B-25. A school bus driver who violates this Policy provision is subject to fines pursuant to N.J.S.A. 39:3B-25.

School bus drivers are responsible for the safety of their students and shall rigorously observe all motor vehicle laws and regulations and State Board of Education rules in the operation of their school bus pursuant to N.J.S.A. 39:3B-27.

N.J.S.A. 18A:6-7.1 et seq.; 18A:25-2; 18A:39-17; 18A:39-18;
18A:39-19.1; 18A:39-19.2; 18A:39-19.3; 18A:39-19.4;
18A:39-19.6; 18A:39-28

N.J.S.A. 39:3-10.1 et seq.

N.J.S.A. 39:3B-25; 39:3B-27

N.J.A.C. 6A:27-11.1 et seq.; 6A:27-12.1 et seq.

Adopted: 7 December 2009

Revised: 18 May 2015

Revised: 10 October 2016

Revised: 5 March 2018

Revised: 4 November 2019



8670 TRANSPORTATION OF SPECIAL NEEDS STUDENTS

The Board of Education shall provide transportation services for students with special needs in accordance with N.J.S.A. 18A:39-1 et seq., N.J.A.C. 6A:27-5.1, and with their Individualized Education Program (IEP) The Board will provide transportation in accordance with N.J.A.C. 6A:27-5.1 as a related service for a student with special needs pursuant to N.J.A.C. 6A:14-3.9(a)7. Such transportation services may include, but are not limited to, special transportation equipment, transportation aides, and special arrangements for other assistance to and from school.

When an out-of-district placement for educational reasons is made, transportation shall be provided consistent with the school calendar of the receiving school. A copy of the school calendar shall be submitted to the resident district by May 15 preceding the year in which transportation is required, or at the time of placement if it occurs after May 15.

When necessary, the student’s case manager shall provide the transportation coordinator or responsible staff member and the bus driver with specific information about the student including safety concerns, mode of communication, and health and behavioral characteristics of a student for whom transportation services are to be provided.

Students with special needs below the age of five shall be transported in vehicles equipped with safety belts or other child restraint systems, in accordance with applicable Federal and State regulations.

The transportation of students with special needs to special education programs approved by the Board and located outside the State will conform to guidelines established by the New Jersey State Department of Education pursuant to N.J.A.C. 6A:27-2.2(c)1.

State aid will be sought for the services provided in accordance with law and this Policy. The Board directs that appropriate records be maintained and all relevant documentation be preserved in order that the district be properly reimbursed for the costs of transportation.

N.J.S.A. 18A:39-1 et seq.; 18A:39-2.1; 18A:46-19.6; 18A:46-23
N.J.A.C. 6A:14-3.9(a)7; 6A:27-2.2; 6A:27-5.1

Adopted: 7 December 2009
Revised: 04 November 2019



9210 PARENT ORGANIZATIONS

In each school, any organization consisting of parent(s) or legal guardian(s), school staff, and friends of the school shall be a Board-approved, voluntary organization, and independent from the Board of Education. It may not establish educational policy, participate in the administration of the school, or authorize management and direction of school affairs. Representatives of recognized parent organizations shall comply with all applicable Board policies.

Such organizations shall have among their objectives the promotion of student welfare, the development of close relationships between the home and the school, and the development between educators and the public of such united efforts as will secure for every student in the schools the best kind of educational program possible.

The school Principal may serve on the executive board of each school's home and school association. All members of the professional staff shall be encouraged to join the organization and to participate in its activities.

The Federated Home and School Association, an agency whose purpose is to foster cooperative effort among all the home and school associations, is made up of the presidents of the individual home and school associations, an executive committee, and the Superintendent. The Superintendent and a Board member will act as liaison between the Board and this group.

The Board and Superintendent shall make it a practice not to interfere in the internal workings of such groups.

Permission to hold regular meetings of such associations in school facilities is granted, in accordance with Board policy.

Adopted: 7 December 2009

Revised: 04 November 2019



9400 MEDIA RELATIONS

The maintenance of a good working relationship with the media is essential to meeting the objectives of the school district's community relations program.

The Board of Education must give formal approval to all basic practices governing relations between the media and the school district and reserves the right to negotiate, on terms most favorable to the school district, for the broadcasting, filming, or sound recording of any school event by an outside agency.

The Superintendent or designee shall be the chief communications representative of the school district. The chief communications representative shall be readily available to: provide media representatives with all appropriate and necessary information; suggest or supply feature articles or stories; prepare information to be released to the media; assist school and parent organizations with media relations; meet periodically with media representatives; protect school personnel from any unnecessary demands on their time by media representatives; and provide additional information as appropriate.

Individual schools may prepare press releases of routing announcements and submit them directly to the press, upon the approval of the Building Principal or designee. Copies should be sent to the Superintendent and Public Information Officer.

The Superintendent must approve in advance interviews between staff members or students and media representatives when the staff member is representing or speaking on behalf of the Board of Education or the school district.

A school district staff member not designated by the Superintendent or designee to assist in any of the media responsibilities outlined in this Policy, including speaking to a representative of the media, is not prohibited from doing so on their own behalf as a private citizen provided the staff member does not indicate or imply they represent or are speaking on behalf of the Board of Education or the school district and indicate they are speaking on their own behalf as a private citizen.

A staff member who is acting on their own behalf as a private citizen should be cognizant of their obligations to protect the privacy and confidentiality of students and school operations in accordance with Federal and State laws.



The Board of Education reserves its right to regulate the exercise of school district staff members' First Amendment rights of the United States Constitution in such situations to the extent that such exercise may interfere with the safe and orderly operation of the schools and the learning environment.

The Superintendent or designee must authorize the release of any images of district subjects, personnel, or students.

Any images of a student with a disability shall not be disseminated or used in print or media in any way if they are identified as a student with a disability unless permission is granted by the parent(s). Any image of a child placed in the district by the New Jersey Department of Children and Families, Division of Child Protection and Permanency shall not be published without permission of the Department case worker. Where the release of any images may violate the privacy of a any student or staff member, the Superintendent or designee must first secure the written permission of the staff member or the student's parent(s).

Taking pictures of district students and buildings for commercial purposes is prohibited without written approval of the Superintendent. "Commercial purposes" in this context is defined to mean for sale or for use in connection with the advertisement or promotion of goods or services. "School students" in this context means boys and girls enrolled in the school during that part of the day they are at school, on the school grounds, or engaged in any activity under the direction and supervision of the school.

Adopted: 7 December 2009

Revised: 04 November 2019



FIELD TRIPS FOR APPROVAL

November 4, 2019

ONE DAY TRIPS

ATTACHMENT P

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
10/10/19	RHS	Kean University <i>NJ DECA State Office Mtng</i> Union, NJ	1 member of DECA	1	0	\$0	\$24 (mileage/tolls)	yes	no
10/17/19	RHS	Kean University <i>Chapter Officer Ldrsp Trning</i> Union, NJ	1 member of DECA	1	0	\$0	\$24 (mileage/tolls)	yes	no
10/25/19	GWMS	Cresskill Middle School Cresskill, NJ	10 member of Brain Busters	1	0	\$0	\$161 (driver)	yes	no
10/29/19	BFMS	Valley Hospital Ridgewood, NJ	4 grades 6-8 members of the Student Council	3	0	\$0	\$0	yes	no
10/29/19	RHS	Arcadia Earth New York, NY	40 grades 10-11 Art students	3	0	\$0	\$360 (bus)	no	yes
10/30/19	RHS	Tour of Bergen County Revolutionary War Sites Fort Lee, River Edge, & Rivervale, NJ	42 grades 10-11 Social Studies students	2	0	\$0	\$0	no	no
11/11/19	BFMS	Van Neste Square <i>Veterans Day Ceremony</i> Ridgewood, NJ	220 grade 6 Students	15	0	\$0	\$0	yes	yes
11/11/19	RHS	Stop & Shop Ridgewood, NJ	20 grades 9-12 students	1	0	\$0	\$0	yes	yes
11/12/19	RHS	Stop & Shop Ridgewood, NJ	20 grades 9-12 students	1	0	\$0	\$0	yes	yes
11/13/19	RHS	NYSE New York, NY	27 grades 11-12 business students	2	0	\$0	\$0	yes	yes
11/14/19	RHS	Duke Farms Hillsborough Twp, NJ	15 grades 9-10 special ed students	3	0	\$0	\$282 (transp - funded by donation)	no	yes
11/14/19	RHS	Stop & Shop Ridgewood, NJ	20 grades 9-12 students	1	0	\$0	\$0	yes	yes

FIELD TRIPS FOR APPROVAL

November 4, 2019

ONE DAY TRIPS

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Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
11/15/19	BFMS	Stop & Shop Ridgewood, NJ	1 grade 6 SAIL student	2	0	\$0	\$0	no	yes
11/15/19	GWMS/ BFMS	Orange Leaf Frozen Yogurt Ridgewood, NJ	31 grades 6-8 social psychology students	13	0	\$0	\$0	no	yes
11/15/19	RHS	NJPAC <i>All State Jazz Band Concert</i> Newark, NJ	3 grades 9-11 music students	1	0	\$0	\$0	no	yes
11/21/19	Orchard	Thielke Arboretum Glen Rock, NJ	48 grade 1 students	16	0	\$0	\$0	no	yes
11/21/19	RHS	Fair Lawn High School Fair Lawn, NJ	30 members of the Math Team	2	0	\$0	\$340 (bus)	yes	yes
11/22/19	BFMS	Tito Burritos Ridgewood, NJ	1 grade 6 SAIL student	2	0	\$0	\$0	no	yes
11/22/19	GWMS	BFMS Ridgewood, NJ	10 members of Brain Busters	1	0	\$0	\$161 (driver)	yes	yes
11/23/19	RHS	Seton Hall <i>Math Competition</i> South Orange, NJ	30 members of the Math Team	2	0	\$0	\$750 (bus)	yes	yes
12/06/19	BFMS	Walgreens Ridgewood, NJ	1 grade 6 SAIL student	2	0	\$0	\$0	no	yes
12/09/19	Ridge	Metropolitan Museum of Art New York, NY	48 grade 5 Art students	4	1	\$0	\$100 (sub)	yes	yes
12/11/19	Ridge	Metropolitan Museum of Art New York, NY	24 grade 5 Art students	4	1	\$0	\$100 (sub)	yes	yes
12/13/19	BFMS	Senior Citizens Home Ridgewood, NJ	1 grade 6 SAIL student	2	0	\$0	\$0	no	yes
12/13/19	GWMS	Waldwick Middle School Waldwick, NJ	10 members of Brain Busters	1	0	\$0	\$161 (driver)	yes	yes
12/13/19	BFMS	Waldwick Middle School Waldwick, NJ	10 members of Brain Busters	1	0	\$0	\$161 (driver)	yes	yes

FIELD TRIPS FOR APPROVAL

November 4, 2019

ONE DAY TRIPS

ATTACHMENT P

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
12/19/19	RHS	Glen Rock High School Glen Rock, NJ	30 members of the Math Team	2	0	\$0	\$340 (bus)	yes	yes
12/20/19	BFMS	Valley Hospital Ridgewood, NJ	1 grade 6 SAIL student	2	0	\$0	\$0	no	yes
01/07/20	RHS	Bergen County Jail Hackensack, NJ	20 members of Teen Leads	2	0	\$0	\$81 (driver)	no	yes
01/07/20	RHS	Bergen County Courthouse <i>Mock Trial Competition</i> Hackensack, NJ	15 grades 10-12 Humanities students	1	0	\$0	\$335 (bus)	yes	yes
01/10/20	BFMS	GWMS Ridgewood, NJ	12 members of Brain Busters	1	0	\$0	\$161 (driver)	yes	yes
01/11/20	BFMS	Windham Mountain Windham, NY	50 members of the Ski/Snowboard Club	4	0	\$0	\$0	yes	yes
01/14/20	RHS	Bergen County Courthouse <i>Mock Trial Competition</i> Hackensack, NJ	15 grades 10-12 Humanities students	1	0	\$0	\$335 (bus)	yes	yes
01/16/20	RHS	Fair Lawn High School Fair Lawn, NJ	30 members of the Math Team	2	0	\$0	\$340 (bus)	yes	yes
01/21/20	RHS	Bergen County Courthouse <i>Mock Trial Competition</i> Hackensack, NJ	15 grades 10-12 Humanities students	1	0	\$0	\$335 (bus)	yes	yes
01/25/20	BFMS	Windham Mountain Windham, NY	50 members of the Ski/Snowboard Club	4	0	\$0	\$0	yes	yes
01/28/20	RHS	Bergen County Courthouse <i>Mock Trial Competition</i> Hackensack, NJ	15 grades 10-12 Humanities students	1	0	\$0	\$335 (bus)	yes	yes
02/01/20	BFMS	Windham Mountain Windham, NY	50 members of the Ski/Snowboard Club	4	0	\$0	\$0	yes	yes
02/05/20	RHS	Broadway Theatre <i>West Side Story</i> New York, NY	40 grades 10-11 Arts students	3	0	\$0	\$0	no	yes

FIELD TRIPS FOR APPROVAL

November 4, 2019

ONE DAY TRIPS

ATTACHMENT P

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/12/20	Hawes	Liberty Science Center Jersey City, NJ	70 grade 5 students	24	0	\$0	\$0	no	yes
02/13/20	Travell	Liberty Science Center Jersey City, NJ	61 grade 3 students	13	0	\$0	\$0	yes	yes
02/21/20	BFMS	Cresskill Jr/Sr High School Cresskill, NJ	12 members of Brain Busters	1	0	\$0	\$161 (driver)	yes	yes
02/27/20	RHS	Tenafly High School Tenafly, NJ	30 members of the Math Team	2	0	\$0	\$340 (bus)	yes	yes
02/29/20	BFMS	Windham Mountain Windham, NY	50 members of the Ski/Snowboard Club	4	0	\$0	\$0	yes	yes
03/20/20	BFMS	iFly Paramus, NJ	111 grade 6 Math/Science students	8	0	\$0	\$0	yes	yes
03/20/20	GWMS/ BFMS	Bowlero Bowling Alley Fair Lawn, NJ	31 grades 6-8 social psychology students	11	0	\$0	\$0	no	yes
03/26/20	BFMS	iFly Paramus, NJ	111 grade 6 Math/Science students	8	0	\$0	\$0	yes	yes
04/24/20	BFMS	Waldwick Middle School Waldwick, NJ	12 members of Brain Busters	1	0	\$0	\$161 (driver)	yes	yes
05/08/20	BFMS	GWMS Ridgewood, NJ	12 members of Brain Busters	1	0	\$0	\$161 (driver)	yes	yes
05/11/20	Willard	Abma's Farm Wyckoff, NJ	43 grades K-5 students	5	0	\$0	\$0	yes	yes
05/12/20	Willard	Abma's Farm Wyckoff, NJ	42 grades K-5 students	5	0	\$0	\$0	yes	yes
05/13/20	Travell	Tenafly Nature Center Tenafly, NJ	68 grade 4 students	8	0	\$0	\$0	no	yes
05/15/20	Willard	Abma's Farm Wyckoff, NJ	44 grades K-5 students	5	0	\$0	\$0	yes	yes
05/18/20	Willard	Abma's Farm Wyckoff, NJ	41 grades K-5 students	5	0	\$0	\$0	yes	yes

FIELD TRIPS FOR APPROVAL

November 4, 2019

ONE DAY TRIPS

ATTACHMENT P

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
05/19/20	RHS	William Paterson University <i>Poetry Contest</i> Wayne, NJ	8 World Language students	1	0	\$0	\$282 (bus)	yes	yes
05/27/20	Orchard	Fort Hancock Sandy Hook, NJ	63 grade 4 students	16	0	\$0	\$0	yes	yes
06/02/20	Orchard	Turtle Back Zoo West Orange, NJ	48 grade 1 students	16	0	\$0	\$0	no	yes
06/02/20	Orchard	Meadowlands Envmtl Center Lyndhurst, NJ	40 grade 3 students	6	0	\$0	\$0	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

November 4, 2019

Overnight Trips - Cocurricular

ATTACHMENT P

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
11/15/19 to 11/17/19	RHS	The Ultimate Power Trip Washington, DC	26 members of DECA	2	0	\$0	0	\$0	\$1,354 (reg,hotel,trans)	yes	yes
12/04/19 to 12/8/19	RHS	Glendover National Golf Course <i>NIKE Cross Country Nationals</i> Portland, OR	7 members of the Boys & Girls Cross Country Team	2	0	\$0	0	\$0	\$240 (bus)	no	yes
03/04/20 to 3/8/20	RHS	NJSIAA Individual State <i>Wrestling Tournament</i> Atlantic City, NJ	3 members of the Wrestling Team	6	0	\$0	0	\$0	\$0	yes	yes
03/26/20 to 3/29/20	RHS	University of Pennsylvania <i>Model Congress Convention</i> Philadelphia, PA	12 members of Model Congress	1	0	\$0	0	\$0	\$81 (driver)	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

November 4, 2019

Overnight Trips - Paid

ATTACHMENT P

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/04/20 to 2/7/20	BFMS	Quebec City Quebec, Canada	50 grade 8 World Language students	0	8 for 3 nights	\$4,800	0	\$0	\$4,800	yes	yes

**PSAT PROCTORS
OCTOBER 2019**

**Submission for late hires and additional hours beyond original estimate.

Administrators – Hourly Salary Rate – Not to Exceed 30 Hours Each

Donna Antonellis
Lauren Hellman

Proctors -- Ridgewood Public School employees, hourly rate; all other employees,
\$40.17 – Not to Exceed 8 Hours each

Christine Anderson
Ariana Bray
Matthew Cheplic
Colleen Contreras
Alejandro Escobar
Eva Farrar
Brian Quirk
Zsuzanna Nagy
Laura Tolve

Ridgewood Board of Education
 County Code 03 District Code 4390 Comprehensive Maintenance Plan
 FY19 Actual, FY20 Budget, FY21 Planned

School Name	FY19 Actual	FY20 Budget	FY21 Planned
Glen Elementary School	\$45,729	\$47,349	\$48,295
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement, Flooring, Lockdown shades	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Refinish the Gym Floor	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.
Hawes Elementary School	\$83,418	\$78,671	\$80,245
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement, Flooring, Lockdown shades	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Remove carpeting.	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.
Orchard Elementary School	\$69,656	\$65,141	\$66,444
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Ceiling Repairs, Stage curtain, Refinish Stage Floor, Lockdown Shades	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Replace ceiling tiles in lobby	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.
Ridge Elementary School	\$96,435	\$90,565	\$91,776
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement, Flooring, Lockdown Shades, Ceiling Repairs	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.,Asbestos Abatement.
Somerville Elementary School	\$131,631	\$113,837	\$116,113
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement, Flooring, Lockdown Shades, Ceiling Repairs	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.
Travell Elementary School	\$71,580	\$85,716	\$87,430
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement, Flooring, Lockdown Shades, Ceiling Repairs	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement.
Willard Elementary School	\$143,221	\$135,108	\$137,810
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Flooring, Lockdown Shades, Repair Stairs, Ceiling Repairs.	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Replace cabinets and cubbies in 2 classrooms	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.
Benjamin Franklin Middle School	\$180,005	\$197,502	\$201,492

	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement, Flooring, Lockdown Shades	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys Asbestos Abatement. Screen and coat Gym floor.	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement
George Washington Middle School	\$165,307	\$175,211	\$178,715
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement, Flooring, Lockdown Shades	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Paint 4 stairwells, Repair roof over Elevator.	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.
Ridgewood High School	\$391,535	\$352,113	\$359,155
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Asbestos Abatement, Flooring, Lockdown Shades, Ceiling Repairs	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Replace doors to exterior of Gym 2 and Doors to Hallway from Gym 2	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys.
Education Center	\$38,942	\$26,058	\$26,579
	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Lockdown Shades.	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Repair bathroom on 1st floor	Localized repairs, pointing, water proofing. Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service valves, seals, etc. Repair piping or insulation, Annual service and Inspection of all sys. Repair windows throughout the building.
Totals All School	\$1,417,460	\$1,337,269	\$1,364,014

Serial Number	Vendor	Model
9YVK722	Dell	Chromebook 11
894Q722	Dell	Chromebook 11
JP2L722	Dell	Chromebook 11
FVWK722	Dell	Chromebook 11
1PVK722	Dell	Chromebook 11
922L722	Dell	Chromebook 11
JL2L722	Dell	Chromebook 11
JC0GY22	Dell	Chromebook 11
8HFP722	Dell	Chromebook 11
HZ7V242	Dell	Chromebook 11
DPVK722	Dell	Chromebook 11
DP7V242	Dell	Chromebook 11
JPVK722	Dell	Chromebook 11
2QVK722	Dell	Chromebook 11
913L722	Dell	Chromebook 11
CD2L722	Dell	Chromebook 11
2TDP722	Dell	Chromebook 11
3M9T242	Dell	Chromebook 11
9K2L722	Dell	Chromebook 11
60L0342	Dell	Chromebook 11
4KVY242	Dell	Chromebook 11
7JFN722	Dell	Chromebook 11
5T3Q722	Dell	Chromebook 11
CKTP722	Dell	Chromebook 11
H6DN722	Dell	Chromebook 11
98RQ952	Dell	Chromebook 11
HRFV952	Dell	Chromebook 11
F17N952	Dell	Chromebook 11
1RJq0C1	Dell	1100
CN0KG170	Dell	1100
6216XW8-70-13	Dell	1720
8KWVTB1	Dell	1720
BOB4CC1	Dell	1720
52kq0c1	Dell	1100 printer
9DHQ0C1	Dell	1100 Printer
CFHQ0C1	Dell	1100 printer
HZJQ0C1	Dell	1100 printer
930214916	Dell	1320C
2CD4CC1	Dell	1320c
4094CC1	Dell	1320C
41B4CC1	Dell	1320C
F984CC1	Dell	1320C
FBD4CC1	Dell	1320C
JXB4CC1	Dell	1320C
62174MR-70-13	Dell	1720 Printer
CNNCH17422	HP	Color LJ 3800
CNYBB17361	HP	Color LJ 3800

JPGMC57630	HP	Color LJ 4600
CNGSC64402	HP	Color LJ CP2025
4H5260**S85	Apple	ibook
CNBB196051	HP	LaserJet 1200
CNCK008364	HP	Laserjet 1300
CNHC63M0V0	HP	LaserJet 1320
CNBCC39530	HP	LaserJet 2300
CNDJB44952	HP	Laserjet 2430
CNGC66P1YY	HP	Laserjet 2600
USBH002387	HP	Laserjet 4050
CNRXS47787	HP	LaserJet 4250
USBXX15454	HP	LaserJet 4250
JPFMC48583	HP	Laserjet 4600
F1TMSP1	Dell	Latitude 5410
H1TMSP1	Dell	Latitude 5410
WQ009B288PW	Apple	MacBook
W8749858Z63	Apple	MacBook
WQ009AW78PW	Apple	MacBook
WQ009C408PW	Apple	MacBook
W8009XNK8PW	Apple	MacBook
WQ0093FA8PW	Apple	MacBook
45103S8ZF5W	Apple	MacBook
W8821K510P0	Apple	MacBook
W8745J9TZ63	Apple	MacBook
W882507Q2PN	Apple	iMac
W882507Z2PN	Apple	iMac
QP82502A2PN	Apple	iMac
W882507V2PN	Apple	iMac
QP82502E2PN	Apple	iMac
W88250862PN	Apple	iMac

SCHOOL	BOOK TITLE	ISBN	DATE	NUMBER TO BE
RHS	Chemistry Addison-Wesley (Honors)	0-13-054384-5	2001	191
RHS	Chemistry	013127333-7	1992	16
RHS	Astronomy Today	0-13-094334-7	2002	32
RHS	Meteorology Today	0-534-39771-9	2003	27
RHS	Conceptual Physics	0-13-054254-7	2002	57
RHS	C++ for You++	0-9654853-9-0	1997	10
RHS	Workbook for C++ for You++	0-9654853-8-2	1997	4
RHS	Simply Java Programming	0-13-142648-6	2004	20
Willard	TCI - Me and My World	978-1-58371-804-9	2010	90
Willard	TCI - My School and Family	978-1-58371-776-9	2010	90
Willard	TCI - My Community	978-1-58371-801-8	2010	90
Willard	TCI - Our Community and Beyond	978-1-58371-826-1	2010	90
Willard	TCI - Regions of Our Country	978-1-58371-851-3	2010	90
Willard	TCI - America's Past	978-1-58371-876-6	2010	90
Orchard	TCI - Me and My World	978-1-58371-804-9	2010	4
Orchard	TCI - My School and Family	978-1-58371-776-9	2010	68
Orchard	TCI - My Community	978-1-58371-801-8	2010	71
Orchard	TCI - Our Community and Beyond	978-1-58371-826-1	2010	44
Orchard	TCI - Regions of Our Country	978-1-58371-851-3	2010	71
Orchard	TCI - America's Past	978-1-58371-876-6	2010	63
Travell	TCI - Me and My World	978-1-58371-804-9	2010	4
Travell	TCI - My School and Family	978-1-58371-776-9	2010	58
Travell	TCI - My Community	978-1-58371-801-8	2010	70
Travell	TCI - Our Community and Beyond	978-1-58371-826-1	2010	63
Travell	TCI - Regions of Our Country	978-1-58371-851-3	2010	64
Travell	TCI - America's Past	978-1-58371-876-6	2010	62
Hawes	TCI - America's Past	978-1-58371-876-6	2010	50
Hawes	TCI - Regions of Our Country	978-1-58371-851-3	2010	50
Hawes	TCI - Our Community and Beyond	978-1-58371-826-1	2010	50
Hawes	TCI - My Community	978-1-58371-801-8	2010	50
Hawes	TCI - My School and Family	978-1-58371-776-9	2010	50
Hawes	TCI - Me and My World	978-1-58371-804-9	2010	50

Ridge	TCI - My School and Family	978-1-58371-776-9	2010	90
Ridge	TCI - My Community	978-1-58371-801-8	2010	90
Ridge	TCI - Our Community and Beyond	978-1-58371-826-1	2010	90
Ridge	TCI - Regions of Our Country	978-1-58371-851-3	2010	110
Ridge	TCI - America's Past	978-1-58371-876-6	2010	110

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
NOVEMBER 18, 2019**

Minutes of the Regular Public Meeting of the Board of Education held on November 18, 2019, at 5:30 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary

Absent: None

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Smith Wilson moved the following resolution. Mr. Morgan seconded the motion, which was unanimously approved.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss a contract matter and hold a residency hearing.

B. MOTION TO OPEN REGULAR SESSION

Ms. Smith Wilson announced the Board has been meeting in Executive Session pursuant to NJSA:12. The minutes from this meeting will be released when the need for confidentiality no longer exists. The Board was meeting to discuss a contract matter and hold a residency hearing.

At 7:30 p.m., on a motion made by Mr. Morgan, seconded by Ms. Smith Wilson and unanimously approved, the public meeting reconvened.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: None

Visitors: There were approximately two visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS

A. TEACHING WITH THE CASE METHOD PROJECT/USING CASE STUDIES TO TEACH

RHS Social Studies Teacher Freddie LaFemina provided a presentation on a workshop he attended at Harvard Business School, sponsored by the League of Women Voters. The goals and vision of the program are to bring case method teaching to high schools and colleges and use this methodology to deepen students' understanding of American democracy and Civics, as well as make high school U.S. History curriculum more exciting, relevant, and effective. Studies show this method allows students to be more engaged in our democracy, understand how the gears of government work, and helps the lesson stick with students better by having them participate in group discussions and interactive lectures while the students make decisions and the teacher facilitates. Cases discussed are in depth and relevant to America and the world today. [Click here](#) to view the presentation.

Laurence added his class reviewed the James Madison case over the year and he learned a lot from it and everything he learned did stick with him. The best part of the case study was it is conversation-based learning; first in small group discussions, then in depth as a class. The discussion is based not just on one topic but many issues that relate to us today. He feels this kind of learning forces students to confront issues and explore the topic.

The Board talked about what history courses students have to take, if case studies could be integrated into the existing curriculum, how this is a style of teaching students will encounter in college, that this is a good option for students who are reluctant students or

who struggle and can be used for all levels, that learning by conversation is powerful, and how if incorporated, this is a perfect fit for the new schedule.

Ms. Smith Wilson thanked the League of Women Voters for making this possible, and especially Anne Burton Walsh, past president.

B. SUMMER SENATE PAGE EXPERIENCE

RHS Student Representative Laurence Fine talked about his experience participating in the summer Senate Page program, which is a very prestigious, selective program. Senate pages are essential for the Senate to operate on a daily basis and part of their responsibilities are delivering documents, amendments and roll calls around the Capitol and Senate office buildings, assisting on the floor, and being in the Senate Chamber. Laurence was sponsored by Senator Chuck Schumer. Laurence spoke about how it was an eye-opening experience to see, first hand, the process of laws being passed and created, meet other pages from different parts of the country, and what a transformative experience it was.

C. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- Fall sports are wrapping up. Last Saturday, the cross-country team competed for the Group 4 state title at Holmdel where the girls' cross-country team scored second place.
- Winter sports have started.
- The RHS Hockey team had tryouts and their first scrimmage game last week.

Academics

- The second quarter started and gives a new slate to students. Students are adjusting to a new work load and are more comfortable with their classes.

Arts

- The RHS Marching Band scored third place in the national championships in Allentown, PA.

Activities

- The Speech and Debate Team participated at the Randolph tournament last Saturday.
- The Support Our Troops club has been raising money to support veterans.
- RHS Math Team Update: The team participated in two NJ Math League competitions and won the Bergen County Math League competition.
- The Senior Pasta Dinner and slideshow was last week. It is one of the culminating activities towards graduation. Over 300 seniors there.
- The DECA power trip to Washington, D.C. was last weekend.

Miscellaneous

- David Becker, Executive Director of the Center for Election Innovation and Research (CEIR), gave a presentation to students in the Campus Center.

V. COMMENTS FROM THE PUBLIC

At 8:29 p.m., Ms. Smith Wilson asked if there were any comments from the public. There were none.

VI. COMMITTEE OF THE WHOLE REPORTS

Finance

○ October Financial Reports

Ms. Kelly reported financial reports are normally approved once a month. However, since there was only one meeting in October, the September reports were approved at the first November meeting and the October reports are on the agenda for approval tonight. At this point, the district has \$15.8 million on hand in the operating fund. Ms. Kelly noted the biggest receivable for the district is the tax levy and state aid. All of the reports tie out to the treasurer's report and the transfers are standard ones that are done each month.

○ Budget Update

Supervisors and principals are putting together their budgets. Ms. Kelly, Dr. Fishbein, Ms. Poelstra and Ms. Townes will be meeting with each principal/supervisor during the first two weeks of December to review their budgets. Ms. Kelly has advised everyone to keep their budgets at the same amount as this year. At the budget meetings, administrators will present any staffing needs they think are necessary, as well as any capital or maintenance projects needed. Subsequent to those meetings, a draft budget will be developed and Ms. Kelly and Dr. Fishbein will review it to see what can and cannot be done. Ms. Kelly is also starting to work on salaries and benefits, which are the majority of the budget.

Mr. Morgan asked if Ms. Kelly is using the revenue assumption of a 2% tax increase for the budget. She confirmed she was.

Ms. Smith Wilson asked if the principals are considering possible enrollment changes, course changes that might require new hires, and retirements they may need to fill when looking ahead for next year. Dr. Fishbein and Ms. Kelly replied retirements are more difficult to predict because most people do not retire until the end of the year

Ms. Smith Wilson noted the principals are making qualified assumptions on what they see happening now and what their needs are. Ms. Kelly commented she and Dr. Fishbein will also be meeting with Dr. Fenwick regarding what special education students will be sent out of district, who is coming in and possible new programs she may want. The budget is driven by the needs of the students, program, and staffing needs.

Mr. Morgan observed regarding special education, we currently have an out of district budget that has a little bit of leeway and our food service operations are generating a profit.

Ms. Kelly agreed and reported she spoke with Pomptonian, the district's food service company, who is putting together a list of projects/equipment they think we need going forward in order to plan what we can purchase with food service funds.

Ms. Brogan asked as we look at next year's budget, that some consideration be given to how we make the maintenance line whole again since last year there was a cut. With regard to enrollment, she feels we need to be conservative in any staffing changes we think we may need due to the opening of the new apartments. There are two apartment buildings that are probably going to be open for next year at some point and she hopes we have some leeway. The Board carefully looks at sections each year, but she thinks they need to be able to give themselves some breathing room and think about it cautiously, even though we have the ability to assign a school to a development.

Mr. Morgan believes we have sufficient room for students within our current school sectioning allotment, which may not be immediately adjacent to each other, but there are openings within our current staffing. Dr. Fishbein reported currently we have four grade levels at various buildings maxed out and we have had students go to other schools. Mr. Morgan noted we have the ability to be flexible.

Ms. Brogan clarified she was not talking about making sure we could send students to other schools, but that she wanted to make sure that we are leaving breathing room in all of our schools for sectioning. The Board does not know who is going to move in and also does not know what will happen when the apartments open, and if they will be attractive to people without children who want to downsize. When the apartments are built (approximately 241), a number of them will be two bedrooms so there may be children in those apartments. The reality is we are not sure, so there needs to be flexibility.

Mr. Mahmoud agreed, especially if we know where those apartment buildings are and know those districts could have a big influx all of a sudden.

Dr. Fishbein replied students at the development at Brogan would normally go to Orchard but we could say they go to Somerville since we have that flexibility within Board policy.

Mr. Morgan commented on the maintenance budget which was cut by \$150,000 from the usual \$500,000 and agreed the district should be spending more in maintenance. He felt we should be spending more than \$500,000 which is why we are discussing the referendum, due to the fact that we have not allowed for sufficient, progressive, maintenance through the years through our operating budget. However, the district also has a 2% cap on what they can raise property taxes by to be in compliance, and as Mr. Morgan has done every year, he will continue to argue that the Board should plan a budget that does not use the full 2%. He suggested using the piece in between 2% and whatever the budget is for the purpose of reducing the maintenance needs so they are funded through the operating budget. Mr. Morgan thinks this should be discussed at the next few meetings in order to give Dr. Fishbein and administrators sufficient insight in what the Board will be looking for in expectations on the budget.

Facilities – Referendum Update

The last two site visits will be tomorrow at Glen School at 6:00 p.m. and Ridgewood High School at 7:30 p.m. Turnout has not been huge and the hope is that more people will attend tomorrow night.

Last summer, the district was able to do extensive renovations on four bathrooms (two at BFMS and two at GWMS). These two buildings have the bathrooms in most need of TLC. In order to get work the done next summer, we have to start the process of planning those renovations, and there is an item on tonight's agenda item to do two more bathrooms at BFMS and two more at GWMS.

VII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, page 571.

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. Approval: Annual Review of the Memorandum of Agreement Between the School District and the Ridgewood Police Department

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the annual review of the Memorandum of Agreement between the school district and the Ridgewood Police Department.

The Board had received background information.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips as listed on **Attachment B**, pages 572-574.

ii. Approval: Agreement with Atlantic Seaboard Dyslexia Education Center

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Atlantic Seaboard Dyslexia Education Center for a Multisensory Math One-Day Workshop on October 12, 2020, in the total amount of \$2,670.

The Board had received background information.

iii. Approval: Additional 2019-2020 School Year Out of District Placement and Budgeted 2019-2020 School Year Out of District Placement

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the additional 2019-2020 school year out of district placement and the budgeted 2019-2020 school year out of district placement, as listed below.

Additional 2019-20 School Year Out of District Placement	
School	# of students
Rockland BOCES West Nyack, NY	1
Budgeted 2019-20 School Year Out of District Placement	
School	# of students
Pascack Valley Regional H.S. Hillsdale, NJ	1

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Support Staff

FRIBERG, Honor - Coordinator of Federal Grants and Standardized Testing, effective December 9, 2019, or as soon after as possible, through June 30, 2020. \$67,000 pro-rated
Account #11-000-221-104-00-22-019-000

Secretary

WEHMEYER, Nicole – Math/Science Lead Secretary, Ridgewood High School, effective December 18, 2019, or as soon after as possible, through June 30, 2020. \$39,801 Cl. III, 10M, St. 4 pro-rated
Account #11-000-221-105-00-22-019-000

Long-term Substitute

D'AMATO, Alyssa – Guidance Counselor, Ridgewood High School, effective November 19, 2019 to **TBD**, at a daily rate of \$125 per day, until the assignment ends.

Account #11-000-218-104-00-10-019-000

Revision: GOLDSHOLL, David - Social Studies Teacher, Ridgewood High School, **from** effective August 30, 2019 through November 1, 2019, approved by the Board at its meeting on August 26, 2019, **to** effective August 30, 2019 through January 31, 2020, at a daily rate of \$125 per day, until the assignment ends.

Account #11-140-100-101-05-10-019-000

Field Placement

BIDDISCOM, Peter – St. Thomas Aquinas College, Classroom Observation with Lori Morris, Sixth Grade Social Studies Teacher, Benjamin Franklin Middle School, for a total of fifteen hours, from November 19, 2019 through December 20, 2019.

Classroom Aides/Lunch Aide

BATTAGLIA, Karen - Lunch Aide, Orchard School, effective November 13, 2019, or as soon after as possible, through June 23, 2020, 2 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-262-107-00-03-003-001

CAMILLERI, Nicholas - Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective November 19, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-08-024-001

SCHWARTZ, Katherine – One-to-One Special Education Classroom Aide, Somerville School, effective November 25, 2019, or as soon after as possible, through January 24, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-217-106-00-05-024-001

Infant/Toddler Development Center

ALMONTE, Jennifer - Teacher Assistant Entry Level – Step I, effective November 19, 2019, or as soon after as possible, through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00

Account #62-990-100-106-00-62-060-001

STRUSS, Madison - High School Aide, effective November 19, 2019, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

**Home Instructor, on an as-needed basis, for the 2019-2020 School Year
Ridgewood High School**

- **Jacqueline Derasmo**, Special Education Science Teacher, at an hourly rate of \$60.32
- **Joseph Gyulay**, Computer Science Mathematics Teacher, at an hourly rate of \$60.32
- **Lauren Rosenfeld**, Special Education Mathematics Teacher, at an hourly rate of \$60.32

Account #11-150-100-101-00-24-024-001

(Regular Education)

Account #11-219-100-101-00-24-024-001

(Special Education)

ii. Change of Assignments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignments listed below.

ADAY, Douglas - **from** 1.0 FTE Special Education (Social Studies) Teacher, Ridgewood High School, **to** 1.2 FTE Special Education (Social Studies) Teacher, Ridgewood High School, effective November 19, 2019 to **TBD**.
Account #11-213-100-101-00-10-019-000 (1.2 FTE)

From: \$90,611
(\$86,010+
\$300 CP+
\$4,301 ratio)
Cl. MA+45, St. 11

To: \$108,673
(\$103,212+
\$300 CP+
\$5,161 ratio)
Cl. MA+45, St.11

CONTRERAS, Colleen - **from** 1.0 FTE Special Education (Collaborative English) Teacher, Ridgewood High School, **to** 1.2 FTE Special Education (Collaborative English) Teacher, Ridgewood High School, effective November 19, 2019 to **TBD**.

Account #11-213-100-101-00-10-019-000 (1.2 FTE)

From: \$83,635
Cl. BA, St. 15
To: \$100,362
Cl. BA, St. 15

DePINTO, Lauren - **from** Crisis Intervention Counselor, Benjamin Franklin High School and Ridgewood High School, **to** Crisis Intervention Counselor and District Coordinator School Based Mental Health Services, District, Benjamin Franklin Middle School, and Ridgewood High School, effective November 19, 2019 to June 30, 2020.

Account #11-000-218-104-00-10-019-000 (50%)

Account #11-000-218-104-00-08-019-000 (50%)

From: \$103,027
(\$97,835+
\$300 CP+
\$4,892 ratio)
Cl. MA+45, St. 15
To: \$109,875
(\$97,835+
\$300 CP+
\$4,892 (.05) ratio
\$6,848 (.07) ratio
Cl. MA+45, St. 15

GORDON, Julie - **from** 1.0 FTE Special Education (Collaborative English) Teacher, Ridgewood High School, **to** 1.2 FTE Special Education (Collaborative English) Teacher, Ridgewood High School, effective November 19, 2019 to **TBD**.

Account #11-213-100-101-00-10-019-000 (80% 1.0 FTE)

Account #11-204-100-101-00-10-019-000 (20% 1.0 FTE)

Account #11-204-100-101-00-10-019-000 (0.2 FTE)

From: \$97,972
Cl. MA, St. 17
To: \$117,566
Cl. MA, St. 17

GRAHAM, Kristen - **from** Long-term Substitute, Kindergarten Teacher, Orchard School, **to** One-to-One Special Education Classroom Aide, Somerville School, November 11, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week.

Account #11-000-217-106-00-05-024-001

From: \$125 per
day
To: \$17.16 per
hour

GRIFFITH, Rosanna - **from** Librarian Aide, Ridgewood High School, 4 hours per day, 5 days per week, **to** English/Social Studies Lead Secretary, Ridgewood High School, effective December 18, 2019, or as soon after as possible, through June 30, 2020.

Account #11-000-221-105-00-22-019-000

From: \$17.16
Per hour
To: \$39,801
Cl. III-10M, St. 4

KIM, JiYon - **from** Applied Behavior Analyst Aide (ABA), George Washington Middle School, **to** Self-Contained LLD Special Education Classroom Aide, George Washington Middle School, effective November 19, 2019 through June 23, 2020, 5.75 hours per day, 5 days per week.

Account #11-204-100-106-00-09-024-001

From: \$20.81
per hour
To: \$17.16 per
hour

POLLITT, Ashley - **from** 1.0 FTE Special Education (English) Teacher, Ridgewood High School, **to** 1.2 FTE Special Education (English) Teacher, Ridgewood High School, effective November 19, 2019 to **TBD**.
Account #11-213-100-101-00-10-019-000 (1.2 FTE)

From: \$70,685
(\$70,385 + \$300 CP)
Cl. MA, St. 5
To: \$84,762
(\$84,462 + \$300 CP)
Cl. MA, St. 5

TUTUIAN, Donna – Lunch Aide, Willard School, **from** 1.5 hours per day, 5 days per week, **to** 2 hours per day, 5 days per week.
Account #11-000-262-107-00-07-007-001

Hourly rate will remain the same

WIATER, Lisa – from 1.0 FTE Special Education (English) Teacher, Ridgewood High School, **to** 1.2 FTE Special Education (English) Teacher, Ridgewood High School, effective November 19, 2019 to **TBD**.
Account #11-213-100-101-00-10-019-000 (80% 1.0 FTE)
Account #11-204-100-101-00-10-019-000 (20% 1.0 FTE)
Account #11-213-100-101-00-10-019-000 (0.2 FTE)

From: \$102,082
(\$101,782+ \$300 CP)
Cl. MA+45, St. 16
To: \$122,438
(\$122,138+ \$300 CP)
Cl. MA+45, St. 16

Infant/Toddler Development Center

BIAGI, Alexis – **from** College Aide **to** Teacher Assistant Entry Level – Step I, effective November 19, 2019 through June 30, 2020, 8 hours per day, 5 days per week.
Account #62-990-100-106-00-62-060-001

From: \$10.00 per hour
To: \$12.00 per hour

RINALDO, Danielle - **from** College Aide **to** Teacher Assistant Entry Level – Step I, effective November 19, 2019 through June 30, 2020, 8 hours per day, 5 days per week.
Account #62-990-100-106-00-62-060-001

From: \$10.00 per hour
To: \$12.00 per hour

SCANCARELLA, Alexandra - **from** College Aide **to** Teacher Assistant Entry Level – Step I, effective November 19, 2019 through June 30, 2020, 8 hours per day, 5 days per week.
Account #62-990-100-106-00-62-060-001

From: \$10.00 per hour
To: \$12.00 per hour

iii. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Classroom Aides

DAY, Genevieve – Kindergarten Aide, Willard School, effective November 26, 2019.

DECLESIS, Shannon – Lunch Aide, Orchard School, effective November 12, 2019.

DRISCOLL, Kathrine - Resource Room Special Education Classroom Aide, Ridgewood High School, effective November 1, 2019.

HORT, Irene – Resource Room Special Education Classroom Aide, Somerville School, effective November 22, 2019.

iv. **Resignation for the Purpose of Retirement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation for the purpose of retirement listed below.

Teacher

HYER, Margarete – Art Teacher, Benjamin Franklin Middle School, effective January 2, 2020, with 21 ½ years of Ridgewood service.

v. **Supplemental Pay Beyond Contract**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Orchard School

Additional: Club and Activities for the 2019-2020 School Year

Math Club

- **Ellen Wolff**, not to exceed 8 hours, at an hourly rate of \$40.17 (\$321.36)
Account #11-401-100-101-00-03-003-001

Yearbook

- **Katherine Fischer** and **Jena Tell**, each not to exceed 15 hours, each at an hourly rate of \$40.17 (\$1,205.10)
Account #11-401-100-101-00-03-003-001

Willard School

Additional: Club and Activities for the 2019-2020 School Year

Perennial Math Advisor

- **Jerome Ong**, for a total stipend of \$400
Account #11-401-100-101-00-07-007-001

Benjamin Franklin Middle School

Before School Breakfast Supervision

- **Taylor Alessi** and **Nicholas Camilleri**, each not to exceed 75 hours, each at an hourly rate of \$17.16 (\$2,574)
Account #11-130-100-101-00-08-008-001

Ridgewood High School

Overnight Student Exchange Field Trip to Barbate, Spain - February 13-20, 2020

- **Two Chaperones: Barbara Barker** and **Patricia Galasso**, each for ten nights, each to receive \$200 per night (\$4,000)
Account #20-030-100-101-00-10-010-011

Moving Classrooms

- **Patrick Driscoll** and **Joseph Crabbe**, each not to exceed 5.75 hours, each at an hourly rate of \$20.81 (\$239.32)

Account #11-140-100-101-00-10-010-001

Special Programs

Riding School Bus Before/After School

- **Ariana Bray**, not to exceed 5 hours, at an hourly rate of \$46.75 (\$233.75)

Account #11-000-270-162-00-10-024-001

vi. **Substitutes for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Lunch Aide: Christine Moomjy

Account Number: TBD

E. FINANCE

i. **Acceptance of Restricted Donations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
RHS HSA	\$ 23,703.97	To be used to purchase student desks, cafeteria furniture, stained glass windows, classroom equipment, and repair musical instruments.	20-025-100-610-00-10-010-000
T.E.E.E.M. Inc.	\$ 2,000.00	To be used for club expenses, wells, education resources, and medical needs in the country of their choice, and any other philanthropic needs.	20-010-100-610-00-10-010-000

ii. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of equipment listed below. These items are broken and cannot be repaired.

RHS

- o Seven 12 ft Campus Center tables

iii. **Approval: Hardship and Eligibility Amendments to the Ridgewood Board of Education 403(b) Retirement Plan**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Hardship and Eligibility Amendments to the Ridgewood Board of Education 403(b) Retirement Plan.

The Board had received background information.

iv. **Approval: Addendum #4 to Services Agreement with Aramark Management Services Limited Partnership**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Addendum #4 to the Services Agreement with Aramark Management Services Limited Partnership.

The Board had received background information.

v. **Approval: Proposal from LAN Associates for A/E Services for Bathroom Renovations at BFMS & GWMS – Phase 2**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a proposal from LAN Associates for A/E Services for Bathroom Renovations at BFMS and GWMS as listed below.

The Board had received background information.

Item #	Description	FEES			
		Schematic Design/Preparation of NJDOE Application	Construction Documents	Bidding & Contract Award	Construction Administration
1	Bathroom Renovations at BFMS	\$ 2,000	\$ 11,600	\$ 800	\$ 5,500
2	Bathroom Renovations at GWMS	\$ 2,000	\$ 11,800	\$ 800	\$ 5,500

vi. **Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

The Board had received background information.

vii. **Approval: Budget Appropriation Transfers**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **October 2019** as shown in the Journal Entry listing pursuant to Policy 6422.

viii. Approval: Secretary's Line Item Certification

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **October 2019**;

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20- 2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

ix. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **October 2019**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Morgan seconded the motion, and asked that Consent Item E - Finance - agenda item #v, be excluded and voted on separately.

Ms. Brogan amended her motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, excluding Consent Item E – Finance, agenda item #v.

Mr. Morgan seconded the amended motion.

Prior to the roll-call vote, Ms. Smith Wilson read the retirement into record and thanked the staff member for their years of service. Ms. Smith Wilson also read the donations into record and thanked the responsible parties.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, excluding agenda item #v, carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

Dr. Fishbein presented Consent Item E – Finance, agenda item #v, Proposal from LAN Associates for A/E Services for Bathroom Renovations at BFMS & GWMS – Phase 2, for approval.

Ms. Brogan moved approval of Consent Item E – Finance, agenda item #v.

Ms. Smith Wilson seconded the motion.

Mr. Morgan stated he is not opposed to doing the bathroom renovations. He observed the work already done at the middle schools is a definite improvement over the ones not done. Mr. Morgan expressed his concern regarding LAN and that he had asked Dr. Fishbein for more information to help him conclude that LAN is the appropriate firm to do the work, and he is still waiting for that information. Mr. Morgan cannot move forward with hiring LAN for this until he receives the requested information. His preference is to move this agenda item to the next meeting so he could vote in favor of it and asked the Board to consider his request.

Mr. Mahmoud thought it was important for the Board to have some sort of industry check on the rough number. He knows they quote the total project cost based on their hours, which is based on the contractual rate we already agreed to. He felt some kind of industry check to see if the numbers were reasonable in other schools to give the Board peace of mind was warranted.

Dr. Fishbein explained you would not be able to compare apples to apples since the bathrooms are different as in what needs to be done. He was not sure he could get a comparison for bathrooms done in 1926 and 1940. Most districts do not have buildings that old nor do they wait that long to have work done. His experience with LAN and other architects, is that this is the industry standard - that you would get a price to do the job, similar to our auditor. If they can get the work done faster that is great but if it takes them longer, they 'eat' the extra time.

Ms. Brogan asked Dr. Fishbein to review the timeline and explain why it is important to have this approval on the agenda tonight to move forward. The reality is the district has a very small window to do construction inside a building. These are basement bathrooms at GWMS near the cafeteria, and the bathrooms at BFMS are by the art and music rooms, and cannot be done during the school year.

Dr. Fishbein explained everything takes time and once this item is approved, LAN will be able to do the schematic drawings, which then go to the state for approval. Once the district receives notification of approval, that has to go on the agenda again. After that is approved, the architect starts doing detailed drawings culminating in the development of bid documents, going out to bid, seeing what bids are received, accepting the successful bidder on an agenda, and then

mobilization. In his experience, in certain aspects of school construction there are very long lead times with some items. Approving this item tonight gives us the best chance possible to get a contractor in right after school is out to start the work. Even though we did this last year and followed the same time frame, there are some aspects of the job they are still finishing up due to the amount of time it took to get materials.

Ms. Brogan asked if the bathrooms were still out of commission. Dr. Fishbein replied students are able to use them.

Ms. Smith Wilson asked if there was urgency to do the bathroom next summer versus looking at these in the context of the referendum. Dr. Fishbein responded while he has not made a recommendation for the referendum, there are other bathrooms he would like to put in the referendum at BFMS and he is looking to finish off these bathrooms through our capital projects.

Mr. Morgan commented in his objection, he would suggest waiting one week until the December 2nd meeting in order to have his and another Board members open questions to Dr. Fishbein answered, so the Board can move forward as a united body.

The Board discussed Mr. Morgan's concern and if there would be difficulty in waiting until December 2nd to approve this, how this is work the Board has been talking about and is consistent with last year's time frame, the need to get things done so we do not run into a problem, and how everyone agrees the work needs to be done, but some would like a pause in the decision-making process in order to get answers to the questions asked.

Mr. Mahmoud proposed an amended motion moving forward with Consent Item E – Finance, agenda item #v with the understanding that we at least check the numbers in the industry with a few phone calls to have a good feeling to see if these are reasonable costs LAN is providing to the Board.

Dr. Fishbein reiterated he is not confident he can get those numbers.

Mr. Kaufman asked if the layouts of the bathrooms are similar to the ones that were done and if there could be any cost savings on drawings. Dr. Fishbein replied the ones at GWMS are fairly similar but not at BFMS. The architect still has to do new drawings with specific detail to each room.

Mr. Morgan asked for clarification on Mr. Mahmoud's amendment, which he thought was suggesting inquiries be made and the Board approves this item at the next meeting.

Mr. Mahmoud clarified the amendment was to approve the item today with the understanding that those inquiries are made and the Board gets feedback on the prices, whether we ask LAN or Dr. Fishbein is unable to find anything that compares, or he checked and these are comparable numbers or he checked and the numbers are low/high, but some indication they were compared to other schools.

Mr. Morgan stated Mr. Mahmoud is requesting more information but he is asking for approval before that information is provided. He suggested, again, the Board wait until the next meeting until they receive the information he and Mr. Mahmoud are seeking and address this at the December 2nd meeting.

Ms. Smith Wilson made a motion that the Board move forward with Mr. Mahmoud's amended motion to approve Consent Item E – Finance, agenda item #v.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Mahmoud, , Ms. Smith Wilson

NAYS: Mr. Kaufman, Mr. Morgan

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Nov 4	Columbia Bank On-Line	095845-095846	47,267.74	M. Mahmoud
Nov 5	Columbia Bank On-Line	095847-095848	6,440.00	M. Mahmoud
Nov 12	Columbia Bank On-Line	095849	423.98	M. Mahmoud
Nov 13	Columbia Bank On-Line	095850-096005	879,981.91	M. Mahmoud
Nov 4	Columbia Bank On-Line	82113	18,378.36	M. Mahmoud
Oct 31	Electronic Transfer	F28184	12,292.74	M. Mahmoud
Nov 4	Electronic Transfer	H28186	1,221,980.35	M. Mahmoud
Nov 4	Electronic Transfer	R28185	69,933.70	M. Mahmoud
Nov 11	Electronic Transfer	L28188-L28189	4,949.69	M. Mahmoud
Nov 11	Electronic Transfer	B28192	733,450.00	M. Mahmoud
Oct 24	Payroll Transfer	P28193	3,362,934.89	M. Mahmoud
Nov 6	Food Service	621070	1,722.00	M. Mahmoud
Oct 16	Columbia Bank Void Check	095552	(1,000.00)	M. Mahmoud
		TOTAL	\$6,358,755.36	

Mr. Mahmoud moved approval of all bills reviewed by him.
Mr. Morgan seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

IX. BOARD MEMBER ANNOUNCEMENTS

Legislative Update

Ms. Brogan reported on the following:

- o Election Results and Lame Duck Session: On Election Day, November 5, the 80 Assembly seats were up for election. The votes have been tallied and the Democrats have retained control of the Assembly. Between now and January 14th the legislature is in the 'lame duck' phase. The new two-year legislative session begins January 15th.

As expected, the legislators are busy during this ‘lame duck’ period to move their bills forward. Bills that fail to be heard in the current legislative session are often introduced during the first days of the next legislation session starting January 15th. Those following the activity in Trenton predict that in the next few weeks there may be a push to legalize recreational marijuana. Assembly Speaker Coughlin believes he has the votes in the Assembly for legalization. Senator Sweeney, President of the Senate, has not been confident in the Senate’s support for recreational marijuana legalization. There has been some talk of putting a public question on next year’s ballot and allowing the voters to decide.

There is support to pass legislation banning the sale of flavored vaping products and there may be further legislative discussions on the NJ DOE’s proposed changes to the state assessments. Senator Ruiz, chair of the Senate Education Committee, has not been supportive of the proposed changes to the state high school assessments.

- State Assessments: The Education Commissioner proposed changes to the state assessments, now called the NJ Student Learning Assessments. The State Board of Education had a robust discussion of the proposal and decided to move forward with a 60-day public comment period before finalizing their vote. The Commissioner has proposed eliminating the 10th grade Math and Language Arts exams for the class of 2023. The 11th grade test would be required. This one test would cover English 10, Algebra 1, and Geometry. Students in grades 3 through 9 would be required to take the state assessments annually in Math and Language Arts.
- School Construction: The Education Law Center, that has been representing the Abbott districts for close to 40 years, has gone back to the NJ Supreme Court with a law suit requiring the state to complete a statewide strategic plan for the thirty-one priority districts (Abbott districts) to identify needed school construction projects and once the plan is completed, require the legislature to seek and secure funding.

Governor Murphy and some legislators recognize the need for school construction funding not only in the poor, urban districts but also for the suburban districts. The question for New Jersey is can the state afford to borrow more money to address this need and can construction grants be made available to the suburban districts?

X. COMMENTS FROM THE PUBLIC

At 9:02 p.m., Ms. Smith Wilson asked if there were any comments from the public. There were none.

XI. DISCUSSION ITEMS

- Voting in the Schools
After the discussion at the last Board meeting, Dr. Fishbein spoke with administrators about closing the schools for the General Election in 2020. Administrators shared their safety concerns regarding this election. Dr. Fishbein would like to honor those concerns and suggested moving a scheduled professional day from the February break to Election Day that year so students would not be in school.

The Board discussed the pros and cons of closing for the 2020 General Election, the violence in schools we hear about on the daily basis, that there are other elections during the year and we cannot close for all of them, how the district has worked with the Village to see if voting could be moved from the schools to other locations but there are guidelines on the distance from a residence to a polling location, that the district accepts federal funding

and has to make the schools available, how the district does segregate voting in the schools as much as possible and provides security on election days, concerns that a change to the calendar may effect parents vacation plans, opportunities to vote by mail, how people are entering our schools regardless if it is election day, concerns about exposing children to different philosophies and reactions to a certain candidate that students may witness, and the value of students being in school on Election Day and experiencing it firsthand.

The consensus was that Dr. Fishbein will bring a recommendation to the Board at the next meeting.

- Vaping
Mr. Mahmoud talked about the increase of vaping in the schools and the danger to students. He proposed purchasing vaping detectors for all bathrooms at both middle schools and the high school.

A discussion ensued regarding the significant expense of purchasing vaping detectors for the three schools and the possibility of adding it to next year's budget, how the Municipal Alliance earmarked money to continue vaping prevention, and the need to educate students and parents on the dangers of vaping.

XII. ACCEPTANCE OF MINUTES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Acceptance of the Minutes listed below.

- November 4, 2019 Executive Session & Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Kaufman seconded the motion, which was unanimously approved.

XIII. OTHER BUSINESS

There was none.

XIV. ADJOURNMENT

At 9:37 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Nolan, Amy RHS	William Paterson University Bilingual Education Conference – Wayne, NJ December 6, 2019	Professional Development	\$ 135 (to be paid out of Title III Grant funds)	0
Roberts, Deirdre BFMS/GWMS	William Paterson University Bilingual Education Conference – Wayne, NJ December 6, 2019	Professional Development	\$ 135 (to be paid out of Title III Grant funds)	0
Saladino, Allyson RHS	27 th Annual History Conference Princeton, NJ December 6, 2019	Professional Development	\$ 80	0
O'Neill, Jeannie Education Center	NJECC's 34 th Annual Technology Conference – Montclair, NJ January 14, 2020	Professional Development	\$ 110	0
Chicas, Christina Orchard	Zensational Kids Park Ridge, NJ January 15, 2020	Professional Development	\$ 219	1
Rubin, Lindsay Orchard	Zensational Kids Park Ridge, NJ January 15, 2020	Professional Development	\$ 219	1
Mitola, Candace RHS	NJ AHPERD Annual Convention Long Branch, NJ February 24, 2020	Professional Development	\$ 75	0
Heider, Erin Orchard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ May 11-15, 2020	Professional Development	\$1,175	5
Tell, Jena Orchard	Intermediate IMSE Orton-Gillingham Training – Secaucus, NJ May 11-15, 2020	Professional Development	\$1,175	5

The total cost for these conferences is \$3,053 and \$270 to be paid out of Title III grant funds. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$114,202 leaving a balance of \$77,236.

The total cost of substitutes for these conferences is \$1,200. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$17,200.

FIELD TRIPS FOR APPROVAL

November 18, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
11/05/19	RHS	Downtown Ridgewood Ridgewood, NJ	6 RISE students	6	0	\$0	\$0	no	no
11/15/19	RHS	Downtown Ridgewood Ridgewood, NJ	6 RISE students	6	0	\$0	\$0	no	yes
11/19/19	BFMS	Evas Kitchen Paterson, NJ	10 members of the Student Council	3	0	\$0	\$0	no	yes
11/21/19	RHS	GWMS Ridgewood, NJ	32 members of Maroon Mentors	2	0	\$0	\$0	yes	yes
11/22/19	RHS	Downtown Ridgewood Ridgewood, NJ	6 RISE students	6	0	\$0	\$0	no	yes
11/26/19	GWMS	Community Food Bank Union, NJ	35 members of the Student Council	3	0	\$0	\$0	no	yes
12/06/19	RHS	Downtown Ridgewood Ridgewood, NJ	6 RISE students	6	0	\$0	\$0	no	yes
12/10/19	RHS	Downtown Ridgewood Ridgewood, NJ	6 RISE students	6	0	\$0	\$0	no	yes
12/20/19	RHS	Downtown Ridgewood Ridgewood, NJ	6 RISE students	6	0	\$0	\$0	no	yes
04/01/20	GWMS	iFly Paramus, NJ	106 grade 6 students	6	0	\$0	\$0	no	yes
04/01/20	Travell	The Hermitage HoHoKus, NJ	75 grade 5 students	10	0	\$0	\$0	no	yes
04/02/20	GWMS	iFly Paramus, NJ	106 grade 6 students	6	0	\$0	\$0	no	yes
05/14/20	Somerville	Bronx Zoo Bronx, NY	69 grade 2 students	27	1 nurse	1 nurse	\$150	yes	yes
06/01/20	Travell	Meadowlands Envir. Ctr. Lyndhurst, NJ	43 grade 2 students	8	0	\$0	\$0	no	yes

FIELD TRIPS FOR APPROVAL

November 18, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
06/03/20	Travell	Meadowlands Envir. Ctr. Lyndhurst, NJ	22 grade 2 students	8	0	\$0	\$0	no	yes
06/16/20	Willard	Graydon Pool Ridgewood, NJ	83 grade 5 students	10	0	\$0	\$0	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

November 18, 2019

Overnight Trips - Paid

ATTACHMENT B

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/13/20 to 2/23/20	RHS	Student Exchange Trip Barbate, Spain	12 grades 9-12 World Language students	0	2 for 10 nights	\$4,000	0	\$0	\$4,000	no	yes

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey**

DECEMBER 16, 2019

Minutes of the Regular Public Meeting of the Board of Education held on December 16, 2019, at 5:30 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan (arrived at 6:15 p.m.); Mr. Cristopher Kaufman, Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Dr. Michelle Fenwick, Director of Special Programs; Dr. Thomas Gorman, RHS Principal; Mr. Basil Pizzuto, RHS Assistant Principal; and Mr. Jeff Merlino, Board Attorney

Absent: None

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Smith Wilson moved the following resolution. Mr. Morgan seconded the motion, which was unanimously approved.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to hold a HIB hearing and discuss Litigation.

B. MOTION TO OPEN REGULAR SESSION

Ms. Smith Wilson announced the Board has been meeting in Executive Session pursuant to NJSA:12. The Board was meeting to hold a HIB hearing and discuss Litigation. The minutes from this meeting will be released when the need for confidentiality no longer exists.

At 7:30 p.m., on a motion made by Mr. Morgan, seconded by Mr. Mahmoud, and unanimously approved, the public meeting reconvened.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Christopher Kaufman, Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; RHS Student Representative Laurence Fine

Absent: Ms. Jen Ulman, Assistant Board Secretary

Visitors: There were approximately ten visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS

A. MUSICAL PERFORMANCE

Members of the Ridgewood High School brass quintet kicked off the night with a selection of songs that included "Angels We Have Heard on High" and "Hark! The Herald Angels Sing."

B. LAN ASSOCIATES

Dr. Fishbein provided background information on the facilities analysis, a process which began in 2015, when the Board engaged with EI Associates to conduct a facilities assessment. Over the next several years, the Facilities Committee reviewed the report and brought LAN Associates in for a second opinion. LAN developed an assessment based on EI's assessment and in discussions with the Facilities Committee, worked to refine the list of projects. The projects being reviewed tonight are an outcome of those discussions and site visits. This fall, the community was invited to tour the facilities to see the potential projects. Although the projects are still in the preliminary stages, the district's financial planner and bond attorney will be at the January 6th Board meeting to share, under certain parameters, what the tax impact will be for potential projects, as well as explain our current debt, and the allowable financial capacity to borrow for these projects.

LAN will share the analysis of potential cost savings if we were to do these projects. There is no real cost benefit analysis being that the district is responsible to provide schools that have proper HVAC systems that are efficient and work consistently. Over the past several years, the district has reviewed many different options to the projects. Dr. Fishbein will make a recommendation to the Board in February on which projects he feels we should move forward with. The Board will have the ultimate say on which projects should be on

a referendum question. When the district knows what projects will be in the referendum question, a plan will be implemented to communicate with the entire community why we need to make these improvements.

Mr. Secora, vice president of LAN Associates, talked about the three main programs the Board of Public Utilities has as far as grants and rebates. The NJ Smart Start Program provides districts with a rebate on high efficiency equipment that is installed. Upgrading the boilers to high efficiency boilers and putting variable frequency drives on pumps or motors would be eligible for this program.

The second program is a Direct Install Program which is for buildings under 200kw in electrical demand. Most of the elementary schools would be in that category. Direct Install would be a direct replacement, which is generally rooftop equipment for HVAC packaged equipment, which is what the district is looking to replace in some of the schools. Since this is a straight replacement, if there is extra work with general contractors or electricity it would not be included in that program. Mr. Secora explained the Board of Public Utilities has a list of preferred general contractors and there is only one contractor for this part of the state who would be eligible to perform the work. The district could get 70-80% of the cost of the equipment replacement through the program. These grants are not reflected in any of the cost estimates presented tonight.

Ms. Brogan asked for clarification that the Smart Start program is when high efficiency boilers are installed, the district could be eligible for a rebate on the cost of the boiler. Mr. Secora confirmed and stated you have to have a contractor on board with the cost of the project; it cannot be done ahead of time. When the project is bid out, that is the time to apply for the rebate, and it is not a lot of money (approximately \$3,000 - \$6,000).

Ms. Brogan inquired if the district has to use a Board of Public Utilities contractor or if it could be any contractor. Mr. Secora replied it could be any contractor for the Smart Start Program. Mr. Morgan asked if this program covers just the boilers and not the systems being converted from steam to hot water. Mr. Secora confirmed it did.

The third program is Pay for Performance (PFP) which is for buildings that are over 200kw in demand. That would be RHS, BFMS and GWMS. Mr. Secora reviewed the ESIP information he had from two years ago which had looked at the PFP program and felt the only school that might be eligible was RHS. The decision was not to pursue it and because the ESIP already vetted this program, it is not something LAN wishes to pursue. If the district were to consider this program, the time to do it would have been the during the ESIP, since a lot of energy savings are needed and you look at the building in totality, not just specific systems. Mr. Secora did further research and as part of the ESIP, the district realized \$500,000 in incentives and rebates from the Board of Public Utilities already.

Mr. Secora presented the proposed capital improvement projects by school, the process, school district mechanical systems, estimated budgets, needs, potential debt service aid (money from the state to fund some of the projects), and the timeline.

Hawes School

The original building was built in 1966 with additions in 1974, 2005, and 2012. The 1966 building has a heating hot water system, the 1974 wing has rooftop units that may be

eligible for Direct Install, the 2005 addition has rooftop units that would not be considered for replacement at this time, and the 2012 addition is relatively new.

The top priority for this school is the HVAC upgrades. The existing boiler is a hot water boiler. There used to be two of those and one was replaced with two high efficiency boilers. It is being proposed to replace the last boiler with one additional high efficiency boiler. One of the reasons why LAN wants to replace it is the current boiler dates back to 1971 and is 48 years old. Boilers generally have a life expectancy of 25-30 years. LAN wants to provide redundancy. Two boilers were installed as part of the ESIP and they carry about 70% of the heating load. In the winter, there is a need to run the two newer boilers and also the third boiler.

Board members asked various questions about rooftop units, what percentage certain boilers were operating at, how many high efficiency boilers would be replacing old ones and what percentage they would take of the load, electronic controls, if the new system would incorporate everything into one system, how schedules would be set up, if we could piggyback off of our existing IT infrastructure instead of re-cad cabling the rooms, if a cost analysis was done for just replacing the unit ventilators versus refurbishing them and if there was much savings, whether we were looking at this project correctly and if there was a benefit to looking at this as an HVAC project rather than a heating ventilation project, that an engineer would be needed to review weight and do steel engineering for support if we looked at roof top units, reasons for replacing windows at some of the schools, if there are any warranties for the windows and equipment we would be replacing, and the construction contingency of 10% when the state only requires a minimum of 5%.

Mr. Secora explained LAN is basing their estimates on concepts right now. There are no drawings prepared. LAN can only get so detailed on the estimates and there is a factor of safety in the contingency to address unknowns in the design. LAN does not know what the bidding and contractor environment is going to be when the projects are bid out so that is also factored in, as well as contingencies for unforeseen conditions and things that come up during construction. All of those things are included in the 10% fee. Construction costs for capital improvements are hard costs and soft costs are those not related to construction such as architectural/engineering, legal, administrative, bonding, testing, and construction management firm fees. LAN's fee is also included in soft costs at approximately 7%.

Mr. Morgan asked about fire alarm system upgrades at Hawes. Mr. Secora responded that work was completed last summer. Mr. Morgan asked if there were any security upgrades being recommended for Hawes. Mr. Secora replied security is handled out of a different budget. Dr. Fishbein stated we have already addressed security issues.

The estimated costs for priority projects at Hawes would be \$2.9 million. There are other projects LAN looked at which include classroom and corridor ceiling upgrades and upgrades to classroom casework.

Mr. Morgan asked if LAN would be proposing to replace the existing built in casework with some kind of modular system so it could be easily upgraded in the future. Mr. Secora stated it would be a consideration but there is one area that needs to be fixed. Modular could be considered but he did not know the condition of what is behind the wall, which he thought was unfinished block. The current proposal includes replacing like casework.

Mr. Morgan asked if casework that is built in is more expensive than modular. Mr. Secora explained it is built in because it is fastened to the wall but it will not be built on site and he did not think there was that much of an extra cost.

LAN is looking to reuse the lighting with the ceiling upgrades. The reason behind that is the district did an ESIP two to three years ago and they reused the existing light fixtures so the fixtures may not look good but they are providing a huge energy savings compared to what we had. In some of the rooms, LAN is proposing to install a new suspended ceiling. If the ceiling is dropped, new light fixtures would be needed.

Other projects under consideration total approximately \$517,000.

Orchard School

The original building dates back to 1964 with a wing addition and multi-purpose and art room in 2003. Orchard is similar to Hawes and the boilers, controls and unit ventilators are identical. LAN is looking to do a mechanical system upgrade based on the equipment being past its useful life, improve temperature controls, reduce increased repairs, and provide boiler redundancy.

The driving force behind doing the boilers is due to their age and there will be some savings, but it will be a small increment. There are already high efficiency boilers installed and we are saving money. The equipment is 55 years old. Controls have a 35-year life expectancy, unit ventilators are generally 25-30 years, and boilers 25-30 years. The equipment is way past its life expectancy.

Mr. Secora mentioned a question was raised whether or not LAN increased the scope from what the EI report had identified. At Hawes and Orchard, LAN is matching up with EI's report as far as the scope of the work for the projects. He will note if there is any deviation.

Mr. Morgan mentioned he would like to see the EI report which was pre-ESIP, which means a lot of the projects EI recommended is mooted by the ESIP. Mr. Secora agreed with regard to the boilers, EI recommended replacing one or two at most of the schools, which was done. All of the boilers at the high school were replaced. Mr. Morgan would like to see what was done in between EI's report and the ESIP and what LAN is looking at since many changes have occurred. Mr. Secora noted there are a lot more projects in EI's report than LAN is presenting. LAN is looking at more high priority projects.

Dr. Fishbein stated there were more details in LAN's report than EI's. EI's report had categories but no unit pricing and quantities for a lot of things; whereas in LAN's estimate, they estimated and based it on either a dollar per square foot or estimated what the lineal feet or the number of pieces of equipment, and based the costs on past projects and bids received in the past.

Mr. Morgan pointed out LAN has much more experience in the district schools than EI but would still like a comparison report and to see the reconciliation. Mr. Secora mentioned there were some comments made as to why LAN's estimates were different than EI's and that is because LAN looked at numerous different line items to come up with an estimate. Mr. Secora reviewed the suggested window upgrades. The windows are 50-year old single pane windows with thin, metal panels. Orchard's estimated budget is \$3.2 million for capital improvements and window upgrades. Ms. Brogan pointed out Orchard has two

floors which is why the window estimate would be larger than Hawes. Mr. Secora agreed and stated is also based on square footage.

Mr. Mahmoud mentioned LAN's window estimate for Orchard was double what EI's was and asked what the differences. Mr. Secora replied LAN does numerous window projects and pricing keeps increasing, which is over \$100 per square foot. Mr. Secora is confident in the numbers presented.

Mr. Morgan observed GWMS has tower stair fire improvements to be done and changing out some doors. He asked if we have similar safety concerns on the staircase between the first and second floors in Orchard and if it was addressed in the presentation. Mr. Secora stated if there are stair tower doors there is a high probability they are not fire rated and do not latch, which is what the current code requires, but they are grandfathered since they were appropriate at the time they were constructed. Mr. Morgan asked if all our doors should be up to current code. Mr. Secora thought they probably should but they were not prioritized as projects and there was a bigger need at the elementary schools than the middle schools.

Mr. Morgan noted EI's report included a fair amount of non-tempered glass in hallways at some of the buildings and asked if that was something LAN was looking at. LAN did look at it but there were higher priority projects to be done. That is something that could be addressed through capital reserve.

Capital improvements and window upgrades at Orchard are estimated at \$3.2 million. Other capital improvement projects including classroom and corridor ceiling upgrades and upgrading classroom casework was reviewed at a cost of approximately \$460,000.

Ridge School

The original building dates back to 1959 with a multi-purpose room addition wing in 1999 and classrooms at the northeast corner in 2012. The forced hot air system is completely different than the other schools and replacement parts are not available. The system is inefficient and there have been a tremendous amount of complaints about uneven heating throughout the building. LAN is looking to getting rid of the system and recommends installing in a hot water heating system.

LAN looked at the potential of doing some type of rooftop air system but the problem is there is not a lot of space available to run duct work. If you install rooftop equipment, you need to run duct work to get to various spaces and there were some failures in this structure, which resulted in emergency repairs to the roof. Any equipment put on here would need structural steel to support it. Rooftop equipment cannot be put near the edge of the roof due to the fact that it is unsightly and the equipment needs to be spaced at least 10 feet from the edge of the roof. There is limited space due to solar panels, courtyards, and different roof levels. EI's report recommended a rooftop type system but based on the factors just described, it would be more appropriate to install a hot water heating system. LAN would reconfigure the mechanical room to a boiler room and piping can be concealed either above the ceilings or through chases throughout the building.

A question was brought up during the walk throughs about why we cannot do a Variable Refrigerant Flow (VRF) or Variable Refrigerant Volume (VRV) type of system. This would require Mitsubishi type mechanical units in a classroom space and a condensing unit on the roof. Someone thought it could be done in the classrooms and that would carry the

load and there would be no need for duct work. That is not the case because those units only address the sensible air in the space, not the people load and the solar gain you get from windows. Ventilation still needs to be brought into the space. VRF has heat pumps and needs to bring in make-up air through a DOAS, an outside air system that has duct work. Due to the roof space concerns, Mr. Secora does not think those systems would be prudent.

Ms. Brogan asked if EI's recommendation of putting in a new furnace would solve our problem. Mr. Secora thought that was their recommendation but pointed out in their narrative, EI discussed going to rooftop units and a ductless system. Their estimate said replace furnace but what it meant was replacing it with a new system. Their recommendation was to install rooftop units and not replace the furnace.

Mr. Mahmoud asked if that was the reason why LAN's numbers were a lot higher for Ridge. Mr. Secora answered that is part of it but it is hard to tell. If he had unit pricing he would be able to tell better. With some of the schools, they match up close (Hawes). When EI was looking at the rooftop units, there was nothing in there with regard to concealing ductwork, opening up ceilings and replacing them, the general construction component or electrical work. It could have been lumped into EI's number but the number seemed too low for the work to be done.

Mr. Morgan observed the big hidden cost is the roofs, which are flimsy. Dr. Fishbein noted they are not meant to put excess weight on but will carry snow loads, solar, and the rooftop units we have there. Mr. Morgan thought EI probably did not look at the roof structural issues. Mr. Morgan noted LAN has first-hand knowledge of the roof that EI does not.

Window replacement was reviewed. The windows are plate glass, not tempered with steel frames that are rusting, which would be replaced with aluminum frames. If we go with unit ventilators, insulated panels would be installed and the unit ventilator would have a small louver cut into the panel, with glass on the bottom. The air conditioning unit would be replaced with an insulated panel.

The estimated budget for the mechanical improvements and windows is \$6.1 million. If all of these projects and windows are done, the district will have upgraded all the windows throughout the district, except for this building.

Other projects include the casework and ceiling upgrades which is right at the bottom of the roof deck so there is not a lot of space to gain by lowering the ceiling. The district has to maintain a certain height to comply with DOE regulations. The estimated cost for these projects is approximately \$680,000.

Somerville School

This is the third type of system we have in the schools – steam heating. There is construction dating back to 1951, with an addition in 1957, and an addition in the back of the school in 2005. Similar to the other schools, one boiler out of two was replaced and there is still one boiler remaining that would be upgraded. Here, as opposed to some of the other schools we talked about with hot water, LAN recommends removing the steam piping system and installing hot water heating. The boilers that were installed are two years old and are steam but can be converted to hot water. They want to replace one

boiler with a high efficiency boiler. The two boilers that were put in were not high efficiency; they are standard cast iron boilers.

Mr. Morgan asked if we put in low efficiency boilers two years ago. Mr. Secora replied they are more efficient than what was there but not as efficient as high efficiency boilers. Mr. Morgan asked if that was a choice due to the fact they were steam or the cost. Mr. Secora replied it was due to the steam factor.

Mr. Secora pointed out the controls which are over 68 years old and the gauges on the pneumatic temperature control system are not functioning. The air handler that supplies heat to the 1957 wing is similar to what we have at Ridge and Glen. LAN would look to replace that and put in unit ventilators in those classrooms. Ms. Brogan asked if the boilers would heat the 1957 wing. Mr. Secora replied they would heat the entire building. There are no rooftop units here. In the 2005 wing, they are not going to replace any of the piping in the unit ventilators; those will be tied into the new heating system. The hot water piping comes all the way to the boiler room so it is just the connection. LAN's scope is similar to the EI report. The estimated budget for this project is approximately \$6.2 million.

This building already had its windows replaced. Other capital improvements under consideration include classroom and corridor ceiling upgrades and upgrading classroom casework. The estimated cost for those projects is approximately \$700,000.

Travell School

Travell is similar to Hawes and Orchard. The original building was built in 1965 with a wing addition in 2005. The systems have electronic and pneumatic controls, older unit ventilators, and an older Cleaver box boiler. One boiler was replaced with two smaller condensing boilers and LAN would like to replace the box boiler with one new boiler.

The windows are similar to Orchard but much larger since there is a second floor. Travell has a storefront (curtain wall) system. The whole system has to be taken down, which exposes the second-floor slab, and a new system installed. One section has to be done at a time. The windows have leaks and drafts. Those projects are estimated at \$3.7 million.

Ms. Brogan observed on some window replacements we were able to do it either during the school day or after school. At Somerville, some of the work was done during the school day by moving students out of the classroom. She asked if this work would have to be done when no students were at the school. Mr. Secora replied if two classrooms were made available on the first and second floors, they could take out that area and do it at one time. Ideally, they would like to target a summer date and start in June in order to be finished in September. Ms. Brogan asked if there were long delays for windows. Mr. Secora stated the lead time is 16 plus weeks and it depends on the time of year and how many people are doing windows.

Other capital improvements under consideration include classroom and corridor ceiling upgrades and upgrading classroom casework. The estimated cost for those projects is approximately \$534,000.

Willard School

The original building was built in 1927, a wing addition in 1952, one in 1966 and an addition in 2012 over the 1996 wing. The 1927 and 1952 wings have steam heating

systems. The 1966 wing has hot water, and the 2012 has a combination of hot water and rooftop units. Similar to what was discussed at Somerville, LAN is looking to replace the heating system and remove the steam and condensate piping where it is exposed.

Mr. Morgan asked if we put new boilers in as part of the ESIP. Mr. Secora stated the ESIP did not replace the boilers. LAN would put in one new boiler. A major asbestos abatement project was done in this building during the last referendum. There is a lot of steam and condensate piping tunnels that was abated then. We may encounter some but the majority has been done.

Mr. Morgan asked about the other nine buildings and if we would be taking out asbestos if we come across it. Mr. Secora replied Somerville, GWMS and BFMS have some and it would be removed.

Ms. Brogan asked for clarification that LAN is replacing the steam boilers at Willard with hot water. Mr. Secora stated we are converting one to hot water and replacing one.

LAN is looking at direct digital controls, replacement of unit ventilators in the classroom, and new hot water heating piping throughout the building. They would pick up the piping from the 1966 wing and tie it into the new heating system. They would refurbish the unit ventilators in that wing and the unit ventilators in the original building and the 1952 wing would be replaced. The temperature controls in the 2012 wing are DDC so those would be tied in with a new system.

LAN's scope of work is similar to what was identified in the EI report. EI's costs were significantly different and as best as Mr. Secora can see, they may not have included addressing the removal of steam and condensate piping. The windows at this building are all done. The estimated cost of these projects is \$4.3 million.

Other capital improvements under consideration include classroom and corridor ceiling upgrades and upgrading classroom casework. The estimated cost for those projects is \$500 million.

Glen School

The main building was built in 1959 with a small addition in the back in 1965. This is an identical sister school to Ridge. LAN is looking to replace the old furnace with a heating hot water system and run piping throughout the building. The difference at this school is there are one or multiple ducts that run through the grass courtyard that go underneath the ground and nobody knows what the condition of those are. EI's report recommended the rooftop unit solution and LAN is recommending the hot water solution based on the reasoning given for Ridge.

The windows are similar to what is at Ridge – large plate glass that is rusting, inefficient and drafty. Many rooms still have the old venetian blinds that would be replaced with new window treatments. The estimated cost is \$5.2 million.

Other capital improvements under consideration include classroom and corridor ceiling upgrades and upgrading classroom casework. The estimated cost for those projects is a little under \$300,000.

BFMS

The original building was built in 1949 and the back wing in 1954. The original building is 70 years old and the wing addition is 65 years old. The pneumatic controls are more than 60 years old and most of the gauges and controls are not functioning. The unit ventilators do not date back that far but they are more than 40 years old. LAN is looking to replace one old boiler with one high efficiency boiler. There is also an old abandoned oil-fired boiler with asbestos insulation on it. LAN would abate that along with any other asbestos related to the heating upgrades. There is a steam heating system in the entire building so they would remove the steam heating system and replace it with a hot water system (new unit ventilators, new piping, new air handlers, new DDC controls and one new boiler).

There are two areas that need bathroom upgrades. There is a boys and girls locker room with access to the bathrooms from the outside of the building and they are used when we hold outside track and field events. They are dated and need an upgrade. There is an adjacent shower space that could be reconfigured for both the boys' and girls' locker rooms. Also included would be upgrades to the men and women's bathrooms in the lobby of the auditorium.

Mr. Secora reviewed auditorium renovations which include replacing the seating, improving the finishes, and updating the lighting and sound systems. Acoustical treatments would also be done in the space. Mr. Morgan observed the auditorium is a pretty pricey upgrade that includes replacing all the seating, although the seating at GWMS looks older. Mr. Secora responded it is estimated at \$1.7 million. GWMS has wood seats and the upholstered seats do not hold up as well.

LAN reviewed upgrades to the media center. The built-in casework dates back to 1965 and the furniture is about that old too. The space is not conducive to today's common learning area centers. Upgrades include new furniture that can be configured for collaborative learning in small or large groups, improving aesthetics,

Mr. Morgan commented this is about \$1 million and asked if LAN also did the work on the high school media center, and for the comparison of square feet between the two schools and the comparative cost. Mr. Secora responded BFMS is about one third smaller and has approximately 725 seats. The high school was much larger and more expensive.

Ms. Brogan pointed out BFMS' auditorium is highly used by outside groups as well as school groups. In upgrading the space, it would continue to be a rental space.

The estimated cost for the mechanical and bathroom upgrades, and auditorium and media center renovations is approximately \$16 million.

Other capital improvements include stair tower door replacement. There is a lot of glass light around the doors and they are just smoke doors that push open; not fire doors that would latch. The doors and frames are also not fire rated and need to be upgraded to comply with current code. This would be done in all the stairwells. Ceiling upgrades also need to be done. The estimated cost for other projects is approximately \$1.6 million.

GWMS

The original building was built in 1928; what is now the old gym wing was added in 1962, there were some infills of classrooms in 1986 and 2002; and the new gym, media center and classroom additions were done in 2013. The 2013 addition has rooftop units and

there is a rooftop unit on the old gym wing. The 1986 and 2002 wings have steam heating systems. The whole system works on air pressure and when you do not have the right air pressure the controls do not work right and the tubing is failing. The current pneumatic control system needs to be replaced with a DDC control system. One boiler was removed and replaced with two moderate efficient boilers. LAN would remove one boiler and replace it with a high efficiency boiler, remove the steam and condensate piping and put in a hot water heating system with hot water heating piping.

The new wing has DDC controls so it would be tied into a new DDC system. There are some areas in the original building that have new air handlers so a rooftop unit could be tied into the new DDC controls. There is some asbestos on abandoned tanks in the boiler room that would be abated and removed.

GWMS also needs stair tower door replacement. The frames are wood with wire glass on the top between the doors. Similar to BFMS, the whole assembly needs to be replaced in the old building with a new one that meets the current code. The scope is similar to EI's and the estimated cost of these projects is similar at approximately \$7.4 million.

Other capital improvements include ceiling upgrades at approximately \$455,000.

RHS

There were major HVAC upgrades as well as control replacement (it is all DDC) done in the last referendum, and the ESIP replaced all the boilers and pumps in the boiler room.

The original building dates back to 1919 with wing additions in 1930, 1937, 1961 and 1999. The 1999 wing is 20 years old and the rooftop equipment has a life expectancy of 15-20 years so it is time to replace that equipment. There are also a couple of pieces of equipment on the campus center at the end of their useful life that need to be replaced. If a straight replacement is done, we can look at the direct install program.

Courtyard drainage improvements need to be done. The stormwater system backs up during periods of heavy rainfall and LAN recommends an underground drainage storage system. It will still dump in the stream but will have a capacity to buffer so it will not flood back into the courtyard area. Capital improvements are estimated at \$3.7 million.

Also included in the capital improvements are fire alarm upgrades. The fire alarm panel was replaced a few years ago but there are issues with wiring and heat detectors above the zone. The devices have a life expectancy of 15-20 years and they are ready to be replaced.

Other capital improvements are ceiling upgrades estimated at \$1.3 million.

The estimated districtwide budget for high priority capital improvements is approximately \$59 million, including soft costs and contingency fees. The estimated districtwide budget for other projects under consideration districtwide is approximately \$7 million, including soft costs and contingency fees.

Mr. Morgan expressed his concern that LAN's fee is a percentage of the total cost and if the cost increases or decreases, LAN's does the same. He asked if that is the way most architects work on these projects or if they do a fixed fee. Mr. Secora replied LAN could do a fixed fee or percentage fee.

Mr. Secora reviewed the reasons why the district needs to have a bond referendum and explained years ago, there were regular operating district (ROD) grants available (up to 40% of the eligible cost) which the district used years ago. Those grants are no longer available. There is potential for debt service aid from the state for eligible projects that are part of the referendum. That is the only way we have the ability to receive those funds. The state says you are eligible for 40% but the net is actually 34%. Debt service aid is based on the entire cost of the project.

In LAN's opinion, all of the projects are eligible for debt service aid. The high priority capital projects at \$59 million would be potentially eligible for debt service aid at 34% in the amount of \$20 million, so the net cost would be \$39 million.

Ms. Kelly explained debt service is a refund from the state for part of the debt you take out. The district would have to take out the bonds and once we start paying the bonds back, each year we would get 34% of that debt service back in state aid. When the budget is being built, on the revenue side we would get a revenue from the state to pay for part of the budget.

Mr. Morgan noted when we did the ROD grants there was a tremendous amount of paperwork involved and asked Ms. Kelly if it was the same for debt service. Ms. Kelly explained there is no paperwork like that because we are getting the approvals up front. The debt service aid we receive is based on the state's budget which is why we only get 34% when we are eligible for 40%. Traditionally over the last few years, districts have only gotten 34%.

During the 2009 bond referendum, the district got both ROD grants and debt service for our fields at RHS and BFMS. Everything else was ROD grants.

The other projects under consideration at \$7 million would be eligible for \$2.4 million in potential debt service aid, bringing the net cost to \$4.6 million.

Mr. Kaufman asked if this Board supports these projects and the Board changes and does not agree to these projects, if there is a penalty from LAN if the scope of the projects change. Dr. Fishbein replied he will make a recommendation to the Board in February and if the Board approves certain projects to go on a referendum, that gives LAN the approval to do drawings and get preliminary eligibility cost letters so the district would be responsible for that work they do.

Mr. Secora reviewed the steps and timeline for the referendum. LAN recommends submitting applications to the state six months prior to the referendum date if possible. These are all capital projects so it is an easy review for the state. Projects that involve educational adequacy require additional work and more review time with the state. The state's objectives when reviewing educational adequacy is to ensure the district has proper ceiling heights, proper egress from the space, and the appropriate square footage for the number of occupants proposed in the space. The state also reviews the costs and timeline.

Possible referendum dates are the 4th Tuesday in January, 2nd Tuesday in March, last Tuesday of September, 2nd Tuesday of December, and the Annual School Election. From a construction design standpoint, the best time would be a September referendum as it allows LAN to perform design work, bid the project, and award a contract prior to the next

summer. If the district selected a September 2020 referendum date, projects could begin the summer of 2021. If you choose December with the larger projects that require more design (mechanical upgrades), there is potential they will not make the time frame. With those projects, work has to start as soon as the boilers are turned off and turned on again in October. If you picked January 2021, you miss the entire summer of 2021 and work will not begin until summer 2022.

A discussion ensued regarding the December 2009 referendum and when work was started at the schools, if there was electrical adequacy at the buildings for the proposed work, and how PSE&G does not want to maintain the transformers at the high school the way they are now inside the building.

Mr. Secora commented there was a question about alternatives to sequencing work and reported LAN can bid some like projects (such as windows) together but sometimes there are situations that if a contractor is not big enough he may try to do one school and then the other and it might not be completed within the time frame. These are things to consider once they move forward with the design. Numerous planning sessions take place and you also want to plan the projects to limit disturbance at the schools. The projects need to be phased and scheduled out over a couple of years.

Questions were raised regarding long lead items. Windows take 16-20 weeks once the contractor places the order plus a little more time since the contractor has to put together shop drawings (3-4 weeks) and then LAN has to review them (about one week). Rooftop units are generally 8-12 weeks with the same scenario, furniture is 8-10 weeks, pumps are 5-8 weeks, and the boilers are readily available within a few weeks.

Mr. Morgan asked about the cost of construction management and construction administration. During the last referendum, the district used a construction manager and asked LAN to speak to why a construction manager is used as opposed to other approaches.

Mr. Secora explained one approach is not to use a construction manager and the district would rely on the architect to monitor the construction. Most districts use a construction management firm, who is independent of the architect and contractors and is onsite full time. Construction administration is the services LAN performs including performing periodic inspections, attending job meetings, reviewing submittals, answering contractor questions, and reviewing change order requests. The construction management firm is onsite and makes sure the schedule is maintained, if a change order request comes in that it is accurate and a needed cost, prepares minutes of meetings, and really monitors the work to ensure it is done in accordance with the plans LAN prepared.

Mr. Kaufman feels there is a cost savings, which may not be reflected in LAN's cost, to have a construction manager because in the end, it will save you money from mistakes that will happen.

Mr. Morgan remarked in the last referendum there were some issues and construction management was helpful in resolving them. He asked if the construction managers work on a percentage of the overall cost or a fixed fee.

Mr. Secora stated it could be either one and for this presentation, he used a percentage. Mr. Morgan asked why construction administration is broken out from architectural fees.

Mr. Secora explained it is a different service they provide. Schools generally go with that service but some clients have the capability of monitoring construction and just need the drawings to obtain a building permit. That is referred to as design services.

[Click here](#) to view the presentation.

Matt Fink, an architect and interior designer with LAN, presented the concept for the RHS Performing Arts Center (PAC). The current facilities for the music and arts program were put in place in the 1960s and these facilities no longer meet the needs of our growing programs. As they toured different schools, LAN took note of inefficiencies which include the over capacity of the rooms. Spaces that were designed for 25-50 students are now holding 100 plus. The space does not have proper acoustics, has improper view angles, as well as lack of storage.

While exploring the early concepts of the PAC, LAN wants to keep the identity of Ridgewood High School. They have identified it as the rich history, the grandeur of the architectural language, and the continuation of the various traditions of the high school.

Mr. Fink reviewed the architectural and project goals as follows:

- 1,000 seat performing arts center
- Expanded music/theater program
- Preservation of iconic views
- Celebrated main entrance

The current wing and existing entrance are one of the most heavily used entrances of the school, yet it is unnoticed as you drive by. As they create the PAC, the idea was to bring the grandeur and sense of tradition in history to the main entrance, so those who come in and enter the building are greeted with the same celebration as the original main entrance.

A variety of design inspirations was reviewed. Some of the ideas LAN would like to incorporate are the 1,000 seat PAC, proper acoustics for a variety of different performances for productions, having a Broadway type stage that can fit a variety of programs and sizes with the appropriate view angle, a celebrated main entrance, intertwine the space with the entire landscape, creating learning areas not just inside the classroom but also outside the classroom, bridge the historic architecture with the new architecture, and incorporate an interactive green roof.

Mr. Fink stated looking at the site, one of the most common areas is one they would like to preserve - the tower and the original building. The idea is to create a new PAC towards the other side of the little theater in order to preserve the sight line from the sidewalk all the way up. LAN would also look at putting some of the different features underground while creating a green roof with different walkways throughout the entire site.

Mr. Fink explained the idea is to be at net zero for some of the parking so we do not lose spots and are still able to keep the number that is currently there. There are a variety of opportunities such as creating additional parking at the bottom and top of the site, or an optional parking garage

Mr. Fink reviewed the first-floor plan which includes an orchestra pit stage, stairs and elevator which will lead to the floor below, as well as a concession area, and preservation

of the little theater. Mr. Secora pointed out where the proposed auditorium is located, LAN would need to knock down the existing band/choral spaces in order to make it fit.

Mr. Morgan asked how many parking spaces Ridgewood High School currently has. Mr. Fink was unsure but in the conceptual drawings, 35 have been removed and the idea was to put 35 back. Mr. Morgan noted the auditorium presented has a stage with a very small back stage area for a Broadway size stage. Mr. Fink explained just for scale, the distance is over 30'. It is a deep stage with additional space on the size. As they go further below, there are opportunities for stage building and other components within the auditorium. Mr. Morgan asked how many stories the proposed auditorium is. Mr. Fink replied one and a half with a story beneath it.

Mr. Fink reviewed the basement floor plan, which would have access to an elevator, two staircases, and a variety of other spaces. This is where the large dance studio would be incorporated, as well as a stage building area with direct access to the elevator. Also included is a variety of practice and ensemble rooms. The area also includes a new office and conference room for teachers. To preserve the little theater, LAN would tunnel underneath the existing building to pop out on the other side on the same level. LAN has created three larger components for the two spaces currently there that are shared by three programs. There will be a new band, chorus, and orchestra room, each one 300-500 square feet larger than the current ones. Storage space would be increased for each program as well as in between the areas so there is no sound transmission between the rooms. There are bathrooms on this floor as well as on the first floor with no outside access.

The second-floor plan was reviewed. This includes the balcony, additional seating, and audio/visual and mechanical services.

A discussion took place regarding parking concerns and how the neighborhood has very constricted parking, how LAN would handle parking for a 1,000 seat PAC when we already have a parking deficiency, how getting back to net zero will not help, exploring opportunities for a larger parking garage which would increase the cost of the project, that there is not a lot of room on the site to add both program and parking, what kind of parking and how many spaces they would normally be expected to put into a 1,000 PAC design, and how LAN would work with their civil engineers to come up with an appropriate number.

Dr. Fishbein observed the district would love to have adequate parking at all of our facilities, but there is not one facility, when used as described, that has adequate parking; not even BFMS when it is rented. Mr. Morgan agreed but noted this would be introducing a 1,000-seat facility into an area that already has too little parking, into a neighborhood with restricted parking.

Ms. Brogan commented approximately 600 people fit in the campus center. She does not envision that RHS' PAC would be a rental space. She believes the utilization would be at the high school because when the campus center was built in 1999, the thought was the community will use it and right after it was built, they realized the utilization of the high school was greater than anticipated. When looking at this, Ms. Brogan is not looking at it as a community center. Ms. Brogan sees great opportunities for the space to expand our programs and for our students. She does not see it as creating nightmare traffic.

Mr. Morgan appreciated Ms. Brogan's thoughts but commented from living next to the high school for so many years, he feels it is not a good situation. The streets around the area are jam packed during graduation and other events and adding a 1,000-seat auditorium will increase it. There have been no studies presented on the parking needs for a 1,000-seat auditorium. He noted a number of band members and music educators in the audience and pointed out they have real needs and deficiencies in their performing, practice, storage, and educational spaces right now. His understanding is that we put a PAC in as a second question, in addition to the \$70 million referendum. The needs of one third of our students are there whether or not we put in a PAC. Mr. Morgan asked LAN if they have given any thought to what we would need to add to the basic referendum, provide those needs without a PAC, and what kind of options we have for a second story or additional educational space in the high school that is not a part of a second question. His fear is we will be approaching the community with a very large referendum and if we have two questions, the second question becomes an easier one to reject. If we reject it, all the needs of the students and teachers will not be met in the basic referendum question.

Mr. Secora explained LAN was given a program to develop a PAC and they developed the plan to match what the program requirements were. Anything done differently would be less than that. Mr. Secora is unaware of any space that is of significant size within the building that could be renovated to the space that could be used by the performing arts program, other than maybe on top of the existing band/choral area, which could be expanded. That space is only 4,600 square feet and is the only potential area to expand. There also needs to be egress out of the space. The space cannot be properly divided because if you go over 1,000 square feet, you need two means of egress out of the space which cannot be provided the way the stair tower is located. There are some potential fatal flaws there with what can be done.

Mr. Morgan continued the PAC that was designed takes a huge part of the parking lot so if we were not necessarily limited by the footprint of the existing music spaces, and LAN were to expand the space, you could build a two-story music/curriculum area in that space without a PAC. The other thing Mr. Morgan saw, which he thought very innovative, was the green space and underground performing arts practice/storage space. That, separated from the PAC, would not cause traffic problems, but would add to the music program's ability to utilize space in the high school. He asked how many square feet the area was as well as the area under the green roof.

Mr. Fink responded the first floor under the PAC is 14,625 square feet and under the green roof is 11,675.

Mr. Morgan suggested if LAN did a combination of upgrading and adding some to the music wing and taking the green roof area it would be about the same size as the proposed first floor area without introducing a massive PAC. Mr. Morgan thought LAN could adequately meet the needs of the music program without the PAC.

Dr. Fishbein explained we attract people to the high school all the time, year-round, whether it is athletics or band concerts. He explained the differential in the campus center is about 300-400 people and on football game nights, we far exceed 1,000 people at our games. The performance space is the culminating activity of all of the work that goes on in between those concerts. When he looks at it, he sees educational space. Right now, when students do their final rehearsals, they bring the students to the campus center

which means the optimum use of the campus center cannot be realized because the students are playing.

Mr. Mahmoud asked if the usage of the PAC would be primarily in the evening, during or after school. Dr. Fishbein replied it would be all of those times. Ms. Smith Wilson also pointed out it would be used during the school day for assemblies and other events. Mr. Mahmoud asked if we had explored locations other than the high school, such as BFMS where there is more parking. Dr. Fishbein explained we spill out into the neighborhood at BFMS right now when we have full or not full auditoriums. The BFMS auditorium is used by BFMS and other schools.

Mr. Morgan asked if we were using the BFMS auditorium as much as it could be used. The way he sees it is we have a 700 plus seat auditorium at BFMS with a stage that meets the conditions needed. So now we are going to build another 1,000-seat performance space, introduce traffic, and we still have not addressed the educational needs in the basic referendum. That is where he is conflicted. If the Village wants to build a PAC, it is a good second question but if the students and teachers have a need for classroom space, he would like to see where that can be in a first question.

Ms. Brogan noted the Board has not had any discussion on how it is going to structure the referendum. During the last referendum, the Board spent considerable time discussing the pros and cons of doing one question or two. She thinks that needs a lot of thought before we entertain the thought of how we are structuring it. The Board first has to hear about costs and bonding, then get Dr. Fishbein's recommendation, and she does not think a decision should be made on what projects are being put into what question right now.

Mr. Morgan felt it had been Dr. Fishbein's thought that a PAC would be a second question. Dr. Fishbein remarked he has not made that recommendation yet.

Mr. Morgan commented if the Board is going to have consider one or two questions, he would like to know what it will cost to meet the basic curriculum needs of a third of the high school without a PAC, what do we need in the first question and what do we need in the second question, or is it all going into one question. He would like to see those alternatives before the Board decides.

Ms. Brogan commented if the parking garage is excluded from the PAC, the estimated cost is \$26 million and she asked if it would be eligible for any state assistance. Mr. Secora replied he was not sure if it would be eligible so he called the state, and verbal indications were that it would be an eligible project for funding for debt service aid. There is a formula where you can figure out state funding when you do new construction. It has to do with unhoused students in the building and square footage. There are unhoused students which allows for funding from the state. For new construction they allow \$143 per square foot. The PAC is well over that. At \$143 per square foot, the state will allow an eligible cost of \$6.9 million and then you take 34% of that, which nets out to \$2.3 million in debt service aid. If the culinary arts lab moved forward, that is straight renovations which makes it a straight 34% which adds another \$400,000 so you are looking at \$2.7 million.

Mr. Mahmoud asked what the estimated cost would be if the same project was done in open space.

Mr. Secora responded this is premium space, lighting and seating is more than what a conventional space would be. Conventional space is around \$300-\$350 per square foot. Then you have to build bathrooms and elevators. This is the price range for a new PAC regardless of whether it is in an open space or existing space. The price is a little higher to include demolition.

[Click here](#) to view the presentation.

C. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced RHS Student Representative Laurence Fine, who reported on the following:

Athletics

- The Ridgewood Girls Cross Country team is the first team in North Jersey history to qualify for Nike Cross Nationals in Portland, OR, where they placed #20 in the country.
- The RHS Varsity Football team won the NJSIAA/Rothman Orthopedics North 5 Regional Championships at MetLife stadium, where they upset Union 41-37.
- Basketball, wrestling, winter track, and bowling have started.
- 27 seniors so far are committed to play sports in college.

Arts

- There was an Orchestra Concert last week.
- The Winter Band Concert took place last week.
- The RHS New Players show, 26 Pebbles, premiered last weekend. It is based off the Sandy Hook Elementary School shooting in 2012, where 26 elementary school kids and teachers died. The play explores how the community of Newtown got through such a terrible tragedy.
- There is an upcoming winter concert for the choir on Wednesday, December 18th.

Academics

- Seniors are finding out early action and early decision acceptances.

Activities

- The guidance department is organizing a panel of RHS alumni on Thursday to speak to seniors about their first semester of college and share perspectives about transitioning from RHS to college.
- The RHS TV Club and Recording Studio are working together to produce a series called RHS Tiny Desk, aimed to feature a variety of RHS musicians in all genres.

Miscellaneous

- For Veterans Day, RHS foods classes baked for veterans and social studies teachers brought students to participate on a veterans' panel discussion.

V. COMMENTS FROM THE PUBLIC

At 9:45 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Pamela Perron, 123 Kenilworth Road, commented she saw 26 Pebbles, which was a very moving piece. She can see where New Players, in addition to the music department, would benefit from having a performing arts center and was unsure if the Planning Board would address this, but felt parking would be very difficult. Ms. Perron was unsure what a monumental staircase

would cost and how it would be received by residents, having seen what is going on with the proposed renovations to the library and their design for an open staircase. Ms. Perron did not feel residents would support this.

Ms. Perron indicated the NJDOE came out with a new database of 61 school districts that have lead in their water and Ridgewood is on the list. If the district does not have lead in their water, Ms. Perron suggested advising the DOE of that fact. She understood the testing being looked at is from before the school implemented new drinking fountains, but would like the DOE to change their database. She hopes our children are not exposed to lead and expressed her concern that this misinformation effects home values. Ms. Perron urged the Board to respond to this.

Emma Matthews, 625 Kenwood Road, spoke as a member of the Band and on behalf of the Band. She commented there are many questions surrounding the proposed referendum as it pertains to the music program. As a senior in the program, the proposed additions to the school are completely necessary for the future of the program. There is a misconception that the current situation does not warrant any change because the space functions as it is, but it does not work at all. She compared the two rooms the music program has to practice in to the equivalent of the soccer, football and baseball teams sharing two rooms to practice in at the same time. The music program cannot function easily and effectively when each program is always stepping on the other's toes. Each group has different equipment, storage and space requirements that are not being met with the current rooms.

Ms. Matthews stated the high school has long stood for its tradition of excellence, a reputation the music program has done nothing but uphold for decades, which is extremely difficult to do with limited practice and performance space that does not do their hours of hard work justice. She has had a great experience in the program due to the members and staff in it. Ms. Matthews feels the experience would be that much greater for future generations if there was adequate space.

Mike Zuckerman, 550 Bennington Terrace, thanked the Board for their service. He is aware there is a great deal of noise in town about progress and progression and whether we want to renovate the library, build a parking garage, fix Valley Hospital, or build a performing arts center. There will always be people in support of and people not in support of. Mr. Zuckerman mentioned he is a liberal arts person and looked at this from a research perspective. His wife graduated from RHS, one of his children graduated last year and he has two juniors in high school, who are both into the performing arts. Mr. Zuckerman thinks our program and teachers (Mr. Haas, Mr. Luckenbill and Mr. Bourque) are incredible. When he was doing research on why we should build a performing arts center, he was centering it around why we believe the performing arts are going to benefit our children. He does not think anyone doubts that. Mr. Zuckerman believes everyone feels having a performing arts venue for our kids is great and does not envy the Board for having to figure out the parking situation but is in support of it. He observed it is proven from an AP perspective that students who are in the performing arts perform 35 points better on their SATs and APs. He applauded the Board for looking at a performing arts center and expressed his full support of it.

Peter Daghljan, 439 Cambridge Road, agreed with Mr. Zuckerman's comments but wished to appeal to the Board that if they would like to look at the complexion of the Village and the high school, they really have to look at their performing arts. Mr. Daghljan noted the performing arts does so much more than provide a show with a lot of parking. He felt the Board needed to look deeper and look at what the educators, teachers and school system have been able to do with facilities that have not changed since 1964. He asked if anyone on the Board would live in a

house not renovated since 1964. Mr. Daghlian pointed out the Board has a tough job and thanked them for their service, but felt they needed to do something and would figure out the parking situation. He asked the Board to remember how important the performing arts are and that it is not just about boilers and windows, but it is about really growing and cultivating minds into fantastic adults who do wonderful things. Mr. Daghlian thought this should be part of the fabric of our community and implored the Board to think about the payoff, not in dollars and cents, but in the quality of the students who go through the system.

Sean McCooe, 66 Walthery Avenue, resident since 1965 with children in the system, thanked Laurence for quoting some of the New Players and mentioning the seventh anniversary of Sandy Hook and the effort of the New Players program. He felt that only one third of the theater was filled for the performance and noted it is open to everyone and thought the effort that went into the performance was amazing. Mr. McCooe noted Jamboree is a big user of the theater even though they do not sell out and they presented over \$165,000 in scholarship money to 33 kids last year. He noted Jamboree has over 60 local scholarships and ten that are need based. Mr. McCooe would love to see more people come out and make their requests for scholarship money and mentioned scholarship applications are due January 10. He thanked the Board for volunteering their time and expressed his hope that they come up with a proper solution for the community.

Susan Madison, 428 Linwood Avenue, bond analyst who looks at deals like this every day, commented as much as she supports the schools and thinks performing arts and athletics are important, tripling our debt load would be financially irresponsible for the district. Ms. Madison believes this number is too big. The debt service alone, if we were not downgraded, which is not out of the realm given that we would be using almost 70% of our debt capacity with the referendum, will run the district \$8-10 million per year. Ms. Madison is concerned we started this process and because of the shift in the elections, nobody at the table has stood in front of the voters for over 12 months. She asked if there was a way to slow the process down due to the upcoming April election and possible changes. Ms. Madison suggested looking at a December date instead of September so if we move forward with the six-month process, it is done with a Board which has been re-endorsed by the voters. Ms. Madison asked the Board to look at the burden that is on people's shoulders. She has reviewed the district's financial statements, looked at our assessed values, and feels without the county acquisition rate, the district's assessed value is significantly down from 2010. This means the burden of the millage rate per person for the schools is increasing even if the budget stayed flat. To Mr. Morgan's point, she thinks we really need to think about our dollars. She agreed the district does need to do things but we have to work within a smaller footprint.

Stefanie Haas, 511 Ackerman Avenue, RHS senior who performed with the Brass Quintet earlier and who is also a member of the Wind Ensemble and Chamber Orchestra, and a singer in the choir and A Cappella groups, commented throughout her career she has had the opportunity to play in honor ensembles with others outside of school. She commented in her opinion, while we look from the outside upon our schools, it appears students only learn the subject being taught. Ms. Haas stated they learn so much more; such as how to study, take notes, and how to learn. While they get that in traditional classrooms, what they get unique to music is that they learn how to listen. In learning how to listen, she always hears the phrase 'listen louder than you play or sing or speak.' Ms. Haas believes so much of what they do is listening to one another and they need to be able to hear each other within their rehearsal and performance spaces. Ms. Haas does not think it benefits anyone listening if they rehearse somewhere and then go somewhere that sounds worse when they perform. Ms. Haas expressed her feeling that going offsite for rehearsals takes the students that achieve so highly out of the classes they are

achieving in and talked about missing class and student workloads. Ms. Haas does not think it benefits anyone to move heavy equipment. Her opinion is that the performing arts center should be attached to the school. As students, performers, and people, they want to be heard not only by friends and family, but by those who do not know them in order to be able to have an impact on them and have a large space to do that. Ms. Haas thought the space could also be a place for others to learn by listening to speakers, the student council, etc.

Kristen Plumley, 169 Cottage Place, President of Ridgewood Friends of Music, stated she just came from a Friends of Music meeting and her last note on her to do list was to raise \$30 million. She was not sure how money will be raised for this project unless numerous fundraisers are held but the financial aspect is on the Board. She agreed with what Ms. Haas said about moving an entire band and orchestra with delicate instruments from place to place just to have a decent place to perform is not sustainable or right. Ms. Plumley grew up in South Windsor, CT which has similar demographics to Ridgewood and an excellent music program. The RHS teachers remind her of her choral teacher, who was passionate and always inspired his students to be their best. Ms. Plumley sees the same passion in our students and wants the best for them and for them to have what she had – an auditorium dedicated to performances. She thought it inconceivable that a town like this has a high school that has never had a dedicated performance space. Ms. Plumley voiced her opinion that this has to happen and feels the young musicians work too hard to go to an inadequate performance space and it is unfair to them.

Jeff Haas, RHS Band Director for 32 years, started when we had a band of 56 students and 80 students involved in vocal music and 40 in the orchestra. Currently, there are 225 students in the band program, 160 vocalists, and 140 string players in the music program. The theater program has the largest co-curricular participation in the school and the dance curriculum has several co-curricular after school activities. The activities start at 7:00 a.m. and run until 10:00 p.m. and at any time during the week you can go to the high school and find musicians, actors and dancers. Mr. Haas thanked the Board for giving this such strong support and expressed his appreciation for the comments. Mr. Haas thanked everyone for recognizing how important the rehearsal process is and how inadequate the space is now, and has been for quite some time. Mr. Haas wanted people to understand that while our students and parents really understand how inadequate the spaces are for storage, performance and rehearsals, other people are really surprised when they get to the high school. He pointed out there are numerous elementary and middle school families who do not know there is no performance space at RHS.

Mr. Haas remarked the students love to perform at West Side Presbyterian Church but it is a difficult process. He explained approximately \$100,000 worth of instruments is put on a band truck every time they go there in order to get a half an hour of rehearsal after spending 12 weeks of practice, to put it all together and have it sound different. Mr. Haas reiterated Stefanie's comment about how important it is to listen. Music is listening education; not only to hear the sounds but to get to the precision of sound, playing in tune, hearing in microtones, and making it work. Mr. Haas remarked the need for additional space, something on sight, and dedicated space for band, orchestra and choir is very clear. He pointed out it is important to realize that he does not expect that because we may potentially have a 1,000-seat auditorium that 1,000 people are going to come. He does not think we will see a parking issue on a regular basis. Mr. Haas asked how we best serve the entire student body for events such as senior awards, the Asian festival, in school assemblies, an indoor site for graduation, etc. Mr. Haas noted we passed up many opportunities such as telling groups such as the United States Marine Corps Band they cannot come here due to limited space. He asked the Board to consider all the points he made and expressed his appreciation for the hard work they do, and hoped they would give this strong consideration.

Joe Solway, 143 Pershing Avenue, is a professional who has been designing performing arts centers for 22 years and will have kids in the high school next year, expressed his shock that there is not proper space for music in the building. He attested to the transformation it has on students and educators to have a proper facility. Mr. Solway noted it raises the bar for what students and educators can achieve and voiced his full support of the project. Mr. Solway had professional questions because there is a difference between a recital hall and a theater space as to what is needed. Mr. Solway voiced his support for the project so that his children and future students can benefit from it.

Laurence commented based on what he has been hearing from people about the performing arts center, it seems to be a step in the right direction. Our district and people expect to have something like this and a town like Ridgewood should be able to provide it considering how great our music program is. He noted the concerns regarding parking and traffic in and out of the school. He suggested extending the garage, which would cost more money, but felt whether or not the district should have a performing arts center should be based on the need for it, not on the cost or parking issue it could create. He felt the issues should not be fighting against each other and the Board could solve both problems.

At 10:10 p.m., no one else wished to address the Board.

Ms. Smith Wilson commented there were a few issues raised that should be talked about, such as the water issue.

Dr. Fishbein explained two years ago the district was required to test each spigot. Those reports are online. If the district found there was lead in the spigot, those spigots were taken off line until we made the necessary repairs. He will reach out to the NJDOE as he is unaware of the list to see why we are on it. Every school district was required to do the testing and make the necessary repairs.

Mr. Morgan observed we fixed all the places we found lead and installed new fountains. Dr. Fishbein agreed and commented every six years we are required to repeat the testing.

Ms. Smith Wilson reported the Board's bond counsel and financial planner will be coming on January 6.

Mr. Mahmoud questioned if they would have different scenarios regarding bond options depending on what is approved by the voters. Dr. Fishbein reported basically they look at 20-30 years. Mr. Morgan noted we borrow at a low rate and the problem of paying it back over 10 years versus 30 years is the \$8 million payment discussed earlier, but agreed all options should be discussed.

Dr. Fishbein explained they do it over our current debt to see what falls off during the life of it.

Mr. Mahmoud asked if there was a needs assessment done to say this is what we can best use \$30 million for and questioned why it would not be used for STEM or a mindfulness center instead. He felt there were many different areas the Board could invest money in. Dr. Fishbein noted we do STEM at all grade levels and have been fortunate that the Foundation has supported that. A family foundation has also made significant contributions at the high school level in excess of \$175,000. All areas were considered but this is an area of need, as everyone saw in the pictures of students practicing in the classrooms.

Ms. Smith Wilson pointed out the district also went to look at facilities other districts have to support their performing arts programs.

Ms. Brogan noted we did and the last three bond referendums (1999, 2004 and 2009) were about instructional space and when you think of mindfulness, that is something you can do within your capital/maintenance budget, which has been done at BFMS, and other classrooms will follow.

Ms. Brogan explained for a long time the Board has prolonged the needs of the performing arts and space needs. In 1999, the hope was to have the Campus Center be a performing space and the design was not optimal but it met a need which was that we needed a big space at the high school to accommodate lunch, assemblies and some community events. It was soon apparent it was not the best performing arts space in acoustics, that was needed for a program that has continued to grow and experience great success. The Little Theater is not big enough; it seats 200 maximum and has an importance for young actors in the plays that is personal. This is not a new discussion; just new to the current Board. The first thought with all the bond referendums to date have been on instructional space (classrooms), and how we meet the needs of our special needs students due to crowding in the elementary schools. The district has worked on STEM by improving classroom space and with the science addition at the high school. The only area we have not focused on is performing arts.

Mr. Morgan observed the Board has never made a formal assessment of our needs and decided this was on the top of the list, although the Facilities Committee may have. He noted one of the things requested from LAN in the past is the reconciliation Mr. Morgan was seeking from EI, what was done in the ESIP, and what has been done through our regular facilities program, and what is their recommendation. Mr. Morgan would like to see the progress laid out on paper to where we are today, as well as an answer to the question of why EI had such a lower number.

Dr. Fishbein stated it is something we can do although he does not think Mr. Morgan will be happy with it because you are comparing two very different documents; one that is detailed and one that is not.

Mr. Mahmoud noted out of LAN's initial \$59 million cost presented today, \$13 million is soft costs, which was not pointed even mentioned in the EI piece. This was not pointed out by them or us and shows the need for more analysis on the proposal. Mr. Mahmoud thought LAN did a great job and answered a lot of questions tonight but feels having a more in-depth explanation would go a long way in the Board explaining it to the residents.

Mr. Kaufman thought another good reason to have the comparison is some of those are apples to apples, such as Hawes is the same as what EI proposed. It would help the Board be more comfortable in making their decision. Mr. Mahmoud suggested someone from our administration team could analyze the proposals, how for some systems in certain schools some of the numbers were comparable so there were clear explanations, but most of the voters are not seeing the detailed proposals the Board is.

Mr. Morgan felt LAN, as the experts, should be able to explain the difference in numbers. Mr. Mahmoud feels more comfortable with LAN's proposal since he went through both proposals and heard from them.

Mr. Morgan would like a better understanding of LAN's estimate of 7% for architectural fees and pointed out there are ways of doing architectural fees as contingency fees or on a fixed fee basis,

and he does not know what the options are or the pros and cons, but would like that information before entering into an agreement with LAN or any other architect.

Dr. Fishbein explained there is a fixed budget so the Board would know the highest costs and LAN would probably do a fixed cost but with a fixed cost, if the bid comes in low that is your cost. If there is a change order and there has to be more drawings that is part of the job versus an additional cost outside of the percentage. There are two ways to look at it and LAN is open to both.

Mr. Morgan thinks the district should explore what the ramifications are and that 7% is not carved in stone and a smaller fee might be appropriate with a fixed contingent arrangement; something to give the Board comfort they are not overpaying. The other area Mr. Morgan needs to hear is an alternative to the performing arts proposal. He needs to hear what we can do to meet the valid curriculum needs that does not necessarily involve building a 1,000-seat auditorium and he needs to see parking studies on that to understand the consequences if we fill the 1,000-seat auditorium. While he appreciated Laurence's point of view, it is part of the overall structure of how we finance it if we need to add additional parking, which we have to take into consideration.

Mr. Mahmoud noted we did not hear from LAN if they anticipate that this would get passed by the town zoning or if there is an exception for a school. Dr. Fishbein replied we are exempt and we go to them as a courtesy. The only thing the district needs approval for is solar.

Laurence reiterated one question should be whether we want a smaller garage and another question asking if we want a bigger garage so there is a choice regarding the parking issue and the performing arts center is part of the general bond question.

Mr. Morgan appreciated his point and as a band parent understands how beneficial it would be but expressed his concern the Village would not be supportive, and the need to understand what goes into the basic question as opposed to the performing arts center. He noted LAN was not asked to look at the number of studies that will show a 1,000 seat performing arts center needs 'x' parking. It is a regular consideration any time you are building a performing arts center and he feels we need to hear from LAN on that numerical number.

VI. COMMITTEE OF THE WHOLE REPORTS

- Finance
 - November Financial Reports

Ms. Kelly explained the Board is being asked to approve the November financial reports which include the transfers. The district has over \$9.9 million in cash on hand. Every month our biggest receivable is the tax levy, which we get our share from the Village every month.
 - Budget Update

Cabinet members have finished meeting with every principal and supervisor. Ms. Kelly is working on making sure all the account numbers and coding for salaries are correct. She and the assistant business administrator met with the principals separately this year to review the accounts to ensure everyone is where they should be because it can affect extraordinary aid and tuition rates for next year's budget.

Ms. Kelly has spoken to our new insurance broker for health benefits, who reached out to the state, who will not give any indication of any increase until after the budget is set in March. Our broker felt it would be wise to put a 10% increase in the budget, especially

since we have gotten two decreases in a row. She expressed her and Dr. Fishbein's concern about how to pay for this going forward, and wondered how the state can sustain the decreases in premiums. She is going to start at 10% and work the budget to see what she can accommodate for that. Ms. Kelly reminded the Board it will be for six months since the rates are for the calendar year and the increase she is talking about is for 2021.

Ms. Kelly will be working on the budget over the break in order to get a preliminary budget to the Board in January and start meeting in small groups with the Board to review it.

Mr. Morgan commented last year Senator Sweeney was talking about his ideas on changing health care plans for state employees and teachers and asked Ms. Brogan if there has been any movement on that. Ms. Brogan replied there has not been and talked about Senator Sweeney's idea of districts who lost state aid being able to go above the 2% cap but feels there will be pushback from legislators.

Mr. Mahmoud asked if Ms. Brogan heard anything on the vote about vaccines that was supposed to happen today and stated if he read the amendment correctly, it said they were going to keep the religious exemptions with tighter restrictions. Dr. Fishbein replied he did not hear anything but he thought it was medical exemptions with tighter restrictions.

Mr. Morgan remarked every year we do the budget Ms. Kelly works with an assumption on the revenue increasing 2%. For the last number of years, he has requested the budget be built around a 1% revenue growth and anything over 1% necessary from revenue is justified to the Board as an add on. Mr. Morgan has offered proposals in years past but was not willing to debate that unless two other members agreed with him.

Mr. Mahmoud was not sure what that would mean. Mr. Morgan explained every year the staff presents a budget based on a 2% tax levy increase. The district assumes state, federal and other aid factors will stay flat. In a sense, we are adding an automatic 2% increase to the taxes, and Ms. Kelly will build a budget based on the assumption that she has those resources to go forward. Mr. Morgan would rather see a budget that assumes a 1% growth and anything above 1% the Board discusses and justifies adding to get to the 2%, rather than the way it is presented now. It is built with the 2% and we have to take it away. Mr. Morgan feels there is a psychological benefit to adding rather than taking away and reiterated the budget should be built on a 1% assumption with anything above that should be agreed to as add-ons.

Ms. Kelly replied just with the increases for salaries alone, a 1% increase on a tax levy when 80% of your budget is between a 2.4 and a 2.95% increase in salaries is not realistic.

Mr. Morgan understood the pressures but would still like to build the budget on a 1% assumption with justification to add to it. Dr. Fishbein pointed out the adding is adding things back that we cut to get to the 1%. Mr. Morgan felt the justification of why we were adding back is important.

Ms. Smith Wilson thought another way of looking at that is to ask the superintendent and business administrator to propose a budget that does not exceed 2% that supports student achievement and respects the taxpayer. This would allow them to achieve the goals we need to achieve on behalf of our students and schools without putting that restriction on them. There used to be a 4% cap that was changed by former governor

Christie in 2010 to 2%. She feels 2% is a reasonable amount to not go above unless there is an overwhelming issue or need. Two percent is a fair number to ask them not to go over in planning the budget.

Mr. Morgan stated in reality, since we put our budget to a vote in April, if we were to exceed 2%, it would be a brutal, political argument, especially with the referendum conversations. He feels if we were to justify why we went above 1% it puts the board in a better argument position. The Board has not given the superintendent the instruction that he has to keep the budget increase within the 2%. Dr. Fishbein remarked we have said 2% and have also talked about what it would take to come in at zero percent and what cuts would have to be made. Mr. Morgan reiterated his suggestion there be additional budget drafts of 1% with explanations of what needs to be done to get to 2%.

Ms. Smith Wilson observed since the 2% increase was enacted, the Board has always come in at or below 2%. The one exception was in 2017 which had to do with full day kindergarten. She felt the board has been true to the taxpayers by staying at or below 2% and thinks it is a reasonable request.

Mr. Morgan commented unlike many other districts who have not observed the 2% and use waivers, etc. to go above it, one year we came in at 1.8%.

Dr. Fishbein stated districts that go above 2% use allowable waivers. They are still under cap and that is what the state has said districts can do because of costs that far exceed the 2%. The fact that Ridgewood has been able to come in under/at 2% since inception of the law is remarkable.

Mr. Morgan noted this board, and prior boards, should be admired for staying as fiscally conservative as they have. He reiterated his suggestion of looking at the budget with a lower revenue base with justification to the Board of why we are going up to 2%.

Ms. Kelly asked how Mr. Morgan would like her to do this. Here is 1% so we are adding back a certain number of salaries. She needs to do the complete budget to see what she needs.

Mr. Morgan responded right now she starts with the assumption that she has a 2% increase and the budget is built knowing that is the most it can increase. He is suggesting put a 1% cap on it and has no detail as to what she would need to do to come up with 1%.

A discussion ensued with regard to there is already a 2.95% increase in salaries, cuts would have to be made, that taxpayers might like to see what is being done to get to a 2% increase, how the Board should be able to defend the last 1%, concerns if the Board places too many restrictions on the increase, the unknowns regarding the new apartments being built and the need to accommodate additional students, the need to put additional money in the maintenance and capital budget, and when the Board receives the budget overview it will be broken down by what it was last year and the reason for the increase.

Mr. Morgan suggested 1% of the operating budget be used for maintenance and capital items in the budget and felt we should be putting more out of the operating budget into those lines. Mr. Morgan still felt the budget should be set at 1% with discussion on

increases for another 2%. Mr. Morgan suggested continuing the discussion at the next meeting unless Mr. Kaufman and Mr. Mahmoud agreed with him tonight.

Mr. Kaufman liked the idea but would like to think about it more. He did not want to put more pressure on Ms. Kelly and Dr. Fishbein so they cannot do a proper budget by being so focused on keeping the increase at 1%.

Ms. Brogan commented when the Board is meeting and talking about the budget there is always the question of justification for any increase and why it happened. There are a lot of assumptions the Board needs to understand.

Mr. Mahmoud spoke to Ms. Brogan's earlier point about the additional 200 apartments and that perhaps the Board has to be careful that there is enough space to add staff.

Ms. Brogan talked about class sections and how sometimes the district has to cut or consolidate sections. She suggesting not doing that this year as it an added burden to the budget. There is also a big group going through the high school and the Board needs to be attentive to class size there.

Ms. Smith Wilson's expressed her concern if the Board does not decide tonight since Ms. Kelly will be working on the budget over the break. Ms. Kelly responded she has a lot to do and has not had a chance to really look at it so she can start working on it and then continue the discussion.

Dr. Fishbein stated it is a fairly simple exercise. Staff has to be cut; savings will not be found in energy, supplies, etc. It will be people, programs, and services.

Mr. Morgan accepts this and noted if we had to absorb students it could be done through the budget. Ms. Brogan pointed out one school may not be able to absorb.

- Facilities
 - Comparison Architect Costs for Bathroom Renovations
Dr. Fishbein reported LAN's estimate was approximately \$20,000 for two bathrooms in one building. Ms. Kelly contacted two colleagues who did bathrooms this summer. One district did two elementary school bathrooms and the cost was \$19,500. The other district did two elementary bathrooms and one faculty bathroom and that cost was \$26,000. The prices are comparable.

VII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, including the addendum (agenda item #i – Belisle, and agenda item #ii – Aday, Contreras, Gordon, Pollitt, and Wiater), and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, pages 622-623.

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. Approval: Settlement Agreement SE#3/2019-2020

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#3/2019-2020 between the parents of Student #903089 and the Ridgewood Board of Education.

The Board had received background information.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips, as listed on **Attachment B**, pages 624-626.

ii. Approval: Ridgewood High School New Courses and the Program of Study for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Ridgewood High School new courses as listed below, and the Program of Study for the 2020-2021 school year, as listed on **Attachment C**, pages 627-647.

FINE & APPLIED ARTS

Addition of New Courses

- Stagecraft
- Theater History

Major Amendment to Existing Course/Name Change

- Painting I

Deletion of Courses

- Painting I:Acrylics
- Painting I: Watercolor

MATHEMATICS & COMPUTER SCIENCE

Addition of New Course

- Algebra I Advanced

SCIENCE

Major Amendment to Existing Course

- Forensic Science Honors

ENGLISH

Addition of New Courses

- AP Capstone Seminar American Studies 10
- AP Capstone Research American Studies 11

Deletion of Courses

- The American Studies Program (10th Grade)
- The American Studies Program (11th Grade)

SOCIAL STUDIES

Addition of New Course

- The Global Citizen

Deletion of Course:

- Global Gender Studies

iii. Approval: Service Provider Agreement with North Jersey Behavioral Health Services

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a service provider agreement with North Jersey Behavioral Health Services, for the period December 20, 2019 through August 7, 2020.

The Board had received background information.

iv. Approval: RHS Senior Prom Contract with Cornucopia Cruise Line

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the RHS Senior Prom Contract with Cornucopia Cruise Line, Perth Amboy, NJ for the RHS Senior Prom on June 5, 2020, in the amount of \$42,957.90. This is student funded and there is no cost to the district.

The Board had received background information.

v. Approval: Budgeted Out of District Placements and Extraordinary Services for the 2019-20 School Year and Additional Out of District Placement for the 2019-20 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted out of district placements and extraordinary services for the 2019-20 school year, and the additional out of district placement for the 2019-20 school year, listed below.

Budgeted 2019-20 Out of District Placements			
School		# of Students	Service
BCSS Career Crossroads Paramus, NJ		1 (a/o 1/2/20)	n/a
Cresskill Schools	Public	1	1:1 Aide
Cresskill Schools	Public	1	Counseling Services

Cresskill, NJ	(tuition previously approved)	
Additional 2019-20 Out of District Placement		
School	# of Students	Service
Sage Day Mahwah, NJ	1 (a/o 12/17/19)	n/a

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Teachers

Revision: PILKINGTON, Jaclyn - Leave of Absence Replacement First Grade Teacher (non-tenure), Orchard School, **from** effective September 9, 2019, or as soon after as possible, through February 19, 2020, approved by the Board at its meeting on June 3, 2019, **to** effective September 9, 2019, or as soon after as possible, through June 24, 2020. Ms. Pilkington possesses a NJDOE Certificate of Eligibility with Advance Standing as an Elementary School Teacher Grades K-5 and a Certificate of Eligibility with Advance Standing as a Teacher of Students with Disabilities. Ms. Pilkington will be registered into the NJDOE Provisional Program.
Account #11-120-100-101-09-03-019-000

\$59,688
Cl. BA, St. 1
pro-rated

Revision: QUVUS, Joseph – Leave of Absence Replacement Kindergarten Teacher (non-tenure track), Orchard School, **from** effective August 30, 2019 through February 5, 2020, approved by the Board at its meeting on June 24, 2019, **to** effective August 30, 2019 through June 24, 2020. Mr. Quvus possesses an NJDOE Certificate of Eligibility as an Elementary School Teacher in Grades K-6. Mr. Quvus will be registered in the NJDOE Provisional Program.
Account #11-110-100-101-11-03-019-000

\$59,688
Cl. BA, St. 1

Administrative Assistant

JAMES, Kimberly – Administrative Assistant to Principal, Travell School, effective December 17, 2019, or as soon after as possible, through June 30, 2020.
Account #11-000-240-105-00-06-019-000

\$44,520
Cl. II, 11M
St. 3
pro-rated

Long-term Substitutes

BELISLE, Joel – Special Education (English) Teacher, Ridgewood High School, effective January 2, 2020, or as soon after as possible, through February 3, 2020, at a daily rate of \$125 per day, until the assignment ends.
Account #TBD

DeMALLIE, Angela – Special Education Teacher, Glen School, effective December 10, 2019 through January 10, 2020, at a daily rate of \$125 per day, until the assignment ends.
Account #11-216-100-101-00-01-019-000

HURLEY, Daniel – Physical Education Teacher, Ridgewood High School, effective December 17, 2019 through May 1, 2020, at a daily rate of \$125 per day, until the assignment ends
Account #11-140-100-101-06-10-019-000

ROTHSTEIN, Jillian – Special Education Teacher, George Washington Middle School, effective February 17, 2020 through June 24, 2020, at a daily rate of \$125 per day, until the assignment ends.
Account #11-213-100-101-00-09-019-000

THURLOW, Patrick – Social Studies Teacher, Ridgewood High School, effective December 2, 2019 through January 31, 2020, at a daily rate of \$125 per day, until the assignment ends.
Account #11-140-100-101-05-10-019-000

VEENSTRA, Vanessa – Resource Room Teacher, Orchard School, effective February 24, 2020 through June 24, 2020, at a daily rate of \$125 per day, until the assignment ends.
Account #11-213-100-101-00-03-019-000

Field Placements

JURMAN, Kylie – Lafayette College, Externship with Dr. Paul Semendinger, Principal, Hawes School, from December 15, 2019 through January 25, 2020.

PALERMO, Katie – Dominican College, Level 2 Fieldwork Placement with Laura Murphy, Occupational Therapist, Hawes School and Somerville School, from January 2, 2020 through April 9, 2020.

STONE, Taylor – Lafayette College, Externship with Dr. Paul Semendinger, Principal, Hawes School, from December 15, 2019 through January 25, 2020.

Classroom Aides

BRITO, Mirla - Kindergarten Aide, Willard School, effective December 3, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16.
Account #11-190-100-106-11-07-019-001

DOELL, Charles - Self-Contained (LLD) Special Education Classroom Aide, George Washington Middle School, effective December 3, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16.
Account #11-204-100-106-00-09-024-001

HARCHER, Jennifer – One-to-One Special Education Classroom Aide, Hawes School, effective January 2, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16
Account #11-000-217-106-00-02-024-001

MAIETTA, Cristina - Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective December 3, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16.
Account #11-213-100-106-00-08-024-001

MORAN, Kathleen - Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective December 3, 2019, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16.
Account #11-213-100-106-00-08-024-001

Infant/Toddler Development Center

LUKE, Sophia – High School Aide, effective December 17, 2019, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00
Account #62-990-100-106-00-62-060-001

QASEM, Rund – College Aide, effective December 17, 2019, or as soon after as possible, through June 30, 2020, 5 hours per day, 5 days per week, at an hourly rate of \$10.00
Account #62-999-100-106-00-62-060-001

RAHNEFELD, Kimberly – High School Aide, effective December 17, 2019, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00
Account #62-990-100-106-00-62-060-001

RIVERA, Debra – Teacher Assistant Entry Level – Step 1, effective December 3, 2019, or as soon after as possible, through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00
Account #62-990-100-106-00-62-060-001

**Permanent Substitute for the 2019-2020 School Year
Benjamin Franklin Middle School**

- **Lisa Cermack**, effective December 3, 2019 through June 24, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$21.50
Account #11-130-100-101-00-00-019-002

**Home Instructors, on an as-needed basis, for the 2019-2020 School Year
Somerville School**

- **Kerry Calaman**, Elementary School Teacher, Grades K-6, at an hourly rate of \$60.32
- **Kathleen O'Rourke**, Elementary School Teacher, Grades K-6, at an hourly rate of \$60.32
Account #11-150-100-101-00-24-024-001 (Reg. Ed)

Account #11-219-100-101-00-24-024-001 (Spec. Ed)

Revision: Acting Principal, on an as-needed basis, for the 2019-2020 School Year, approved by the Board at its meeting on September 23, 2019
SOLOMON, Dr. Gene – from at a daily rate of \$500 to at a daily rate of \$600

Revision: Winter 2019 Coaching Assignment, approved by the Board at its meeting on October 7, 2019

Assistant Indoor Track

Remove: TBD

Replace: Tim Wilson

Account #11-402-100-101-00-10-034-001

RHS Volunteer Coaches

Swim & Dive Coaches

- Jennie Ban
- Peter Ban
- Dana Bland

Winter Track

Track & Field and Cross Country

- Tara Cirillo

ii. **Change of Assignments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignments listed below.

Revision: ADAY, Douglas - **from** 1.0 FTE Special Education Teacher (Social Studies), Ridgewood High School, **to** 1.2 FTE Special Education Teacher (Social Studies), Ridgewood High School, **from** effective November 19, 2019 to **TBD**, approved by the Board at its meeting on November 18, 2019, **to** effective November 13, 2019 through December 20, 2019.
Account #11-213-100-101-00-10-019-000 (1.2 FTE)

From: \$90,611
(\$86,010 + \$300 CP + \$4,301 ratio)
Cl. MA+45, St. 11
To: \$108,673
(\$103,212 + \$300 CP + \$5,161 ratio)
Cl. MA+45, St. 11

Revision: CONTRERAS, Colleen - **from** 1.0 FTE Special Education Teacher (Collaborative-English), Ridgewood High School, **to** 1.2 FTE Special Education Teacher (Collaborative-English), Ridgewood High School, **from** effective November 19, 2019 to **TBD**, approved by the Board at its meeting on November 18, 2019, **to** effective November 13, 2019 through December 20, 2019.
Account #11-213-100-101-00-10-019-000 (1.2 FTE)

From: \$83,635
Cl. BA, St. 15
To: \$100,362
Cl. BA, St. 15

CRAWFORD, Ryan – **from** 0.20 FTE Adapted Physical Education SAIL Teacher (tenure track), Benjamin Franklin Middle School, **to** 0.40 FTE Adapted Physical Education SAIL Teacher (tenure track), Benjamin Franklin Middle School, effective December 3, 2019 through June 24, 2020.
Account #11-212-100-101-00-08-019-000

From: \$11,938
Cl. BA, St. 1
To: \$23,876
Cl. BA, St. 1

CRAWFORD, Ryan – Applied Behavior Analyst Aide (ABA), Benjamin Franklin Middle School, **from** 5.75 hours per day, 5 days per week, **to** 4.5 hours per day, 5 days per week, effective December 3, 2019 through June 24, 2020.
Account #11-000-217-106-00-08-024-001

Hourly rate will remain the same

FONTANA, Elisabeth - **from** Long Term Substitute, Art Teacher, Benjamin Franklin Middle School, **to** Leave of Absence Replacement Art Teacher (non-tenure track), Benjamin Franklin Middle School, effective August 30, 2019 through June 24, 2020.
Account #11-130-100-101-04-08-019-000

From: \$125
Daily rate
To: \$59,688
Cl. BA, St. 1

Revision: GORDON, Julie - **from** 1.0 FTE Special Education Teacher (Collaborative-English), Ridgewood High School, **to** 1.2 FTE Special Education Teacher (Collaborative-English), Ridgewood High School, **from** effective November 19, 2019 to **TBD**, approved by the Board at its meeting on November 18, 2019, **to** effective November 13, 2019 through December 20, 2019
Account #11-213-100-101-00-10-019-000 (80% 1.0 FTE)
Account #11-204-100-101-00-10-019-000 (20% 1.0 FTE)
Account #11-204-100-101-00-10-019-000 (0.2 FTE)

From: \$97,972
Cl. MA, St. 17
To: \$117,566
Cl. MA, St. 17

LABENDA, Charlene – **from** Confidential Administrative Assistant to the Assistant Superintendent for Curriculum, Instruction and Assessment, Education Center, **to** Public Information Officer and Special Projects, Education Center, effective January 2, 2020 through June 30, 2020.
Account #11-000-251-104-00-20-019-000

From: \$60,591
To: \$81,000

Revision: POLLITT, Ashley - **from** 1.0 FTE Special Education Teacher (English), Ridgewood High School, **to** 1.2 FTE Special Education Teacher (English), Ridgewood High School, **from** effective November 19, 2019 to **TBD**, approved by the Board at its meeting on November 18, 2019, **to** effective November 13, 2019 through December 20, 2019
Account #11-213-100-101-00-10-019-000 (1.2 FTE)

From: \$70,685
(\$70,385 + \$300 CP)
Cl. MA, St. 5
To: \$84,762
(\$84,462 + \$300 CP)
Cl. MA, St. 5

Revision: WIATER, Lisa - **from** 1.0 FTE Special Education Teacher (English), Ridgewood High School, **to** 1.2 FTE Special Education Teacher (English), Ridgewood High School, **from** effective November 19, 2019 to **TBD**, approved by the Board at its meeting on November 18, 2019, **to** effective November 13, 2019 through December 20, 2019.
Account #11-213-100-101-00-10-019-000 (80% 1.0 FTE)
Account #11-204-100-101-00-10-019-000 (20% 1.0 FTE)
Account #11-213-100-101-00-10-019-000 (0.2 FTE)

From: \$102,082
(\$101,782+ \$300 CP)
Cl. MA+45, St. 16
To: \$122,438
(\$122,138+ \$300 CP)
Cl. MA+45, St. 16

iii. **Leave of Absences**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leaves of absences listed below.

BAILEY, David – Guidance Counselor, Ridgewood High School, effective December 4, 2019 through January 8, 2020, with a reinstatement date of January 9, 2020; and February 20, 2020 through February 26, 2020, with a reinstatement date of February 27, 2020; and April 13, 2020 through April 17, 2020, with a reinstatement date of April 20, 2020, utilizing the FMLA and/or NJFLA leave entitlement.

Revision: JASINSKI, Danielle – Kindergarten Teacher, Orchard School, **from** effective September 5, 2019 through January 31, 2020, with a reinstatement date of February 3, 2020, approved by the Board at its meeting on June 24, 2019 and September 9, 2019, **to** effective September 5, 2019 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: REDFERN, Nicole – First Grade Teacher, Orchard School, **from** effective September 16, 2019 through February 14, 2020, with a reinstatement date of February 20, 2020, approved by the Board at its meeting on June 24, 2019, **to** effective September 16, 2019 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board agreement and utilizing the FMLA and/or NJFLA leave entitlement.

TOLVE, Laura – Special Education English Teacher, Ridgewood High School, from December 2, 2019 through February 3, 2020, with a reinstatement date of February 4, 2020, utilizing the FMLA and/or NJFLA leave entitlement.

iv. **Unpaid Personal Leave of Absence**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the unpaid personal leave of absence listed below.

KIRTANE, Medha – Social Studies Teacher, Ridgewood High School, effective January 10, 2020 through February 6, 2020.

v. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Long-term Substitute

GOLDSHOLL, David – Long-term Substitute, Social Studies Teacher, Ridgewood High School, effective December 2, 2019.

Classroom Aides

GRAY, Catherine – Applied Behavior Analyst Aide (ABA), Ridge School, effective December 19, 2019.

PASCUAL, Jalyza – Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective November 21, 2019.

TOBDZIC, Annelies – Applied Behavior Analyst Aide (ABA), Ridge School, effective December 6, 2019.

Infant/Toddler Development Center

ALMONTE-TORRES, Jennifer – Teacher Assistant, effective November 27, 2019.

vi. **Supplemental Pay Beyond Contract**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Orchard School

Additional Clubs and Activities for the 2019-2020 School Year

PEP Club

- **Britany Linder**, not to exceed 20 hours, at an hourly rate of \$17.16 (\$343.20)
Account #11-401-100-101-00-03-003-001

Travell School

Professional Development Day - November 6, 2019

- **Diana Boyadjian**, at a daily rate of \$125
Account #11-120-100-101-00-06-006-001

Willard School

Green Team Advisor

- **Christopher Kearns**, for a total stipend of \$300
Account #11-120-100-101-00-07-007-001

Solved by Girls Team

- **Wesley Halter** and **Sarah Lohr**, each not to exceed 2 hours, each at an hourly rate of \$40.17 (\$160.68)
Account #11-120-100-101-00-07-007-001

Benjamin Franklin Middle School

Additional: Student Club Activity Advisors and Stipends, for the 2019-2020 School Year

TREP\$ Co-Advisor

- **Meredith McCann**, not to exceed 20 hours, at an hourly rate of \$40.17 (\$803.40)
Account #11-401-100-101-00-08-008-001

Pokeman Club

- **Donna Skettini**, not to exceed 20 hours, at an hourly rate of \$40.17 (\$803.40)
Account #11-401-100-101-00-08-008-001

Revision: Co-Curricular Activity Advisors and Stipends for the 2019-2020 School Year

(Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-2020 BA Maximum of \$91,542) approved by the Board at its meeting on September 23, 2019 and October 7, 2019.

Student Council

- **Erica Centrelli, Jason Ordini, and Meredith Wearley, from** each category 3 **to** each category 4, **from** each at a total stipend of \$1,709 **to** each at a stipend of \$2,563

Account #11-401-100-101-00-08-008-001

Revision: Overnight Field Trip to Quebec City, Canada - February 4 - 7, 2020

From: Eight Chaperones TBD, each for three nights, each to receive \$200 per night (\$4,800)

To: Six Chaperones: Amy Briggs, Lauren Imbruglia, Anthony Orsini, Kristen Rosolanko, Shauna Stovell, and Kerriann Reilly, Nurse, each for three nights, each to receive \$200 per night (\$3,600)

Account #11-401-100-101-00-08-008-001

Account #11-000-213-104-00-08-008-001 (Nurse)

George Washington Middle School

6th Grade Band Concert – December 5, 2019

- **Six Chaperones: Brian Brown, Laurie DeGroat, Debra Fiet, Gary Heckard, Janelle King, and George Wilhelm,** each not to exceed 2 hours, each at an hourly rate of \$40.17 (\$482.04)

Account #11-401-100-101-00-09-009-001

7th and 8th Grade Band Concert – December 5, 2019

- **Six Chaperones: Brian Brown, Gary Heckard, Janelle King, Carol Pettit, Bojana Srbijak, and George Wilhelm,** each not to exceed 2 hours, each at an hourly rate of \$40.17 (\$482.04)

Account #11-401-100-101-00-09-009-001

Winter Choir Concert – December 6, 2019

- **Six Chaperones: Brian Brown, Laurie DeGroat, Gary Heckard, Janelle King, Annette Tucker, and George Wilhelm,** each not to exceed 2 hours, each at an hourly rate of \$40.17 (\$482.04)

Account #11-401-100-101-00-09-009-001

Winter Orchestra Concert – December 10, 2019

- **Five Chaperones: Debra Feit, Gary Heckard, Janelle King, Bojana Srbijak, and George Wilhelm,** each not to exceed 2 hours, each at an hourly rate of \$40.17 (\$401.70)

Account #11-401-100-101-00-09-009-001

Ridgewood High School

Jeffrey Haas – to chaperone the following activities, each activity at an hourly rate of \$40.17 (\$1,124.76)

- Bergen County Band Auditions - December 3, 2019, not to exceed 6 hours (\$241.02)
- Region Band Auditions - January 4, 2020, not to exceed 8 hours (\$321.36)
- All State Band Auditions – January 18, 2020, not to exceed 6 hours (\$241.02)
- Region Jazz Auditions – March 9, 2020, not to exceed 4 hours (\$160.68)
- All-State Jazz Ensemble Auditions – May 4, 2020, not to exceed 4 hours (\$160.68)

Account #11-401-100-101-00-10-010-001

John Luckenbill – to chaperone the following activity, at an hourly rate of \$40.17 (\$160.68)

- Region Jazz Auditions, March 9, 2020, not to exceed 4 hours (\$160.68)

Account #11-401-100-101-00-10-010-001

Kristi Geronimo – to chaperone the following activities, each activity at an hourly rate of \$40.17 (\$803.40)

- Region Orchestra Auditions - January 4, 2020, not to exceed 8 hours (\$321.36)
- Region Orchestra Rehearsal – date **TBD**, not to exceed 4 hours (\$160.68)
- All State Orchestra Auditions – March 21, 2020, not to exceed 8 hours (\$321.36)

Account #11-401-100-101-00-10-010-001

Revision: Steven Bourque – to chaperone the following activities, at an hourly rate of \$40.17 (\$1,205.10)

- All State Choir Rehearsal, **from** October 27, 2019, not to exceed 6 hours (\$241.02), approved by the Board at its meeting on November 4, 2019, **to** February 2, 2020, not to exceed 6 hours (\$241.02)

Account #11-401-100-101-00-10-010-001

7th and 8th Grade District Honor Band – November 14, 2019

- **Jeffrey Haas**, to supervise and conduct, not to exceed 25 hours, at an hourly rate of \$40.17 (\$1,004.25)
- **John Luckenbill**, to supervise and manage, not to exceed 25 hours, at an hourly rate of \$40.17 (\$1,004.25)

Account #11-401-100-101-00-09-009-001

- **Gary Fink – Sectional Clinician**, not to exceed 4 hours, at an hourly rate of \$40.17 (\$160.68) to be funded by a donation
- **Five Sectional Clinicians: Andrea Baruch, James Garde, Henry Heyzer, Patricia Lazzara, and Jonathan Schmarak**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$602.55) to be funded by a donation

Account #20-060-100-101-00-37-037-001 (Stipend)

Account #20-060-200-220-00-37-037-001 (FICA)

Winter Orchestra Concert – November 20, 2019

- **Two Chaperones: Jeffrey Haas and Jonathan Luckenbill**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$241.02)

Account #11-401-100-101-00-10-010-001

Winter Band Concert – December 11, 2019

- **Three Chaperones: Steven Bourque, Gary Fink, and Jennifer Landa**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$361.53)

Account #11-401-100-101-00-10-010-001

Winter Choir Concert – December 18, 2019

- **Two Chaperones: Chang-Po Chen and Jeffrey Haas**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$241.02)

Account #11-401-100-101-00-10-010-001

Choir and Orchestra Concert – April 2, 2020 – Westside Presbyterian Church

- **Two Chaperones: Jeffrey Haas and John Luckenbill**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$241.02)
Account #11-401-100-101-00-10-010-001

Band Concert – April 22, 2020 – Westside Presbyterian Church

- **Two Chaperones: Steven Bourque and Gary Fink**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$241.02)
Account #11-401-100-101-00-10-010-001

Spring Orchestra Concert – June 2, 2020

- **Two Chaperones: Jeffrey Haas and John Luckenbill**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$241.02)
Account #11-401-100-101-00-10-010-001

Spring Choir Concert – June 3, 2020

- **Two Chaperones: Chang-Po Chen and Anna Teresa O’Keefe**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$241.02)
Account #11-401-100-101-00-10-010-001

Additional: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year

(Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-20 BA Maximum of \$91,542)

Winter Twirlers

Remove: John Luckenbill

Replace: Elisa Santo

Account #11-401-100-101-00-10-010-001

Clock Operators/Scorer, each not to exceed 48 matches for the upcoming season, each at an hourly rate of \$45 per JV match and \$55 per varsity match

- **Raymond Lug**
- **Aaron Mandel**
- **Richard McNamee**
- **Christopher Reilly**

Account #11-402-100-104-00-10-034-001

Special Programs

- **John Lawrence**, Orchard School, to provide support for a special education student, participating in after school PEP Club activity, not to exceed 15 hours, at an hourly rate of \$22.85 (\$342.75)
- **Kathleen Keenan**, Orchard School, to provide support for a special education student participating in after school PEP Club activity, not to exceed 15 hours, at an hourly rate of \$17.16 (\$257.40)

Account #11-000-217-106-00-24-024-001

Curriculum, Instruction & Assessment

Extended-day Program to work with Title I Students Before/After School – Funded by ESEA/ESSA Title I Grant Funds

Ridge School, each at their hourly rate listed (total not to exceed \$12,564.24)

- **Jessica Ardito:** \$60.49
- **Michele Coppola:** \$80.76
- **Lynne Delaney:** \$61.03
- **Dana Higgins:** \$76.32
- **Elena Kim:** \$17.16
- **Alexandra Kowalski:** \$17.16
- **Mary LeBlancq:** \$41.12
- **Elizabeth Macri:** \$76.32
- **Laurie Main:** \$60.11
- **Jill Marmo:** \$63.27
- **Meghan McDermott:** \$60.31
- **Donna Pedersen:** \$76.32

Account #20-231-100-101-00-22-022-001

Proctors for Seal of Bi-Literacy Exam – January 11, 2020

- **Angelica Cuellar**, not to exceed 4 hours, at an hourly rate of \$47.87 (\$191.48)
- **Christine Lee**, not to exceed 4 hours, at an hourly rate of \$52.05 (\$208.20)

Account #11-000-223-104-00-22-022-001

IT Support for Seal of Bi-Literacy Exam – January 11, 2020

- **Ramon Quinones**, not to exceed 4 hours, at an hourly rate of \$27.25

Account #11-000-223-104-00-22-022-001

Information Technology Department

Tech Support for an outside event “Vivekananda Vidyapith Academy of Indian Philosophy & Culture - Speech Competitions for Youth Day”, January 4, 2020 and January 5, 2020, to be held at George Washington Middle School

- **Jason Forfa**, not to exceed 28 hours, at an hourly rate of \$31.06 (\$869.68)

Account #11-000-252-104-00-40-040-001

vii. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Peter Biddiscombe, Sarah Catalano, Kaitlin Lelinho, and Vanessa Veenstra

Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
Dohyun and Dianna Cha	\$ 500.00	To be used to purchase a new Wenger cello storage rack for the RHS Music Department.	20-016-100-890-00-10-010-001
RHS HSA	\$ 75.00	To be used to purchase DECA chapter t-shirts.	20-025-100-890-00-10-010-002

RHS Student Activity Account/ALPS	\$ 2,167.25	To pay overnight chaperone expenses for the Harriman backpacking trip Nov. 7-9, 2019.	20-030-100-101-00-10-010-016 (\$2,000) 20-030-200-220-00-10-010-016 (\$167.25)
Willard Student Activity Account	\$10,692.13	To pay stipends for the Drama Club Advisors.	20-030-100-101-00-07-007-001 (\$9,867) 20-030-200-220-00-07-007-001 (\$825.13)

Acceptance of a gift in kind from the RHS Cheer Boosters of pom poms valued at \$1,700; warm up pants for the competition team valued at \$1,145.95; and new uniforms valued at \$9,149.95 to be used for the RHS Cheerleading Team.

Acceptance of a gift in kind from the RHS Student Activities Account of a Stage DJ Light Controller, valued at \$49.99; 8 Uplights Missyee DMX Uplighting, valued at \$179.98; 36 LED Candles, valued at \$89.97; 3 flameless candelabra, valued at \$83.70; and two mini-string lights, valued at \$41.98 to be used for events at RHS.

Acceptance of a gift in kind from the Somerville Home and School Association of funding for in-class support and follow up for Educate 2B in the classroom for the implementation of mindfulness breath techniques, parent workshops which will benefit parents in reinforcing the techniques at home, and Mindful Leadership Training for one staff member provided by Zensational Kids LLC, valued at \$12,899.

ii. **Approval: Contract with Rockland Community College for Ridgewood High School Track Meet**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a contract with Rockland Community College for the annual invitational track meet, Winter Games, to be held at the college on January 8, 2020. The Board's only obligation will be to provide proof of insurance.

Proceeds of the event will go to the Ridgewood High School track program (student activity fund).

The Board had received background information.

iii. **Approval: Annual IDEA Agreement with Bergen County Special Services School District for the 2019-20 School Year for Non-Public School Students**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Annual IDEA Agreement with Bergen County Special Services School District for the 2019-20 school year for non-public school students, for additional supplemental instruction, in an amount not to exceed \$5,000.

The Board had received background information.

iv. **Approval: Additional Contracted Therapist to Provide Special Education Services for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the additional contracted therapist to provide special education services for the 2019-2020 school year, as listed below.

Contractor	Service	Schedule	Rate
Dr. Esther Fridman	Psychiatric Evaluations	as needed	\$600 per eval

v. **Approval: Authorization of the Cancellation of Outstanding Columbia Bank Checks Drawn on the RHS Athletic Department for Athletic Events Account**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the authorization of the cancellation of outstanding Columbia Bank checks drawn on the RHS Athletic Department for Athletic Events Account.

Whereas, the Business Office has reviewed the disbursement activity of the RHS Athletic Department for Athletic Events Account and found that these outstanding checks are approximately six months old or more and should be cancelled; now therefore,

Be it Resolved, that the Ridgewood Board of Education authorize the cancellation of the Columbia Bank checks as listed on **Attachment D**, pages 648-649.

vi. **Approval: Vendors in Excess of \$40,000**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

The Board had received background information.

vii. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of the equipment listed below and on **Attachment E**, page 650, through www.govdeals.org. These items are obsolete and are no longer needed.

RHS

2 Gymnastic Vaults

viii. **Approval: 2019-2020 School Year Received Tuition Student from Other School District**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the received tuition student from another school district that pays tuition for the 2019-2020 school year, as listed below.

HOME DISTRICT	SCHOOL ATTENDING	# OF STUDENTS
Allendale, NJ	Ridge (RISe Program)	1 (a/o 1/2/20)

ix. **Approval: Hardship Amendments to the Ridgewood Board of Education 457(b) Retirement Plan**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Hardship Amendments to the Ridgewood Board of Education 457(b) Retirement Plan.

The Board had received background information.

x. **Approval: Budget Appropriation Transfers**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **November 2019** as shown in the Journal Entry listing pursuant to Policy 6422.

xi. **Approval: Secretary's Line Item Certification**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **November 2019**;

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20- 2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

xii. **Approval: Acceptance of the Board Secretary and Treasurer Report**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **November 2019**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, including the addendum (agenda item #i – Belisle, and agenda item #ii – Aday, Contreras, Gordon, Pollitt, and Wiater), and E – Finance.

Mr. Kaufman seconded the motion.

Prior to the roll-call vote, Ms. Smith Wilson read the donations into record and thanked the responsible parties.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, including the

addendum (agenda item #i – Belisle, and agenda item #ii – Aday, Contreras, Gordon, Pollitt, and Wiater), and E – Finance carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Nov 14	Columbia Bank On-Line	096006	60,000.00	J. Smith Wilson
Nov 18	Columbia Bank On-Line	096009-096010	58,277.44	J. Smith Wilson
Nov 20	Columbia Bank On-Line	096011	1,040.00	J. Smith Wilson
Nov 22	Columbia Bank On-Line	096012-096127	1,059,928.63	J. Smith Wilson
Nov 13	Payroll Transfer	P28366	3,339,789.53	J. Smith Wilson
Nov 14	Food Service	620171	7,382.63	J. Smith Wilson
Nov 18	Food Service	620172	145,567.45	J. Smith Wilson
Nov 21	Food Service	620173	3,139.50	J. Smith Wilson
Nov 22	Food Service	620174	68,878.24	J. Smith Wilson
Nov 21	Columbia Bank Void Check	095828	(200.00)	J. Smith Wilson
Nov 26	Columbia Bank On-Line	096128	768,269.66	J. Smith Wilson
Nov 27	Columbia Bank On-Line	096129	9,837.19	J. Smith Wilson
Dec 04	Columbia Bank On-Line	096130-096134	1,120,403.16	J. Smith Wilson
Dec 11	Columbia Bank On-Line	096135-096355	1,311,907.47	J. Smith Wilson
Nov 22	Payroll Transfer	P28506	3,204,567.45	J. Smith Wilson
Nov 27	Electronic Transfer	F28515	15,603.51	J. Smith Wilson
Dec 04	Electronic Transfer	H28516	1,231,327.13	J. Smith Wilson
Dec 04	Electronic Transfer	L28523	16,210.00	J. Smith Wilson
Nov 27	Electronic Transfer	R28507	9,241.00	J. Smith Wilson
Nov 27	Electronic Transfer	R28514	2,830.70	J. Smith Wilson
Dec 04	Electronic Transfer	R28517	69,933.70	J. Smith Wilson
Dec 09	Electronic Transfer	R28534	33,250.00	J. Smith Wilson
Dec 11	Food Service	620175	39,066.31	J. Smith Wilson
		TOTAL	\$12,527,250.70	

*Check # 096007-096008 misprinted

Ms. Smith Wilson moved approval of all bills reviewed by her.

Ms. Brogan seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

ABSTAIN: Mr. Morgan on check #096201.

IX. BOARD MEMBER ANNOUNCEMENTS

Mr. Morgan commented there were four items listed below that he suggested to Dr. Fishbein about the referendum process and he will hold them until the next meeting for further discussion.

- If any referendum questions are put to the Village voters, projects eligible for state debt service aid will be separated from projects that are not eligible for state debt service aid.
- If the actual cost of projects is less than the estimates, including change orders, used in the referendum information, surplus funds will not be transferred between debt service approved and not debt service approved projects.
- Use of funds in excess of estimates (and change orders) will only be used for projects described in the referendum information statement. Any funds not used in the referendum projects will be returned to the Village taxpayers per code.
- The district will prepare at least quarterly updates on the progress of the referendum projects and the Board will discuss the progress at regular public meetings.

Ms. Smith Wilson commended 26 Pebbles and the concert last week were amazing and she congratulated everyone involved.

Federated has announced there are two Wizards nights on January 23 and 24. The Board's attendance is expected.

X. COMMENTS FROM THE PUBLIC

At 11:05, Ms. Smith Wilson asked if there were any comments from the public. There were none.

XI. DISCUSSION ITEMS

- 2020-21 School Calendar

Dr. Fishbein met with the Chief of Police and our School Resource Officer regarding the calendar. Their feeling for the general election only is that we should close for that day as far as students are concerned. He had brought a calendar to the Board previously that would move a professional day to election day. Dr. Fishbein understands both sides of the issue and has said in the past and still believes it is important for students to see elections take place, as well as the inconvenience of the day using educational space for elections points to that. He has spoken to building administrators and the police department about just the general election and if we could not have students in that day, it would be helpful for the police as well as give peace of mind to the building administrators.

Dr. Fishbein is proposing to have the professional day on election day.

Ms. Brogan could not see how we could separate out one election from the other and is not in support of that.

Ms. Smith Wilson noted the Board has heard from residents with strong support for both ways and has spoken with friends who are teachers and was moved by what the building administrators said but also moved by what her friends said, confirming there is fear. She does not like the idea of giving in to fear but it seems like having professional development on that day makes sense to try.

Mr. Morgan agreed with Ms. Brogan. There is no reason why a national election would be different than a local election. He thinks it is a bad precedent to set and he would be opposed to it.

Laurence commented something that was discussed at the last meeting was the effect on the conversation in the classroom and the value of being in school during an election; however, he has been talking with some people who brought up the fact that there was value in being in school the day after election day to debrief.

The way the calendar is structured now is there would be school Monday through Wednesday.

Mr. Kaufman asked if the district has spoken to the police before about elections or just this one due to its sensitivity.

Dr. Fishbein has spoken to them about security and there seems to be a feeling that police presence at a polling site could deter people from voting. He also spoke to a retired police officer who agreed there is an understood feeling amongst police officers.

Mr. Mahmoud thinks this is a tough decision and there is no easy answer. He agreed we should not give in to fear but this general election only, due to its sensitivity, does not commit the Board to anything in the future.

Ms. Brogan felt once you do it once, you are expected to do it again.

Mr. Mahmoud felt the flip side of that is if something were to happen, the Board would never forgive themselves.

Mr. Morgan commented the district is a wide-open target and stated Mr. Reinke, our school safety security officer, described the district as a soft, attractive target. Mr. Morgan felt we are no more susceptible to an attack on election day than we are the day before or after. In our polling places we are not getting people from all over the country to vote in our elections. They are our neighbors from the Village of Ridgewood who are going into the polls in their schools, which are usually around the corner from their homes. Giving in to fear is a big fear.

Ms. Brogan thinks it sets a precedent and the legislature establishes a committee to study everything and if it is a concern, then our legislators should be studying where people are voting.

Ms. Smith Wilson made a motion to close the schools on the November 2020 general election and changing the calendar and making that day a professional day.

Mr. Mahmoud seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Kaufman, Mr. Mahmoud, Ms. Smith Wilson

NAYS: Ms. Brogan, Mr. Morgan

XII. ACCEPTANCE OF MINUTES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Acceptance of the Minutes listed below.

- **Revised** November 4, 2019 Regular Public Meeting
- November 18, 2019 Executive Session & Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Morgan seconded the motion, which was unanimously approved.

XIII. OTHER BUSINESS

There was none.

XIV. ADJOURNMENT

At 11:15 p.m., on a motion made by Ms. Smith Wilson, seconded by Mr. Kaufman and unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Bohchalian, Sevana BFMS	Anxiety & Classroom Practices Oradell, NJ December 9, 2019	Professional Development	\$ 10	0
Corlett, Sue BFMS	Teaching for Understanding Ratios & Proportions Content Knowledge Bloomfield, NJ December 10, 2019	Professional Development	\$ 161	0
Rosolanko, Kristen BFMS	Teaching for Understanding Ratios & Proportions Content Knowledge Bloomfield, NJ December 10, 2019	Professional Development	\$ 161	0
Sutera, Lisa BFMS	Teaching for Understanding Ratios & Proportions Content Knowledge Bloomfield, NJ December 10, 2019	Professional Development	\$ 161	0
Turchioe, Kristen BFMS	Teaching for Understanding Ratios & Proportions Content Knowledge Bloomfield, NJ December 10, 2019	Professional Development	\$ 161	0
Cheplic, Matthew RHS	Podcast Master Class New York, NY December 16, 2019 & Jan. 23, 2020	Professional Development	\$ 277	0
Amos, Cassandra Willard	Leveled Literacy Intervention Primary Training – Mahwah, NJ January 6-7, 2020	Professional Development	\$ 400	2
Buzzard, Mia Somerville	Leveled Literacy Intervention Primary Training – Mahwah, NJ January 6-7, 2020	Professional Development	\$ 400	2
Cook, Clare Orchard	Leveled Literacy Intervention Primary Training – Mahwah, NJ January 6-7, 2020	Professional Development	\$ 400	2
Nast, Jeanette Somerville	Leveled Literacy Intervention Primary Training – Mahwah, NJ January 6-7, 2020	Professional Development	\$ 400	2
Brown, Ann GWMS	NJECC Annual Convention Montclair, NJ January 14, 2020	Professional Development	\$ 110	0
Doris, Michelle RHS	iSteam Conference 2020 Mahwah, NJ January 14, 2020	Professional Development	\$ 179	0
Gigante, Stefanie RHS	NJECC Annual Convention Montclair, NJ January 14, 2020	Professional Development	\$ 15	0
Marge, George Willard	Speech Language Therapy – Promoting Rapid Change for Children with Severe Phonological Disorders West Orange, NJ	Professional Development	\$ 279	0
Antonellis, Donna Travell	American Library Association Mid- Winter Meeting – Philadelphia, PA January 26-27, 2020	Professional Development	\$ 405	1
Bohchalian, Sevana BFMS	Zones of Regulation Oradell, NJ February 5, 2020	Professional Development	\$ 5	0

Pfeiffer, David Travell/Willard	Mindful Leadership Team Training Park Ridge, NJ February 5 – 6, 2020	Professional Development	\$ 899	0
Rubin, Lindsay Orchard/Ridge	Mindful Leadership Team Training Park Ridge, NJ February 5 – 6, 2020	Professional Development	\$ 899	0
Price, Megan Orchard	Conquer Math Fairfield, NJ February 6, 2020	Professional Development	\$ 160	1
Gigante, Stefanie RHS	ISTE Certification Brooklyn, NY February 19-20, 2020	Professional Development	\$ 893	0
Orsini, Anthony BFMS	The SXSW EDU Conference Austin, TX March 9-12, 2020	Professional Development	\$1,795	0
Gidich, Casey Ridge	IMSE Orton-Gillingham Training Secaucus, NJ May 11-15, 2020	Professional Development	\$1,175	5
LeBlancq, Mary Ridge	IMSE Orton-Gillingham Training Secaucus, NJ May 11-15, 2020	Professional Development	\$1,175	5

The total cost for these conferences is \$10,520. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$124,722 leaving a balance of \$66,716.

The total cost of substitutes for these conferences is \$2,000. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$19,200.

FIELD TRIPS FOR APPROVAL

December 16, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
11/26/19	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	\$0	\$0	no	no
12/04/19	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	\$0	\$0	no	no
12/05/19	RHS	Valleau Cemetery Ridgewood, NJ	26 grade 12 social studies students	1	0	\$0	\$85 (driver)	yes	no
12/06/19	RHS	Kean University <i>DECA All Day State Planning</i> Union, NJ	1 member of DECA	1	0	\$0	\$24 (mileage & tolls)	yes	no
12/10/19	BFMS	Westside Head Start Paterson, NJ	40 grades 6-8 students	4	3 for 1/2 day a.m.	\$150	\$150	yes	no
12/11/19	BFMS	Westside Head Start Paterson, NJ	40 grades 6-8 students	4	3 for 1/2 day a.m.	\$150	\$150	yes	no
12/15/19	RHS	Slava's Snow Show New York, NY	40 grades 10-12 art students	3	0	\$0	\$450 (bus)	no	no
12/19/19	RHS	Palisades Center West Nyack, NY	6 grades 9-11 special education students	5	0	\$0	\$161 (driver)	no	yes
12/19/19	RHS	Clove Creek Dinner Theater Fishkill, NY	40 grades 10-12 art students	3	0	\$0	\$650 (bus)	no	yes
01/05/20	RHS	Lina's <i>Northern Region DECA Mtng.</i> Bloomingdale, NJ	1 member of DECA	1	0	\$0	\$12 mileage & tolls)	yes	yes
01/06/20 (snow day: 1/13/2020)	BFMS	NJIT <i>Science Olympiad Competition</i> Newark, NJ	16 grades 6-8 science students	2	2	\$200	\$200	no	yes
01/07/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	\$0	\$0	no	yes
01/08/20	RHS	BFMS Ridgewood, NJ	60 grades 9-12 music students	2	0	\$0	\$0	yes	yes

FIELD TRIPS FOR APPROVAL

December 16, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
01/08/20	RHS	GWMS Musical Performance Ridgewood, NJ	40 grades 9-12 music students	2	0	\$0	\$335 (bus)	yes	yes
01/08/20	RHS	Ramapo College <i>DECA Districts</i> Mahwah, NJ	195 members of DECA	8	0	\$0	\$4,340 (\$2,000-bus \$2,340-reg)	yes	yes
01/11/20	RHS	Freehold High School Freehold, NJ	25 members of the Speech & Debate Club	1	0	\$0	\$1,080 (bus)	yes	yes
01/13/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	\$0	\$0	no	yes
01/15/20	RHS	Metropolitan Museum of Art New York, NY	65 grades 11-12 art students	2	0	\$0	\$0	no	yes
01/22/20	RHS	Schubert Theater <i>To Kill a Mockingbird</i> New York, NY	54 grade 10 English students	4	0	\$0	\$0	no	yes
01/24/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	\$0	\$0	no	yes
02/21/20	GWMS	Cresskill Middle School Cresskill, NJ	10 members of Brain Busters	1	0	\$0	\$81 (driver)	no	yes
02/28/20	RHS	Montclair State University <i>French Day Immersion Program</i> Montclair, NJ	20 grades 10-12 world language students	2	0	\$0	\$0	yes	yes
02/29/20	RHS	Princeton University <i>Certamen Competition</i> Princeton, NJ	16 members of the Latin Academic Team	2	0	\$0	\$940 (bus)	yes	yes
03/17/20	RHS	Princeton University <i>NJJCL Regional Certamen</i> Princeton, NJ	20 members of the Latin Academic Team	2	0	\$0	\$740 (bus)	yes	yes
03/20/20	GWMS	BFMS Ridgewood, NJ	10 members of Brain Busters	1	0	\$0	\$81 (driver)	no	yes

FIELD TRIPS FOR APPROVAL

December 16, 2019

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
04/24/20	GWMS	Waldwick Middle School Waldwick, NJ	10 members of Brain Busters	1	0	\$0	\$81 (driver)	no	yes
05/08/20	Travell	Turtle Back Zoo West Orange, NJ	66 grade 1 students	32	0	\$0	\$0	yes	yes

BUSINESS AND MARKETING

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
BUSINESS & MARKETING DEPARTMENT							
6704BU	Accounting I	Honors	Elective	Full year	5.0	10-12	Successful completion of Geometry or Geometry H
6714BU	Accounting II	Honors	Elective	Full year	5.0	11-12	Accounting I Honors; Teacher Recommendation
6724BU	Managerial Accounting	Honors	Elective	Full year	5.0	12	Accounting I Honors, Accounting II Honors
6739BU	Advanced Marketing & Merchandising I	Honors	Elective	Full year	5.0	11-12	Intro to Marketing, or Sports/Entertainment Marketing, or Merchandising
6769BU	Advanced Marketing & Merchandising II	Honors	Elective	Full year	5.0	11-12	Advanced Marketing & Merchandising I
6702BU	Finance	College Prep	Elective	Semester	2.5	9-12	None
6719BU	Introduction to Marketing	College Prep	Elective	Semester	2.5	10-12	None
6800BU	Introduction to Business	College Prep	Elective	Semester	2.5	10-12	None
6729BU	Merchandising	College Prep	Elective	Semester	2.5	10-12	None
6789BU	Entrepreneurship	College Prep	Elective	Semester	2.5	9-12	None
6794BU	Business Management	Honors	Elective	Semester	2.5	10-12	Entrepreneurship; Teacher Recommendation; Application Process

ENGLISH

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF ENGLISH							
1104EN	English 9	College Prep		Full Year	5.0	9	None
1114EN	English 9 Literary World Views	College Prep		Full Year	5.0	9	Enrollment in History of the Modern World; Teacher recommendation from 8 th grade English and History
1204EN	English 10	College Prep		Full Year	5.0	10	English 9
1202EN	English 10	Honors		Full Year	5.0	10	English 9; teacher recommendation
1214EN	English 10 The American Experience I	College Prep		Full Year	5.0	10	English 9, teacher rec, student signature on course expectations
NEW	AP Capstone Seminar American Studies 10	AP		Full Year	5.0	10	English 9, App Process, completion of summer work
NEW	AP Capstone Research American Studies 11	AP		Full Year	5.0	11	Successful completion of AP Seminar
1192EN	English 10 RAHP Honors	Honors		Full Year	5.0	10	English 9, App Process, completion of Summer Work
1224EN	English 11 The American Experience II	College Prep		Full Year	5.0	11	Teacher recommendation from English and History Teacher
1304EN	English 11	College Prep		Full Year	5.0	11	English 9, 10
1302EN	English 11	Honors		Full Year	5.0	11	English 9, 10; teacher recommendation
1301EN	English Language and Composition AP	AP		Full Year	5.0	11-12	English 10 H or 11 H & teacher rec; completion of summer work
1342EN	English 11 American Studies II	Honors		Full Year	5.0	11	English 10 American Studies; Application Process
1312EN	English 11 American History & Literature w/Integrated Study in Arts II	Honors		Full Year	5.0	11	English 10 AHLISA, completion of summer work; Application Process
1322EN	English 11 RAHP Honors	Honors		Full Year	5.0	11	English 10 RAHP; Completion of Summer Work
1404EN	English 12	College Prep		Full Year	5.0	12	English 9 – 11
1402EN	English 12	Honors		Full Year	5.0	12	English 9 – 11 & teacher rec
1400EN	English 12 Literature and Comp AP	AP		Full Year	5.0	12	English 9 - 11 & teacher rec, completion of summer work
1252EN	Senior Seminar	Honors/AP		Full Year	5.0	12	English 9 – 11; teacher rec
1724EN	The Beat Generation	College Prep	Elective	Semester	2.5	12	None
1722EN	The Beat Generation	Honors	Elective	Semester	2.5	12	Teacher recommendation
1532EN	Creative Writing	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1562EN	Crime & Mystery Fiction	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1542EN	Dramatic Literature	Honors	Elective	Full Year	5.0	11-12	Teacher recommendation
1102EN	English Enrichment	College Prep	Elective	Semester	2.5	9	Teacher recommendation
0509EN	English Prep	College Prep		Semester	2.5	9-12	None
1705EN	The Female Protagonist: From Page to Stage	College Prep	Elective	Semester	2.5	12	Grade 11 College Prep English Teacher Recommendation
1706EN	The Female Protagonist: From Page to Stage	Honors	Elective	Semester	2.5	12	Grade 11 Honors English Teacher Recommendation
1774EN	Humor in Literature	College Prep	Elective	Semester	2.5	12	None
1772EN	Humor in Literature	Honors	Elective	Semester	2.5	12	Teacher recommendation
1732EN	Journalism	Honors	Elective	Full Year	5.0	12	Grade 11 English Teacher Recommendation/Successful Completion of English Grades 9-11
1552EN	Literature & Film	Honors	Elective	Full Year	5.0	11-12	Teacher recommendation
1554EN	Literature & Film	College Prep	Elective	Full Year	5.0	11-12	None

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
1701EN	Literature, Identity and Media	College Prep	Elective	Full Year	5.0	11-12	None
1702EN	Literature, Identity and Media	Honors	Elective	Full Year	5.0	11-12	Teacher recommendation
1622EN	Myth, Legend & the Bible	Honors	Elective	Full Year	5.0	11-12	Teacher recommendation
1762EN	Non-Fiction Creative Writing I	College Prep	Elective	Semester	2.5	11-12	None
1765EN	Non-Fiction Creative Writing II	College Prep	Elective	Semester	2.5	11-12	Non-Fiction Creative Writing I
1764EN	Non-Fiction Creative Writing I	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1763EN	Non-Fiction Creative Writing II	Honors	Elective	Semester	2.5	11-12	Non-Fiction Creative Writing I & teacher recommendation
1582EN	Philosophy & Literature	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1612EN	Shakespeare I	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1712EN	Shakespeare II	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1522EN	Young Adult Literature	College Prep	Elective	Semester	2.5	11-12	None

ESL – ENGLISH AS A SECOND LANGUAGE

The English as a Second Language (ESL) Program prepares students with limited English proficiency for full-time participation in the regular educational program. Its primary goal is to ensure that English Language Learners develop sufficient fluency in all areas of English to facilitate their active participation in all academic courses and school activities. The program, delivered through small group instruction by a certified ESL teacher, focuses on grade-level academic content and skills introduced through the use of materials appropriate to language proficiency levels. While developing their oral and written communication skills, students receive support in the mastery of curriculum content from their social studies, science, mathematics and other courses. Students' mainstream courses are planned on an individual basis in response to individual language needs and personal interests. Eligibility for the English as a Second Language Program is determined by scores on the WIDA-APT. Students' English proficiency and growth are monitored frequently using a variety of formal and informal assessments. Students will exit the program based on a variety of criteria including, but not limited to, teacher recommendation, State of NJ WIDA-ACCESS score, and grades in core content courses.

ESL – English as a Second Language

0104FL

This course provides newly arrived, non-English speaking students with a basic introduction to English. It offers intensive practice and support in the development of listening and speaking skills, vocabulary acquisition and reading comprehension. Students are “eased” into the American culture. ESL enables the student to become language proficient and achieve in mainstream classes. Enrollment in ESL classes may last six months to three years. English credit will be awarded upon successful completion of this course.

ESL – Advanced English as a Second Language

0104FL3

This course provides more advanced level second language learners with an introduction to high level writing instruction, including how to write academic, literary and persuasive essays and how to use more complex grammatical structures, such as advanced verb tenses. It offers intensive practice and support in the development of discussion and debating skills based on reading comprehension of more complex books and articles. Students listen to authentic audio materials and discuss current issues that relate to content areas. English credit will be awarded upon successful completion of this course.

High Intensity ESL

0104L2

This support course allows students extra time to complete their work for content area classes and to receive assistance from a certified ESL teacher. The teacher in this class interacts with content teachers to understand what is due and what is required for various assignments, then offers language support to complete the work that has been assigned. Students can complete tests and quizzes in addition to homework in High Intensity ESL and can receive assistance with the complex vocabulary and writing requirements, which are particularly challenging for second language learners.

FAMILY AND CONSUMER SCIENCE

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF FAMILY AND CONSUMER SCIENCE							
7979HL	Child Development I	College Prep	Elective	Semester	2.5	9-12	None
7859HL	Consumerism	College Prep	Elective	Semester	2.5	9-12	None
7829HL	Introduction to Foods & Nutrition	College Prep	Elective	Semester	2.5	9-12	None
7959HL	Interior Design	College Prep	Elective	Semester	2.5	9-12	None
7839HL	Foods of the World	College Prep	Elective	Semester	2.5	9-12	Intro to Foods & Nutrition

MATHEMATICS/COMPUTER SCIENCE

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF MATHEMATICS/COMPUTERS							
MATHEMATICS							
3134MT	Algebra I CP	College Prep		Full Year	5.0	9	Pre-Algebra; Teacher Recommendation
3124GN	Algebra I	College Prep		Full Year	5.0	9	Teacher Recommendation
NEW	Algebra I Advanced	College Prep		Full Year	5.0	9	Teacher Recommendation
3101MT	Math Enrichment	College Prep		Semester	2.5	9	Teacher Recommendation
3334MT	Algebra II CP	College Prep		Full Year	5.0	10-12	Algebra I & Geometry; Teacher Recommendation
3334GN	Algebra II	College Prep		Full Year	5.0	11-12	Algebra I & Geometry or General Geometry, Teacher Recommendation
3333MT	Algebra II E	College Prep		Full Year	5.0	9-10	Teacher Recommendation
3302MT	Algebra II Honors	Honors		Full Year	5.0	9-10	Algebra I & Geometry Honors, Teacher Recommendation
3132MT	Math Reasoning	Honors		Full Year	5.0	9	Geometry
3534MT	Precalculus E	College Prep		Full Year	5.0	11	Algebra IIE, Teacher Recommendation
3536MT	Precalculus I	College Prep		Full Year	5.0	11	Algebra II CP, Teacher Recommendation
3538MT	Precalculus II with Statistics	College Prep		Full Year	5.0	12	Precalculus I, Teacher Recommendation
3622MT	Calculus Honors	Honors	Elective	Full Year	5.0	11-12	Precalculus E, Teacher Recommendation
3620MT	Calculus AB AP	AP	Elective	Full Year	5.0	11-12	Math Analysis, Teacher Recommendation
3630MT	Calculus CD	AP	Elective	Full Year	5.0	12	Calculus AB, Teacher Recommendation
3234MT	Geometry CP	College Prep		Full Year	5.0	9-10	Algebra I, Teacher Recommendation
3234GN	Geometry	College Prep		Full Year	5.0	10-11	Algebra I, Teacher Recommendation
3202MT	Geometry Honors	Honors		Full Year	5.0	9-12	Algebra I, Teacher Recommendation
3422MT	Math Analysis	Honors		Full Year	5.0	10-11	Algebra II Honors, Geometry Honors, Teacher Recommendation
3634MT	Probability & Statistics – Project Based	College Prep	Elective	Full Year	5.0	12	Precalculus, Teacher Recommendation
3530MT	Statistics AP	AP	Elective	Full Year	5.0	11-12	Algebra II Honors or higher and Teacher Recommendation; Concurrently enrolled in English Honors
3474MT	Advanced Mathematics Applications	College Prep	Elective	Full Year	5.0	12	Algebra I, II & Geometry, Teacher Recommendation
9309SL	Consumer Math	CPS		Full Year	5.0	11	Teacher or CST Recommendation
9312SL	Personal Finance	CPS		Full Year	5.0	12	Teacher or CST Recommendation
COMPUTER SCIENCE							
3801MT	Advanced Topics in Computer Science	Honors	Elective	Full Year	5.0	11-12	Computer Science AP or Principles of Computer Science AP; Teacher Recommendation

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
3800MT	Computer Science AP	AP	Elective	Full Year	5.0	10-12	Principles of Computer Science AP; Teacher Recommendation
3810MT	Principles of Computer Science AP	AP	Elective	Full Year	5.0	10-12	Geometry CP
3870MT	Computer Programming Honors	Honors	Elective	Full Year	5.0	9-10	Geometry; Teacher Recommendation
3860MT	Computer Applications	College Prep	Elective	Semester	2.5	9-10	Algebra; Teacher Recommendation

SCIENCE

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
SCIENCE DEPARTMENT							
4204SC	Biology CP	College Prep		Full Year	6.0	9	Teachers recommends concurrent enrollment: regular or higher Geometry CP; teacher rec
4204GN	Biology	College Prep		Full Year	6.0	10	Teacher rec
4254SC	Biology Advanced	College Prep		Full Year	6.0	9	Teacher recommends concurrent enrollment in Geometry Honors or higher; teacher rec
4232SC	Anatomy and Physiology	Honors	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry, Physics; teacher rec
4220SC	Biology AP	AP		Full Year	6.0	12	Teacher recommends Biology Honors, Chemistry Honors, Concurrent Enrollment in Physics Honors, completion of the summer assignment; teacher rec
4714SC	Environmental Science	College Prep		Full Year	6.0	9	Teacher rec
4710SC	Environmental Science AP	AP		Full Year	6.0	12	Biology; Chemistry Honors, Concurrent Enrollment in Physics Honors, teacher rec
4404GN	Chemistry	College Prep		Full Year	6.0	10-11	Teacher recommends Biology, Geometry
4404SC	Chemistry CP	College Prep		Full Year	6.0	10	Teacher recommends Biology, concurrent enrollment in Algebra II CP or higher
4402SC	Chemistry Honors	Honors		Full Year	6.0	10	Teacher recommends Biology, concurrent enrollment Algebra II E or higher; teacher rec
4420SC	Chemistry AP	AP	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry Honors, concurrent enrollment in Physics Honors or higher, completion of summer assignment; teacher rec.
4712SC	Advanced Topics in Environmental Science	College Prep	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry; teacher rec
4722SC	Forensic Science CP	College Prep	Elective	Full Year	6.0	12	Teacher recommends one of the following three-year sequences: Environmental Science, Biology, Chemistry, or Biophysical Science, Biology, Chemistry, or Biology, Chemistry, Physics; teacher rec
4724SC	Forensic Science Honors	Honors	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry CP or higher, Physics CP or higher; teacher rec
4242SC	Genetics & Biotechnology Honors	Honors	Elective	Full Year	6.0	12	Teacher recommends Environmental Science, Biology, Chemistry; teacher rec
4314GN	Physics	College Prep		Full Year	6.0	11-12	Teacher recommends Biology, Chemistry, Algebra II
4314SC	Physics CP	College Prep		Full Year	6.0	11	Teacher recommends Biology, Chemistry CP, Algebra II CP or higher
4312SC	Physics Honors	Honors		Full Year	6.0	11	Teacher recommends Biology, Chemistry Honors, concurrent enrollment in Pre-Calculus Honors or higher; teacher rec

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
4330SC	Physics I AP	AP		Full Year	6.0	11	Teacher recommends Biology CP, Chemistry Honors, concurrent enrollment in Math Analysis or higher; teacher rec; placement test
4340SC	Physics II AP	AP		Full Year	6.0	12	Teacher recommends Physics I AP or Physics Honors; teacher rec
4332SC	AP Physics C: E&M/Mechanics	AP		Full Year	6.0	12	Physics I AP; Precalculus; Concurrent enrollment in Calculus
4344SC	Physics, Engineering, & Art	Honors	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry, Physics CP, concurrent enrollment in Pre-Calculus Honors; teacher rec

SCIENCE DEPARTMENT

Ridgewood Academy for Health Professions (RAHP)

10-12

4392SC	Chemistry RAHP	Honors		Full Year	6.0	10	Teacher recommends Biology, concurrent enrollment in Algebra II E or higher; teacher rec; acceptance into the RAHP program
4492SC	RAHP Seminar	Honors		Full Year	3.0	12	Chemistry RAHP
4301SC	RAHP Internship	Honors		Full Year	3.0	11	Chemistry RAHP, Concurrent Enrollment in a Math Course Higher than Algebra II; Acceptance into the RAHP Program

AP Capstone Program – To be implemented in the 2020-2021 school year

4494SC	AP Seminar RAHP	AP		Full Year	3.0	11	Enrollment in the RAHP Program; Co-enrollment in Anatomy & Physiology Honors RAHP
4496SC	AP Research RAHP	AP		Full Year	3.0	12	Enrollment in the RAHP Program; Successful Completion of AP Seminar

Career Pathways in Medicine Program (CPM)

4354SC	Ridgewood Career Pathways in Medicine Program I (CPM Program)	College Prep		Full Year	3.0	10-11	Successful Admittance to the CPM Program
4356SC	Ridgewood Career Pathways in Medicine Program II (CPM Program)	College Prep		Full Year	3.0	11	Successful Completion of CPM I

SOCIAL STUDIES

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
SOCIAL STUDIES DEPARTMENT							
2104SS	World History	College Prep		Full Year	5.0	9	None
2114SS	History of the Modern World	College Prep		Full Year	5.0	9	Enrollment in English 9 Literary World Views; Grade 8 English and Social Studies Teacher Recommendation
2304SS	United States History I	College Prep		Full Year	5.0	10	World History
2314SS	United States History I - The American Experience I	College Prep		Full Year	5.0	10	World History, Rec from grade 9 English and World History Teachers
2302SS	United States History I	Honors		Full Year	5.0	10	World History; Teacher Recommendation
2342SS	United States History I American Studies I	Honors		Full Year	5.0	10	Application Process; Summer Work
2312SS	United States History I American History & Literature w/Integrated Study in the Arts I	Honors		Full Year	5.0	10	Application Process; Summer Work
2310SS	United States History I AP	AP		Full Year	5.0	10	World History; Teacher Recommendation
2404SS	United States History II	College Prep		Full Year	5.0	11	United States History I
2324SS	United States History II - The American Experience II	College Prep		Full Year	5.0	11	United States History I teacher rec if not enrolled in American Experience I
2402SS	United States History II	Honors		Full Year	5.0	11	United States History I; Teacher Recommendation
2452SS	United States History II American Studies II	Honors		Full Year	5.0	11	United States History I; American Studies I; Summer Work
2412SS	United States History II American History & Literature w/Integrated Study in the Arts II	Honors		Full Year	5.0	11	United States History I AHLISA, Summer Work
2400SS	United States History II AP	AP		Full Year	5.0	11	U.S. History I H/AP; Teacher Recommendation
2900SS	American Government & Politics AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation
2954SS	The Power of One: Reflections on the Holocaust & the 21 st Century	College Prep	Elective	Semester	2.5	11-12	None
2962SS	The Power of One: Reflections on the Holocaust & the 21 st Century	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2932SS	Classical Foundations of America	Honors	Elective	Semester	2.5	11-12	Successful completion of a Level III language; Teacher Recommendation
2702SS	Contemporary Issues in Social Science	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2210SS	European History AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation
2754SS	Film as History: The 20 th Century	College Prep	Elective	Semester	2.5	12	None
2712SS	Global Economics	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
NEW	The Global Citizen	College Prep	Elective	Full Year	5.0	11-12	None
NEW	The Global Citizen	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2744SS	History of American Society & Culture	College Prep	Elective	Full Year	5.0	11-12	None
2514SS	Human Geography	College Prep	Elective	Full Year	5.0	11-12	None
2512SS	Human Geography	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2516SS	Human Geography AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation
2882SS	Law – Criminal	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2892SS	Law – Constitutional	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2830SS	Micro/Macro-Economics AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
2202SS	Modern European History	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2852SS	Western/Non-Western Philosophy	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2624SS	Psychology	College Prep	Elective	Full Year	5.0	11-12	None
2622SS	Psychology	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2600SS	Psychology AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation
2942SS	Revenge, Justice & Social Mores in Greek Tragedy	Honors	Elective	Semester	2.5	11-12	Successful completion of a Level III language; Teacher Recommendation
2732SS	Ridgewood in History	Honors	Elective	Semester	2.5	12	Teacher Recommendation
2502SS	Sociology	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2252SS	Senior Seminar	Honors/AP	Elective	Full Year	5.0	12	Teacher Recommendation
2822SS	The Stock Market & the Economy	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2952SS	The Trojan War	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
9212SL	Civics	CPS		Full Year	5.0	12	Teacher Recommendation

FINE AND APPLIED ARTS

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF ART AND DESIGN							
VISUAL ARTS							
7469FA	Advertising Art	College Prep	Elective	Semester	2.5	9-12	None
7479FA	Advanced Advertising Art	College Prep	Elective	Semester	2.5	9-12	Advertising Art
6419PA	Architectural Design I	College Prep	Elective	Full Year	5.0	9-12	None
6429PA	Architectural Design II	College Prep	Elective	Full Year	5.0	10-12	Architectural Design I
7310FA	Art History AP	AP	Elective	Full Year	5.0	11-12	Completion of summer project and Teacher Recommendation
7539FA	Ceramics I	College Prep	Elective	Semester	2.5	9-12	None
7549FA	Ceramics II	College Prep	Elective	Semester	2.5	9-12	Ceramics I
6509PA	Digital Arts	College Prep	Elective	Semester	2.5	9-12	None
6439PA	Digital Photography I	College Prep	Elective	Semester	2.5	9-12	None
6449PA	Digital Photography II	College Prep	Elective	Semester	2.5	9-12	Digital Photography I
6579PA	Advanced Digital Photography	College Prep	Elective	Semester	2.5	10-12	Digital Photography I & II
7429FA	Fundamental Drawing	College Prep	Elective	Semester	2.5	9-12	None
7409FA	Introduction to Studio Art	College Prep	Elective	Semester	2.5	9-12	None
7419FA	Intermediate Studio Art	College Prep	Elective	Full Year	5.0	9-12	Previous Art Class
7519FA	Jewelry and Metal Design I	College Prep	Elective	Semester	2.5	9-12	None
7529FA	Jewelry and Metal Design II	College Prep	Elective	Semester	2.5	9-12	Jewelry and Metal Design I
NEW	Painting I	College Prep	Elective	Semester	2.5	9-12	None
7509FA	Painting II	College Prep	Elective	Semester	2.5	9-12	Painting I
7569FA	3D Design	College Prep	Elective	Semester	2.5	9-12	None
7410FA	Studio Art I AP	AP	Elective	Full Year	5.0	10-12	Previous Art Class and Teacher Recommendation
7430FA	Studio Art II AP	AP	Elective	Full Year	5.0	11-12	Studio Art I AP and Teacher Recommendation
7619FA	Advanced Portfolio Development	College Prep	Elective	Semester	2.5	10-12	Adv. Artistic Standing, Teac Rec
7629FA	Advanced Portfolio Development	College Prep	Elective	Full Year	5.0	10-12	Adv. Artistic Standing, Teac Rec
7719FA	TV Production	College Prep	Elective	Semester	2.5	9-12	None
7729FA	Video Production	College Prep	Elective	Semester	2.5	9-12	TV Production or approval
7739FA	Advanced Video Production	College Prep	Elective	Semester	2.5	10-12	TV/Video Production or approval
TECHNOLOGY EDUCATION / APPLIED ARTS							
6109PA	Graphic Arts I	College Prep	Elective	Semester	2.5	9-12	None
6169PA	Graphic Arts II	College Prep	Elective	Semester	2.5	9-12	Graphic Arts I
6139PA	Graphic Arts III	College Prep	Elective	Full Year	5.0	10-12	Graphic Arts I & II
6149PA	Graphic Arts IV	College Prep	Elective	Full Year	5.0	11-12	Graphic Arts I, II, & III
6249PA	Introduction to Media Technology	College Prep	Elective	Semester	2.5	9-12	None
6315PA	Innovating Through Design Thinking	College Prep	Elective	Semester	2.5	9-12	None
6525PA	Design Thinking Studio: Experiences in Design & Rapid Prototyping	College Prep	Elective	Semester	2.5	9-12	None
6535PA	Building and Design I	College Prep	Elective	Semester	2.5	9-12	None
6545PA	Building and Design II	College Prep	Elective	Semester	2.5	9-12	Building and Design I
6550PA	Building and Design III	College Prep	Elective	Full Year	5.0	10-12	Building and Design I & II
6555PA	Interactive Design I	College Prep	Elective	Semester	2.5	9-12	None
6558PA	Interactive Design II	College Prep	Elective	Semester	2.5	9-12	Interactive Design I
6565PA	Robotics I	College Prep	Elective	Semester	2.5	9-12	Interactive Design
6568PA	Robotics II	College Prep	Elective	Semester	2.5	9-12	Robotics I
6575PA	Real World Engineering	College Prep	Elective	Full Year	5.0	9-12	None
6489PA	Yearbook Production I	College Prep	Elective	Semester	2.5	10-12	None
6499PA	Yearbook Production II	College Prep	Elective	Semester	2.5	10-12	Yearbook Production I
6498PA	Yearbook Production II	Honors	Elective	Semester	2.5	10-12	Yearbook Production I & Teacher Recommendation
6492PA	Yearbook Management I	Honors	Elective	Full Year	5.0	11-12	Application Process
6494PA	Yearbook Management II	Honors	Elective	Full Year	5.0	12	Yearbook Management I
6329PA	Journalism Production I	College Prep	Elective	Full Year	5.0	10-12	None

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
INTERDISCIPLINARY COURSES							
7319FA	American History and Literature with Integrated Study in the Arts	College Prep		Full Year	1.0	10-11	Application process
DEPARTMENT OF MUSIC							
7099MU	Introduction to 21 st Century Music Production	College Prep	Elective	Semester	2.5	9-12	None
7090MU	Advanced 21 st Century Music Production	College Prep	Elective	Semester	2.5	9-12	Introduction to 21 st Century Music Production
7089MU	Music Rewind	College Prep	Elective	Semester	2.5	9-12	None
7140MU	Music Theory AP	AP	Elective	Full year	5.0	12	Teacher Recommendation
7009MU	Symphonic Band	College Prep	Elective	Full year	5.0	9-12	None
7019MU	Concert Band	College Prep	Elective	Full year	5.0	9-12	Teacher Recommendation
7029MU	Wind Ensemble	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7219MU	Chorale	College Prep	Elective	Full year	5.0	9-12	None
7239MU	Concert Choir	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7269MU	Treble Choir	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7249MU	Chamber Choir	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7049MU	Symphonic Orchestra	College Prep	Elective	Full year	5.0	9-12	None
7039MU	Concert Orchestra	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7059MU	Chamber Orchestra	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
INDEPENDENT STUDY							
7259MU	Music Mentors Honors	College Prep	Elective	Full year	1.25	10-12	Teacher Recommendation
DEPARTMENT OF DANCE & THEATRE							
7149DT	Dance I	College Prep	Elective	Semester	2.5	9-12	None
7129DT	Dance II	College Prep	Elective	Semester	2.5	9-12	Gr. 9 w/Prior Approval; Gr. 10-12 & Dance I
7139DT	Advanced Dance	College Prep	Elective	Semester	2.5	9-12	Dance II
7189DT	Acting I	College Prep	Elective	Semester	2.5	9-12	None
7199DT	Advanced Acting	College Prep	Elective	Semester	2.5	9-12	Acting I
NEW	Stagecraft	College Prep	Elective	Summer Semester	2.5	9-12	Teacher Recommendation
NEW	Theater History	College Prep	Elective	Quarter	1.75	12	Teacher Recommendation

WELLNESS

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF WELLNESS							
Health/Physical Education							
Wellness 9		College Prep		Full Year		9	
	• Health 9A			1 Qtr	1.25		
	• Freshmen Fitness			1 Qtr	1.25		
	• Health 9B			1 Qtr	1.25		
	• Project Adventure I			1 Qtr	1.25		
Wellness 10		College Prep		Full Year		10	
	• Driver's Education			1 Qtr	1.25		
	• Strength and Conditioning I			1 Qtr	1.25		
	• Health 10			1 Qtr	1.25		
	• Project Adventure II			1 Qtr	1.25		
Wellness 11		College Prep		Full Year		11	
	• Health 11			1 Qtr	1.25		
	• Junior Physical Ed Activities			1 Qtr	1.25		
	• Yoga & Stress Management			1 Qtr	1.25		
	• Strength & Conditioning II			1 Qtr	1.25		
Wellness 12		College Prep		¾ Year		12	
	• First Aid & Safety			1 Qtr	1.25		
	• Senior Physical Ed Activities			1 Qtr	1.25		
	• Senior Wellness			1 Qtr	1.25		

WORLD LANGUAGES

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF WORLD LANGUAGES							
MODERN							
5154FL	Chinese I	College Prep		Full Year	5.0	9-12	None
5254FL	Chinese II	College Prep		Full Year	5.0	10-12	Chinese I; Admission by Placement Test
5352FL	Chinese III	Honors		Full Year	5.0	10-12	Chinese II; Admission by Placement Test
5452FL	Chinese IV	Honors		Full Year	5.0	11-12	Chinese III Honors; Admission by Placement Test
5124FL	French I	College Prep		Full Year	5.0	9-12	None
5224FL	French II	College Prep		Full Year	5.0	9-12	French I; Admission by Placement Test
5322FL	French III	Honors		Full Year	5.0	10-12	French II; Admission by Placement Test
5422FL	French IV	Honors		Full Year	5.0	11-12	French III Honors; Admission by Placement Test
5522FL	French V	Honors		Semester	2.5	11-12	French IV Honors; Admission by Placement Test
5520FL	French V AP	AP		Full Year	5.0	11-12	French IV Honors; Admission by Placement Test
5144FL	German I	College Prep		Full Year	5.0	9-12	None
5244FL	German II	College Prep		Full Year	5.0	9-12	German I; Admission by Placement Test
5342FL	German III	Honors		Full Year	5.0	10-12	German II; Admission by Placement Test
5442FL	German IV	Honors		Full Year	5.0	11-12	German III Honors; Admission by Placement Test
5134FL	Spanish I	College Prep		Full Year	5.0	9-12	None
5234FL	Spanish II	College Prep		Full Year	5.0	9-12	Spanish I; Admission by Placement Test
5334FL	Spanish II Advanced	College Prep		Full Year	5.0	9-12	Gr. 8/Spanish I Teacher Rec; Spanish Level I HS Teacher Rec
5331FL	Spanish III	College Prep		Full Year	5.0	10-12	Spanish II; Admission by Placement Test
5332FL	Spanish III	Honors		Full Year	5.0	10-12	Spanish II Teacher Rec; Admission by Placement Test
5434FL	Spanish IV	College Prep		Full Year	5.0	11-12	Spanish III CP or Spanish III Honors Teacher Rec
5432FL	Spanish IV	Honors		Full Year	5.0	11-12	Spanish III Honors Teacher Rec; Admission by Placement Test
5532FL	Spanish V	Honors		Full Year	5.0	11-12	Spanish IV Honors; Admission by Placement Test
5530FL	Spanish V AP	AP		Full Year	5.0	11-12	Spanish IV Honors; Admission by Placement Test
5911FL	Spanish Cultures and Conversation I	College Prep		Full Year	5.0	10-11	None
5912FL	Spanish Cultures and Conversation II	College Prep		Full Year	5.0	11-12	Spanish Cultures and Conversation I
CLASSICAL							
5114FL	Latin I	College Prep		Full Year	5.0	9-12	None

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
5214FL	Latin II	College Prep		Full Year	5.0	9-12	Latin I; Admission by Placement Test
5312FL	Latin III	Honors		Full Year	5.0	10-12	Latin II; Admission by Placement Test
5412FL	Latin IV	Honors		Full Year	5.0	11-12	Latin III Honors; Admission by Placement Test
5510FL	Latin V	AP		Full Year	5.0	11-12	Latin IV Honors; Admission by Placement Test
5362FL	Classical Cinema	Honors		Full Year	5.0	11-12	Successful Completion (C+) of Latin III Honors

ALTERNATIVE PROGRAMS

School to Careers (6009PA)

This is a vocational-technical education program by which students receive work-based instruction through written cooperative arrangements between the Ridgewood school district and employers. This instruction includes required academic courses and related vocational and technical education instruction, by alternation of study in school with paid employment in an occupational field. This alternation is planned and supervised by the district and employer so that each contributes to the education and employability of the individual. Students enrolled in the program receive up to 10 credits for employment and 5 credits for a required related class. Under this program, students attend school classes for half a day and are employed at least 15 to 34 hours per week under supervised conditions at state approved work stations. (Enrollment by permission of program coordinator and guidance counselor for students in grades 11 and 12, Elective 10-15 credits.)

Structured Learning Experience (SLE)

Structured Learning Experiences are experiential, supervised educational activities designed to provide students with exposure to the requirements and responsibilities of specific job titles or job groups, and to assist them in gaining employment skills and making career and educational decisions. A structured learning experience may be either paid or unpaid, depending on the type of activities in which the student is involved. Structured learning experiences may include, but are not limited to:

- (1) Apprenticeships;
- (2) Community service;
- (3) Cooperative education;
- (4) Internships;
- (5) Job shadowing;
- (6) School-based enterprises;
- (7) Volunteer activities;
- (8) Vocational student organizations; and
- (9) Work Experience Career Exploration Program (WECEP)

Satellite AM (0619SP) or PM (0629SP)

This program at Bergen County Technical Education Center in Paramus, offers a half-day, shared time program in technical education for students who have expressed an interest in developing specific work skills for entrance into the workplace or a post-secondary education trade based program. Students interested in the Satellite program have typically demonstrated a preference for hands-on learning experiences. Interested students usually begin the Satellite program in ninth or tenth grade but may enter into *some* areas as late as eleventh grade. The program begins with career exploration during which students rotate through a variety of shop experiences in areas, such as culinary arts, information technology, graphic design, automotive technology, collision repair, healthcare, landscaping, cosmetology, skincare, green building trades, small animal care, and graphic design. As they continue into eleventh and twelfth grade, students are placed in specific shops as majors. Students attend Satellite up to half of each school day; the remainder is spent at Ridgewood High School for academic instruction. Bergen County Technical Education Center offers a competency-based curriculum developed by experienced trade teachers and advisory committees, and is designed to provide students with marketable skills.

TRANSITIONAL PROGRAM

The Transitional Program at Ridgewood High School addresses the transition needs of special education and mainstream students. It consists of a number of support services that assist the student in achieving success and independence in school, at home, in career, and in the community. A study skills course, career education classes, career-counseling sessions, interest inventories, career fairs, job shadowing internship, self-advocacy groups, and workshops serve to better prepare students for the success in school as well as the adult professional world.

Academic Enrichment (9039SP)

Academic Enrichment is a semester, elective course for ninth grade students. The course will offer instruction in study skills, organization strategies, goal setting, and time management techniques. Students will gain strategies to be successful in their core academic courses. There will be a focus on test-taking, note-taking, and general study techniques. Overall, students will acquire and implement skills to be effective life-long learners.

SPECIAL PROGRAMS

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades
SPECIAL EDUCATION						
RESOURCE CENTER*						
9039SP	Academic Enrichment	College Prep	Semester	2.5	9	
9326SP	Algebra I	Survey	Full Year	5.0	9-12	
9336SP	Geometry	Survey	Full Year	5.0	10-12	
9346SP	Algebra II	Survey	Full Year	5.0	11-12	
9348SP	Advanced Mathematics Applications	Survey	Full Year	5.0	12	
9428SP	Biology	Survey	Full Year	5.0	10-12	
9438SP	Chemistry	Survey	Full Year	5.0	10-12	
9458SP	Physics	Survey	Full Year	5.0	10-12	
9116SP	English 9	Survey	Full Year	5.0	9	
9414SP	Environmental Science	Survey	Full Year	5.0	9-10	
9126SP	English 10	Survey	Full Year	5.0	10	
9136SP	English 11	Survey	Full Year	5.0	11	
9146SP	English 12	Survey	Full Year	5.0	12	
9808SP	Adapted Physical Education	Survey	Full Year	5.0	9-12	
9236SP	United States History I	Survey	Full Year	5.0	10-12	
9246SP	United States History II	Survey	Full Year	5.0	11-12	
9216SP	World History	Survey	Full Year	5.0	9-12	
SUPPLEMENTAL						
	Grades 9-12		Fall Semester		9-12	
	Grades 9-12		Spring Semester		9-12	

*Courses are structured as customary programs with modifications in accordance with students' Individual Educational Plans.

PREP PROGRAM

PRACTICAL, REAL-LIFE EDUCATION AND PREPATION

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
Grade 9							
9039SL	Academic Enrichment	Survey		Full Year	5.0	9	
9106SL	English 9	Survey		Full Year	5.0	9	
9206SL	World History I	Survey		Full Year	5.0	9	
9306SL	Algebra I	Survey		Full Year	5.0	9	
9412SL	Environmental Science	Survey		Full Year	5.0	9	
Grade 10							
9107SL	English 10	Survey		Full Year	5.0	10	
9207SL	US History I	Survey		Full Year	5.0	10	
9407SL	Biology	Survey		Full Year	5.0	10	
9307SL	Geometry	Survey		Full Year	5.0	10	
Grade 11							
9889SP	21 st Century Work Skills 11	Survey		Full Year	5.0	11	
9108SL	English 11	Survey		Full Year	5.0	11	
9208SL	US History II	Survey		Full Year	5.0	11	
9309SL	Consumer Math	Survey		Full Year	5.0	11	
9408SL	Chemistry	Survey		Full Year	5.0	11	
Grade 12							
9898SP	21 st Century Work Skills 12	Survey		Full Year	5.0	12	
9112SL	English 12	Survey		Full Year	5.0	12	
9212SL	Civics	Survey		Full Year	5.0	12	
9312SL	Personal Finance	Survey		Full Year	5.0	12	

*Courses are structured as customary programs with modifications in accordance with students' Individual Educational Plans.

RISe

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
9002RI	Social Psychology	Survey		Full Year	5.0	9-11	
Grade 9							
9039RI	Academic Enrichment	Survey		Full Year	5.0	9	
9106RI	English 9	Survey		Full Year	5.0	9	
9206RI	World History I	Survey		Full Year	5.0	9	
9306RI	Math 9	Survey		Full Year	5.0	9	
9416RI	Environmental Science	Survey		Full Year	5.0	9	
9802RI	Adapted Physical Education 9	Survey		Full Year	5.0	9	
9872RI	21 st Century Work Skills 9	Survey		Full Year	5.0	9	
9882RI	Work and Study Skills 9	Survey		Full Year	5.0	9	
Grade 10							
9107RI	English 10	Survey		Full Year	5.0	10	
9207RI	United States History I	Survey		Full Year	5.0	10	
9308RI	Math 10	Survey		Full Year	5.0	10	
9408RI	Biology	Survey		Full Year	5.0	10	
9803RI	Adapted Physical Education 10	Survey		Full Year	5.0	10	
9874RI	21 st Century Work Skills 10	Survey		Full Year	5.0	10	
9884RI	Work and Study Skills 10	Survey		Full Year	5.0	10	
Grade 11							
9108RI	English 11	Survey		Full Year	5.0	11	
9208RI	United States History II	Survey		Full Year	5.0	11	
9309RI	Consumer Math	Survey		Full Year	5.0	11	
9873RI	21 st Century Work Skills II	Survey		Full Year	5.0	11	
9889RI	Work and Study Skills II	Survey		Full Year	5.0	11	
	Adapted Physical Education 11	Survey		Full Year	5.0	11	
Grade 12							
9404RI	English 12	Survey		Full Year	5.0	12	
9702RI	Personal Finance	Survey		Full Year	5.0	12	
9804RI	Adapted Physical Education 12	Survey		Full Year	5.0	12	
9878RI	21 st Century Work Skills 12	Survey		Full Year	5.0	12	
9880RI	Work and Study Skills 12	Survey		Full Year	5.0	12	

DATE	CHECK NO	AMOUNT
01/12/10	1276	\$80.00
01/16/10	1335	\$53.00
01/23/10	1349	\$300.00
01/23/10	1359	\$85.00
01/23/10	1375	\$53.00
01/21/11	1496	\$106.00
01/31/11	3	\$75.00
05/19/11	1775	\$62.00
05/19/11	1815	\$71.00
10/11/11	2087	\$56.00
01/31/12	2395	\$350.00
01/31/12	2413	\$83.00
04/30/12	2701	\$86.00
05/04/12	2727	\$56.00
09/06/12	2974	\$56.00
09/06/12	2993	\$56.00
09/21/12	3073	\$56.00
10/18/12	3186	\$56.00
10/18/12	3192	\$56.00
11/09/12	3261	\$86.00
12/17/12	3340	\$77.00
01/24/13	3435	\$85.00
03/20/13	3526	\$150.00
04/08/13	3628	\$77.50
04/09/13	3659	\$85.00
04/27/13	3762	\$56.00
04/27/13	3780	\$56.00
04/29/13	3792	\$100.00
10/24/13	4191	\$30.00
10/31/13	4257	\$86.00
11/15/13	4275	\$58.00
01/30/14	4491	\$116.00
02/27/14	4536	\$116.00
05/06/14	4873	\$77.50
09/05/14	5016	\$58.00
10/09/14	5183	\$40.00
10/17/14	5224	\$81.00
12/16/14	5395	\$50.00
01/14/15	5492	\$116.00
01/14/15	5493	\$116.00
04/29/15	5825	\$60.00
06/12/15	1020	\$35.00
06/15/15	5998	\$107.50
06/30/15	6002	\$50.00
09/11/15	6080	\$78.00

DATE	CHECK NO	AMOUNT
10/28/15	6340	\$30.00
12/11/15	6443	\$100.00
01/14/16	6524	\$79.00
01/20/16	6548	\$79.00
04/08/16	6769	\$81.00
11/03/16	7380	\$85.00
02/02/17	1026	\$1,200.00
02/02/17	7602	\$87.00
03/16/17	7667	\$150.00
04/24/17	7834	\$105.00
05/16/17	7941	\$60.00
05/16/17	7942	\$60.00
05/31/17	7974	\$81.00
07/10/17	7998	\$250.00
12/31/17	20	\$442.00
12/31/17	21	\$333.85
01/30/18	8521	\$89.00
04/18/18	8718	\$83.00
04/26/18	8756	\$60.00
05/10/18	8815	\$60.00
05/22/18	8857	\$210.00
09/06/18	8968	\$58.00
09/17/18	9020	\$58.00
10/02/18	9111	\$480.00
10/31/18	29	\$4,673.13
11/12/18	9274	\$89.00
12/13/18	9394	\$1,616.00
02/22/19	9504	\$72.00
02/27/19	9516	\$14.95
03/29/19	9612	\$83.00
03/29/19	9613	\$83.00
04/17/19	9711	\$85.00
04/17/19	9715	<u>\$100.00</u>
	TOTAL	\$14,980.43

Serial Number	Vendor	Model
W8949TLU8PW	Apple	Macbook
W8949SHV8PW	Apple	Macbook
W8949TM48PW	Apple	Macbook
W8949TNA8PW	Apple	Macbook
DYTJWW54DFHW	Apple	iPad2
DN6G970BDFHY	Apple	iPad2
DMVJ96D3DFHW	Apple	iPad2
DMVJ96Y4DFHW	Apple	iPad2
DMTJ98WLDLDFHW	Apple	iPad2
DN6GYRB5DFHW	Apple	iPad2
DMVJ96BLDFHW	Apple	iPad2
DMPJC&S&DFHW	Apple	iPad2
3WFN722	Dell	Gen 1 Chromebook
BMVQ6V1	Dell	Optiplex 390
9J6Y6y1	Dell	Optiplex 3010
9JFT6Y1	Dell	Optiplex 3010
28rI8v1	Dell	Optiplex 3010
9j3v6y1	Dell	Optiplex 3010
B9GQ9Y1	Dell	Optiplex 9010
3FQPQB1	Dell	Latitude D620
F1TMSP1	Dell	Latitude E5410
H1TMSP1	Dell	Latitude E5410
KM3F86C905L	Epson	83+

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
JANUARY 6, 2020**

Minutes of the Regular Public Meeting of the Board of Education held on January 6, 2020, at 7:30 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: None

Visitors: There were approximately eighteen visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS

A. RHS PM2.5 ANTI-VAPING CAMPAIGN

RHS Chemistry/Physics teacher Dr. Lillian Labowsky and Chemistry and Environmental Science teacher James Kay thanked Dr. Fishbein for inviting them to the board meeting today. Dr. Labowsky is piloting the Lemelson-MIT Invention program with the Applied Engineering Club. The Lemelson-MIT program encourages students to find creative solutions to problems that affect their communities. The club currently has over 50 students divided into six “invent teams.” Mr. Kay and Mr. Wohner are also advisors for the club.

One of the invent teams developed a PM2.5 Anti-Vaping Campaign. This campaign followed Senior Edward O’Keefe’s Vaping Prevention work with Teen Leads. Eddie was actively involved in this new Campaign as well.

Eddie introduced the rest of the members as follows: Team leader Junior Carina Trama, Junior Xun Zhang, Junior Alexandra Jerdee, Junior Alexander Cho.

Carina reported the team has been working on this campaign since September. The team carried out experiments to measure the PM2.5 concentrations in vaping smoke. PM2.5 are particulates that are so small that when inhaled can go deep into the lungs. The vaping smoke is so thick that we needed to dilute 1/100th to obtain measurable concentrations.

Alex described the results as stunning. PM2.5 concentrations in vaping smoke is in the range of 17,000,000 vs. the EPA daily limit of 35 $\mu\text{g}/\text{m}^3$. This equates to inhaling more PM2.5 particulates *in just one puff* than the EPA recommends for the entire day. We concluded that the vaping device is an incredible nicotine delivery machine! Due to such a high concentration perhaps nicotine addiction occurs in just one puff!

Alex related the team discovered the vaping smoke left residues on the wall of our lung model that could not be removed by water, ethanol, Windex or lens cleaner. This led to the hypothesis of possible permanent damage to the lungs from vaping exposure.

Xun commented the team made a 2 minutes video that was entered into the NJSTEAM Tank competition, which she shared with the Board.

Carina noted there is also an accompanying PM2.5 Anti-Vaping Campaign post at Fusfoo. The post made it to the national channel and has over 800 views.

The video and post earned praises from Professor Julie Zimmerman, who is Yale’s vaping expert. Everyone is very encouraged by her comment. She said: “Congratulations! This is excellent, relevant, and timely work - a win-win-win!”

The team also collected feedback from over 100 RHS students. Here are some samples of the feedback:

“The visual representation of the effect of vaping I think is the best way to get the message across to young teens.”

“To my surprise though, the aspect of vaping that really does a majority of the damage is the concentration.”

“I was unaware of how serious the issue was because general consensus in news was that it was a safer alternative to cigarette smoking.”

“I was wondering if vaping is worse than smoking. For cigarettes, we at least know that it comes from a plant, but for vaping it’s all chemicals.”

“What hit me the most, was when the students tried cleaning the residue off of the container.”

“Seeing all the smoke go into the box was unbelievable; it is hard to imagine that smoke going into real lungs multiple times a day.”

“It is amazing that kids my age are actually contributing to science in a meaningful way that can help educate others.”

“Teenagers still have easy access to purchase these devices through friends who meet the age requirement. Therefore, prevention campaigns are the only way to reach out to these teenagers.”

The team is very encouraged by these positive comments. It proves that their peer to peer data-based campaign is effective. They hope they can reach more students in the future.

Mr. Mahmoud commended the students for their presentation and asked if the students had compared vaping to cigarette smoke. The students reported there are many carcinogens in cigarettes and they wanted to show PM2.5 poses the same exact amount of danger as cigarettes.

A discussion ensued about whether or not the video could be shown on a larger scale to all students, the need to focus on second hand vaping smoke if they continue to do studies, what grade students are starting to vape, vaping detectors and whether or not they are a deterrent, and the need to educate students as early as possible.

Ms. Brogan invited the students to attend Super Science Saturday on February 29 from 9:00 a.m. – 1:00 p.m. and show their presentation.

B. PHOENIX ADVISORS & MCMANIMON, SCOTLAND, BAUMANN

Ms. Kahn reviewed the procedures for authorizing the issuance of school bonds. The longest period of time for preparation is determining the scope of projects needed and a determination as to which of those are prioritized and which you want to proceed with. Once the Board concludes what it intends to improve, the next step is to approve applications to the commissioner of education for approval of the projects. The commissioner’s approval focuses on different things. First, they examine the proposed schematic plans to ensure compliance with state law for school facilities. They also determine that the proposed projects are in accordance with our Long-Range Facilities Plan (LRFP), which means we may have to update and seek an amendment to. This is done in conjunction with the application for project approvals. The commissioner then determines which of the projects are eligible for state funding. Once the district receives the preliminary cost eligibility cost (PEC) letter, the Board then considers fine tuning which projects they are undertaking and how they will be presented (if they will be one or more questions).

The Board can then authorize the special election and form of the bond proposal or proposals. The state suggests we allow them five months prior to the special election date for them to approve the projects. A bond proposal can be presented at the annual election or at one of four special election dates. Those special election dates are the last Tuesday in September, the second Tuesday in December, the fourth Tuesday in January, and the second Tuesday in March.

If the district gives the state the full five months, hopefully they will approve the projects within 90 days and give us our PEC letters. The state considers each school a separate project. Sometimes the applications can be put in to break things down further, but you have to have at least one project for each separate school.

The district has to give the County Board of Elections 60 days written notice that we intend on holding a special election. The form of the bond proposal has to be submitted, by law, by 10 a.m. 18 days prior to the date of special election. Ms. Kahn explained we need to give them a little more time than that because the County has to translate the bond proposals, get the sample ballots and the vote by mail ballots out. The district also needs time to present to the public what we plan to do and how it will impact them.

Once that is done, and the PEC cost letters are sent, if the Board does nothing, the state will issue final eligibility cost (FEC) letters 30 days later and if we want to expedite it, the district may be able to take additional action to approve them, and then the state might return the FECs sooner.

After the Board adopts the bond proposal, there is an additional step needed. The district will ask the chief financial officer of the Village to prepare and file a supplemental debt statement as of the date the Board adopts the bond proposal.

Ms. Brogan asked if the PEC letter normally states it would be 40% funding but it does not end up being that. Ms. Kahn confirmed in our case it will be 40% but it is at least 40%. If we had a district aid percentage, which is higher, it could be more than 40%. She explained for the last eight years, the state has been underfunding school facilities aid by 15% so the actual tax impacts are prepared acknowledging the fact that you will only get 85% of the debt service aid you would otherwise be entitled to (34%).

Mr. Morgan commented that is also a number of the subject every year for the legislature as it goes through and decides how it wants to do the state budget. They could make it 15% or 20% if they want to. Ms. Kahn agreed and talked about the history of that. For the first 10 or 12 years, the state originally promised they were never going to change it and there had been a history from prior law where they had done that routinely. Nine years ago, in the budget, it was underfunded and has been kept at the 15% reduction since then. The state could decide to underfund it again and there is nothing to stop them. The budget is superseding legislation and it would not be effective to challenge it.

Ms. Kahn communicated that debt service aid determination is set at the time of application so that will not change unless the state underfunds it. They will tell us how much they will be funding in the budget and the district can anticipate it, and appropriate the full amount to make sure we pay it and then the state pays it to us. Due to the timing of this, the district has to get them those numbers in the fall, theoretically by October, but they would actually be giving us a little longer, sometimes as late as the end of December. But the state will not let us anticipate it until we actually issue the bonds. The district has

to appropriate for it and then when we get the next amount it circulates right back and will be available to pay the debt service.

Mr. Morgan commented if we decided to do \$1 million with a bond, we would have to put out notes for \$1 million and as the debt service comes in over the term of the notes, we would get 34% back, but our balance sheet would have the gross amount on it, not the reflection of the 34% decrease.

Ms. Kahn clarified the district is fully obligated to pay the full amount and anticipate the debt service aid we would be receiving. Usually the first year is a little tight and Ms. Tracey will explain that in greater detail. The hardest thing is when you issue the bonds in February on March. They like to issue the bonds sooner so districts can begin doing work in the summer.

Mr. Morgan asked what the reaction to the debt markets was 7-8 years ago when the state changed the percentage from 40% to 34%.

Ms. Tracey explained because of the fact that the state's rating is much lower than most local schools and towns, the markets prefer when there is less aid since the district's credit is safer than the state's so it did not have a detrimental or negative impact.

Ms. Kahn reviewed the form of the bond question. The question authorizes the amount of the bond and has a very brief statement as to what kind of work is being done. It is a generic statement. The district's public information will be what tells the public what we are doing, and the eligible cost letters identify the specific work being done. It provides the amount the district is going to appropriate in the bonds.

The information in the second paragraph of the question is required by law. Ms. Kahn feels by the time people get to the voting booth, they know whether they are voting yes or no; it is not because of the way the question reads. The question discloses what the eligible costs of the projects are, which is important, because that is what the aid is based on. We have to indicate the amount that has been approved for each school included in the referendum so that part of the question gets repeated a number of times. The law also requires we disclose excess costs.

Mr. Mahmoud questioned if there is one question for each school. Ms. Kahn confirmed and stated just where the amount is allocated to one school, and another amount is allocated to another school, etc. It is one statement though, not one question for each school. Sometimes the question can be abbreviated if there are no eligible costs for a particular school but each determination of eligible costs has to be put in. Excess costs also need to be indicated for each school. If there are no excess costs, that needs to be stated.

Ms. Kahn explained eligible costs are costs treated differently for renovations and for new construction. New construction is wherever you add space (an addition or a new school) For renovations, usually all of the costs are eligible provided they are related to educational adequacy code requirements or health and safety. Every so often, a district will improve tennis courts and the state may decide they are not part of your gym program or essential to it and may exclude them, even though it may be a safety item from the district's perspective, the state may determine it is not. Ms. Kahn remarked it is not always consistent when they will determine certain things; certain types of paving are included

and certain types are not. Gutting and rebuilding classrooms are renovations and adding another classroom is considered new.

The way the state determines eligible costs for new construction, is they first determine the amount of space that the district has in the district and the number of unhoused students. When the formula was created, the state determined based upon the grade level of instruction, how much space could be allocated to each child in that grade level, and then they determine if there is any excess spaces or if you need more space. If the formula shows the district needs more space to house students, the district gets \$143 per square foot, regardless of how much it actually costs. This is a formula based prior to 2000 and there was no distinction between North and South Jersey or the actual cost of construction. That is why the eligible costs and the excess costs do not add up to all the costs of the project.

State aid is based on the eligible cost. The district may have excess costs because some of the spaces will not get the \$143 per square foot, but all of the spaces may be eligible; however, the district will still will not get 34% based on your total project cost. It will only be the addition of all the eligible costs.

Ms. Tracey added the cost of the construction may be \$350 per square foot but the state is only giving 34% on \$143 per square foot. New construction does bring your aid down. If you can renovate a classroom or change space in some way instead, the district will receive more money from the state. One example is a lot of districts are doing safety vestibules (security issues). In some schools you can find the space to do it and they will be fully eligible, but sometimes have to add a few feet in the school to install the vestibule and unless you have unhoused students, you may get nothing, or a small amount.

Mr. Morgan asked if the unhoused students is a question on every school or the entire district. Ms. Kahn explained the unhoused students is by the district and the grade level of instruction; the amount of space you have in the schools that meet that grade level of instruction. Mr. Morgan asked if we knew if we have unhoused students. Ms. Brogan responded LAN provided figures for new construction.

Ms. Kahn reviewed the language the state requires us to put in the bond proposal stating the debt aid percentage will equal 40% of the annual debt service due with respect to the final eligible cost of the project for the bond proposal. Ms. Kahn feels this is confusing because we will only get 34% of the eligible cost. She is working on legislation that will clean this up and does not think anything in second paragraph should be there at all.

Mr. Mahmoud commented this is what we will potentially put to voters and asked if we have flexibility here, in the language, if we want to be clear on the projects being performed (i.e., HVAC, renovations, windows, etc.). Ms. Kahn explained you can put more language in about the types of projects but recommends we do it in the public information rather than the bond proposal. If we are more specific about some items and do not mention others it leads to confusion. She suggested a generic statement that we are doing additions, renovations, and improvements, and leave the public information that will be circulated to itemize the actual work being done. Anyone can see the eligible cost letters that explain the types of work being done.

A lengthy discussion ensued regarding the required debt service aid language, that the bond proposal authorizes all the work and even though the district will disclose what the

eligible costs are for individual projects, if we go to bid and some projects come in higher or lower we have the ability to reallocate costs as long as it does not exceed the bond proposal, but we have to stay within the scope of what is presented in the project, information provided to the public, that bond questions are based on schematic plans and final construction plans are not started unless the bond is successful, why there is language in the question that authorizes the Board to transfer funds among the projects, and whether or not the state audits costs throughout the process, which they did when grant funding was available, which it no longer is. The district's auditor will audit the accounts.

A discussion also took place about the possibility of having separate or multiple statements for the same school, and if we have more than one question we are required to have an interpretive statement, which has to say if both questions pass, this is the total cost of the project, total eligible cost and total excess costs, how people want to put more in the statement which Ms. Kahn advises against because sometimes it is put in to promote things, which you are not allowed to do and sometimes what you do not say can be made to be inaccurate and can be the basis for a challenge. Her recommendation is to only put in what the state wants you to put in and only the way they want it put in.

Ms. Kahn reviewed significant considerations for the bond proposal.

Mr. Morgan remarked on Ms. Brogan's earlier comment that LAN's presentation considered eligible costs and ineligible costs and the total amounts shown generally said 34%. If the project was new construction, 34% was only on the applicable dollars and not the full dollars. Ms. Brogan replied it was based on \$143 per square foot and on LAN's presentation, they had what they estimated, but the state needs to verify that. It is 34% on \$143 of eligible costs. Mr. Mahmoud noted for the PAC project, LAN did say it was a very low percentage as it is not a lot of renovation.

Ms. Brogan stated late last year the Abbott districts and Education Law Center is taking the state to court for facility funding, that has in the past allowed for grants to be given to regular operating districts (ROD), and she asked Ms. Kahn if she had any sense of where that case is.

Ms. Kahn reported they brought the suit and the main reason is they represent the SDA districts (the four Abbott districts) and through a perk in the law, now that the bond money the state was able to issue for both the SDA districts and for the grants has run out, they have no ability to get debt service aid unless there is a change in the law. Most needy districts are having trouble doing that. When this law was first enacted, it was as a result of the Abbott litigation and they had to fund the Abbott districts. At the same time, the state took all districts into consideration. If they did additional legislation to permit more funding, would they again come up for additional funding for the non-SDA districts. However, the non-SDA districts continue to get the debt service aid. The question is are the grants better for us or not. In Ms. Kahn's opinion, the grants are not as easy to work with as debt service aid. Once you get the determination of the eligible costs, you will just get it. With grants, districts had to keep very detailed records, and the state went over everything, and then they would lose everything, and districts would send it again. Districts would have to lay out the money and get reimbursed by the state. If only the local share was authorized, you then have to issue some sort of funding grant anticipation and promissory notes that are issued in anticipation of the receipt of grants. That would be an additional cost with additional interest, and that interest would be inside your CAP. If you

did not meet all their requirements, the state may deny you. Personally, Ms. Kahn thinks the debt service aid is beneficial. If the state restores the funding and they did it for both the SDAs and non-SDA districts, they might restore the grants.

Ms. Tracey commented one of things the state started doing to districts that had grants, when they began to underfund the 40% and cut it by 15%, was to reduce our aid in the general fund budget by that 15% of their borrowing costs on the grant. The state had to borrow money at their rate of interest to give us the grant funds, so they took a 15% portion of what they had to spend for that and deducted it from aid we were getting in other places inside the general fund. Many districts have done grants before and have said if they come back, they are not doing it again. At the end of the day, it is hard to turn down a grant, because when you go out to referendum, you only have to authorize your share and that number is smaller.

Mr. Mahmoud thought the interest rate seemed high. There is a comparison at the end that shows a much lower rate for the 20 years and asked why.

Ms. Tracey explained she used conservative estimates knowing it is January and we are looking at a bond proposal in September, and a bond sale, at the earliest, 60 days after that, so it will almost be a full year. She is very hopeful to keep rates low.

Ms. Tracy reviewed the summary of capital projects, which she took from the information provided by LAN. The high priority projects total approximately \$59 million and it is estimated that all of those projects should receive the 40% eligibility and Phoenix has done the numbers based on 34% of total principal and interest.

The secondary/additional projects total approximately \$7.4 million and they are also estimated to be for the 34% of total principal and interest.

The majority of the PAC is new construction so the district will not be able to maximize 40% debt service aid due to the way the state does the funding. The estimated construction and renovation cost for the PAC is approximately \$29,277 million and aid is estimated to be approximately 9.4% on principal and interest.

Ms. Tracey presented the estimates for bond structuring. The tax impacts are very preliminary numbers. Given the size and scope of the projects, she ran the bond term out over 30 years which matches to the useful life of the projects. It could be done shorter than that, but the estimates are all done over a 30-year period. The interest rate she used is 3.75. Currently in the market, if we were to sell bonds today for 30-year bonds with a strong AA rating, it would be at about 3% so she has a 75-basis point cushion on there. Ms. Tracey has the bonds sold as one issue, but it is important to note, especially if it ends up that all the projects are being considered and we are looking at a number close to \$95 million, those projects will obviously not get done in one year and will be phased over several years, we do not have to sell the bonds all at once. She will work with the district on making that determination on whether it makes sense to do it all at once. Sometimes it does if we are in a favorable interest rate market and can lock in a 2.85 rate for 30 years, we may want to borrow the whole thing.

Or the district can just do a portion of it and wait and borrow the rest later. Some districts choose to do this because sometimes you may have additional funds left that you do not need if you get all your projects done and the bids come in lower than projected. Instead

of using the extra money to pay down the principal, some districts issue bonds in phases so you do not bond the last phase until all the bids are open. Even though the full amount of the projects is authorized, you do not have to borrow the whole amount.

Mr. Kaufman commented that way the district is not paying interest on money not being spent. Ms. Tracey agreed and observed that is not a decision that needs to be made before the referendum.

Mr. Morgan questioned if we do multiple issuances are they separate bonds or charges against the same bond. Ms. Kahn explained you can have one authorization or two questions and break down how much we will sell each time based on cash flow needs.

Ms. Tracey added you can do two over 30 years and the last one over 26 years. Mr. Mahmoud asked if Ms. Tracey had a 20-year option and the impact on the taxpayer. Ms. Tracey did not prepare that for tonight but would be happy to provide it. The interest rate on a 20-year would probably be 2, 2.5 or 2.6 % as opposed to 25 years at approximately 2.7%. She remarked 25 and 30 years are not that different.

To give a conservative projection regarding the tax impact, Ms. Tracy has not assumed any growth in the ratable base and kept it exactly where it is today and flat for the 30-year term. History shows the ratable base will grow and essentially, the average annual tax impact will be less.

Mr. Morgan remarked this would be different than the 2% property tax increase being talked about for the operating budget. That is a 2% of absolute dollars and this is debt service being spread over the current ratable base, so as the ratable base increases, it is spread out, which moderates the impact to the taxpayer.

Ms. Tracey also did not include any assumption for interest earnings; that is in the construction fund. If all of the money is borrowed up front but not spent for a few years, that would be something we would want to look at doing because any interest earnings can be used to offset the debt service.

The estimated tax impact analysis was reviewed in detail. The average tax impact for the high priority projects on the average home would be \$259.53 on top of what the existing tax impact is. If the high priority and secondary projects are done, it would be \$291.92. The PAC on its own is \$176.51; high priority projects and the PAC is \$436.04; and all projects would be an average of \$468.43 per year. This includes the debt service aid and for that she used the estimates LAN anticipated; the 34% eligibility on all of the projects and the 9.4% on the PAC.

Mr. Mahmoud commented even if the assessed value increases, assuming the real estate market continues to go up, he does not think it changes the tax impact per household. Ms. Tracey responded it depends where the value is growing. If the home values are increasing and the assessed value goes up, it is not going to change; adding new homes will change it. The new apartments are ratable and could impact the property tax in a positive way and it may be lower. As the value goes higher due to a new ratable, it could help.

Mr. Kaufman questioned if the district is risking anything by having such a high debt level.

Ms. Tracey explained as a K-12 district, we can borrow up to 4% of the average equalized value over the last three years. The percentage is based on the equalized value, not assessed, which is about 6.7 for 2018. They average the last three years equalized value and you can borrow up 4% of that, which is about \$264 million. Right now, the district has \$42 million in outstanding debt. If it were to add \$95 million, we would still only be at half of our capacity. Increasing debt can affect ratings and other types of things, but in this instance, although we have a high debt capacity and \$95 million is a lot to add, it is not high from a market standpoint.

A discussion ensued regarding whether or not bond traders factor in what our debt capacity is, how they look at the amortization and the way our debt is being paid down so there should be no issue, our current debt and the fact that there is not a large drop in debt coming up, the possibility of wrapping the debt, and statutory requirements.

Ms. Tracy reviewed a one year versus 20-year interest rate comparison and how rates have come down. Phoenix is always monitoring our outstanding debt against the rates and even though they have dropped, there is not an opportunity to refinance those. Phoenix did refund a portion of them in 2016 and were able to reduce debt service there. Now, we would need to wait and there is still a call provision in here that we could do it. However, there has been some change to the tax law in 2017 that keeps you to within 90 days of the call date. Since rates are so low, districts are choosing to refund tax exempt debt with taxable debt because they are getting savings. A few years ago, we refinanced and that defeasance is due when the call date comes up (this year) and at that point, the gap will disappear and the bonds will defease.

Ms. Tracey explained why she chose the 3.75, which is closer to the historical average on 30-year debt and she feels comfortable with as a starting point. The interest rate will have an impact but not as great an impact, in her opinion, as it could be a detriment if we end up too low. We are talking about a total of \$8 or \$9 for every 25 basis points. If we bring it down another 25 basis points, the flip side of that is to come in with too low of an interest rate and then we are looking into September and November and rates could be higher. There are many unknowns and this can be refined as we get closer and we know the referendum dates and amounts.

Ms. Kahn added the actual rate is set at competitive sale after a successful referendum. The rate should be high enough so hopefully it will come in within the projected tax impact. It is a long way out to try to project what rates will be one year from now.

Laurence questioned why the referendum could not be on the November annual election. Dr. Fishbein replied our annual election is now held in April; if we still voted for Board members in November, it could be. By law, the district can only use the annual school election and the other four days mentioned.

A discussion took place regarding what kind of fees are associated with issuance of a bond. Typically for the issuance, it will depend on the amount being borrowed. For a \$50 million deal, it would be \$30,000 on the rating and possibly \$40-45,000 on a \$95 million bond. Total issuance costs will vary based on what is borrowed. If the district decides to have multiple sales there would be additional costs. If we have a single sale, it reduces the cost of issuance. Usually the architects put in a number in excess of what anyone uses which is part of the reserves they build in. We need to have a not to exceed number we will not exceed. Since it is built in as soft costs on the eligible projects, you get 34%

debt service aid on the project, which includes the soft cost and bonding cost. The underwriters take their fee out of whatever they are selling the bonds for. They will buy the bonds at a certain rate and reoffer them to the public. The soft costs include the rating agency fees, legal and accounting costs, and anything that goes into the professional support of the bond.

Ms. Brogan commented the Board does not have to decide on whether they will borrow all of the money at once or if they will do a breakout based upon the results of the referendum, and more discussions with our architect about the timing of the projects. Ms. Tracey confirmed and reported most districts do not decide that until after. What might be beneficial today, may not be in September or October.

Ms. Brogan asked if we could look at a 25 versus 30-year bond based upon the rates and asked if Phoenix would do it before or after, and if that information is provided at this point. Ms. Tracey explained they did it before and a lot of that will depend on what the Board decides on the scope of the projects. \$95 million would be lot to do over a 20 to 25-year period. It would be a higher annual tax impact with lower interest. When it gets closer to the time when we need to actually sell and we anticipate the interest rates may be lower, it may be something the Board wants to consider. As the Board goes out to the public, they need to be clear that it anticipates doing 25 or 30 years and the rate, unless we are talking about 30 and 25 is going to come in lower. Ms. Kahn would always suggest the public is given the assumptions the Board is making, that the intent is to do a 30-year issue, but is a decision that will be made after the bonds are authorized and based upon market conditions.

Dr. Fishbein observed to go backwards from 30 to 25 if it is favorable to the district is not a problem. Ms. Tracey agreed and commented the district wants to have an idea of what it wants to do. It starts with refining the scope and the number of projects we want to do and the amount the district wants to borrow, and then Phoenix can look at tax impact scenarios over different terms. The district can then talk to the public about the tax assumptions used; however, they are not bound to borrow it.

Ms. Tracey reviewed her spreadsheet with the gross debt service. For each scenario, there is an anticipated principal column, the interest column, the total which is the gross debt service, the state aid which is based on the discussed assumptions, and the net debt service. The net debt service column drives what is going to be raised through the tax rate. There is also a column which is the average home base at \$702,225. Some of the numbers listed may be higher or lower, but the numbers she spoke about are the average over the 30-year term.

Ms. Sherry explained these figures were obtained by looking at the district's existing debt. She tried to wrap it to the extent she could while staying within the parameters of the law, in which one principle payment cannot be more than double a previous payment. Payments will be smaller in the beginning and larger in the back. Ms. Kahn noted as a school district, we can defer the first principle payment to the second, unlike municipalities, which are required to defer only one year. Usually it will be within that first year and it depends on what our cash flow needs are as to when we want our principle payments,

A brief discussion took place on when the bonds are callable and the acceptable level in NJ where you will not start to pay a penalty (generally seven years), if it is too short the

market may give you a penalty, that these bonds do not trade a lot, and the MRSB has a website that allows you to pull up bonds and see how they trade in the secondary.

Mr. Mahmoud questioned if they have seen other districts break down the numbers a little more. Assuming we go with \$59 million, the total cost we are financing is \$59 million but after you reduce the state aid, the total we are actually paying over 30 years is \$64 million. When he does the math on it, it is an effective interest rate of 0.3%. He asked if other districts break down the numbers in a simpler way for the public.

Ms. Tracey thought it adds, for some, more simplistic and others more complicated. She thinks it is more important for the public to know the totals. It sounds great if we are borrowing \$59 million and in reality, only pay \$64 million back with that. State aid of \$33 million over the term is fantastic.

Census 2020

Dr. Fishbein announced that the Village of Ridgewood is actively engaged in preparing for Census 2020. Starting in March, residents will receive invitations to fill out the census online. Everyone should complete the census, including non-citizens and undocumented individuals. All information will be kept 100% confidential by the US Census Bureau. The census can be completed online at the Ridgewood Public Library, and assistance will be available. All family members should be included when completing the census. Children ages 0-5 have been undercounted in the past, but it is important to include all family members for accurate data collection.

C. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- Throughout Winter Break, many winter sports held practices and winter tournaments, including wrestling, basketball, winter track, and others. Now the winter sports season has kicked into full gear.

Arts

- AHLISA (American History & Literature with Integrated Study in the Arts) recently had a field trip to New York City to see Slava's Snowshow, a show on Broadway.

Academics

- Seniors have submitted college applications for the January 1st regular decision deadline.

Activities

- The RHS TV club has released the December edition of their news publication, the Morning Report.

Miscellaneous

- The Martin Luther King committee of Ridgewood and Glen Rock is organizing a weekend of program from January 17th through January 20th. Every year, RHS students are involved in this program.
- Many RHS Clubs, including French Club, Green Club, and others, have met in late December to commemorate the end of the year and celebrate the work that they have

done. As we enter the new year and new decade, high school students have a lot to reflect on.

V. COMMENTS FROM THE PUBLIC

At 9:09 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Rob Shacklett, 111 Southern Parkway and new resident, had questions about the PAC. He asked if it was an approved ballot measure or bond already, why is debt service aid lower for the PAC than other projects, and if there is revenue potential in the PAC for other performing arts organizations to rent the space or is it just for use by students.

Dr. Fishbein responded the Board is just in the discussion phase of the PAC. The PAC is mostly for use by the students as our facilities are used all the time by our students. The gyms, while they may not be used by our public school sports teams, are used by our youth sports.

Mr. Shacklett asked if the teams pay a fee. Dr. Fishbein responded they pay a fee only if they cause custodial overtime. Our students use the facilities during the day and youth sports at night. As far as the PAC, the district has a robust theater arts, musical and choral arts, and dance program. While there may be opportunities for some groups to use the space, our students use it the majority of the time and there will most likely not be revenue from rent. The district's theater arts program is an 11-month program and goes into the summer.

Mr. Shacklett questioned the debt service aid of 9%. Dr. Fishbein replied the way it was explained, for renovation of space and health and safety you get 34% of the eligible costs. For new construction, while some of the proposed work at the high school is renovation, the vast majority is new construction and for that, if you have unhoused students, you only get 34% of \$143 per square foot. The \$143 is an old number and for something that is specialized like an auditorium, you would not be able to build it at that dollar per square foot. It is much higher which is why we get less aid for the PAC. It is also because the construction cost they use to give aid is not as favorable.

Ms. Brogan added when the construction law came around in 1999, they established the \$143 per square foot for new construction, and at that point, districts argued it was too low. It has never been the reality of school construction.

Ms. Smith Wilson noted it is the same price no matter where you are in the state.

Susan Madison, 428 Linwood Avenue, thanked the Board for the informative bond presentation. Ms. Madison pointed out as stated by bond counsel, our debt capacity if we did the full \$100 million referendum would be under 50%; she thinks it would take us up to 56%. Ms. Madison has looked at a schedule that is available with all the financial statements for all the districts throughout NJ and she noted if we look at our peers, most of the 'J' districts' debt utilization is around 10-15%. While Ms. Madison thinks taking our debt to 56% is not a big issue to the market, she feels it would put Ridgewood as an outlier to other districts and we should keep that in mind. Ms. Madison talked about the state's finances, which are not great, and pointed out one of the biggest problems is the unfunded pension liability, in large part with the teacher pensions, which are only about 30% funded. Ms. Madison can see some time in the future where the state may need to push some of the funding debt back onto the district. Ms. Madison does not think taking out debt utilization over 50% is prudent.

Ms. Madison spoke about assessed value and stated assessed value. Ridgewood's assessed value has gone down over the last 10 years. If you were to use the figure shown during the presentation (\$5.8 billion), the comparable number to that in 2009 was \$6.7 billion. If the other number is used, which smooths out the impact of the property re-evaluation, currently our assessed value is \$6.6 billion and in 2009 was \$6.8 billion. To assume that our values are going to go up and reduce the burden on that taxpayer has not been borne out over last ten years.

Ms. Madison's final point, which Mr. Morgan made clear, is that state debt service aid is something we have to apply for every year. Although debt service aid is currently at 34%, there is nothing to stop the state from saying they will take more money away from state aid. These issues are why she thinks the referendum number is high and even though she supports the schools and the arts, she feels we have to take these numbers seriously.

Ms. Madison raised an issue regarding the math program and how the state changed graduation requirements to test students in algebra and geometry in 11th grade. She asked if there has been work, given that we just changed our math program to pull geometry into eighth grade, and how will we make sure our kids are ready to take the test in 11th grade when they have not seen the subject for three years.

Saurabh Dani, 390 Bedford Road, added to Ms. Madison's point of assessed values and why they have been going down. Mr. Dani observed some of the Board members have applied for reassessment and successfully reduced their own taxes, while at the same time increasing taxes on the residents. He feels the Board is aware of the assessment process and reducing taxes.

Mr. Dani pointed out the discussion item on the agenda for referendum guidelines. He assumed it would only be discussion and not a vote due to the importance of it, which he feels must be voted on as a written resolution, which Mr. Dani thought could be presented at the next meeting. Mr. Dani feels the public should be able to read the language of the resolution prior to the vote and have the opportunity to provide feedback. Mr. Dani noted the public has seen, from previous meetings, that verbal resolutions and motions that are voted on immediately after verbal discussions, without proper written language, do not get implemented (i.e., the video recording of the facilities tour and comparable prices for our architect). Those resolutions were voted on by the Board and not implemented as intended. Mr. Dani thought it would be great if the guidelines the Board comes up with are a written resolution, voted as a written resolution, giving the public an opportunity to read it before it is voted on.

Mr. Dani suggested when the Board discusses the referendum guidelines, they make the bid process of the referendum fair and transparent. He noted everyone was present at the facilities tour when LAN said they will notify their preferred vendors and that an opportunity to bid exists, which they said twice. Mr. Dani believes this gives an unfair advantage to LAN's preferred vendors. He noted if you look at the bathroom renovations bid from last year, only LAN's preferred vendors submitted proposals because only three days were available between the bid notice and a mandatory facility walk through. The vendors were also required to pay LAN \$100 at their office to obtain a copy of the bid USB drive. Mr. Dani thinks the specifications should be available online and there should be sufficient time between the bid notice and mandatory walk throughs. Mr. Dani felt requiring someone to go to LAN's office to pick up and pay for specifications is an added burden to reduce the number of vendors.

Mr. Dani also commented on the agenda item for discussion of the upcoming budget. Mr. Dani asked, again, what the status is of the \$300,000 in additional extra aid that was going to be received this year. He asked what was done with this aid, since he is sure we will receive it due

to written letters he has from the state that it is coming. Mr. Dani believes we should be using the \$330,000 from this year, and the \$330,000 that is expected next year, to reduce the 2% tax increase. Mr. Dani stated our representatives at the state level are working hard to increase our state aid and decrease the property tax burden, and it is not being reflected in Ridgewood. Mr. Dani remarked when the Board discusses the increase in the budget, any additional state aid, including the \$330,000 should be compensated at the 2% increase.

Pete Gutierrez, 22 South Hillside Place, pointed out he thought Mr. Kaufman's questions were good, but he did not think they were answered honestly. He felt everyone should be critical of the answers given tonight. The first question raised was what is possible and what are the risks. Ms. Tracy said 'it is no big deal, you can have \$260 million.' Mr. Gutierrez thought that was a scary mentality that someone is going to take when it comes to borrowing money for a school district. He felt it was no different than credit cards or companies taking on debt, and that the Board has to be critical and asked if this is where they want to use their spending power. As a Board of Education, the Board has a finite number of arrows in their quiver. Mr. Gutierrez believes it is the obligation of the people here to look forward 20-30 years and say to themselves is this where we want to spend our money. Even though the Board may have the possibility to raise more money, he does not think we will get there at current debt rates. Mr. Gutierrez stated one of the things Ms. Tracy failed to mention was if we take out this debt and use up half of our capacity, the next time around, 10 years down the road when the Board wants to build a math lab, computer lab, stadium, etc., they will not pay 3.75% because our finances are impacted. He asked everyone to be critical as to whether a PAC and HVAC system is where they want to spend their money.

Mr. Gutierrez also does not think Mr. Kaufman's question regarding fees was answered correctly. He thinks when Mr. Kaufman asked about the fees he did not think he meant the rating fees. He thinks what he meant to ask was what are we going to be charged as a district by the underwriters, and the answer is about 1%, plus fees for attorneys and rating agencies. Mr. Gutierrez also found the remark about the idea that the notion of overissuing bonds and holding them to receive interest income is a good thing was scary, and not a good thing because you are paying yourself by taking out of one pocket to pay the debt holders (the Board) and putting it in their other pocket. In between the district is losing money due to the fees. Mr. Gutierrez does not agree with the math presented and he reiterated the need to be critical. There is about \$7 million of debt service and interest payments. There are 80-83 hundred homes in Ridgewood. If you remove the 9-34% of debt service, he gets \$846 per home and if you factor in 20% relief, it brings it to \$676. Mr. Gutierrez thought that was a lot of money for a lot of people and again suggested the Board be judicious, good stewards of our capital, have foresight and think if there is anything else they will want to spend this money on in the future.

At 9:29 pm., no one else wished to address the Board.

Ms. Smith Wilson asked for more information regarding the question on the Math curriculum and how it lines up to testing.

Ms. Poelstra explained the Algebra I test is what used to be used to be able to determine proficiency as a high school graduation requirement. As the state talks about a return to an eleventh-grade test, they are saying it will be based on Algebra I and Geometry skills, but they have not written the test yet or hired anyone to write it. It is still in the early planning stages. Looking at our students and their math proficiency, Ms. Poelstra is not concerned about how well our students will do. If we go back to when we had an eleventh-grade math test, pre-PARCC, our students did very well. Ms. Poelstra observed the majority of students are in pre-calculus during their junior year and will be able to pass a test in Algebra and Geometry. The district will

keep an eye on it, watch the developments, be aware of what standards are going to be tested, and adjust our curriculum accordingly. Ms. Poelstra is confident it will not be a problem given the strength of our curriculum and students.

VI. CONSENT ITEMS

Dr. Fishbein presented Consent A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, page

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. Approval: NJSBA School Board Recognition Month

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, the New Jersey School Boards Association has declared January 2020 to be School Board Recognition Month, a time when all residents can acknowledge the contributions made by our local school board members; and

WHEREAS, the Ridgewood Board of Education is one of more than 581 local school boards in New Jersey, which sets policies and oversees operations for public school districts; and

WHEREAS, the Ridgewood Board of Education embraces the goal of high-quality education for all New Jersey public school students; and

WHEREAS, New Jersey's local school boards help determine the educational goals for approximately 1.4 million children in pre-kindergarten through 12th grade; and

WHEREAS, New Jersey's 5,000 local school board members, who receive no remuneration for their services, act as advocates for public school students as they work with administrators, teachers and parents for the betterment of public education; and

WHEREAS, School boards strive to provide the resources necessary to meet the needs of all students, including those with special needs; and

WHEREAS, Boards of education provide accountability to the public; they communicate the needs of the school district to the public; and they convey to school administrators the public's expectations for the schools; and

WHEREAS, New Jersey can take pride in its schools, which rank among the nation's best in key achievement indicators such as the National Assessment of Educational Progress scores, and the preparation for college through advanced placement offerings and SAT assessments; now, therefore, be it

Resolved, that the Ridgewood Board of Education does hereby recognize the services of local school board members throughout New Jersey as we join communities statewide in observing January 2020 as SCHOOL BOARD RECOGNITION MONTH; and be it further

RESOLVED, that the Ridgewood Board of Education urges all New Jersey citizens to work with their local boards of education and public school staff toward the advancement of our children's education.

iii. **Approval: School Bus Emergency Evacuation Drill Reports**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the school bus evacuation drill reports, as listed below.

SCHOOL	ROUTES	LOCATION OF DRILL	DATE	TIME	SUPERVISOR OF DRILL
Orchard	N/A	230 Demarest Street	10/4/19	9:00 a.m.	Mary K. Ferreri
Ridge	R7 & R8	325 W. Ridgewood Ave (Red Zone in front of school)	11/25/19	9:00 a.m. – 11:30 a.m.	Jean Schoenlank

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips, as listed on **Attachment B, page.**

ii. **Approval: Budgeted Out of District Placement for the 2019-20 School Year and Additional Out of District Placement for the 2019-20 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted out of district placement services for the 2019-20 school year, and the additional out of district placement for the 2019-20 school year, listed below.

Budgeted 2019-20 Out of District Placements	
School	# of Students
BCSS – Career Crossroads Paramus, NJ	1
Paradigm Therapeutic School Midland Park, NJ	1

Additional 2019-20 Out of District Placement	
School	# of Students
Sage Day Mahwah, NJ	1 (a/o 12/17/19)

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Long-term Substitute

Revision: DeMALLIE, Angela – Special Education Teacher, Glen School, **from** effective December 10, 2019 through January 10, 2020, approved by the Board at its meeting on December 16, 2019, **to** effective December 10, 2019 through January 17, 2020, at a daily rate of \$125 per day until the assignment ends.

Account #TBD

Field Placements

GAMMER, Katie – Duquesne University, Doctoral Capstone Experience with Deirdre Azzopardi, Occupational Therapist, Glen School, from May 4, 2020 through August 7, 2020.

RUSSO, Olivia – Bergen Community College, Internship with Jaimee Grudzien, Special Education Teacher, Glen School; and Lisa Kontos, Director, Infant Toddler Development Center, from January 7, 2020 through May 29, 2020.

Classroom Aides

KIM, Sung-Hui – Applied Behavior Analyst Aide (ABA), George Washington Middle School, effective January 7, 2020, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #TBD

MOOMJY, Christine - Applied Behavior Analyst Aide (ABA), Ridge School, effective January 7, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #11-000-217-106-00-04-024-001

PILSON, Mine – Self-Contained (LLD) Special Education Classroom Aide, effective January 20, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #TBD

SGAMBATI, Jean - Applied Behavior Analyst Aide (ABA), Ridge School, effective January 7, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #11-000-217-106-00-04-024-001

Infant/Toddler Development Center

COLEMAN, Carly - High School Aide, effective January 7, 2020, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

TORTORICI, Jocelyn - High School Aide, effective January 7, 2020, or as soon after as possible, through June 30, 2020, up to a maximum of 5 hours per day, 5 days per week, at an hourly rate of \$10.00

Account #62-990-100-106-00-62-060-001

Revision: Technology Innovation Specialists for the 2019-2020 School Year, approved by the Board at its meeting on June 24, 2019

Remove: **TBD**

Replace: **Lauren Carr**, Somerville School, effective January 21, 2020, \$92,755 (\$87,505 + \$5,205 ratio), pro-rated, Class MA, Step 14

ii. Change of Assignment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignment listed below.

HAAS, Michele – **from** Long-term Substitute, 0.50 FTE Ed Specialist, Ridge School, effective November 4, 2019 through December 20, 2019, at a daily rate of \$62.50, until the assignment ends, **to** Leave of Absence Replacement 0.50 FTE Ed Specialist (non-tenure track), Ridge School, effective November 4, 2019 through June 24, 2020.

Account #TBD

From: \$62.50
daily rate
To: \$29,844
Cl. BA, St. 1
Pro-rated

iii. Rescind Appointment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the rescinding of the appointment of the employee listed below.

Teacher

NEER, Kathleen – Leave of Absence Replacement 0.50 FTE Ed Specialist (non-tenure track), Ridge School, effective January 2, 2020, or as soon after as possible, through June 24, 2020, approved by the Board at its meeting on November 4, 2019, pending verification of employment as outlined by Chapter 5. Ms. Neer possesses an NJDOE Standard Certificate as an Elementary School Teacher in Grades K-5.

\$29,844
Cl. BA, St. 1
pro-rated

iv. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absence listed below.

AMOS, Cassandra – Education Specialist, Willard School, effective April 13, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick

days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

v. Unpaid Personal Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the unpaid personal leave of absence listed below.

Revision: KIRTANE, Medha - Social Studies Teacher, Ridgewood High School, **from** effective January 10, 2020 through February 6, 2020, approved by the Board at its meeting on December 16, 2019, **to** effective January 14, 2020 through February 6, 2020.

vi. Resignation

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation listed below.

Classroom Aide

KIM, Ji Yon - Applied Behavior Analyst Aide (ABA), George Washington Middle School, effective December 20, 2019.

vii. Supplemental Pay Beyond Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Hawes School

Kindergarten Registration – February 4, 2020 and February 6, 2020

- **Patricia Higgins**, not to exceed 4 hours, at an hourly rate of \$35.55 (\$142.20)
- **Maria Monnerat**, not to exceed 4 hours, at an hourly rate of \$31.85 (\$127.40)
- **Kristen Bodart**, not to exceed 2 hours, at an hourly rate of \$69.69 (\$139.38)
- **Cheryl Fox**, not to exceed 2 hours, at an hourly rate of \$68.62 (\$137.24)
- **Linda Goldberg**, not to exceed 2 hours, at an hourly rate of \$61.03 (\$122.06)
- **Melissa Tuffy**, not to exceed 2 hours, at an hourly rate of \$40.46 (\$80.92)

Account #11-000-240-105-00-02-002-001

Orchard School

Kindergarten Registration – February 4, 2020 and February 6, 2020

- **Janis Febish**, not to exceed 4 hours, at an hourly rate of \$37.67 (\$150.68)
- **Hae Jin Yook**, not to exceed 4 hours, at an hourly rate of \$30.30 (\$121.20)

Account #TBD

Ridge School

Kindergarten Registration – February 4, 2020 and February 6, 2020

- **Julianne Brunner**, not to exceed 4 hours, at an hourly rate of \$29.45 (\$117.80)
- **Margret Quinlan**, not to exceed 4 hours, at an hourly rate of \$38.04 (\$152.16)
- **Colleen Manke**, not to exceed 4 hours, at an hourly rate of \$69.89 (\$279.56)

Account #11-000-240-105-00-04-004-001

Somerville School

Kindergarten Registration – February 4, 2020 and February 6, 2020

- **Carla Nebbia**, not to exceed 3 hours, at an hourly rate of \$34.86 (\$104.58)
- **Susan Pauley**, not to exceed 3 hours, at an hourly rate of \$34.28 (\$102.84)
- **Kathryn Droske**, not to exceed 2 hours, at an hourly rate of \$54.37 (\$108.74)
- **Shannon Pia**, not to exceed 2 hours, at an hourly rate of \$74.04 (\$148.08)
- **Theresa Ross**, not to exceed 2 hours, at an hourly rate of \$76.32 (\$152.64)

Account #11-000-240-105-00-05-005-001

Additional Clubs and Activities for the 2019-2020 School Year

Safety Patrol Club

- **Carla Nebbia** and **Susan Pauley**, each at a total stipend of \$300

Account #TBD

Travell School

Kindergarten Registration – February 4, 2020 and February 6, 2020

- **Kimberly James**, not to exceed 3 hours, at an hourly rate of \$28.91 (\$86.73)
- **Rosanne Mead**, not to exceed 2 hours, at an hourly rate of \$35.20 (\$70.40)

Account #11-000-240-105-00-06-006-001

Willard School

Kindergarten Registration – February 4, 2020 and February 6, 2020

- **Monica Bostler**, not to exceed 4 hours, at an hourly rate of \$37.67 (\$150.68)
- **Rebecca Burger**, not to exceed 2 hours, at an hourly rate of \$27.89 (\$55.78)
- **Jane Parigi**, not to exceed 2 hours, at an hourly rate of \$31.21 (\$62.42)
- **Bonnie Lowicki**, not to exceed 3 hours, at an hourly rate of \$52.54 (\$157.62)

Account #11-000-240-105-00-07-007-001

Benjamin Franklin Middle School

Sixth Grade Concert – January 9, 2020

- **10 Chaperones: Susan Christopher, Emily Downs, Mariann Gelenius, Justine Kawash, Jane Kraemer, Kristen Krasinski, Lauren Menzies, Benjamin Ran, Kristen Rosolanko, and Lauren Zielinski (Substitute: Loren Hackett)**, each not to exceed 3 hours, each at an hourly rate of \$40.17

Account #TBD

Seventh Grade Concert – January 16, 2020

- **Seven Chaperones: Alyssa Giardina, Loren Hackett, Meredith McCann, Kathleen Moran, Benjamin Ran, Kyle Schulke, and Lauren Zelinski (Substitute: Christina Maietta)**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$843.57)

Account #TBD

Eighth Grade Concert - January 22, 2020

- **Five Chaperones: Kathleen Clarke-Anderson, Tara Cullen, Loren Hackett, Jaime Marzocchi, and Lauren Menzies (Substitute: Benjamin Ran)**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$602.55)

Account #TBD

Ridgewood High School

Revision: Winter Band Concert – December 11, 2019, approved by the Board at its meeting on December 16, 2019

From: Three Chaperones: Steven Bourque, Gary Fink, and Jennifer Landa, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$361.53)

To: Three Chaperones: William Ebbels, Gary Fink, and Jennifer Landa, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$361.53)

Account #11-401-100-101-00-10-010-001

viii. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Donald White

Nurse: Emily Byrne*

*Related to staff member

Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
BFMS HSA	\$ 108.36	To pay the nurse's stipend for Spirit Night.	20-025-100-101-00-08-008-001 (\$100 Stipend) 20-025-200-220-00-08-008-001 (\$8.36 FICA)
The Mary Jane & Joseph P. Platt Family Foundation Inc. at the request of Mr. & Mrs. Timothy Sweeney	\$ 750.00	To be used to purchase supplies for character development at Hawes School.	20-021-100-610-00-02-002-001
The Manomat Family	\$ 200.00	\$25 to be used by each teacher in the RED program to purchase instructional supplies.	20-006-100-610-00-01-024-001

Acceptance of a gift in kind from Ian Keller to pay the cost to have Lucille Joyner, technician, service the piano at Ridge School, valued at approximately \$150.

Acceptance of a gift in kind from the Learning Services Home and School Association of t-shirts for a Special Olympics Event valued at \$172.34; expenses for an after-track event party valued at \$100; and event items valued at \$30 for the Hawes School SAIL program.

ii. **Approval: Lease with Option to Purchase Agreement Between Municipal Capital Finance and the Ridgewood Board of Education**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a Lease with Option to Purchase Agreement between Municipal Capital Finance and the Ridgewood Board of Education for the equipment listed below.

- 22 Konica 658e Digital Copiers w/accessories
- 1 Konica C659 Digital Copier w/accessories
- 15 Konica 368e Digital Copiers w/accessories
- Konica Pro 1100 Digital Copier w/accessories
- 4 Konica 308e Digital Copiers w/accessories
- 3 Konica 445e Digital Copiers w/accessories
- 2 Konica 558e Digital Copiers w/accessories

The Board had received background information.

iii. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of equipment listed below through www.govdeals.org. This item is obsolete and no longer needed.

- 2004 Tan Chevy Cavalier VIN #1G1JF52F147325988 (139,625 miles)

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Morgan seconded the motion.

Prior to the roll call vote, Ms. Smith Wilson read the donations into record and thanked the responsible parties.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

VII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Jan 2	Columbia Bank On-Line	096356-096495	883,184.37	J. Morgan
Dec 6	Payroll Transfer	P28774	3,320,613.59	J. Morgan
Dec 17	Payroll Transfer	P28775	3,228,721.30	J. Morgan
Dec 20	Electronic Transfer	R28776	243.23	J. Morgan

Dec 20	Electronic Transfer	R28777	243.23	J. Morgan
Dec 23	Food Service	620176-620177	120,923.43	J. Morgan
Dec 16	Columbia Bank Void Check	095867	(10,000.00)	J. Morgan
Dec 16	Columbia Bank Void Check	096196	(1,823.96)	J. Morgan
Dec 20	Columbia Bank Void Check	R28776	(243.23)	J. Morgan
		TOTAL	\$7,541,861.96	

Mr. Morgan moved approval of all bills reviewed by him.
Mr. Kaufman seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

VIII. BOARD MEMBER ANNOUNCEMENTS

Mr. Kaufman attended the wrestling match at Ridgewood High School last Friday and commented that it was one of the most exciting matches he has seen.

Ms. Smith Wilson spoke about Unified Sports, which was presented at the last Learning Services Home and School Association meeting. The unique program will bring together students of all abilities to participate in club meetings and activities with the goal of inclusion. Mr. Kilcullen and Mr. Rinaldi have also presented to various clubs throughout RHS, as well as at an all-staff meeting and through morning announcements.

Dr. Fishbein announced the Annual Friends of Music Concert is Friday, January 10 at 7:00 p.m. at George Washington Middle School.

Mr. Morgan stated the Wizards game is also coming up on Friday, January 24.

Ms. Brogan shared that it is the last week of the lame-duck session in Trenton. Next Tuesday, all of the newly elected and re-elected assembly and senators will be sworn in, starting another two-year session. Governor Phil Murphy will deliver his State of the State Address on Tuesday, January 14 and we will begin to get a feeling for some of his initiatives for school funding. She reported there is an argument brewing between Senate President Sweeney and the Governor in terms of do we allow those districts that have lost funding because they have been overfunded by the adjustment aid to increase taxes over two percent, or do they implement Governor Murphy's idea of instituting a millionaire's tax.

Mr. Morgan asked Ms. Brogan if the state was having serious discussion on whether or not the 34% continues. Ms. Brogan reported they have not. Two years ago, there was a question on the ballot to raise money to fund security initiatives in districts and things like that and money being distributed. The debt service looked higher for this year's budget because of that initiative. The state is trying to put more money into it but it will not necessarily raise that percentage.

Mr. Morgan commented on the interplay our financial advisors spoke about between the Abbott districts and their grant monies disappearing and asked if there was concern the courts may come back into this situation. Ms. Brogan remarked it is in the court. The Education Law Center filed a suit in October or November for the Abbott districts. When they had gone to court before, the suburban districts got together, with the Garden State Coalition of Schools leading the way,

about the allowed money for the RODs. At that point, if you had already done your project (we had already done most of our projects) you were able to apply for monies, even after the fact. Dr. Fishbein noted that was prior to 2009 (in 1999-2000).

A discussion took place regarding ROD grants the district received in 2009, how all of that money and the School Development Authority money has been used, if Abbott districts are going after state capital aid (the 34% debt service aid), how this is grant money for those districts and Abbott districts get 100% of their construction, if the Abbott districts are making the argument that some of the debt service going to regular districts should be going to them, how it is usually a fight between the urban districts and the state (not the suburban districts), the issue with the state dropping debt service aid, how the state is trying to restructure health benefits, trying to fund pensions, all while not taking from current state aid standards.

IX. COMMENTS FROM THE PUBLIC

At 9:41p.m., Ms. Smith Wilson asked if there were any comments from the public. The following person addressed the Board:

Jeff Haas, director of bands at RHS, commented this past weekend, 34 of our students were selected to the Region I Bands, Orchestras, and Choirs. Twenty-one students from the band auditioned and 15 were accepted; the most of any school in Region I. Ten students from the choir were accepted and nine from the orchestra. Mr. Haas mentioned he hears a lot about people referring to our performing arts program as an extracurricular, add on, frill, or enrichment and he felt it important to note that in New Jersey, the arts are considered part of the core curriculum. In the listing of core curriculum content standards, arts are the number one listing.

With that in mind, we talk about authentic learning and activities, performance assessments, and we apply all of those terms to all the other aspects of academic learning. Those terms come from the arts and Mr. Haas feels nothing is more authentic than a music performance. He pointed out the district has places for our other academics and co-curriculars to perform and show what they have learned. Performance is the natural outcome of a performing arts curriculum. Mr. Haas stated we can have spots to do rehearsals and class work, but students still do not have a place to adequately perform and have their outcome shown. Mr. Haas thinks having rehearsal space is great but it is only getting to one aspect of what the curriculum is and what it means to study music.

Mr. Haas remarked many of our musicians are involved in a variety of other academic areas and most do not go on to become professional musicians or scientists, etc. but some do, just as many students continue to study the arts and activities related to the arts in college. Mr. Haas believes it is important to know that Ridgewood is known for educating the whole student and the whole student body. Ridgewood is great because we have experts in a variety of fields. If we want to genuinely say we support the arts, Mr. Haas thinks we need to support it all the way.

At 9:45 p.m., no one else wished to address the Board.

Ms. Brogan commented she is stopped periodically by people who talk to her about the schools and how they are failing because they are looking at a rating in a magazine. Then she hears those statistics and it is just a piece of all the good things that happen in our district. Ms. Brogan thinks it is time we look at this head on and really get that good news out because it is not only the performing arts, but the experience our children have at the school. This is a partnership with parents and it is a community that supports our school district, and our kids are doing amazing things. Students are getting into great colleges, and when she talks to students, they are going

to a college they want to go to. Ms. Brogan thinks we need to be better at singing the good things, and recognizing there will always be challenges. There are so many positives happening aside from the scores that make our students well rounded and prepared for life after high school.

Mr. Mahmoud thought the district needed to do better job with public outreach, even the referendum question. People have reached out to him and he explains how the process works, which makes people more comfortable. Mr. Mahmoud believes there should be something readily available, which he thinks needs to be our focus; how to get the official message out, effectively, to the public.

Mr. Morgan noted there are far too many naysayers out there and agreed we need to improve our communications in getting the message out that we have many students who are performing at a very high level across the rest of the district and county.

Ms. Smith Wilson added our teachers and administrators are being recognized for different things they are doing (i.e. programs and achievements) in areas they are leading. That is an important part of it which ultimately benefits all students in district and there is a lot to be proud of.

A discussion ensued regarding Ms. Poelstra's newsletter, professional development, how Ridgewood educates the whole child and recognize issues this generation is having with stress, a recent strategic planning session at the high school which teachers were very engaged in, and possibly revamping our website to provide information that will sell the public on the schools.

X. DISCUSSION ITEMS

- **2020-2021 Budget Guidelines**

Mr. Morgan suggested we cap the 2020-20201 budget at an assumed revenue of one percent and was prepared to offer a motion to do that if there was interest. He feels the initial budget should have 1% growth for the operating budget, with discussion and justification to increase the budget another 1%. Mr. Morgan noted in prior years, an argument has been made that if you only take a 1% increase, you are throwing away future growth. One way to address that is we are talking about an approximate \$60-70/\$100 million referendum, which much of that is deferred maintenance and much of that was taken out of the budget in 2009 when Christie cut state aid. The district also took out operating income that was used to support capital projects, which we now do based on what is left over from the prior year.

Mr. Morgan suggested the Board ask the initial budget draft to include a 1% property tax increase and increase the equivalent for capital projects to be done next year, and 1% to support the operating budget. Dr. Fishbein can then propose items to take the budget above 1% to the full 2% and the Board can discuss and consider what they want to add and take it away from the property tax. Since the Board has moved to an April vote, the taxpayers have the ultimate authority of what the property tax increase will be, so we are not bound to the 2%. If the taxpayers, in the form of a referendum vote, decide they want a 5% increase, the 2% is a moot point. Mr. Morgan distributed a resolution for the Board to consider voting on at the next meeting.

A lengthy discussion ensued regarding rules that are in place if the budget were to increase above 2%, waivers the district could use but does not, the need to cut staff and programs to get to 1%, the fact that salaries are increasing 2.9%, the need to look at the whole budget and the funding formula, not being able to count on anything from the state, the unknown benefits increase and assumption of 10%, possibly putting capital projects into the bond, how

the district used to have money for capital projects built into the operating budget, possibly taking \$1 million and putting it through our operating budget as expenditures for equipment, how even though we took money from our capital out of the budget, it was moved into reserve, which allows us to continue doing capital projects, and that when you take \$1 million out of your operating budget every day a hole is built that can never come back, and what the process is regarding increases when the administration starts building the budget.

Mr. Morgan distributed a resolution for the Board to consider voting on at the next meeting. Ms. Smith Wilson expressed concern that the Board was running out of time for the budget process and it would be helpful to decide tonight on how to build the budget. Dr. Fishbein expressed concern because any cuts would be staff. Mr. Morgan acknowledged Mr. Dani's earlier comment about voting that takes place regarding resolutions not on the actual agenda.

Mr. Morgan asked if he had a second for his motion. If not, the Board can move on. Ms. Smith Wilson acknowledged there was no second and the discussion ended.

- Further Considerations for Performing Arts Center

Mr. Morgan reported he had circulated his thoughts on the Performing Arts Center (PAC) and while he has a lot of respect for Mr. Haas and his description of our current facilities for classroom space, practice space and storage, these facilities have not been improved in the last referendum or any work done since then; however, he sees two particular segments. This Board is being asked to consider a PAC as a solution to the valid curriculum needs of these students, which he is fully cognizant of and supportive of addressing. Mr. Morgan can easily separate out the PAC and the curricular needs for classroom space, storage space and practice rooms. He sees it as a very high priority and something we should address in the primary referendum discussions the Board is having, yet he has no plan for that. All he has to address the curricular needs is the \$30 million PAC. Mr. Morgan thinks that does a disservice to the students, teachers, parents, and everyone else who participates in the music program, and that there is no option B other than a \$30 million PAC. Mr. Morgan thinks we need something less than that to addresses the curriculum needs without a PAC. He is aware that Dr. Fishbein considers it as one curriculum item but Mr. Morgan sees it as two separate, particular needs.

Mr. Morgan continued the PAC being proposed is being put into an already tight neighborhood and introducing a 1,000-seat auditorium. Mr. Morgan feels the Board needs serious traffic understanding of that and parking consideration before we put forth a proposal. Mr. Morgan's point is the Board should be seeking an Option B from the superintendent to address the curricular needs for the classroom, performance and rehearsal spaces, and instrument storage that is short of a \$30 million 1,000 seat PAC. Mr. Morgan suggested separating the two issues and having a second question. If the Board really wants to the PAC, he feels they should do the right homework and get the traffic and parking studies done and pose it as a second question. If the second question is approved, and the first question is approved, the music amounts in the basic referendum question could be reduced and lower the overall amount of the referendum.

Dr. Fishbein asked if Mr. Morgan thinks there is a parking study that exists that says we will be able to contain all of our parking needs on our property. He pointed out if there if we have a football game with 3,000-4,000 people in attendance, it is a much bigger event.

Mr. Morgan replied it is a grandfathered event and an imposition that is currently going on that the Village has lived with for years. He felt the PAC may be supported more if we

understand parking and traffic. He stressed the need to do our homework before moving forward with the idea of introducing it.

Dr. Fishbein did not see what a parking or traffic study will do. Traffic studies are usually done when developments are put in, not an addition to a school. When we put in additions at other schools, traffic studies were not done.

Mr. Kaufman commented ultimately, whatever study is done, it will say it is going to be a mess and a 1,000 seat PAC is a bad idea due to the study, but it is not. Mr. Kaufman believes the reality is if we put it in, people will come and figure it out. He did not see what a traffic study is really going to tell us and did not think it would tell us something we do not already know.

A discussion took place regarding if we were subject to building requirements we would not be able to do it, that if it is a bad idea why are we building it, it is a large amount of money and if this is the best use of \$30 million, concern that a needs assessment or study was not done that shows it is a necessity, if more space is needed for incoming students, understanding the need for the space when the tours took place, the time it takes for students to bring their instruments to other locations for performances, how the program has grown but some could argue the program is doing well without it, the limited space at the high school for performances and assemblies, how a considerable amount of the past referendum money was spent on athletics and it is time to address the need for a PAC, and how successful are students are with what they have but how much more successful they could be.

The Board also discussed the possibility of getting a second or third quote and design for the project from another firm, how this is a preliminary concept only, the possibility of removing the auditorium, that a traffic and parking study should not be the deciding factor, the great job LAN did with the design and implementation of previous additions to other schools in the district, what parameters LAN was given (classroom space, practice space, storage, the ability to build sets and the need for the auditorium to have good sound), concerns about the design and cost, if we only had \$20 million how would LAN design it, and seeing what ideas come out of the high school for use of this space.

The consensus was Dr. Fishbein would ask LAN to provide examples of auditoriums, although he is not sure people are looking to do the same things that we are doing as far as auditorium space.

- Vaping

Mr. Mahmoud asked if there was an option to move quicker on this and use existing budget funds to start what needs to be done to enable the bathrooms with vaping detectors. He thinks we need to do it in both the middle schools and the high school but could just start with the high school for cost purposes and do the middle schools the following year.

Ms. Smith Wilson expressed her concern that if we do this with this year's budget and if an emergency comes up between now and July 1st, we may not have money we need.

Mr. Mahmoud pointed out we were already halfway through the year and used 50% or more of our budget so we have more forecast accuracy, and if we put it in next year's budget, we may need to put the money towards something else. Mr. Mahmoud felt the faster we act the sooner we can lower the number of students vaping and prevent them from getting addicted.

Ms. Brogan suggesting obtaining information on the cost for the high school and possibly doing bathrooms in the eighth grade.

XI. OTHER BUSINESS

There was none.

XII. ADJOURNMENT

At 10:59 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Coppola, Michele Ridge	2020 NJ Educational Computing Cooperative Annual Technology Conference – Montclair, NJ January 14, 2020	Professional Development	\$121	1
Semendinger, Paul Hawes	iSTEAM Con Mahwah, NJ January 14, 2020	Professional Development	\$ 75	0
Turano, Rebecca RHS	NC State Counselor Fly-In Raleigh, NC February 5-7, 2020	Professional Development	\$ 60	0
Consol, Mary RHS	Yoga & Other Mindfulness Tools in the Classroom - Mahwah, NJ February 20, 2020	Professional Development	\$ 99	0
Mende, Allison RHS	Yoga & Other Mindfulness Tools in the Classroom - Mahwah, NJ February 20, 2020	Professional Development	\$ 99	0
Nicholaides, Nikitas RHS	Seventh Annual Concussion Across the Spectrum of Injury New York, NY February 20-21, 2020	Professional Development	\$457	0
Dodd, Rebecca Willard	NJ Conference for Kindergarten Teachers – Atlantic City, NJ February 24-25, 2020	Professional Development	\$419	2
Neyland, Maria Willard	NJ Conference for Kindergarten Teachers – Atlantic City, NJ February 24-25, 2020	Professional Development	\$419	2
Pisani, Laurie Willard	NJ Conference for Kindergarten Teachers – Atlantic City, NJ February 24-25, 2020	Professional Development	\$419	2
Ward, Tracy Willard	NJ Conference for Kindergarten Teachers – Atlantic City, NJ February 24-25, 2020	Professional Development	\$419	2
Reilly, Nancy RHS	Embracing the Whole Child – NJCEC Spring 2020 Conference Mahwah, NJ March 16, 2020	Professional Development	\$120	0
Watson, Andrea RHS	Lehigh Valley Tour Bethlehem, PA March 29 – April 1, 2020	Professional Development	\$ 75	0

The total cost for these conferences is \$2,800. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$127,522 leaving a balance of \$63,916.

The total cost of substitutes for these conferences is \$900. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$20,100.

FIELD TRIPS FOR APPROVAL

January 6, 2020

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
01/21/20	Hawes	BFMS Ridgewood, NJ	5 grades 3-5 SAIL students	4	0	\$0	\$0	no	yes
02/24/20	BFMS	High Exposure Northvale, NJ	120 grade 8 physical education students	8	0	\$0	\$0	yes	yes
02/25/20	Hawes	BFMS Ridgewood, NJ	5 grades 3-5 SAIL students	4	0	\$0	\$0	no	yes
03/04/20	RHS	Cooper Hewitt Design New York, NY	61 grade 12 science students	6	0	\$0	\$0	yes	yes
03/17/20	Hawes	BFMS Ridgewood, NJ	5 grades 3-5 SAIL students	4	0	\$0	\$0	no	yes
05/21/20	RHS	Storm King New York, NY	61 grade 12 science students	6	0	\$0	\$0	yes	yes

**MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
JANUARY 21, 2020**

Minutes of the Special Public Meeting of the Board of Education held on January 21, 2020 at 5:30 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President (arrived at 5:35 p.m.); Ms. Sheila Brogan; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Dr. Michelle Fenwick, Director of Special Programs

Others Present: Mr. Bill Gerichter, President, Edvocate, Inc.

Absent: Mr. Cristopher Kaufman

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Smith Wilson moved the following resolution. Ms. Brogan seconded the motion, which was unanimously approved.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss Litigation and a Contract Matter.

B. MOTION TO OPEN REGULAR SESSION

Ms. Smith Wilson announced the Board has been meeting in Executive Session pursuant to NJSA:12. The Board was meeting to discuss Litigation and a Contract Matter. The minutes from this meeting will be released when the need for confidentiality no longer exists.

At 6:30 p.m., on a motion made by Ms. Brogan, seconded by Mr. Morgan and unanimously approved, the public meeting reconvened.

C. SPECIAL PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary

Absent: Mr. Cristopher Kaufman, Board Member; Ms. Jen Ulman, Assistant Board Secretary

Visitors: There were three visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. COMMENTS FROM THE PUBLIC

At 6:35 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Dan Creed, 897 Hillcrest Road, is looking for some of the information that has come out over the past few months regarding the potential bond referendum. From what Mr. Creed can see, whether it is a performing arts center or some of our schools, all the spending does seem to be focused only on the schools. Mr. Creed feels the community needs clarity on the fact that the plan will be that any capital expenditures in the bond referendum or any capital expenditures in this year's budget, are only for projects focused on the actual schools, as opposed to the Education Center. Mr. Creed pointed out last year, the Board went through the exercise of looking at the possibilities of disposing of this facility and moving the Board into a new facility or rented space. He believed it was stated that this building would not be worth much money outside of the use of the property. Mr. Creed wanted to ensure the Board would not be planning to use this year's operating budget or potential 30-year debt monies to do anything to this building.

Saurabh Dani, 390 Bedford Road, thanked the Board for their service, and asked questions about the performing arts center/auditorium based on what he heard from the architect's presentation and follow-up discussion at the last meeting. If Mr. Dani is standing on Ridgewood Avenue looking at RHS, towards his left is a grassy area (west of the high school). According to LAN's first design, that area was where the proposed performing arts center would be, and he noted the district paid LAN for that design. Mr. Dani observed there was no discussion or information provided to the community as to why the first plan was not feasible and why LAN was hired again to design a new plan.

Mr. Dani believes as taxpayers, the community wants to understand what the rationale was as to why the first plan was killed. One of the comments he heard from one of the Board members at the last meeting was that it was going to ruin the historical high school view from Ridgewood Avenue. If that is the concern, he pointed out the current proposal touches three separate structures and the district will be doing three or four structures, since we will be destroying the current building or expanding it and doing footing work there. Mr. Dani continued in the old plan, LAN proposes to build an underground structure (the second place), and a parking lot in the third area. Mr. Dani asked why do three different buildings? Why not go back and look at the first plan, which was for a stand-alone, 36,000 square feet performing arts center, on the west side of the high school. That way, parking is not affected, the district is not expanding the current building, and we are only doing one footing and one structure that is completely separate. That project can be worked on and have no effect on the existing school. If the view is the concern, it can still go underground. Mr. Dani thought if it goes half underground, the view will not be affected. Mr. Dani believes there needs to be more public discussion on why the first plan was not good and why it was killed, and reiterated that plan does not affect current parking and will be less expensive.

Mr. Dani commented he did some math regarding the 36,000 square foot plan. He has heard at numerous meetings that these projects cost more. Mr. Dani observed the Council is currently working on a garage and that cost is \$105 per square foot, with a gross maximum cost of \$115 per square foot. Although the garage is not the performing arts center, the Council is trying to build something outside that will fit in downtown Ridgewood at \$105 per square foot. Mr. Dani reported the state gives \$143 per square foot and most people understand that is the construction cost if you are not going above and beyond. Mr. Dani thinks the structure should be about \$143 per square foot, which is approximately \$5.1 million. The interior is where more work will be done for a performing arts center/auditorium. Mr. Dani stated at BFMS (similar size) there is a plan estimated at \$2 million for renovations to the auditorium (ceilings, stage, lighting, sound etc.). If the structure is 36,000 square feet at \$143 per square foot, it is \$5.1 million, \$2 million for the interior, for a total of \$7 million. Mr. Dani noted for a standalone structure, we are looking at \$7 million versus the district's current plan of \$30 million. Mr. Dani thinks it does not add up and does not understand why the district is trying to do three projects when one can be done, and again, asked why nobody explained to the community why the first plan was not good enough.

Mr. Dani asked if the district is actually going to be using both structures, both theaters, and both auditoriums at the same time. If the answer is yes, they will be used at the same time for actual performances when the audience is there, we are talking about 1,000 additional parking spaces. If they will not be used at the same time, Mr. Dani thinks we can reconfigure the current structure for two classrooms. Mr. Dani suggested splitting the Little Theater into two music classrooms or whatever the Board wants to do, and building a completely separate structure that would cost \$7-8 million.

Mr. Dani's next point was why the Board has not gone for any design-build proposals and why the Board is only using LAN. He claimed the Board may argue the law does not allow them to, which is what the previous Council said about the garage, and then spent \$500,000 in architectural fees. When the new Council took over, the area was redefined to be an area in need of development, which allows them to do design build. Today, the Board is doing negotiations directly after two bids. Mr. Dani thinks if the Board works hard, there must be a process to get a design build proposal from three different companies. Then they can get better quality and design, as well as good money. He questioned why the Board is going with LAN for \$30 million when he thinks something can be done for \$7-\$10 million. Mr. Dani feels once there

is a better design build proposal, the Board can go out for private donations and a public/private partnership, as the library is doing.

At 6:42 p.m., no one else wished to address the Board.

Ms. Smith Wilson asked if Dr. Fishbein wanted to talk about the performing arts center. The consensus was to first research the questions raised tonight and provide answers at the next Board meeting.

V. CONSENT ITEMS

Dr. Fishbein presented Consent Item A – Finance, for approval.

A. FINANCE

i. Approval: Rejection of Requests for Proposals Received for Custodial, Maintenance, Grounds and Management Services

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves rejection of the two Requests for Proposals received for Custodial, Maintenance, Grounds and Management Services, received and opened on December 3, 2019 because the lowest bid substantially exceeds the budget cost estimates for the goods and services.

Ms. Brogan moved approval of Consent Item A – Finance.

Mr. Mahmoud seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

ABSENT: Mr. Kaufman

VI. COMMENTS FROM THE PUBLIC

At 6:50 p.m., Ms. Smith Wilson asked if there were any comments from the public.

Dan Creed, 897 Hillcrest Road, requested that since questions would be answered regarding the performing arts center, he would also like answers to his questions regarding capital projects.

In response to Mr. Creed's question, Ms. Smith Wilson stated it would be done at the same meeting.

Mr. Creed commented while watching a previous Board meeting, he saw the conversation regarding the traffic study for the performing arts center. Mr. Creed's daughter is in New Players and his family had the good fortune of seeing the concert on Thursday, as well as picking her up most nights around 8:30-9:00 p.m. He observed the parking lot is full at 8:30 at night on a practice night, when there is not one spectator. On Thursday night when he was there, cars were parked in the fire lanes, handicap spots without stickers, and Beverly was completely full. Mr. Creed noted the word safety is thrown around a lot in the Village. He remarked pizza or sandwiches cannot be delivered to any public school in Ridgewood in the name of safety and there are many other things people cannot do in the spirit of safety.

Mr. Creed could not believe the commentary at the last meeting that a traffic study would just be pushed aside while making plans to put a 1,000-seat performing arts center on that campus, with a parking deck, close to Ridgewood Avenue. Mr. Creed asked each trustee to think about that. The district is going to put a 1,000-seat theater, where they know today you cannot pick up a child at 8:00 at night who is rehearsing without a full parking lot. Parents also cannot pick up a child after school without a full parking lot. People cannot attend a performance without cars being parked in fire lanes or taking up handicapped spots; but, for some reason, the Board is going to brush aside a traffic study before they bury \$30 million of debt onto the taxpayers to build this performing arts center.

Mr. Creed noted he tries to give the Board a lot of credit for the hours of service they put in to try to do the right thing, but something as simple as brushing aside a traffic study for a \$30 million debt fueled investment in this town has to be reconsidered. Mr. Creed feels the Board has to question why they would not do a traffic study, in the name of safety, before they consider this project.

Saurabh Dani, 390 Bedford Road, expressed his appreciation that his questions would be looked into. Mr. Dani raised some questions at the previous Board meeting that he did not receive answers to. He pointed out this is not the first time he raised these questions and he has sent numerous emails. Mr. Dani reported this year the state is giving \$330,000 or more in extra aid compared to what they gave us last year towards special education (extraordinary aid). Mr. Dani claimed Ridgewood is guaranteed, based on last year's approved budget, that the district will be receiving more money. Mr. Dani stated the Board has never disclosed that information to the public. He reiterated he sent numerous emails, asked about it at the last meeting and is asking again today - what does the Board plan to do with the extra money. He asked if it will be used for special education improvements and if not, where will it be used. Mr. Dani commented if the district is receiving it this year, we will also receive it next year. Mr. Dani stated the state claims they are working on reducing the property tax burden and this year and Senator Sweeney and others are fighting to reduce property taxes and redo the state funding formula. Mr. Dani asked if the state aid is increased, is the Board going to adjust that towards the 2% increase.

Mr. Dani mentioned last year, there was an extra \$400,000 and the district found a clerical/numerical error to use \$250,000 from it. Mr. Dani indicated the community wants a commitment from the district, when working on the budget, that it will increase only 2% and some of it may come from the state aid. Mr. Dani does not think the entire 2% has to come from property taxes. He remarked the Board did not clarify this last year, or at the last meeting. He would like clarification, if not now, prior to presentation of the budget. He asked why we are not adjusting state aid and what the Board plans to do with the extra \$330,000 he feels we are receiving for special education.

Kristen Plumley, 169 Cottage Place, expressed her desire for a new auditorium, which LAN calls a performing arts center, and she would love to rename it the performance space and auditorium. The district is also asking for classrooms and rehearsal rooms. Ms. Plumley thinks the term performing arts center conjures up images of Lincoln Center and other grand things, which she thinks makes a lot of people in town nervous. With regard to the concept renderings, LAN labeled something as a celebrated entrance and Ms. Plumley thought it best to make it just the entrance. She felt the language should be exact rather than blown out of proportion. Ms. Plumley believes having a traffic study will help clarify things in citizen's minds on whether or not there will be a parking deck or underground parking. Ms. Plumley would not like to see any roadblocks get in the way of having the performing arts space/auditorium, and other improvements. Ms. Plumley attended a rehearsal last week for the NJ Wind Symphony and held for the first time in Midland

Park's auditorium, which is a very small space and built in the late 1990s – 2000. She reported it was nothing special but the seats had cushions, appropriate stage lighting, and great sound. Although it was nothing extravagant, it justified her wish that we do have a proper performing space for our students at the high school, as well as the other plans being looked at.

At 6:43 p.m., no one else wished to address the Board.

Ms. Kelly commented on the extraordinary aid. The number is not \$300,000 or more and she was not sure where Mr. Dani got that number from; it is \$139,000. The district's auditor will be presenting the audit at the next board meeting and will be able to confirm those numbers. Those funds are the extra money the district received from last year. If you are familiar with extraordinary aid, funding is not received until the following summer and Ridgewood received an additional \$139,000 to be used, if we want to, this year. Ms. Kelly will be recommending that we do use that money for special education. Ms. Kelly does not know what this year's aid will be as the application is not yet done. She was unsure what Mr. Dani was talking about and asked him to show her the paperwork he claimed to have.

Ms. Brogan stated to be clear, there is special education funding within the formula, and then extraordinary aid, which is different. The district does not know extraordinary aid for this school year and will not find out the allocation until July. It might be 20% more; however, it might not be 20% more for every district.

Ms. Kelly asked Mr. Dani to forward his paperwork to her office.

VII. ADJOURNMENT

At 6:55 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Board Secretary

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
JANUARY 27, 2020**

Minutes of the Regular Public Meeting of the Board of Education held on January 27, 2020, at 7:00 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman, Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: None

Visitors: There were approximately twenty visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS

A. NEW COUNTY INITIATIVES BETWEEN THE BCSBA, BCASBO AND THE BCASA

Ms. Smith Wilson announced this presentation would take place at a later date as Mr. Gaffney could not be here.

B. ORCHARD SCHOOL SOIL REMEDIATION PLAN UPDATE

Dr. Fishbein provided an update on the Orchard School Soil Remediation Plan after the public meeting held at Orchard School last Wednesday, January 22. The soil remediation will take place on the field in the grassy area. A letter was sent to the community on Friday, which stated as a precaution, the district was closing those areas based on parent concern. Fencing has been installed and there is some signage that went up saying the fields are closed, but the official language the DEP requires should be up by Thursday.

He provided historical background and explained the remedial soil work needs to be under the supervision of a Licensed Site Remediation Professional, who is licensed through the NJDEP. Additional actions taken beside closing the field and communication with parents include the following:

- Web-site developed to provide information to parents.
- Public meeting with NJ Department of Health will be scheduled as soon as they have gone through our reports and have administrative approval to present to Ridgewood Community.
- Will seek second opinion on current remediation plan. It is important to note that this work needs to be done by February 2021 and this summer is our last opportunity to do it.
- Currently submitting our remediation plan for DEP approval and end of February bidding. Work (45 days) to commence as soon as school is out to be completed for the start of school.
- Field and grass will be open when grass and landscaping is established.

Dr. Fishbein presented answers to questions raised at last week's meeting.

- Why was Alternative Remediation Standard requested?
It was denied due to the use of a home standard versus a recreational space standard. This was discussed with the DEP as an option to pursue.
- Why weren't field and grassy areas closed earlier?
Fields were closed as a precaution. I looked at historical information.
- Why do we add mulch to playgrounds yearly?
Mulch is used for fall safety. The certified wood mulch decomposes over the year into soil and therefore we continue to add mulch. This is considered clean fill and is helpful to this situation.
- Why not just turf the entire field?
We still have to remediate the other grassy areas. We would have to build up or dig down to do it and both options are restricted due to the ash or floodplain issues.

- Concerns about vapors and airborne material.
There are no vapor contaminants associated with this type of remediation. The concern during remediation is dust. That is why they will use water to keep the dust down.

[Click here](#) to view the presentation.

Ms. Smith Wilson noted due to the sensitivity of the issue, the Board should plan on regular updates.

A discussion took place regarding the original issue in 2007, which was not based on the ash but the historical fill, recommendations for periodic testing and posting made by an environmental engineer in 2007 and why nothing happened, concerns that this has not been a high priority, that the remediation plan was submitted to the DEP and the district is waiting for them to clear paperwork, if the environmental engineer in 2007 completed everything they were going to do, obtaining a second opinion from LAN who has a LSRP, Mr. Morgan's concerns about LAN providing the second opinion, and ensuring the information on the website is all-inclusive and as user friendly as possible.

Ms. Brogan added minutes from September 6 and 10, 2007 contain information about the issue. At that time, it was a response to pesticides and it was a response to an issue in Paramus. Samples were done and then the district had Dr. Yankus and Dr. Velez, an environmental doctor, come and at that point, they said there was no concern on that soil. Values have changed and the DEP has changed its regulations. Our issue at the time and since she came on the board was ash fill underneath, and the importance of keeping it capped and not disturbing it. That historic fill was the norm back then. There is a different standard today and Ms. Brogan fully agrees with closing the field as a precaution. In 2007, the district did close the field for that initial period until we got the experts advice and then reopened the fields. The process of capping or encapsulating the historic fill makes sense.

Mr. Morgan asked if there were recommendations made by the two doctors that we did not do and expressed his concern regarding the origin of this, and asked who the Board bought the land from that Orchard is on and where the historic fill came from.

Dr. Fishbein responded the land was owned by three families from 1910 until the district purchased it and noted the historic fill was in place when the district purchased the land.

C. STRATEGIC PLANNING UPDATE

Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction, and Assessment, presented an update on the strategic planning process, beginning with a review of the graphic which represents the RPS Strategic Vision. Ms. Poelstra explained that the strategic plan defines our direction for the next five years. The focus of the presentation was on the teaching and learning sectors. The Steering Committee has created a Beliefs and Practices document, as well as action plans for each area. The principals and supervisors are leading collaborative sessions with teachers to review the document and evaluate strengths and areas for growth. Ms. Poelstra also talked about the professional development initiative with Great Schools Partnership (GS) and Emerson Public Schools and how this collaboration is supporting the learning and teaching components of the RPS Strategic Vision.

The GSP Cohort will meet once more this year to provide their assessment and develop a collaborative plan related to their work with our staff, a sub-committee will be formed this spring to review the professional development program and make recommendations for enhancements to support the goals, and the administrative team will continue to collaborate to provide all staff with consistent experiences that will advance a unified understanding and implementation of the Strategic Vision. Click [here](#) to view the PDF of the presentation.

The Board discussed how these are the things that move our schools forward in curriculum and standards in setting a unified vision, how each subject area does a deep curriculum review every five years, how committed our staff is, how supervisors are looking at what's going on in the subject itself, what's going on with their students, how curriculum can be modified, how great it is that all the elementary schools are on the same page now regarding their curriculum, new courses that are exciting and addressing student needs, careers and expanding opportunities for our students.

D. 2018-2019 AUDIT REPORT

Andrew Parente from Lerch, Vinci, Higgins reviewed the district's annual audit for the year ended June 30, 2019. Each Board member received two audit reports; the Comprehensive Annual Financial Report (CAFR) and the Auditor's Management Report (AMR). Included in the AMR is any findings and recommendations, if any. Both reports are required to be filed by each public school district in the State of New Jersey and we have met that compliance requirement. The CAFR is made up of four sections: an introductory section prepared by management (a brief description of the school district); the management discussion and analysis (our financial statements in a narrative form); the financial section (the auditor's opinion, various financial statements including footnotes); and the statistical section (miscellaneous statistics of both the Village and school district).

The auditor's opinion attached to the financials is an unmodified opinion, which means our financial statements are fairly stated and free of material mistake. It is a clean opinion and the one we want to receive on an annual basis.

Mr. Parente reported the district's fund balance at June 30 was approximately \$8 million. This is an increase of approximately \$645,000 from the previous year. That fund balance is reserved or restricted for various purposes. The district has set aside approximately \$1 million which is being utilized as a revenue source in the 2019-20 school year. The district has also set aside approximately \$700,000 which will be used as a revenue source when we prepare the 2020-21 budget. There is capital reserve in the approximate amount of \$2.8 million; emergency reserve in the amount of \$600,000; maintenance reserve in the amount of \$415,000; and unassigned fund balance in the approximate amount of \$2.2 million.

The audit had three recommendations that are considered general comments. The first recommendation was that purchases made under the National Cooperatives Purchasing Agreement be in accordance with state procurement guidelines. The second recommendation was that the Food Service Management Company's (FSMC) sales records be reconciled with district sales records on a monthly basis. The third recommendation is that continued efforts be made in the student activity accounts to properly record and account for related transactions.

Dr. Fishbein asked if the capital reserve is this year's money and is two years-worth of money. Mr. Parente confirmed it was.

Mr. Morgan questioned what the exceptions were to the purchasing procedures. Mr. Parente responded there were contracts awarded through National Cooperative Purchasing contracts. If they are awarded in that means, certain steps need to be followed. There was a contract for construction services (the middle school field improvements) awarded through the national cooperative vendor, which you are not allowed to use for construction services. If you award a contract through those means, you are required to prepare a cost savings analysis to ensure you are getting the most favorable cost. There were also quotes and purchases made in excess of \$6,000 that needed at least two competitive quotations and the district had two vendors where that did not occur.

Ms. Kelly commented with regard to the construction services, districts used to be able to use national cooperative vendors and that was changed; however, the district did not realize it so when the project was done, it was done through a national cooperative. She explained with regard to the quotes and purchase in excess of \$6,000 typically, in a state cooperative, if you use one of their vendors you do not need to get other quotes. With national coops you still have to get a second quote and we missed it on two occasions. Procedures have been changed to ensure that does not occur again. The district will probably strictly start using more state coops since there are more of them and they are easier to work with.

Mr. Morgan commented when the Finance Committee was a separate committee, they used to review the food service performance on a monthly basis. He questioned why it is not being reconciled.

Ms. Kelly explained Pomptonian, our FSMC, records their sales and the district records all of our receipts. The auditors come and try to reconcile Pomptonian's sales against our deposits and there was a difference which nobody could figure out until the audit. Since then, she met with Pomptonian and figured out what had happened. For our elementary schools, a lot of our receipts are credit card transactions with associated fees that we pay for. There are two different systems for that. The middle schools and high school are on Revtrack and the way the fees are assessed are different. With Revtrack, the district gets the entire deposit, then you get a separate charge and the fee comes out separately. For the elementary schools, the fee is net and the district did not realize it. An example is for a \$100 sale, Pomptonian recorded it as a \$100 sale, but when the district received the money, we posted \$98 (minus the \$2 fee).

The second part of this is that we have merchant services and agreements and security paperwork that expired. She did realize this because the companies were emailing her predecessor so she was unaware they were looking for paperwork on this particular merchant. It was thought to be part of the community schools so nobody was responding to each other. In the meantime, the merchant who was collecting our monies was not depositing it into our account; they were holding it. That is why Pomptonian had more in sales than we had in deposits. That has been rectified, the district is in compliance and has received all of the money. The district has now put reconciliations in place and Ms. Kelly will try to do them monthly.

Mr. Morgan commented on the third finding, which he has seen for the last eight years in various ways. He asked what will it take for the schools to run their accounts since this is a recurring comment. He suggested telling the schools if they do not reconcile their accounts, they do not get petty cash.

Dr. Fishbein stated the schools do reconcile, this is just because they may have missed a signature, or there is no receipt or voucher. The principals are well aware of the issue, the money is accounted for, and Ms. Kelly is going to provide more training.

Mr. Morgan stated in reading the report, whenever you do an audit you look for material or significant weakness and we have none and asked if Mr. Parente was aware of any. Mr. Parente replied nothing was reported as material or significant in this report.

Mr. Morgan commented as a former auditor, he remembers having to ask the governing body or management if they are aware of anything, and asked Mr. Parente if he was going to ask the Board those questions or if he asked the superintendent.

Mr. Parente responded when doing the audit, they interview the administration, superintendent, business administrator, payroll, etc. They go through a questionnaire with each department and no comments came back.

i. Acceptance of the Audit Report for the 2018-2019 School Year and Approval of the Corrective Action Plan for the 2018-2019 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Acceptance of the Audit Report for the 2018-2019 School Year and approval of the Corrective Action Plan for the 2018-2019 school year.

The Board had received background information.

Ms. Brogan moved approval of the Acceptance of the Audit Report for the 2018-2019 School Year and Approval of the Corrective Action Plan for the 2018-2019 School Year.

Mr. Morgan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

C. 2018-2019 HIGH SCHOOL GRADUATION/DIPLOMA REPORTING REQUIREMENTS

Ms. Poelstra reported the district recently received notification from the state that the district is required to report graduation statistics. The statistics are as follows for the 2018-2019 school year:

1. The total number of students graduated: 436
2. The number of students graduated under substitute competency test process
English Language Arts – 253; Math - 180
3. The number of students denied graduation from the 12th grade class solely because of failure to pass the high school end-of-course PARCC assessments, substitute competency tests, or portfolio appeals process based on the provisions of this chapter: 0

D. HOLIDAY SURVEY RESULTS AND RECOMMENDATION

Dr. Fishbein gave a presentation on the holiday calendar survey after providing background on the process. An overview of the survey results was shared, followed by three calendar examples which included Eid, Diwali, and Lunar New Year. After review and discussion, Ms. Brogan recommended moving these calendars for review by the Calendar Committee and Mr. Kaufman seconded it. [Click here](#) to view the presentation.

Board members thanked Dr. Fishbein for taking the time to do the study and thought making the changes is a step in the right direction for the community and students; although Mr. Morgan did not feel any change was needed as we are a secular school district and that we had a strong policy in place to address religious holidays.

E. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- The RHS Hockey team participated in the Bergen County tournament, where they made it to the quarter finals.

Arts

- This year's second Maroon & White recital took place this month in the Learning Commons.
- The RHS New Players had their 2020 concert series which included seven different shows.

Academics

- Students in AP Art History and AP Studio Art visited the Met earlier this month to see art that they were studying in class.
- Students are having meetings with their guidance counselors to pick classes for next year.

Activities

- Members of RHS DECA competed at district-level business competitions at Ramapo college, where many students qualified for states based off their role play performance.
- Members of RHS DECA are wrapping up their 20-page papers ahead of the state competition in Atlantic City.

Miscellaneous

- Coaches vs. Cancer took place this month. It is an annual court warming night in which all the proceeds raised before and during the night go directly to a local family impacted by cancer.
- Last week, RHS students, including members of Project Interact and the Community Outreach Club, were involved in MLK weekend activities.

Dr. Fishbein recognized five students who made the All-State Band who will perform at NJPAC on February 3rd. The students are Kieran Corcoran, alto saxophone; Alex Kim, trumpet; Chloe Nam, flute; Seung Hee Rhew, clarinet; and Lucas Wang, bassoon.

V. COMMITTEE OF THE WHOLE REPORTS

- Finance
 - December Financial Reports
- Ms. Kelly reported there is \$10.5 million cash on hand as of December 31. Our largest receivable is our tax levy receivable. The Village sends tax levy payments on a monthly basis and we book it as a receivable. Our second largest is our receivable from the state, which we also get on a monthly basis.

The transfer report, including explanations, was sent to the Board.

- Budget Update
Ms. Kelly finished the first draft of the budget and she and Dr. Fishbein will be reviewing it tomorrow and it will be sent to the Board for review shortly.

Ms. Kelly stated there have been some questions about extraordinary aid and how it works. Extraordinary aid is an estimated revenue. It is not like normal state aid. Normal state aid (categorical) is a set amount of monies the state tells you that you are going to get in February, after the Governor's budget address.

Extraordinary aid is funds for extraordinary costs for special education expenditures. Each year, we are allowed to submit for reimbursement to the state any of the costs, per student, if the child is in house or goes to another public-school district, for any tuition costs or related services cost (OT/PT) over \$40,000. For students who go to private schools for the disabled, we are allowed to submit for reimbursement for tuition and related services over \$55,000.

There is a formula and you are supposed to get 95% of those dollars for students who go to schools in house and other districts and 75-80% for children who go to private schools. Typically, we get approximately 50% and it changes every year. These funds we get from the state are based on their budget so it depends on how much money they have available. It fluctuates from 50-58%.

Ms. Kelly briefly reviewed how it works and provided an analysis of our aid for the last three years. It was also noted that although we apply for funds this time of year, the district receives the money in the subsequent year.

The district is permitted to appropriate the excess money we receive (above what we anticipate) in the following year. There is a recommendation on tonight's agenda to appropriate \$139,866 because we need the funds for special education costs due to increases in tuition costs that we did not anticipate.

The Board discussed the state formula for the aid, how we anticipate the costs and what we are permitted to do with the excess money, how this is an example of formula issues and appropriations with the state, how districts have been getting more in line of what they should have been getting for formula aid and although we have gotten an increase in the past two years, we are simply reaching the level of where we were in the past, and what a time consuming process this is.

- Facilities
 - Referendum Update
Dr. Fishbein responded to questions asked at the last Board meeting as follows:
 - Are there any capital projects being done at the Education Center through the bond referendum or capital spending?
There are no plans for spending capital or referendum money on any projects at the Education Center but the district will make maintenance repairs to the building. Even though we are looking to make repairs to the windows, eventually we will need windows in this building. There are no plans to sell the Education Center at this time.

- Why move the auditorium concept to the parking lot?
There is no other place at the high school to include all components for improved instructional space. The concept that had it in the front and high did not have all the space that we wanted so it was moved to an area that could include that space, including building below grade in front of the building. Another reason was not wanting to impact the iconic look of the high school. The primary reason is to have all of the components for improved instructional space.

- There was a question about the cost of any addition at the high school should be around \$115 per square foot like the parking garage in town.
School construction space that you inhabit is a different type of space than a parking deck. It is more specialized with heating and electrical equipment, finishes, bathroom facilities, etc. It is a more complex method of what is needed to be an educational space.

- Will the district be conducting a traffic study?
The district has a very active high school. Last night there was a Wizards basketball game, an RHS parents night and a junior wrestling event. We can attempt to move some of these night programs off sight, but will always have issues. If the Board wants to do a study we can, but we know what it will tell us. There is a traffic issue now and will have one when and if we make improvements.

- Improvements were made in many of our buildings and GWMS is the worst. When we added significant space there, a traffic study was not done.*

- What will the district do with our extraordinary aid and extra state aid money?
The question about extraordinary aid was previously answered by Ms. Kelly. The district is receiving extra state aid because we were underfunded by the state. Dr. Fishbein believes this money should go for its intended purpose - to educate the students. State aid is derived from income tax and the original purpose was that school funding was based primarily on property tax. While the district is heavily reliant on property tax, the intended purpose of income tax was to provide funding for schools. Using state aid is appropriate and the intended purpose.

Mr. Morgan commented the Board started considering additional needs to the buildings while completing the earlier referendum in 2012. In 2014, the district hired EI Associates for a survey and they came back with a \$40 million recommendation, which is the survey the Board has been building on ever since. In 2017-18, the district did an ESIP and spent \$6 million upgrading a lot of the things in EI's original survey. We then engaged LAN to improve the work done by EI and adding some things. The current estimate is \$70 million - \$60 million in critical needs and an additional \$10 million. The \$70 million is directly from the original EI survey. There were some things added to it, pricing changes, and things done in the ESIP.

Mr. Morgan believes Dr. Fishbein will be recommending to the Board, at the next meeting, what he recommends for a referendum question and how it will be structured. To date, the Board does not know what the total amount will be. Mr. Morgan thinks what the community and Board need to understand is how the district moved from the EI survey, through work done on the ESIP and through LAN's work. Although Dr. Fishbein has given the Board some prices, the Board has not yet seen a complete flow chart of how we went from \$40 to \$70 million, with \$6 million coming out of the middle.

Mr. Kaufman agreed the reason it is important to see is because some of LAN's proposals are directly comparative to some of the schools and some of them increased pretty high, and without a comparison, it makes it hard for the Board to support it. Mr. Kaufman agreed with Mr. Morgan on the need to see the comparison on paper and present it to the public.

Dr. Fishbein stated he gave the Board a comparison a few weeks ago and that was a dollar comparison with notes on the windows and what LAN feels they can be installed for per square foot. The real changes in between LAN and EI's reports is the full hot water system replacements at Ridge and Glen Schools. As far as the ESIP, some boilers were replaced at the majority of the buildings, and the comparison is what is described.

Mr. Morgan repeated his need to see a broad reconciliation reconciling the original survey to what is going to be in the proposal. He felt it should be easy for LAN to do. Dr. Fishbein requested Mr. Morgan provide a draft of what he wants because he felt what he gave the Board was what Mr. Morgan described. Mr. Morgan described he would like his draft to include what projects EI had in their proposal, what was taken out and done with the ESIP, reconciled to LAN's recommendations.

Ms. Brogan suggested Mr. Morgan look at EI's preliminary report which includes the needs of the district, excludes certain things, and lumps the heating system all together, so you really do not know what is included. LAN's is very detailed (piping, controls, etc.) with per unit costs and square footage. EI's was a general survey. When they met to look at the survey, there were questions as to the validity of some of the pricing, although it was a preliminary plan. The district had some not so positive experiences with EI and went back to LAN, who provided more details.

Mr. Mahmoud spoke about his analysis to both proposals. There were a lot of differences. LAN's included \$13 million in soft costs and EI had none, which is a glaring difference. LAN included window costs using \$125 per square foot; EI's was \$95 per square foot. LAN was very confident when they gave their presentation and were very comfortable with the \$125 per square foot and that they had done tons of schools and that there was no school done under \$100 per square foot. That gave Mr. Mahmoud the assurance that it was a valid number. The other major difference was the specs of the heating system. EI's report assumed a lot of basic replace and LAN's assumed a thorough replace. He suggested a simple one-page comparison outlining the difference makes it easier for everyone to digest.

Dr. Fishbein explained that is what he attempted to do with his comparison. LAN's report is more detailed than EI's and he was unsure what Lan can extrapolate from something like that.

Mr. Morgan reiterated he would like to see the reconciliation on one page and felt it would be a powerful way of saying this is a well-considered project and he is not looking to derail the project; he just wants to build a stronger consensus that the Board understands what is in the proposal when Dr. Fishbein makes a recommendation.

Dr. Fishbein asked if this is additional work the Board wants done. Ms. Smith Wilson commented this would be an additional cost from LAN.

Mr. Morgan brought up the topic of traffic at the high school, the imposition on the neighborhood for traffic and parking, and the need to conduct a traffic study.

A lengthy discussion ensued regarding the traffic issue we already have, the need to justify more traffic and parking to the community if we install an 1,000 seat auditorium, the educational need for the students to improve classroom and storage space, that the PAC is not necessary but if we support it we have to support it the right way, how the high school is highly utilized all the time and we are already accommodating 600-700 people for student performances and it will not duplicate, how some Board members felt it offers more opportunities for students during the daytime, and the possibility of moving some activities out of the high school, better scheduling, staff suggestions for its use, if we have another option for a \$29 million PAC if this is not supported by the community, and exploring other options to address classroom needs.

Mr. Mahmoud suggesting tabling the discussion since we had nothing substantive to discuss or any decisions to make until the Board had more information.

Dr. Fishbein explained once he makes a recommendation, and hopefully the Board acts on it quickly, then we do have to get some things done through the state. He asked for some direction now as to if the comparison is absolutely necessary. If the majority of the Board wants it done, he will work with LAN to get it done, and questioned if the majority of the Board wanted a traffic study.

Ms. Smith Wilson thought the Board had to decide tonight to authorize the superintendent to engage LAN to do the comparison as Mr. Morgan suggested and to also authorize Dr. Fishbein to meet with companies that provide traffic studies and costs.

Mr. Morgan stated the consensus is going to be he wants to know how the district will accommodate the traffic, that everyone knows the plan will show this will impose more traffic and parking, what is the Board's plan is to go forward, how the parking experts could give us options so if the Board recommends the PAC on the ballot, they know how it will handle the increased flow of people, and how to solve the issue. Mr. Morgan also spoke about the necessity of a Plan B for basic curricular needs in the basic referendum.

Laurence added that the Campus Center already hosts big parents nights and hosts at least 700 people at those events and how he does not think the PAC would contribute that much to the parking issue. He pointed out we have more than 1,000 people at football games and the PAC would be just another space to have events and free up the campus center for students to use for other activities. In terms of parking, the consensus is that there is a parking problem. He thought the question is if we do a parking study and see there is a parking issue, what do we do to solve it. Laurence did not think we should scrap the auditorium; he believes it is about fulfilling the needs of the student and the arts program. The PAC is a need for the students and the program. Laurence suggested the question should be is it worth using taxpayer money to create a larger garage to address the parking issue and felt the issue of whether or not we need an auditorium should be completely independent of each other. If not, then the Board will not get the right solution for either of those two issues.

Dr. Fishbein felt he needed more time to think about it and did not see how we solve the traffic issues at the high school or the other schools.

Ms. Smith Wilson remarked with regard to the comparison of LAN, the Board has access to both reports and observed it is not hard to go through and look at them. The Board needs to decide if we want LAN to do a comparison.

Ms. Smith Wilson moved that the Board authorize the superintendent to engage LAN to do a comparison of the EI and LAN recommendations based on the outline Mr. Morgan provided.

Ms. Smith Wilson and Ms. Brogan were not sure we needed it not knowing what the expense is, and felt the report the Board had is sufficient.

Ms. Brogan seconded the motion.

The motion to authorize the superintendent to engage LAN to do a comparison of the EI and LAN recommendations based on the outline Mr. Morgan provided, carried by the following roll-call vote:

AYES: Mr. Kaufman, Mr. Mahmoud, Mr. Morgan

NAYS: Ms. Brogan, Ms. Smith Wilson

VI. COMMENTS FROM THE PUBLIC

At 9:01 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Leila Elashmawy, 640 Kenwood Road, junior at RHS, talked about the need to diminish the stigma around people who are different from us and implement diversity. Ridgewood is diverse, but she feels Muslim youth are utterly underrepresented. She thanked the Board for their careful consideration in recognizing EID as a holiday. She thinks it would be a beautiful thing if everyone can come together and experience each other's beliefs. Leila and her friends are in the early stages of creating a religion club called CoExist and have a lot of students eager to join. She does not think it would be an issue for EID to be on the calendar; she feels it is about awareness.

Alison Baker, 252 Lakeview Drive, wanted the Board to see the face of a parent who cannot understand why the superintendent and Board would put the well-being of a child aside of their own game. Her son, a second grader at Ridge, sustained a major concussion on December 10, 2019 at 3:58 p.m. inside a hallway at Ridge. After multiple requests to Dr. Fishbein, Dr. Schoenlank, and the Board of Education, she and her husband are still being denied the right to see footage that clearly shows her son's injury. On December 16 at 3:49 p.m., Ms. Baker spoke to Dr. Fishbein to make this request. After his refusal, she followed up with an email to reiterate her concern and provide a formal request that the video footage be retained until further notice. Ms. Baker restated that the footage continues to be maintained. Ms. Baker does not feel this is the 'tradition of excellence' she grew up with as a Ridgewood graduate or heard as a former employee.

Ms. Baker requested the Board reconsider Dr. Fishbein's response to this situation and help her better understand how to help her son and how he sustained this injury and the context in which it occurred. Dr. Fishbein feels he has offered an appropriate, alternative solution, but having her sign a release for the doctor to speak to Ms. Manke, the school nurse, and get her opinion of what happened, or send the footage to Dr. Yankus to review and give his medical opinion, are just opinions. Ms. Baker noted Dr. Fishbein is willing to send a student record electronically instead of allowing her and her husband, as the parents, to view it.

Ms. Baker and her husband have reached out to surrounding superintendents who shared that they would grant permission for parents to view the footage, including the Bergen County

Superintendent, who Ms. Baker accused Dr. Fishbein of lying to. She claimed he told Mr. Delisio that they were never told by Dr. Schoenlank that they could see this video, only for Dr. Fishbein to then instruct Dr. Schoenlank not to show them. It went as far as a Ridgewood police officer looking into the situation for them, speaking to Dr. Schoenlank and Dr. Schoenlank telling the officer she felt bad about saying they could see the video and then Dr. Fishbein refusing. Ms. Baker asked Dr. Fishbein to please stop lying, bullying and abusing his power. Ms. Baker continued no seven-year old should have to suffer with daily medications for migraines, suffer additional migraines, and be expected to excel in second grade. Ms. Baker explained she felt helpless to help her child and asked how they can sit here and still say no.

She reported her child is missing out on every day school events since December 10, 2019 when he was placed on an activity restriction. That means no physical activity which could further result in prolonged damage to the brain. It even says no excessive screen time, and in this generation where screen time is critical to education, this will put him greatly behind his peers. Ms. Baker asked what do you say to a child who feels like he lost his mental math powers. Initially, Dr. Fishbein's reasoning for denying her and her husband access to this video footage was due to it being a privacy concern and the video is being part of student records per their phone call. In his most recent email, Dr. Fishbein then claimed that security video is not a student record under these circumstances. Ms. Baker reported the video footage has been reviewed by parents in the past only once media got involved in the Fall of 2006 regarding a bus incident.

John Baker, 252 Lakeview Drive, commented this should not be the level of exposure for the safety of your child to have to get to the media involved for this video to be shown. Mr. Baker wants to ensure the Village of Ridgewood parents know there is a Board of Education policy, R7441, and a federal law for FERPA, that provide documentation that this video footage should be accessible to them as parents. The Bakers will continue to advocate for what is best for their children and make sure that no one is bullied into thinking that they do not have a right. As our sign states on the wall, choose to be nice.

Jane Chinozuka, 825 Norgate Road, is a traumatic brain injury survivor, and suggested the Bakers be careful because a neurologist will have to know exactly what happened. Ms. Chinozuka commented if the proposed referendum goes ahead, she wants to back up what she hears Mr. Morgan saying. No matter what the Board does, they have to do something about the parking ahead of time and get a parking study. As a former planning board member, she knows the district is exempt from the planning board but thinks this is going to be a big deal, to go into something that big with no real plan. She suggested hiring a traffic engineer. She thought maybe the Board felt that if negative information comes back, it will affect the vote, but she believes it would be a disaster not to manage the parking. She commented Laurence impressed her that he sees it as two issues and it is a smart way to approach this. Ms. Chinozuka is a big proponent of the arts and felt this should be done correctly.

Roseann Charles, 290 Oak Street, and substitute teacher who has two children in RHS, thanked Dr. Fishbein and the Board for including their holiday into the calendar. She knows for some of them it is not much but it is something. Her daughter can now celebrate her holiday without worrying she will be penalized or miss out on something.

Ann Loving, 342 South Irving Street, commented although all taxpayers support the Board of Education, it is the young parents with school aged children who are their primary client. Ms. Loving thought it very strange the public comment section is so far down the agenda and did not start until after 9:00 p.m. She noted young parents have to get babysitters in order to come on a school night, and some have a child home with a brain injury. Ms. Loving suggested putting

the first public comment at the top of the agenda. This would enable parents to come and speak and allow them to relieve their sitters at a reasonable hour. The Village Council does this and it works well. They have a second public comment section at the end but also one at the front. Ms. Loving believes this idea has been presented to the Board many times. It strikes Ms. Loving that the Board's dogged determination to put public comment so late, at a time that cannot even be estimated since the length of special reports can vary widely, is an intentional plan to minimize parent input.

Ms. Loving reported she was also providing a report from a young parent who could not get a sitter tonight, Ms. Bonita Shimpfkey. There are three items Ms. Shimpfkey asked her to say as follows:

On behalf of many Orchard parents, thank you Dr. Fishbein for closing the field. We are aware there are cost implications of closing the field but we all know it was the right thing to do. Now that it is done, where do we stand with getting an independent consultant to evaluate the remediation. We will be hosting a parent meeting soon to reconvene and would like an update from the Board. None of us are comfortable with the current plan, especially the one foot of soil covering, especially when the DEP suggests at least two feet. If you do not have an answer today, will you post it to the Board of Education site.

Two, given that the Board caters to parents of children of all ages, can I ask that the Board reevaluate the template of their meetings to make it more convenient for parents to attend. For those of us with younger children or working parents, it is hard to sit here for an indefinite period of time waiting for public comment.

Three, what is the RFP process for our aftercare program and when will the Board be sending out RFP? Is there a document somewhere online that shows the process?

Mr. Kaufman mentioned he had spoken to Mr. Mahmoud earlier and he thought if there was a large contingent here for the Orchard Issue, he was going to suggest moving it up, but did not see a big turnout.

Saurabh Dani, 390 Bedford Road, thanked the Board for volunteering and giving him an opportunity to speak. Mr. Dani requested the Board do an internal review of the bid outsourcing process and pay close attention to the upcoming bathroom bids which are going to cost us close to \$500,000 and to also to set guidelines for bidding on the referendum projects. The way Mr. Dani understands it, the current process is being treated as a professional services contract for architectural work, and we hire one firm without any bid process. Then this firm is solely responsible, in the bathroom case, for design, construction management, construction administration and bid management. Many of the Board members were present at the facilities tour when a representative from this firm said that during bidding, they will notify their preferred vendors.

LAN shortened the bid timeline by inserting a mandatory tour within 3-5 days of the bid notice, and required the contractor to go to their office and pay \$100 to obtain PDF specs, which can easily be made available online to download or email. Essentially, this one contractor, who is responsible for design, bid management, and construction management, is creating enough roadblocks for a normal contractor, who is not in their preferred list, and turning this professional services contract to a design bid contract.

Mr. Dani explained general design build firms require bidding everywhere else, but here, we are taking a professional services contract and turning it into a design bid with just one firm and their preferred contractor. Design build firms exist and that is okay but this is being awarded as a professional services contract, not as a design build contract, and we are bypassing the bidding process. Mr. Dani hopes the Board looks into this practice before this summer's bathrooms are awarded, and publish more than one bid notice, give sufficient time to contractors to read the bid, make it easy for them to apply, act on it, and make it easier for them to obtain the paperwork. Mr. Dani thinks there is no need to go to LAN's office and pay for documents. The state requires 10 days' time, and he suggested giving the contractors fifteen days to prepare the bids before the mandatory inspection period. Ridgewood has a tradition of excellence and we should not plan to meet the minimum required standards. We should plan to exceed them and set the standard for others.

Laurie Weber, 235 South Irving Street, was appalled at what the people to her right have been put through. When she thinks about the fact that there are cameras in our schools and what the purpose of those security cameras would be, and the fact that the public schools are here to serve the public, she could not understand why these parents, who asked to see footage of their child suffering a traumatic injury to the head, have not seen it already. Ms. Weber commented if seeing that tape gives them any clue or information as to what is going on with their child, she did not understand how any of the Board did not bring this up for discussion tonight and explain why the family is being denied access to the footage of their child. The Board has it, the parents need it, and it should be a done deal. Ms. Weber stated if anyone gets to see the footage, it should be the parents. She asked one or all of the Board members to please explain why these people had to come here tonight and beg to see the footage.

Susan Madison, 428 Linwood Avenue, heard some good things and is glad the district will be working on the bridge from the EI to Lan proposal. She feels that kind of transparency will help with the process of selling it to the community. She expressed her appreciation for Mr. Kaufman backing up Mr. Morgan's idea of a Plan B for the performing arts students. Ms. Madison does not think we can hold them and the program hostage to a \$29-30 million bond referendum for a PAC. At the last meeting, Mr. Kaufman asked how do we know how much debt is too much. Ms. Madison suggested one thing we can do is look at what other districts around us are doing. If you look at where our debt is now, we have a high level of debt versus other school systems, but our actual debt capacity is in line with all of our peers. We use about 15% of our debt capacity. Ms. Madison pointed out either proposal puts us as one of the most indebted districts in Bergen County. There are three or four of us who are outliers so we would not be in the norm and our capacity utilization would be off the chart.

Ms. Madison commented last time she was here, she spoke about reasons we need to keep our powder dry and some of what happened last week and what we found out about the fields at Orchard, the decision to go ahead with more robust remediation, are good examples of why we need to have money to draw down on. Ms. Madison thinks we have to really think about this as a district. The other way to know if the money is too much is asking where are we versus our peers with the burden on the community. Ridgewood is one of the top 20 property tax burdens in the state of NJ. The average tax bill is over \$17,000 and the numbers the bond council showed would put us close to the top ten. Ms. Madison noted our children deserve a lot of things (i.e. great teachers, programs, schools, etc.), but also to have a family that is not economically stressed, who have to pay fees to participate in clubs. Ms. Madison thinks we have to start recognizing what the school budget is doing to the community. Ms. Madison's last request, is that at the last meeting, Mr. Morgan talked about introducing a resolution to consider a new approach to the budget, and she hoped he would do so again tonight, and maybe one of the

other four Board members would second it so they could have a conversation and make this a district for all of Ridgewood, not just one percent.

At 9:28 p.m. no one else wished to address the Board.

Ms. Smith Wilson asked if we could start our meetings at 6 p.m. or 6:30 and if there was a reason why we do not.

Ms. Brogan commented it depends on why you are moving the meetings and why not look at adjusting public comment. The Board always used to do public comment first and noted tonight it was unusual due to so many presentations. At one point when we moved it, the Board tried to adhere that it would start at least by 8:00. She felt some of tonight's presentations could have been on after, particularly when they are made by people at the table. Ms. Brogan does not recommend starting any earlier than 7:00.

Mr. Morgan agreed 7:00 p.m. works but tonight there were numerous presentations, and if we were to actually schedule public comments earlier, it would be a constructive move and recognize the needs of others.

The consensus was to look at the agenda moving forward and see where to fit in public comment earlier but have it start no later than 8:00 p.m. It was also discussed that if an outside presenter or students were coming they should go first and if all of the presentations were given by people at the table, they would go later.

Mr. Kaufman asked if Dr. Fishbein could explain the sensitivity is of the footage and asked if he was at liberty to speak about it.

Dr. Fishbein responded he was not able to talk about it right now but he will.

Mr. Baker asked why he is still waiting one month to see a video of his son having a head injury and he would obtain signatures from everyone in the video so it could be released.

Ms. Smith Wilson advised Mr. Baker public comment was closed.

Dr. Fishbein replied he has been corresponding with Mr. Baker and attempting to answer his questions and concerns and provide alternatives. The district's security system is not part of FERPA and not part of a student record.

VII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, pages 720-721.

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. Approval: Settlement Agreement SE#4/2019-2020

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#4/2019-20 between the parents of Student #505827 and the Ridgewood Board of Education.

The Board had received background information.

iii. Approval: Settlement Agreement SE#5/2019-2020

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#5/2019-20 between the parents of Student #906895 and the Ridgewood Board of Education.

The Board had received background information.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips, as listed on **Attachment B**, pages 722-726.

ii. Approval: Budgeted Out of District Placement for the 2019-20 School Year, Additional Out of District Placement for the 2019-20 School Year, and Extraordinary Services for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted out of district placement for the 2019-20 school year, the additional out of district placement for the 2019-20 school year, and Extraordinary Services for the 2019-20 school year, as listed below.

Budgeted 2019-20 Out of District Placements		
School	# of Students	Extraordinary Services
Morris-Union Jointure Commission BOE Providence, NJ	1 (a/o 1/2/20)	Speech & Language OT and PE
Additional 2019-20 Out of District Placement		
School	# of Students	Extraordinary Services
Cornerstone Day School Cranford, NJ	1 (a/o 1/3/20)	n/a

iii. **Approval: Professional Development Proposal From Jennifer L. Goeke, Ph.D.**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development proposal from Jennifer L. Goeke, Ph.D., 'Writing Quality IEPs:PLAAFP to Goal' for Child Study Team members on February 5, 2020, in the amount of \$1,750.

The Board had received background information.

iv. **Approval: Agreement with Progressive Therapy of NJ for Parent Training**

Approval of an agreement with Progressive Therapy of NJ for Parent Training for one student, in the student's assigned school and/or at the student's residence, for the period December 22, 2019 through June 30, 2020, at the sum of \$110 per hourly rate, and a district proposed bank of 10 hours for the home-based parent training.

The Board had received background information.

v. **Approval: Proposal for Consultation Services from Dr. Derrick Gay**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a Consultation Services Proposal from Dr. Derrick Gay for three presentations on March 5, 2020 as part of the Wellbeing Speaker Series, in the amount of \$8,000 to be funded by grants received from the Foundation and Federated HSA.

The Board had received background information.

vi. **Approval: New Ridgewood Community School Courses for Spring 2020**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the new Ridgewood Community School courses for Spring 2020, as listed on **Attachment C**, pages 727-728.

The Board had received background information.

D. HUMAN RESOURCES

i. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required

Teacher

Revision: BARBA, Allison - Leave of Absence Replacement Learning Disabilities-Consultant/School Psychologist (non-tenure track), George Washington Middle School, **from** effective August 30, 2019 through March 23, 2020, approved by the Board at its meeting on July 29, 2019, **to** effective August 30, 2019 through March 6, 2020, pending verification of employment as outlined by Chapter 5. Ms. Barba possesses an NJDOE Standard Certificate as a School Psychologist.

\$59,688
Cl. BA, St. I

Account #11-000-219-104-00-09-019-000

Long-term Substitutes

Revision: BELISLE, Joel – Special Education (English) Teacher, Ridgewood High School, **from** effective January 2, 2020 through February 3, 2020, approved by the Board at its meeting on December 16, 2019, **to** effective January 2, 2020 through April 3, 2020, at a daily rate of \$125 per day, until the assignment ends.
Account #11-212-100-101-00-10-019-000

Revision: D'AMATO, Alyssa – Guidance Counselor, Ridgewood High School, **from** effective November 19, 2019 to **TBD**, approved by the Board at its meeting on November 18, 2019, **to** effective November 19, 2019 through January 8, 2020, at a daily rate of \$125 per day, until the assignment ends.
Account #11-000-218-104-00-10-019-000

Revision: THURLOW, Patrick – Social Studies Teacher, Ridgewood High School, **from** effective December 2, 2019 through January 31, 2020, approved by the Board at its meeting on December 16, 2019, **to** effective December 2, 2019 through May 29, 2020 at a daily rate of \$125 per day, until the assignment ends.
Account #11-140-100-105-10-019-000

Field Placements

AGUIAR, Daniel – Montclair State University, Clinical Rotation with Nikitas Nicholaides, Athletic Trainer, Ridgewood High School, from January 3, 2020 through May 30, 2020.

DECASPERIS, Mike – Seton Hall University, Clinical Rotation with Nikitas Nicholaides, Athletic Trainer, Ridgewood High School, from January 3, 2020 through May 30, 2020.

PALATIELLO, Kelsey – William Paterson University, Clinical Experience with Kerriann Reilly, School Nurse, Benjamin Franklin Middle School, from January 28, 2020 through May 4, 2020.

SALTALAMACCHIA, Julianne – Felician University, Junior Practicum with Brandi Gorman, Special Education Teacher, Hawes Schools, from February 3, 2020 through May 1, 2020.

Classroom Aides

ENGSTROM, Anna - Applied Behavior Analyst Aide (ABA), Glen School, effective January 28, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77
Account #11-000-217-106-00-01-024-001

FOSSARI, Rosemary - Applied Behavior Analyst Aide (ABA), Hawes School, effective January 28, 2020, or as soon after as possible, through June 23, 2020, 5 hours per day, 5 days per week, at an hourly rate of \$20.81
Account #11-000-217-106-00-02-024-001

Revision: SCHWARTZ, Katherine – One-to-One Special Education Classroom Aide, Somerville School, **from** effective November 25, 2019, or as soon after as possible, through January 24, 2020, approved by the Board at its meeting on

November 18, 2019, **to** effective November 25, 2019, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-217-106-00-05-024-001

Infant/Toddler Development Center

MONAHAN, Colleen - Teacher Assistant Entry Level - Step I, effective January 28, 2020, or as soon after as possible, through June 30, 2020, 8 hours per day, 5 days per week, at an hourly rate of \$12.00

Account # 62-990-100-106-00-62-060-001

**Home Instructors, on an as-needed basis, for the 2019-2020 School Year
Ridgewood High School**

- **Tara Cuneo**, Spanish Teacher, at an hourly rate of \$59.36
- **Timothy Murtha**, Business Education Teacher, at an hourly rate of \$58.09

Account #11-150-100-101-00-24-024-001(Regular Ed)

Account #11-219-100-101-00-24-024-001 (Spec. Ed)

**Technology Support for Board Meetings, effective January 15, 2020 through
June 30, 2020**

- **Andrew DeRoche**, at an hourly rate of \$26.49, as needed

Account #11-000-230-104-00-45-045-001

RHS Volunteer Coaches

Winter 2019 Coaching

Boys/Girls Swimming/Driver

- **Dora Fyfe**

Spring 2020 Coaching

Girls Lacrosse

- **Alie Jimmerson**

Connor Donohue Music Fellowship

- **Trey Shore, Volunteer**

Ridgewood Community School Employees – Spring Semester 2020

Resolved, that the list of individuals listed on **Attachment D**, pages 729-730 be approved to work for the Ridgewood Community School for the Spring 2019 Semester. Salary range is \$25-\$75 per hour and/or \$12-\$125 per participant and/or \$65-\$475 per course.

ii. **Change of Assignments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignments listed below.

HAUPTLY, Kara - **from** Leave of Absence Replacement Media Specialist (non-tenure track), Somerville School, **to** One-to-One Aide, Hawes School, effective February 3, 2020 through June 23, 2020, 5.75 hours per day, 5 days per week.

From: \$59,688
Cl. BA, St. 1

To: \$17.16 per
hour

Account #11-000-217-106-00-02-024-001

KOROPCHAK, Sabrina - **from** Leave of Absence Replacement Third Grade Teacher (non-tenure track), Somerville School, **to** Resource Room Special Education Classroom Aide, Somerville School, effective January 23, 2020 through June 23, 2020, 5.75 hours per day, 5 days per week.

From: \$59,688
Cl. BA, St. 1
To: \$17.16 per
hour

Account #11-213-100-106-00-05-024-001

WEINKAUFF, Jennifer - **from** Confidential Secretary/Administrative Assistant, Office of Human Resources, Education Center, **to** Confidential Administrative Assistant to the Assistant Superintendent for Curriculum, Instruction and Assessment, Education Center, effective January 28, 2020 through June 30, 2020.

Salary will remain
the same

Account #11-000-221-105-00-22-019-000

YOUNG, Leticia – **from** Leave of Absence Replacement First Grade Teacher (non-tenure track), Travell School, effective August 30, 2019 through January 24, 2020, **to** Long Term Substitute Kindergarten Teacher, Willard School, effective January 27, 2020 through February 28, 2020, at a daily rate of \$125 per day, until the assignment ends.

From: \$59,688
Cl. BA, St. I
To: \$125 per day

Account #11-110-100-101-11-07-019-000

iii. **Rescind Appointment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the rescinding of the appointment of the employee listed below.

ROTHSTEIN, Jillian – Special Education Teacher, George Washington Middle School, effective February 17, 2020 through June 24, 2020, at a daily rate of \$125 per day, until the assignment ends.

iv. **Leave of Absences**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

Revision: MIRKOVICH, Jessica – Mathematics Teacher, Ridgewood High School, **from** effective March 16, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, approved by the Board at its meeting on November 4, 2019, **to** effective January 22, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020 using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

STEWART, Nicola – Art Teacher, Ridge School, effective April 13, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: TOLVE, Laura – Special Education Teacher, Ridgewood High School, **from** effective December 2, 2019 through February 3, 2020, with a reinstatement date of February 4, 2020, approved by the Board at its meeting on December 16, 2019, **to** effective December 2, 2019 through March 6, 2020, utilizing the FMLA and/or NJFLA leave entitlement.

v. **Unpaid Leave of Absence**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the unpaid leave of absence listed below.

TOLVE, Laura – Special Education Teacher, Ridgewood High School, effective March 9, 2020 through April 3, 2020, with a reinstatement date of April 13, 2020.

vi. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Classroom Aides

RISSMEYER, Lindsay - Resource Room Special Education Classroom Aide, Travell School, effective January 29, 2020

SRBLJAK, Bojana - Resource Room Special Education Classroom Aide, George Washington Middle School, effective January 22, 2020

vii. **Resignations for the Purpose of Retirement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation for the purpose of retirement, listed below.

Classroom Aide

TRONCONE, Laurette - Applied Behavior Analyst Aide (ABA), Glen School, effective January 2, 2020, with 8 years of Ridgewood service

viii. **Terminations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the termination of the employees listed below.

- Employee #8446, effective January 3, 2020
- Employee #7499, effective February 10, 2020

ix. **Supplemental Pay Beyond Contract**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

CPR Certification Class - January 13, 2020, February 10, 2020, March 3, 2020, and TBD

- **Peter Kay**, not to exceed 6 hours, at an hourly rate of \$41.12 (\$246.72)
 - **Allison Mende**, not to exceed 6 hours, at an hourly rate of \$40.46 (\$242.76)
 - **Candace Mitola**, not to exceed 6 hours, at an hourly rate of \$39.79 (\$238.74)
- Account #11-000-213-104-00-36-036-001

Willard School

Additional Clubs and Activities for the 2019-2020 School Year

Solved by Girls

- **Sarah Lohr** and **Wesley Halter**, each not to exceed two hours, each at an hourly rate of \$40.17 (\$160.68)

Account #11-401-100-101-00-07-007-001

Somerville School

Additional Clubs and Activities for the 2019-2020 School Year

Green Thumbs Club

- **Cassandra Fabish**, at a total stipend of \$450

Account #11-401-100-101-00-05-005-001

Benjamin Franklin Middle School

Grade 8 Winter Wonderland Dance, January 31, 2020

- **Ten Chaperones: Kathleen Clarke-Anderson, Theresa DiMaulo, Loren Hackett, Kristen Krasinski, Lauren Menzies, Jason Ordini, Courtney Pfeiffer, Benjamin Ran, Kelly Skettini, and Lauren Zielinski**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$1,205.10)

Account #11-401-100-101-00-08-008-001

George Washington Middle School

Revision: Winter Orchestra Concert – December 10, 2019

From: Five Chaperones: Debra Feit, Gary Heckard, Janelle King, Bojana Srbijak, and George Wilhelm, each not to exceed 2 hours, each at an hourly rate of \$40.17 (\$401.70), approved by the Board at its meeting on December 16, 2019

To: Six Chaperones: Debra Feit, Gary Heckard, Janelle King, Bojana Srbijak, Marcess Taylor, and George Wilhelm, each not to exceed 2 hours, each at an hourly rate of \$40.17 (\$482.04)

Account #11-401-100-101-00-09-009-001

Ridgewood High School

Alexander Knox – to chaperone the following activity, at an hourly rate of \$40.17

- **All State Band Auditions, January 18, 2020**, not to exceed 6 hours (\$241.02)

Account #11-401-100-101-00-10-010-001

Overnight Chaperones for Adventure Leadership Peer Support (ALPS) Field Trips for the 2019-2020 school year, funded by donations

Barbara Barker	Allison Mende
Craig Bunzey	Candice Mitola
Peter Kay	Timothy Monahan
Craig Mahler	Kelly Skettini
Erin McAlister	John Wohner

ALPS Trips

- Fall Harriman Backpacking Trip, Harriman, NY – November 7-9, 2019: **Five chaperones**, each at \$200 per night, each for two nights (\$2,000)
- Dippikill Downhill Ski Trip, Thurman, NY – January 3-5 2020: **One chaperone**, at \$200 per night, for two nights (\$400)
- Dippikill Winter X-Country Ski Trip, Thurman, NY – January 24-26, 2020: **Three Chaperones**, each at \$200 per night, each for two nights (\$1,200)
- Stony Creek Organic Farm Trip, Walton, NY – May 8-10, 2020: **Three chaperones**, each at \$200 per night, each for two nights (\$1,200)
- Spring Whitewater Rafting Trip, North River, NY – May 15-17, 2020: **Four chaperones**, each at \$200 per night, each for two nights (\$1,600)
- Adirondack High Peaks 10th Grade Trip – Johns Brook Lodge Area, Keene Valley, NY – June 24-28, 2020: **Four chaperones**, each at \$200 per night, each for four nights (\$3,200)

Account #TBD (Donation)

Ski Club Field Trips - January 7, 2020, January 14, 2020, January 21, 2020, January 28, 2020, and February 4, 2020 to be funded by donations

Three Chaperones, each not to exceed 7 hours per trip, each at an hourly rate of \$40.17 (\$3,374.28): **Craig Bunzey, Ronald Knott, and Brian Quirk**

Account #TBD (Donation)

Overnight American Studies Field Trip to Washington, DC – March 19 – 21, 2020

Two Chaperones: Patricia Hans and Nicole Riordan, each to receive \$200 for two nights (\$800)

Account #11-401-100-101-00-10-010-001

Special Programs

- **Lisa Caron**, Special Education Aide, Benjamin Franklin Middle School, to provide support for a special education student participating in Winter Concert, not to exceed 2.5 hours, at an hourly rate of \$17.16 (\$42.90)

Account #11-213-100-106-00-08-024-001

- **Ryan Crawford**, Special Education Aide, Benjamin Franklin Middle School, to provide support for a special education student participating in Winter Concert, not to exceed 2.5 hours, at an hourly rate of \$20.81 (\$52.03)

Account #11-000-217-106-00-08-024-001

- **Taylor Alessi**, Special Education Aide, Benjamin Franklin Middle School, to provide support for a special education student participating in Winter Concert, not to exceed 2.5 hours, at an hourly rate of \$17.16 (\$42.90)

Account #11-213-100-106-00-08-024-001

CST Testing - February 17-19, 2020

- **Allison Barba**, not to exceed 6 hours, at an hourly rate of \$39.79 (\$238.74)
- **Amanda Valeri**, not to exceed 6 hours, at an hourly rate of \$55.77 (\$334.62)

Account #11-000-219-104-00-24-024-001

ABA Training for RISE

George Washington Middle School

- **Thomas Bushnauskas**, not to exceed 4 hours, at an hourly rate of \$20.81 (\$83.24)

- **Ritu Chowbey**, not to exceed 4 hours, at an hourly rate of \$20.81 (\$83.24)
 - **Sung Hui Kim**, not to exceed 4 hours, at an hourly rate of \$19.77 (\$79.08)
 - **Joelle Oliver**, not to exceed 4 hours, at an hourly rate of \$20.81 (\$83.24)
 - **Rachel Rabin**, not to exceed 4 hours, at an hourly rate of \$20.81 (\$83.24)
- Account #11-000-217-106-00-09-024-001

Ridgewood High School

Each not to exceed 2.5 hours, each at an hourly rate of \$20.81 (\$260.15)

- **Melissa Brandes**
- **James Breyer**
- **Joseph Crabbe**
- **Patrick Driscoll**
- **Alison Wilson**

Account #11-000-217-106-00-10-024-001

Curriculum, Instruction & Assessment

Extended-day Program to work with Title I Students Before/After School - Funded by ESEA/ESSA Title I Grant Funds

George Washington Middle School, total not to exceed \$20,296

- **Vanessa Kabash**, at an hourly rate of \$75.25
- **Roman Litvak**, at an hourly rate of \$66.41

Account #20-231-100-101-00-09-022-001

Information Technology Department

Technology Support for Installation of Halo Vaping Devices at RHS

- **Jaeson Enmore**, Associate Systems Administrator, effective January 28, 2020 through March 27, 2020, not to exceed 66 hours, at a minimum regular hourly rate of \$48.28 (\$3,168.48) and a maximum overtime hourly rate of \$72.42 (\$4,780.38)
- **James Michels**, Instructional Technology Technician, effective January 28, 2020 through March 27, 2020, not to exceed 66 hours, at a minimum hourly rate of \$28.82 (\$1,902.12) and a maximum overtime hourly rate of \$43.23 (\$2,853.18)

Account #11-000-252-104-08-31-031-001

x. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Patrick Foley, Patrick Meyer*, Jacqueline Reuveni, and Andrew Stewart

*Related to staff member

Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
Brain Injury Alliance of NJ	\$ 850.00	To be used to purchase t-shirts and giveaways for the "U Got Brains" program at RHS.	20-008-100-610-00-10-010-002
Exxon Mobil Educational Alliance Program	\$ 500.00	To be used to purchase science classroom supplies at RHS.	20-034-100-610-00-10-010-002
Friends of Music	\$ 957.64	To pay clinician fees for the 7 th and 8 th grade Honor Bands at BFMS, GWMS, and RHS.	20-060-100-101-00-37-037-001 (\$883.74) 20-060-200-220-00-37-037-001 (\$73.90)
GWMS on Behalf of the Colm Family	\$1,500.00	To be used to purchase mythology and non-fiction books for the GWMS Media Center.	20-025-100-610-00-09-009-002
Hawes Student Activity Account	\$ 87.06	To pay driver expenses for a field trip to BFMS on January 21, 2020.	20-030-100-101-00-02-002-001 (\$80.34) 20-030-200-220-00-02-002-001 (\$6.72)
RHS Student Activity Account/ALPS	\$ 433.34	To pay overnight chaperone expenses for the Dippikill Downhill Ski Trip in Thurman, NY, January 3-5 2020.	20-030-100-101-00-10-010-005 (\$400) 20-030-200-220-00-10-010-005 (\$33.34)
Ridge Student Activity Account/Parents	\$9,041.28	To be used to pay stipends for two Glee Club Advisors.	20-030-100-101-00-04-004-003 (\$8,343.54) 20-030-200-220-00-04-004-003 (\$697.74)
Travell HSA	\$1,060.00	To be used for field trip transportation expenses.	20-025-270-512-00-06-006-002

Acceptance of a gift in kind from the Learning Services Home & School Association of trout in the classroom material setup, valued at approximately \$1,186.79 to be used at RHS; and admission and transportation expenses for a GWMS field trip to Bowlero on March 20, 2020 valued at approximately \$950.

Acceptance of a gift in kind from the RHS Student Congress of sound equipment, a mixer, and a Bluetooth receiver and wires, valued at approximately \$346.74 to be used for student activities at RHS.

ii. Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

The Board had received background information.

iii. **Approval: Shared Services Agreement Between Ridgewood Board of Education and Oradell Board of Education for Student Residency Investigation Services**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a Shared Services Agreement Between Ridgewood Board of Education and Oradell Board of Education for Student Residency Investigation Services authorized by N.J.S.A. 40A:65-1, et. seq. ("Uniform Shared Services and Consolidation Act).

The Board had received background information.

iv. **Approval: Appropriation and Utilization of 2018-19 Surplus**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, N.J.A.C. 6A:23A-13.3(d)6 provides that a Board of Education, may, at any time appropriate surplus generated from state aid revenue, that has been excluded from the excess surplus calculation in the prior year, and

WHEREAS, the Ridgewood Board of Education has surplus which was generated from state aid revenue that was excluded from the 2018-19 excess surplus calculation in the amount of \$139,866 and \$48,720 from Extraordinary Aid and Nonpublic Transportation Aid, respectively.

NOW, THEREFORE, BE IT RESOLVED, that the 2018-19 surplus generated from Extraordinary Aid and Nonpublic Transportation Aid in the amount of \$188,586 be appropriated and utilized in the 2019-2020 budget as follows:

Appropriations: 11-000-100-567	\$188,586
Tuition Private Schools for the Disabled NJ	

v. **Approval: Withdrawal of Maintenance Reserve Funds**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, N.J.A.C. 6A:23A-14.2(d) provides that a district Board of Education may, at any time, withdraw by resolution, funds from the Maintenance Reserve Account and appropriate the funds into the required maintenance budget lines;

NOW, THEREFORE, BE IT RESOLVED, that \$200,000 be withdrawn from the Maintenance Reserve Account and appropriated to the required maintenance budget line item 11-000-261-420.

vi. **Approval: Budget Appropriation Transfers**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **December 2019** as shown in the Journal Entry listing pursuant to Policy 6422.

vii. **Approval: Secretary's Line Item Certification**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **December 2019**;

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20- 2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

viii. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **December 2019**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Morgan seconded the motion.

Prior to the roll-call vote, Ms. Smith Wilson read the donations into record and thanked the responsible parties.

Mr. Morgan noticed in the appropriation, we are taking part of the extraordinary aid and allocating it to some unusually higher special education costs and that is why we are doing it. The district is also appropriating \$200,000 in maintenance reserve for projects.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Jan 3	Columbia Bank On-Line	096496-096497	47,010.64	S. Brogan
Jan 15	Columbia Bank On-Line	096499-096741	1,744,260.56	S. Brogan
Jan 22	Columbia Bank On-Line	096742-096809	248,193.79	S. Brogan
Dec 20	Payroll Transfer	P28926	991.92	S. Brogan
Dec 4	Electronic Transfer	R28777	243.23	S. Brogan
Dec 9	Electronic Transfer	R28947	123.50	S. Brogan
Dec 30	Electronic Transfer	F28929	22,234.17	S. Brogan
Jan 2	Electronic Transfer	R28931	117.49	S. Brogan
Jan 6	Electronic Transfer	L28923	7,917.14	S. Brogan
Jan 8	Electronic Transfer	R28948	508.57	S. Brogan
Jan 9	Electronic Transfer	R28928	69,933.70	S. Brogan
Jan 9	Electronic Transfer	H28927	1,161,834.54	S. Brogan
Jan 14	Electronic Transfer	L28949	3,458.92	S. Brogan
Jan 7	Food Service	62178-62178	44,491.79	S. Brogan
Jan 15	Food Service	620180	25,913.42	S. Brogan
Jan 22	Food Service	620181	97,139.85	S. Brogan
Jan 1	Columbia Bank Void Check	096193	(3,000.00)	S. Brogan
Jan 2	Columbia Bank Void Check	096482	(953.46)	S. Brogan
Jan 8	Columbia Bank Void Check	095184	(5,726.05)	S. Brogan
Jan 15	Columbia Bank Void Check	R28930	(243.23)	S. Brogan
Jan 21	Columbia Bank Void Check	095374	(240.00)	S. Brogan
Jan 21	Columbia Bank Void Check	095532	(1,500.00)	S. Brogan
Jan 21	Columbia Bank Void Check	095806	(30.28)	S. Brogan
Jan 21	Columbia Bank Void Check	096054	(106.26)	S. Brogan
Jan 21	Columbia Bank Void Check	096096	(2,300.00)	S. Brogan
		TOTAL	3,460,273.95	

*check 096498 misprinted

Ms. Brogan moved approval of all bills reviewed by her.

Mr. Morgan seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

IX. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan congratulated the Home and School Associations and Federated for the Wizards game.

Super Science Saturday is February 29th. More details will be provided at the next meeting.

X. COMMENTS FROM THE PUBLIC

At 9:40 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Laurie Weber, 235 South Irving Street, commented she asked a legitimate question before that the public has a right to know the answer to. Mr. Kaufman reiterated the question as a member of the Board and she expressed her appreciation. Ms. Weber felt Dr. Fishbein shut him down and was smirking while the parents were speaking.

Dr. Fishbein responded he was not smirking.

Ms. Weber continued she is not asking for Dr. Fishbein to give away any privacy or information that he cannot give, but just to explain why these people cannot see the video of their child being severely injured.

Ms. Smith Wilson advised public comment is not a dialogue. Ms. Weber acknowledged that fact.

Saurabh Dani, 390 Bedford Road, commented he has been trying to clarify the referendum timeline and what exactly the Board is voting on before we go to the vote in April. The way the bond attorneys explained it, once the state gives the final numbers for debt service, only after that can the final question be drafted, which the new board will be voting on. Mr. Dani stated the public has been repeatedly told the Board is working on a September referendum date and the state recommends that applications be sent to them by April 1st. LAN stated multiple times they need four months to prepare applications after the Board votes on the list of projects. Mr. Dani pointed out we do not have four months prior to April 1 and asked if that means the Board already leaked the list of projects to LAN and they are working on it. He asked if not, how will they do condense four months work into one month.

As a taxpayer, Mr. Dani wants to understand the extent of the commitment of the contract amounts that this Board is going to commit to LAN, knowing that an election is pending. Mr. Dani feels a new Board may cancel the current referendum plan and do the work in small batches, or over the next few years in multiple referendums, voters may reject the referendum, or the new Board may hire a new architect for detailed construction documents and construction administration. They may still continue with the state application and a long-range plan but the new Board may want to consider more options and different architects.

Mr. Dani asked the Board to read the LAN contract carefully and make it available to the residents to ensure they are not being committed for any money above and beyond submitting long range plans or debt service paperwork to the state. In the event the district continues to work with LAN on this referendum at their current proposed soft cost rate of 13%, then all of the money paid to them so far should be adjusted to the soft costs. Right now, the Board is paying LAN hourly, more than \$10,000 for the facilities tours, for every meeting they attend, and then they are charging 13% for the referendum. He felt all of these costs should be soft costs and the Board should not be paying LAN double money for work that has already been done once, including any hard exit charges. Mr. Dani repeated his request that the contract the Board votes on be available to the general public prior to the vote, at least the broad terms. Mr. Dani thanked Dr. Fishbein for addressing his questions from the last meeting, and stated he did not address why we need two auditoriums and the little theater, and observed if we do have both, then we are adding parking.

Lydia McCoy, 326 East Glen Avenue, thanked the Board for their hard work in evaluating the needs of our aging facilities and pointed out like many older homes they need repairs, and have noticed many homes are getting additions/renovations. She felt the community has a responsibility to take care of our school buildings and make sure they are, at the very least, adequate now, and in the future. She stated nobody moved here to have adequate educational

opportunities for their children. Ms. McCoy commented she has shocked at the years these buildings were constructed and thinks about the residents back then who voted to build these buildings. She observed that was a big expense and thinks of the thousands of students who benefited from their forward thinking.

Now, the Board is called to care for the aging buildings and ensure they continue to provide the kind of learning environment we want for our students going forward. Ms. McCoy expressed her support for the building referendum work described by LAN and supports the proposed addition to build an auditorium and rehearsal space. The fact that RHS is lacking an auditorium means we are not providing adequate space for the entire school community. The fact that RHS is lacking enough classrooms and storage space for the robust orchestra, choir and band programs, means that they do not have adequate learning space. Ms. McCoy agreed parking has always been an issue at RHS and she feels having a larger auditorium will not make the problem worse. It will give people somewhere to sit at existing events. There is currently not enough room at the campus center or at West Side which means only one person can usually come to their child's performance. Ms. McCoy noted there are many creative ways to deal with the parking and it should not be the reason why future students are denied the facilities they need and the kind we will be proud of in a district that says tradition of excellence is our standard. She does not know what the Board will do but the whole community needs to do something.

Laurie Weber, 235 South Irving Street, commented Ms. Smith Wilson admonished her during public comment time that this was a time for public comment and not conversation with a member of the Board, and Dr. Fishbein interrupted her and argued with her. She asked why he is not held to the same standard and if he should be, then he should be admonished as well.

At 9:51 p.m., no one else wished to address the Board.

Ms. Smith Wilson commented it is difficult to sit at the table and respond to people accurately on the spot. The Board is very careful not to say things that are not correct and they work hard to hear what everyone has to say with a neutral face. She observed sometimes emotions get charged. As a Board member, she has seen the communication on this issue and knows Dr. Fishbein is making a sincere effort to find a suitable and simple resolution.

Mr. Kaufman commented when he asked the question about the video, it was not to put Dr. Fishbein on the spot, but to explain to the public that it is a sensitive issue and we cannot talk about it. As a Board, they understand it and the reason why the footage is not being released.

Ms. Smith Wilson responded to Mr. Dani's question about the Board's intention to keep the little theater and have an auditorium. She explained the little theater seats 250 seats. It is a small venue with a small stage, but it is limited. The two, coexisting, would enhance the program. She remarked he asked a lot of other questions the Board will need time to study and respond to.

XI. DISCUSSION ITEMS

Mr. Mahmoud commented the Board hears a lot about parking at RHS and suggested it may be worth thinking of an about of the box idea. He thought perhaps the Board think of purchasing nearby property and adding space to the high school. If this is an issue the Board has heard about, not only related to the PAC but in general, it would only take a few million dollars to purchase houses for people who want to sell their homes.

Dr. Fishbein explained the Board would have to have an identified piece of property and need

to go out to referendum for money to purchase that specific property. The Board could approach neighbors but is a long process.

Mr. Morgan asked if we could put together a proposal to design a PAC where the tennis courts are, which we own, and on the house on the corner and the house next to it. He asked if we put together a proposal for that, negotiate with the owners to buy the properties, could it be a referendum all in itself.

Dr. Fishbein thought it could but commented we cannot get rid of the tennis courts. Mr. Morgan thought there were other places we can put them such as Brookside. Mr. Morgan believed thinking outside the box was a good idea. The district needs more space and it is worth consideration.

XII. ACCEPTANCE OF MINUTES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Acceptance of Minutes as listed below.

- December 16, 2019 Executive Session & Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Morgan seconded the motion, which was unanimously approved.

XIII. OTHER BUSINESS

Dr. Fishbein stated he did receive a phone call from a concerned resident that the Board was purchasing property and told the resident it was not a consideration of the Board. This member of the community contacted him because a real estate broker contacted her and he is not sure how this information got out there. He did not want the community to be concerned that the Board of Education is buying up property in Ridgewood. The district does not have the funds.

XIV. ADJOURNMENT

At 9:58 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan, and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Monahan, Timothy RHS	Macroeconomics Boot Camp New York, NY January 16, 2020	Professional Development	\$ 24	0
Morris, Karen Hawes/Willard	Distracted & Disorganized Kids in the Digital Generation – Nanuet, NY January 29, 2020	Professional Development	\$ 219	0
Acosta, Silvia Hawes	NJ Institute of Dyslexia Association Winter Institute for Food for Thought: Clark, NJ February 1, 2020	Professional Development	\$ 90	0
Caruso, Debra Hawes	NJ Institute of Dyslexia Association Winter Institute for Food for Thought: Clark, NJ February 1, 2020	Professional Development	\$ 90	0
Pollitt, Ashley RHS	NJ Institute of Dyslexia Association Winter Institute for Food for Thought: Clark, NJ February 1, 2020	Professional Development	\$ 60	0
Fenwick, Michelle Education Center	2020 School Law Conference Edison, NJ February 4, 2020	Professional Development	\$ 275	0
Nese, Janel Education Center	2020 School Law Conference Edison, NJ February 4, 2020	Professional Development	\$ 275	0
Wood, Danielle Education Center	2020 School Law Conference Edison, NJ February 4, 2020	Professional Development	\$ 275	0
Poelstra, Stacie Education Center	Leading SRI Reflective Learning Communities Institutes Tampa, FL February 12-14, 2020	Professional Development	\$2,370	0
Handy, Mary Lou GWMS	11 th Annual Trip to Cambodia Phnom Penh & Siem Reap, Cambodia February 15-26, 2020	Professional Development	\$1,100	4
Ong, Jerome Willard	Augmented Reality & Virtual Reality for Education Workshops Ramsey, NJ February 25, 2020	Professional Development	\$ 200	1
Monahan, Timothy RHS	Google for Education Trainer Workshop Series New York, NY February 26, 2020	Professional Development	\$ 24	0
Nese, Janel Education Center	Section 504 in NJ: An Updated Guide to Identifying & Planning for Students with Disabilities – Parsippany, NJ February 27, 2020	Professional Development	\$ 220	0
Wood, Danielle Education Center	Section 504 in NJ: An Updated Guide to Identifying & Planning for Students with Disabilities – Parsippany, NJ February 27, 2020	Professional Development	\$ 240	0
Mahoney, Marissa BFMS	ASAP-NJ Embracing Wellness in Our Students & Ourselves Atlantic City, NJ February 27-28, 2020	Professional Development	\$ 351	0

Wearley, Meredith BFMS	ASAP-NJ Embracing Wellness in Our Students & Ourselves Atlantic City, NJ February 27-28, 2020	Professional Development	\$ 564	0
Cerbasi, Joyce Education Center	Teaching Math in the New Real World Demarest, NJ March 9, 2020	Professional Development	\$ 200	0
Cook, Keith RHS	60 th Annual Director of Athletic Administration of NJ Conference Atlantic City, NJ March 16-19, 2020	Professional Development	\$1,046 (to be paid out of RAA funds)	0
Rubin, Lindsay Orchard/Ridge	Anxiety & School Avoidance Paramus, NJ March 19, 2020	Professional Development	\$ 40	0
Gorman, Thomas RHS	NESSC 2020 Conference Norwood, MA March 23-24, 2020	Professional Development	\$ 837 (to be paid out of RAA funds)	0

The total cost for these conferences is \$6,617 and \$1,883 to be paid from RAA funds. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$134,139 leaving a balance of \$57,299.

The total cost of substitutes for these conferences is \$500. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$20,600.

FIELD TRIPS FOR APPROVAL

January 27, 2020

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
01/15/20	RHS	Lina's <i>Northern Region Advisor Mtg</i> Bloomingdale, NJ	1 member of DECA	1	0	0	\$12 (mileage & tolls)	yes	no
01/17/20	RHS	Kean University <i>State Officer Interviews</i> Union, NJ	1 member of DECA	1	0	0	\$24 (mileage & tolls)	yes	no
01/29/20	RHS	NY Armory <i>Metropolitan Invitational</i> New York, NY	7 members of the Track team	1	0	0	\$281 (driver)	no	yes
02/01/20	BFMS	Bergen Community College <i>Math Counts Competition</i> Paramus, NJ	10 members of Math Counts	1	0	0	\$0	yes	yes
02/01/20	RHS	Hillsborough HS <i>Color Guard Competition</i> Hillsborough, NJ	18 members of Winter Guard	2	0	\$0	\$740 (bus)	no	yes
02/03/20	RHS	BFMS & GWMS Ridgewood, NJ	18 grades 9-12 art students	5	0	\$0	\$82 (driver)	no	yes
02/04/20	RHS	Bow Tie Theater <i>1917</i> Ridgewood, NJ	167 grades 11-12 social studies students	7	0	\$0	\$0	no	yes
02/04/20	RHS	Federal Reserve Bank of NY New York, NY	6 grades 11-12 social studies students	1	0	\$0	\$165 (train)	yes	yes
02/04/20	RHS	SUEZ Water Treatment Plant Haworth, NJ	14 grades 9-10 special education students	3	0	\$0	\$0	no	yes
02/06/20	RHS	Bergen County Academies <i>AMUN Conference</i> Hackensack, NJ	15 members of Model UN	1	0	\$0	\$0	yes	yes
02/07/20	RHS	Bergen County Academies <i>AMUN Conference</i> Hackensack, NJ	15 members of Model UN	1	0	\$0	\$0	yes	yes

FIELD TRIPS FOR APPROVAL

January 27, 2020

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/12/20	RHS	Valley Hospital Ridgewood, NJ	16 grade 10 Science/CMP 1 Program students	1	0	\$0	\$0	no	yes
02/13/20	RHS	GWMS <i>Orchestra Program Presentation</i> Ridgewood, NJ	37 grades 10-12 music students	2	0	\$0	\$334 (bus)	yes	yes
02/13/20	RHS	Rutgers University Newark, NJ	30 grades 9-12 social studies students	3	0	\$0	\$650 (bus)	no	yes
02/15/20	RHS	Marple Newton High School <i>Color Guard Competition</i> Newton Square, PA	18 members of Winter Guard	2	0	\$0	\$740 (bus)	no	yes
02/21/20	BFMS	Stop & Shop Ridgewood, NJ	13 grades 6-7 special education students	2	0	\$0	\$0	no	yes
02/23/20	RHS	Lillian Booth Actors Home <i>Recital</i> Englewood, NJ	4 members of the Band	1	0	\$0	\$0	yes	yes
02/29/20	RHS	Camel Rock HS South <i>Color Guard Competition</i> South Hampton, PA	18 members of Winter Guard	2	0	\$0	\$740 (bus)	no	yes
03/07/20	RHS	South Brunswick High School <i>Color Guard Competition</i> South Brunswick, NJ	18 members of Winter Guard	2	0	\$0	\$740 (bus)	no	yes
03/10/20	BFMS	Valley Hospital Ridgewood, NJ	13 grades 6-7 special education students	2	0	\$0	\$0	no	yes
03/10/20	RHS	Federal Reserve Bank of NY New York, NY	6 grades 11-12 social studies students	1	0	\$0	\$165 (train)	yes	yes
03/11/20	RHS	Federal Reserve Bank of NY New York, NY	6 grades 11-12 social studies students	1	0	\$0	\$165 (train)	yes	yes

FIELD TRIPS FOR APPROVAL

January 27, 2020

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
03/28/20	RHS	Branchburg Central MS <i>Color Guard Competition</i> Branchburg, NJ	18 members of Winter Guard	2	0	\$0	\$740 (bus)	no	yes
03/29/20	RHS	Brooks Atkinson Theater <i>SIX, The Musical</i> New York, NY	42 grades 9-12 arts students	3	0	\$0	\$450 (bus)	no	yes
04/02/20	BFMS	Ridgewood Public Library Ridgewood, NJ	13 grades 6-7 special education students	2	0	\$0	\$0	no	yes
04/18/20	RHS	RJW Barnabas Health Arena <i>Color Guard Championship</i> Branchburg, NJ	18 members of Winter Guard	2	0	\$0	\$740 (bus)	no	yes
04/21/20	BFMS	Ridgewood Post Office Ridgewood, NJ	13 grades 6-7 special education students	2	0	\$0	\$0	no	yes
04/21/20	RHS	Federal Reserve Bank of NY New York, NY	6 grades 11-12 social studies students	1	0	\$0	\$165 (train)	yes	yes
04/21/20	Somerville	Planet Hollywood & New Amsterdam Theater New York, NY	52 grade 5 students	10	0	\$0	\$0	yes	yes
05/07/20	BFMS	Valley Hospital Ridgewood, NJ	13 grades 6-7 special education students	2	0	\$0	\$0	no	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

January 27, 2020

Overnight Trips - Cocurricular

ATTACHMENT B

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/15/20 to 2/26/20	BFMS/GWMS Orchard/Ridge RHS	Phnom Penh & Siem reap Cambodia	11 members of the Cambodia Club	3	0	\$0	0	\$0	\$1,100 (airfare)	yes	yes
02/21/20 to 2/23/20	RHS	Roland E. Powell Convention Ctr. <i>Reach the Beach Nationals</i> Ocean City, MD	18 members of Varsity Cheer	1	0	\$0	0	\$0	\$0	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

January 27, 2020

Overnight Trips - Paid

ATTACHMENT B

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
03/19/20 to 3/21/20	RHS	Tour of Washington, DC	32 grade 11 American Studies students	0	2 for two nights	\$800	0	\$0	\$800	yes	yes

Ridgewood Community School
New Trips, Tours and Classes – Spring 2020

Day Tours

Catacombs by Candlelight Tour of The Basilica of St. Patrick's Old Cathedral
Lunch and Tour of The Culinary Institute of America & Woodbury Common Premium Outlets
Trolley Tour of Greenwood Cemetery, DUMBO & Red Hook, Brooklyn
Cherry Blossom Time at The Brooklyn Botanical Gardens & The Snug Harbor Cultural Center
American Institute of Architects' Yacht Cruise Around Manhattan
Whale Watching & Dolphin Adventure Cruise from Jamaica Bay Wildlife Refuge in Queens
The Grounds for Sculpture & Washington Crossing State Park
KUSAMA: Cosmic Nature Special Exhibit at the New York Botanical Gardens

Multi-Day Tours

The Guest House at Graceland, Graceland & Elvis's Birthplace
Yosemite National Park, Lake Tahoe, Sequoia Trees, Napa Valley, Virginia City & Reno
Derek Jeter Induction Ceremony at National Baseball Hall of Fame Weekend in Cooperstown
Christmas Time in Nashville & The Opryland Hotel

Careers

Licensing 102
Internet Basics for Small Business
10 Rules for Social Media Dominance

Culinary

Simple Appetizers You Will Love
Pasta – An Italian Cuisine
Updating Stuffed Vegetables
Making Marshmallows....Including PEEPS
Sheet Pan Dinners (featuring new recipes!)
Tuiles
Sheet Pan Desserts
Unusual Tarts

Dance

Youth Yoga
Me & My Shadow – Early Childhood Program

Finance

Understanding Annuities: Everything You Want to Know About Annuities But Were Afraid to Ask

Handcrafting

Intro to Embroidery
Crochet Fundamentals
Open Studio: Crochet

Health

Usui Reiki One Certification Course

Usui Reiki Two- Practitioner Certification Course

A Fun and Fascinating Guide to Creating Crystal Grids

Home

Moving Magic

Leisure & Personal

Getting Unstuck

Advanced Beginner Bridge

Pre-Intermediate Bridge/Modern Conventions

Intermediate Bridge: Polishing Your Bidding

Bridge Topics for Advancing Players

Liberal Arts

Motown Records and Barry Gordy

Alexander Hamilton – Secretary of the Treasury

Sports

Tee it Up with TGA

Junior Edition

Golf for Children

**Ridgewood Community School
Spring 2020 Employees**

Adult Education

Account #13-602-100-101-00-60-060-001

Carl Andreasen
Tyler Ardizzone
Robert Austin
Cyndi Avedon
Marina Bardash
William Brown
Robert Burke
Vivian Burns
Alain Chahine
Martine Chahine
Catherine Chriss
Susan Christopher
Mary Lee Costello
Roger Davidoff
Jean (John) DiCostanzo
Dawn Dittmar
Patricia Ermilio
Rick Feingold
Ellen Feld
Linda Ferraro
Mary Fitzgerald
Lisa Fondo
Irene Fortunato
Stephen Fowls
Julian Garcia Medina
Mary Ann Gebhart
Diana Gibson
Gwendolen Gross
Burton Hall
Fred Hammond
Yasuko Hansen
Amy Harrison
Kim Hendrickson
Lynn Howells
Alex Ishkanian
Fran Kelley
Kathleen Kiedaisch
Terry Kovalcik
Lois Kramer-Perez
Tomohiro Kubo
Michelle Kupfer
Susan Liebowitz

Adult cont.

Isabel LeLuc
Karen Livianos-Centauro
Robert Livingstone
Angela Maniaci
Michael Manna
Vincent Marchese
Deirdre Mastrangelo
Evelyn McKinnon
James Michels
Amy Nellissen
Samuel Nutile
Buse Ozler
Eugene Papay
Myra Petretti
Harold Petzold
Joel Popadics
Jason Prood
Garry Poznick
Harris Reinstein
Dawn Romeo
Aliza Rosen
Donald Rubin
Eric Santoli
Zahava Schwartz
MT Schwartzman
Joseph Scillieri
Chuck Soloman
David Spiegel
Joan Tarrant
Akemi Thompson
Steve Tichenor
John Tully
LaShondra Tyree
Jennifer Ulman
Neil Valere
Richard Van Der Wall
Patricia Vangieri
Linda Voogd
Lesley Whyard
Anne Winner
Maksim Zaitsev

Driver Education**13-424-100-101-00-60-060-001**

James Cosgrove
Robert Currier
Peter Kay
Ronald Knott
Candace Mitola
Robert Ransom
Jennifer Ross
Andrea Watson*

Junior Edition**13-423-100-101-00-60-060-001**

Lisa Alexander
David Bailey
Andre Baruch
Matthew Beaumont
Megan Beaumont
Matthew Bilyk
Kenneth Brescia
Vivian Burns
Louise Butler
Zhe (Gil) Cheng
Mary Consol
Eva Conti
Kate Cosco
Patrick Driscoll
John Eichmann
Gary Fink
Mauricio Garcia
James Garde
Max Gieselman
Daryl Goldberg
Benjamin Hankle
Christine Ims
Ronald Knott
Greg Landes
Patricia Lazzara
Robert Livingstone
Patrick Mannion
Ann Monton
John Monton
Benjamin Neville
James Ponchak
Michael Pounds
Robert Ransom

Junior Edition cont.

Michael Troy
Maksim Zaitsev

Maker Space Volunteer - Adult

Thomas Puleo

Substitute Secretary RCS Office

13-602-200-105-00-60-060-001
Kathleen Kiedaisch
Eileen Rix

BOARD OF EDUCATION
MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
FEBRUARY 10, 2020

Minutes of the Regular Public Meeting of the Board of Education held on February 10, 2020, at 7:00 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: None

Visitors: There were approximately thirty visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. ORCHARD SCHOOL SOIL REMEDIATION PROJECT UPDATE

Dr. Fishbein reported on the Orchard School Soil Remediation. A letter was sent to the community last Friday indicating what has been addressed to date, which included the following:

- NJDEP signage has been installed on the property in three places.
- Mulch was added to the playground as a precautionary measure and to alleviate concerns.
- Historic soil testing reports and other documentation was loaded on our website.
- Requested a public meeting with the NJDOH to be scheduled as soon as possible.
- Consulted with LAN Associates LSRP to review and comment on phases of work. Due to scheduling constraints and prior work conducted, causing a delay in changing LSRP's at this time may impede getting the project done this summer.
- Working on parallel paths, the district has met with a different recommended LSRP. While we have had discussions and they have visited the site, the district awaits their proposal which needs to include guarantees to get the work done per the February 2020 deadline.
- Remedial Action Workplan is nearing completion and will be posted on our website when it is submitted to the NJDEP.

V. PUBLIC HEARING ON POLICY & REGULATION 2361 – ACCEPTANCE USE OF COMPUTER NETWORKS/COMPUTERS/PERSONAL ELECTRONIC DEVICES (PEDs) AND RESOURCES IN ACCORDANCE WITH THE CHILDREN’S INTERNET PROTECTION ACT AND THE NEIGHBORHOOD CHILDREN’S INTERNET PROTECTION ACT (AS LISTED ON ATTACHMENT A, pages 757-773)

At 7:05 p.m., the public hearing opened.

A. DISCUSSION ON CHANGES TO POLICY SINCE LAST YEAR

Dr. Fishbein reported each year we are required to present publicly Policy and Regulation 2361 – Acceptable Use of Computer Networks/Computers/Personal Electronic Devices (PEDs) and Resources, that includes the Neighborhood Children’s Internet Protection Act. This year there have been no changes made to the policy or regulation. The last revision was made in 2017.

B. COMMENTS FROM THE PUBLIC

At 7:05 p.m., Ms. Smith Wilson asked if there were any comments from the public. No one wished to address the Board.

C. CERTIFICATION OF RIDGEWOOD PUBLIC SCHOOLS COMPLIANCE WITH THE CHILDREN’S INTERNET PROTECTION AND NEIGHBORHOOD CHILDREN’S INTERNET PROTECTION ACT

i. Approval: Certification of Ridgewood Public Schools Compliance with the Children’s Internet Protection Act and Neighborhood Children’s Internet Protection Act

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the certification that the Ridgewood Public Schools, including media centers/libraries in district, are in compliance with the Children’s Internet Protection Act and Neighborhood Children’s Internet Protection Act and that the school district enforces the requirements of these Acts and Policy.

Ms. Brogan moved approval of the Certification of Ridgewood Public Schools Compliance with the Children’s Internet Protection Act and Neighborhood Protection Act.

Mr. Morgan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

D. CLOSE PUBLIC HEARING ON POLICY & REGULATION 2361 ACCEPTANCE USE OF COMPUTER NETWORKS/COMPUTERS/PERSONAL ELECTRONIC DEVICES (PEDs) AND RESOURCES IN ACCORDANCE WITH THE CHILDREN'S INTERNET PROTECTION ACT AND THE NEIGHBORHOOD CHILDREN'S INTERNET PROTECTION ACT

At 7:07 p.m., the public hearing was closed.

VI. PRESENTATIONS

A. ELEMENTARY GUIDANCE PROGRAM UPDATE

Elementary School Guidance Counselors Dave Tashian, David Pfeiffer, and Lindsay Rubin provided a year one update. The elementary school years set the foundation for developing knowledge, attitudes and skills necessary for children to become healthy, competent and confident learners. The counselors' goal is to help kids feel safe and support their social emotional needs. By providing education, prevention, early identification and intervention, elementary school counselors help their students achieve academic success and develop social-emotional skills in response to issues they face.

Counselors are working with students utilizing mindfulness practices, managing peer conflicts, dealing with grief and loss, phobias, school avoidance, coping skills and emotional regulation. Support is provided throughout lunch and recess by observing student dynamics, lunch groups, facilitating friendships, and providing feedback to teachers and parents.

Collaboration with teachers includes developing in-class strategies to assist students socially, emotionally, behaviorally, and academically. Counselors assist teachers with parental concerns, create positive reinforcement chart, suggest classroom management techniques and provide important student background information.

Counselors are partnering with parents as the initial liaison between administration and teachers, navigating general education supports, being the initial contact for general concerns, providing referrals for community resources, and collaborating with outside agencies.

Three elementary counselors are shared with six schools. Their average caseload is 830:1 (state average is 425:1). The program is based on a K-12 multi-tiered school based mental health model and provides Intervention and Referral Services throughout the district as well as assisting with 504 plans.

Next steps include meeting the needs of two buildings, creating and implementing grade-level SEL activities, providing consistent support for students, teachers, parents, and administrators; and enhancing a student culture of acceptance when others struggle with social, emotional, and academic challenges as well as a culture where students are encouraged to seek help to navigate these challenges. Feedback has been positive.

Dr. Oates Santos shared there is an overall feeling of a palpable sigh of relief the whole school staff, community, students and parents feels, that they have these experts to go to who can teach students the kind of skills they need for academic and social success, and enjoying a meaningful life. [Click here](#) to view the presentation.

Ms. Brogan asked how the counselors are managing their time between two schools and if there was a greater need at one school. Mr. Tashian replied it varies one week to the next and they are experimenting with different schedules.

Ms. Brogan asked if they see themselves, down the road, needing to be in one school full time and see the work progressing where it may be a good model to have someone dedicated in one building.

The counselors explained there is consistency to have one person in each building all day and students who are needy students do well with consistency and security. It would also allow them to get into the culture of each building.

Ms. Brogan expressed her support of the program and asked that as we move forward, it would be helpful for her to understand how the program might grow if there was the ability to expand it.

Mr. Mahmoud thought it was a positive program and asked how we measure the impact it is having on the children.

Mr. Tashian responded one way to measure it is through teacher input and seeing if making that connection with their social emotional well-being is helping their performance in the classroom, as well as parent feedback and if there is a difference at home and in their behaviors. Quantitatively, it is hard to measure.

Mr. Pfeiffer replied there is a lot of research right now and if we are not reaching students at the emotional level, they are not open to learn. Sometimes we are putting a lot of effort into remediating but not addressing the emotion behind it.

Mr. Morgan inquired what percentage of time the counselors are spending with students versus individual students and groups.

Mr. Pfeiffer spends most of his time with students, but not always one on one. Sometimes he is in the classroom doing lessons. Then his time is spent with teachers and parents. Ms. Rubin commented they are still trying to figure it out and they always try to prioritize students above all else.

Mr. Morgan asked if the program was expanded and they were in one location five days per week, what area would they put more emphasize on.

Mr. Tashian felt the counselors would be able to get into classes more and develop lessons. They are only in the building for a short time so they try not to rush through it.

Mr. Pfeiffer added consistency is important and students should have multiple support systems. He feels he can be more effective being in one building all day.

Ms. Rubin explained by expanding the program, it would touch all students, and students who need less intensive support can still participate in more school wide activities and initiatives.

Ms. Smith Wilson thanked the principals and counselors for creating the program.

Ms. Smith Wilson announced based on the conversation at the last meeting, there are two presentations left that will probably take until 8 – 8:15 p.m. and out of respect for the people that are here, she would open the meeting to public comment and there will be another opportunity later in the meeting.

VII. COMMENTS FROM THE PUBLIC

At 7:29 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Josh Ford, 333 West End Avenue, has a daughter in Orchard, was here due to the Orchard remediation process. He had two questions and one notice to the Board. Mr. Ford noticed some flagging on the Diamond Brook Creek and asked if samples were collected.

Dr. Fishbein responded they were mapping.

Mr. Ford continued if they were collecting new data, he assumed Dr. Fishbein would let the community know. He stated in Dr. Fishbein's letter of February 7, he read that the district had an LSRP at LAN who was consulted on the remediation. The letter said 'given scheduling constraints and prior work, LAN recommended keeping WSP on board.' Mr. Ford asked if LAN issued an opinion on the validity of the remedy.

Dr. Fishbein replied there is no written opinion but LAN feels the remedy is good.

Mr. Ford asked the name of the LSRP. Dr. Fishbein replied Gerritt Visich.

Mr. Ford observed there are a lot of people at the school interested in getting this fixed correctly. The community had signatures of over 100 parents on a petition that was submitted to the DEP in which under the regulations, they are allowed to ask for additional public outreach. A lot of the things they have asked for in the petition and what the process is, is that it tells the responsible party, the Board, that the public wants to be kept in the loop and know certain things, based on the needs they are expressing to the Board. He provided a copy of the petition to the Board and will send an electronic version to Dr. Fishbein. This is just to let the Board know they have things the Board is already taking care of, but there are some things they would like to see more transparency on; i.e. with respect to submitting reports they want to know when those are going in.

Leila Elashmawy, 640 Kenwood Road, has been going around the school with Laurence trying to get opinions and see what the student body thinks of the calendar issue, and found how much people are in favor of it, and pointed out other members in the audience who were there to support it. She read an unpublished article of the *Ridgewood High Times* supporting the need to include EID, Diwali and the Lunar New Year on the calendars in order to reflect the community's cultures, religions and backgrounds.

Aaron Friedman, 446 Sheffield Road, student at RHS and vice president of the class of 2021, expressed his strong support of the planned calendar which includes days off for Diwali, EID and the Lunar New Year. As Ridgewood has become more diverse, more holiday inclusion has become crucial. He conveyed his support for a new auditorium as it is a dire need for the school community and felt RHS was being held back without a true auditorium.

Rebecca Katzman, 70 Crest Road, stay at home mom with three children in the system, commented when schools are closed, her family does not suffer financial hardship. Ms. Katzman expressed her surprise that a survey was administered regarding the school calendar. She never received the survey since it was only sent to one parent per family. She provided her feedback on the survey. Ms. Katzman is raising Jewish children and made the decision to send them to a secular school. Ms. Katzman feels rather than adding three additional holidays, the calendar should only follow state and federal holidays. This action is not a step backward and not without precedent; it is recognition that the community has grown beyond the Jewish population. Ms. Katzman believes adding more minority religious holidays does not show respect for diversity; but, places assumed value on some religions over others. She feels as a parent it is her responsibility to decide whether her children stay home or go to school on their holiday. Ms. Katzman feels that students and adults do not learn diversity and acceptance of other cultures by having a day off from school. She stated if students feel they are falling behind or will miss too much school, that is an actual question about acceptance. If the school system cannot function due to the number of students and teachers who are out for observance of a holiday, that is another question. Ms. Katzman hoped those on the calendar committee are given the opportunity to hear her opinion and when the proposed calendar comes back for a vote, she hopes the decision is based on demographic facts.

A freshman at RHS expressed her appreciation that having EID as a day off is being considered. To her and other Muslims in the community, they would feel more included if EID was a day off, and feeling included is a big part of the Ridgewood community.

Another student from RHS commented although one day may not seem like a lot, that one day is putting students at a disadvantage because RHS has a rigorous, fast paced curriculum. From his own

experience, one day can lead to one week of trying to catch up on work, which puts a lot of stress on students. He knows students would appreciate the day off on EID and other holidays.

Adam Barth, 70 Crest Road, commented Ridgewood Public Schools are secular, not religious institutions, funded by the government, whose legitimacy is based on the separation of religion and state. Mr. Barth stated if the Board wishes to make the ill-advised decision to favor certain religions and holidays over others, they need to articulate clear standards for their decision. No standard or rational basis has been brought forth to explain why the Board favored some religions and holidays and not others. The process to these proposed changes to the calendar were more bothersome than the actual result. Mr. Barth indicated there was near zero public support for the changes. What he found more troubling, was that the Board still wants to proceed. The support was a poorly distributed survey, with only 1,920 responses (with a population of over 25,000), and only 9% favored closing of the schools. Mr. Barth believes the Board should think significantly about the gravity of what it has chosen to do with the calendar, and the means by which it has chosen to do so. Mr. Barth indicated the decision to go ahead is a betrayal of public trust and will have severe long-term consequences.

John Baker, 252 Lakeview Drive, announced it is 45 days (actually 56) since he has asked about the FERPA response and he still has not heard anything. The district giving him an answer by Dr. Yankus looking at the video does not give him the access, which is what it states in the FERPA law. The district clearly knows what FERPA is as it is all over our website. He questioned when he would get a real answer.

Maddie Ewell, 102 California Street, RHS senior and member of chamber orchestra, expressed her opinion about how a PAC would be extremely valuable to the music department because it would give students an opportunity to delay the hectic environment they experience on a day to day basis. There are two music rooms; one is dedicated to choir and one is dedicated to band; the orchestra does not have a home. She described a typical day of moving chairs, moving instruments, and getting their classroom in order, which adds 15 minutes to their already short period. Small ensembles also lack space to rehearse and usually meet in a business classroom. She believes the teachers in the music department handle it well but thinks Ridgewood has the ability to give the high school the resources that it needs and that is what the district should focus on.

Alison Baker, 252 Lakeview Drive, was here last week regarding her son who fell and reported the video footage did clearly record the information. She and her husband have also put in an OPRA request, which does have a timeline of seven business days, which would be up tomorrow. She has still not heard anything back from that. In addition, she and her husband have met with the school 504 committee to implement an emergency 504 plan for her son, who is still suffering consequences from his concussion. The date of the meeting was January 28 and she is still waiting for the finalized plan to follow up on requests she made to be edited and updated to be in her son's best interest, and for him to be a well-educated and good learner within the community and school.

Liam Kahan, 41 Park Slope Road, RHS sophomore, talked about the bond referendum and how much the music program has meant to him. The music program is a place for students to pursue musical improvement and goals, and to participate in a community and plan and play good music. Liam felt the success of the program is being challenged by overcrowding. He spoke about how there is not enough space in RHS to hold the music classes, the space in GWMS, and how the orchestra class has no identity and home. Liam communicated the need to expand the classroom space for the music program and urged the Board to consider giving the school a true auditorium.

Bonita Shimpfkey, 256 Hempstead Avenue, spoke about the Orchard remediation. With regards to hiring LAN, she asked how it is considered independent, concerning all the work they are currently doing for the Board.

Ms. Smith Wilson advised the Board does not use this time to answer questions.

Ms. Shimpfkey asked if the insurance policy has been reviewed so the public can determine how the remediation is being paid for as some of the costs are of concern to the taxpayers. She asked if WSP would be responsible for a portion of the cost. She asked about the VOC results and wanted to make sure the air the kids are breathing inside the building is safe. She asked if the results could be posted on the website.

Ms. Shimpfkey commented instead of being home with her kids she is here due to incompetency and negligence. As superintendent, Dr. Fishbein's job is to oversee the operations of the district and Dr. Fishbein is their leader, who they trust with their children's well-being and education. Ms. Shimpfkey stated Dr. Fishbein's job is to make sure the education and well-being of all students a fundamental value of all of his decision making and she felt he failed to uphold his code of ethics. This past Friday, Orchard had their talent show. Ms. Shimpfkey asked how the Board can let innocent children be exposed to carcinogens in the soil for all this time. She questioned how they sleep at night. Ms. Shimpfkey stated Mr. Terry submitted a report in 2014. The district filed an alternative remediation standard application in 2019 which was rejected by the DEP. The district had all of this time to notify parents and close the field but they did not. They allowed innocent children from Orchard and others to continue to use the fields, which she felt was a disgrace. These children played on a field with a maximum concentration of pH of almost 18 parts per million when the residential standard is 0.5. Ms. Shimpfkey declared for the rest of her life, every time she hears a sneeze, a cough or a complaint of a headache, etc. she will be wondering if it is a cold or something else, and she will think of the Board, and hold each and every one of them responsible for their actions.

Greg Barisonek, 198 Bellair Road, was very upset about the soil remediation but also looking to move forward. He stated it is incredibly important to get the remediation done and put it behind us. Mr. Barisonek requested there be a look back at what transpired; an independent review. He feels the Board needs to learn from this and put protocols and assurances in place so this does not happen again. According to how most parents feel, this cannot happen again anywhere, but it will. He asked again that the Board go back and look at what happened and where the failures occurred. Mr. Barisonek thought it was important to know that the Board, going forward, has the community and kids' best interests in mind. He would also like a written opinion from LAN on the remediation proposal. Mr. Barisonek did not understand why taxpayers have to foot the bill on something done improperly by WSP years ago.

Kendall Smith, 496 Lincoln Avenue, expressed the same sentiments as others. He feels communication in the community is ongoing and as part of transparency, the community is organizing a committee to organize Orchard parents to espouse transparency in the process. He believes the community deserves it and demands it. As the committee is organized, they will be obtaining signatures and a petition, in addition to what has already been done, and will be alerting council members, the mayor, congressmen, senators, the governor, and the DEP. The situation is remedial and able to be solved with the process in place that they have learned from Josh Ford, an expert in the area, and he suggested the Board get it done and address it in a timely manner.

Todd Allievi, 65 Boyce Place, talked about the remediation plan and felt the two most important words spoken were transparency and notification, which he thought were glossed over. Mr. Allievi's opinion was the community is fortunate to have Mr. Ford otherwise the public may still not know what is going on. He expressed his frustration that the community has to have an environmental expert, collect petitions, bring the situation to a new level with the DEP, and go around explaining to neighbors and parents because they are not being notified and there is no transparency. Mr. Allievi found it shocking that instead of being home helping his children with homework, he had to be here and join committees due to insufficient transparency and notification, as well as the fact that this has been going on for a decade. Mr. Allievi shared the majority of the parents feel the same way he does. Mr. Allievi directed an unwarranted comment to Laurence, who he felt was not paying attention to him.

Ms. Smith Wilson advised Mr. Allievi to direct his comments to her and pointed out Laurence was not a board member, but our RHS student representative.

Mr. Allievi continued parents have lost their confidence and trust in the Board. He talked about his experience before different kinds of boards and does not see the attention here that this situation deserves. Mr. Allievi summed up his comments by saying everything should be in writing from LAN, nothing should be verbal.

Julie Stewart, 284 Prospect Street, expressed her compassion for the Orchard parents. She talked about the need for attention to the music department at RHS. As a neuropsychologist and resident, she believes music is more than an extracurricular activity. Music has a profound impact on cognitive development, and integrates cognitive development on many levels, including fine motor development, auditory and visual processing, memory, and many other things. Research shows that students who perform a musical instrument have a seven-point advantage in their intellectual test. Ms. Stewart believes music is the perfect way to teach hard work, perseverance and determination. Ms. Stewart spoke about how the music program has grown due to the excellence of the teachers at RHS and the need to support and enhance the music department.

Alison Vega, 6 Lennox Avenue, graduate of RHS, commented as far as the referendum is concerned, growing up at the high school before it was redone and now looks like a college, she did not have a campus center and she survived. She thinks it is a good idea going forward to improve the music department if we can find the money to do it. As an Orchard parent, she asked for the Board to be transparent and give the community as much information as they can. Her daughter is going to be a member of the Orchard community and Ms. Vega wants to have faith and trust in everyone. She implored the Board to get this fixed right so they will not have angry parents coming here.

Lisa Ertle, 687 Ellington Road, and member of the board of Ridgewood Friends of Music, stated as a health care provider, the applications of music are far-reaching and more is being learned about our brains, pain management, and understanding how to fix neurodegenerative disorders through music. Ms. Ertle declared we would see much more about the importance of music in the future and pointed out we do not have a large auditorium at RHS. Ms. Ertle feels music is as integral to being human as it is to cultures in every society and as important as sports. The communal experience of music and being together is continually alienated. She thought it was important for people to be able to convene in a large space and experience a live performance. She asked the Board not to underestimate the importance of the music program and to invest in the future.

Kristen Bluemel, 229 Oak Street, expressed her support for the bond referendum and improving and expanding the music offerings at the high school. She thinks the music program is the best thing at the high school and would love to have a properly designed space for students to move forward.

Julie Stewart, 284 Prospect Street, commented her son chose Ridgewood High School over Bergen Academies specifically because the music program is so exceptional, even though the facilities at Bergen Academy are better. Ridgewood has a top-notch program and Ms. Stewart feels to ignore it would be criminal.

Hyuan Zu Kwak, 291 Highland Avenue, commented each morning parents drop off their kids with the expectation that their kids will be safe since school is a place of learning under a safe environment. That expectation is being challenged at Orchard and she implored the Board to do more than the minimum required to remediate the historic fill and make Orchard safe. She acknowledged much planning is being done but feels there needs to be more transparency. Ms. Kwak continued Ridgewood decided to apply for the lower recreational standard without any input from the community. In May 2019, Ridgewood received a decision from the NJDEP that the site needed to be remediated to residential standards because residential standard is the only standard that applies to sites where school and/or childcare facilities is present. She observed the children and parents were unaware of the process. In January 2020, a communication was sent out only to current Orchard parents. For seven months, there was no open or public discussion to raise awareness and involve the community on how best to contain the damage to the children. Ms. Kwak remarked children continued to play on the grounds and unless your child is currently enrolled in Orchard, you did not know that you were being exposed to toxic, historic fill filled with lead and harmful elements. Ms. Kwak felt the selection of LAN to oversee WSP is adding fuel to the fire, since LAN is currently the lead architect of the district's capital projects. Ms. Kwak believes

the community needs a truly independent consultant to oversee this critical remediation. Lastly, the NJDEP has said that because the field contamination was discovered before 2010, it is not beholden to certain remediation standards. Ms. Kwak thought the Board should do more than the minimum and make it as safe as possible for the children.

Todd Rothman, 197 Katherine Road, came to speak about the Orchard soil remediation and remarked the RHS music program is fantastic. He provided an analogy regarding hiring a contractor to build your house who needs to keep up with state guidelines, who is aware of needed repairs but does not make them yet you still keep them as your contractor, to the situation with the district having LAN oversee the Orchard soil remediation. He questioned if we knew all these things, why we would trust and still be working with the same contractor.

Josh Shimpfkey, 256 Hempstead Avenue, commented he never heard about the issue of adjusting the calendar and it seems the separation of church and state is the right course to maintain. He expressed his frustration about the Orchard soil, which at best is negligent and at worst it seems like a grave indifference to sit on that kind of information for that long when dealing with little children. Mr. Shimpfkey observed the district has Josh Ford, who is an asset and willing to help, and it seems as if the district is pushing back and all it does is fan the optics that it is us versus them. Mr. Shimpfkey felt the district needed to work with Mr. Ford for a solution to make Orchard safe.

At 8:23 p.m., no one else wished to address the Board.

PRESENTATIONS (continued)

B. REFRENDUM

Dr. Fishbein presented the facility improvement recommendations that have been discussed over the past several years. He provided information on what a bond referendum would provide for the district, how we have maintained our existing buildings through capital improvements over the years, facility areas in need of improvement, estimated cost of HV, window and other building improvements, information on the RHS performing and practical arts improvements, estimates for bond structuring, and the estimated tax impact analysis. [Click here](#) to view the presentation.

Dr. Fishbein also reviewed outstanding questions and concerns regarding parking and traffic, if we need an RHS parking structure, if the Board wants to purchase surrounding property, how accurate the cost estimates are, the needs assessment of the auditorium, including addressing instructional space, and the need to determine the final parameters for the comparison of the EI and LAN studies.

Although Dr. Fishbein would like to recommend moving forward with the high priority projects and the RHS Auditorium and Practical Arts Educational Space improvements, he feels there is more work to do to address Board members questions before he can confidently make this recommendation to them for a vote to move forward with a referendum question.

Ms. Brogan asked Dr. Fishbein if he had a timeline for obtaining the information related to the questions and concerns and how he recommends proceeding.

Dr. Fishbein would like to know if there are more questions and concerns, which factors into how fast we can get the work done. The Board also has to decide if they want to look into all the areas, where in some instances we may already know the answers, and to see if it is worth the investment of time and resources, and in some cases, finding the expertise to do it.

Mr. Mahmoud expressed his appreciation to Dr. Fishbein for making his opinion clear and taking in the feedback of the community and the Board. With regard to the Orchard issue, he saw many adjustments made very quickly based on the initial feedback of the community, although there is a lot more work to do. For the referendum question, Mr. Mahmoud proposed each board member give their current position on the maintenance projects and their position on the Performing Arts

Auditorium. Do they support it or not and if not, what are the outstanding questions they would need answered to support it? He remarked some of the Board currently supports the proposed HVAC projects and maybe there is no additional work needed, but he felt everyone should make their position clear.

Mr. Kaufman remarked everyone is distracted by the priority of Orchard, and expressed his appreciation for all of the information and the need to do more. Mr. Kaufman acknowledged the Board knows the schools need the high priority projects. He wished we had \$30 million to create the PAC and stated it is hard to do both at the same time. Mr. Kaufman thinks they need to be two separate questions and agreed with Mr. Morgan that there needs to be a Plan B; the district cannot neglect the arts program. Mr. Kaufman believes a \$20 million PAC will be hard to get community support but he is in favor of the high priority issues.

Dr. Fishbein questioned if Mr. Kaufman would be interested in instructional space and not the auditorium. Mr. Kaufman felt, at the very least, that we need to have a fall back. He would love a PAC but \$90 million is a lot of money for the community to get behind. He reiterated the need for a Plan B with a smaller auditorium or a Plan C, which is space.

Dr. Fishbein shared the majority of the cost is in classroom space (orchestra, band and choral, and storage space). While the auditorium is the focal point, the majority of the cost is the instructional space.

Mr. Kaufman still needs to see the breakdown of costs for classroom space and the auditorium in order to understanding what we are looking at.

Mr. Morgan thanked Dr. Fishbein for the comprehensive list, which he has been asking for. He agreed with Mr. Kaufman that our facilities need work. Our facilities have pending maintenance upgrades that have been nicely managed, but they are old and have reached the end of their useful lives, and need to be addressed. Mr. Morgan thinks the bulk of the \$60 million needs to be addressed and done in a way it can be explained to the community exactly what is being done and why. Mr. Morgan understands the music program has been shortchanged for years and they have inadequate space. While a PAC would be nice, he thinks it is more than is necessary to address the curricular needs. Mr. Morgan would like to see and figure out a way to look at the space and challenge the architect to see what else we can do. He brought up Mr. Mahmoud's suggestion of considering the purchase of properties, and the need to consider it. Mr. Morgan felt Dr. Fishbein's review was very helpful and the Board needs to work with him on it in order to come to a unified Board recommendation.

Mr. Morgan recognized Mr. Mahmoud and Mr. Kaufman's comments regarding Orchard, which the district is moving quickly on and is a situation that predates the majority of the Board and superintendent. He stated most of them were caught off guard as these things developed and the Board did not realize the severity of the situation. Mr. Morgan appreciated the openness and transparency the district is trying to accomplish. The Board needs the support of the community in all that they do.

Mr. Mahmoud's position on the high priority items is that they are needed and he is comfortable supporting them. The comparison with EI and LAN will be important as the Board goes to the community but he does not need to see it to support it. Regarding the PAC auditorium, Mr. Mahmoud does not support it as it is currently today and needs to see justification on the cost and cost comparisons to other districts. Mr. Mahmoud feels the parking study is a waste of time and money. Mr. Mahmoud would like to seriously consider looking into buying properties around the high school. Cost wise he thinks it is \$1-4 million and thinks it is a low-cost relative to everything we are talking about.

Ms. Brogan, having sat on the Facilities Committee, supports all of the priority items (the heating systems), and would like to see the ceilings and casement work done, but believes we will

probably have to do that through the annual budget. Similar to the work we have done to the floors and asbestos remediation, it is a multi-year project but she thinks it has to be done that way. Ms. Brogan is supportive of the PAC but is not supportive of the parking garage, which is approximately \$3 million, because she does not think it attacks the issue. Ms. Brogan is very supportive of looking at our utilization at the high school and the unintended consequences of restricting use at the high school. Ms. Brogan would like to look at what is filling the parking lot now and what happens if we can move and/or adjust things or look at better scheduling.

Ms. Brogan believes the PAC will be used by the students in the daytime and she does not see it impacting daytime parking at the high school, although we will lose about 34 spaces. She mentioned we have some students parking at First Presbyterian and at GWMS, we rent space to park at Westside and feels there are some other adjustments we may be able to make for daytime parking. Ms. Brogan pointed out when we have concerts at night, there are approximately 700 people at the campus center so that is not a duplication if we have a PAC.

Ms. Brogan recommended looking at the utilization, and as she has suggested at prior meetings, and repeated the need for the high school to give the Board their concept and ideas of how this space will be used. She needs that information, as well as need the information on the culinary arts upgrade, and wondered if it is tied to the special needs' students. She feels there could be a number of advantages to it but would like to understand it more.

Ms. Brogan believes that you could just build the instructional space, but instruction has to do with performances and that is a key part of instruction and to have it at the high school is significant. She wondered what other kinds of things can we offer our students if we were to have that kind of space. Ms. Brogan talked about the creativity of the high school faculty when they were considering Makerspace and the language room. What we do is build, create, and expand opportunities for our students, which has always been the philosophy of the district. Ms. Brogan is aware there is some homework to do and that it is a good idea to ensure everyone has the same information and is on the same page.

Ms. Smith Wilson thanked Dr. Fishbein for putting together the information for everyone. The process is long, difficult and not over yet. There is work to be done. Ms. Smith Wilson thinks everyone agrees on the high priority projects (HVAC and windows). While touring the buildings, the Board saw the needs up close. Classroom windows that leak are not efficient. After spending time over the weekend at BFMS in the auditorium, she pronounced that space desperately needs to be renovated. It is dated, some seats do not work, and the lighting and sound systems need to be improved. It is a tremendous space for performances and it is used by not only all the schools, but the community as well. Ms. Smith Wilson commented on the library at BFMS, which looks like it has been preserved and held in distant time in the past. She feels it is time to make it a media center and modernize and update it.

Ms. Smith Wilson supports the facilities to support the RHS music and program. The district has a phenomenal music and performing arts program and we do not have adequate performance, instructional and storage space. Ms. Smith Wilson believes it would be helpful to see this concept flushed out a little bit more since it is such a big piece and big ask of the community. She thinks when the community sees what we are talking about, which is an auditorium for our students, primarily daytime use for assemblies and performances the students put on during the day, it will be supported. There are questions that need to be answered and we need to take the time to do them right but we also need to move efficiently. Ms. Smith Wilson voiced her opinion that it would be of value for all the trustees to have all of the presentations that have been made to date by the Facilities Committee, the superintendent, LAN, and EI because if you spend some time and go through it, you will see the justification for everything that has been presented. It is very valuable and an intelligent progression towards a necessary end to bring our buildings up to date; not up to date for now, but for the future as well. This is a complicated issue but something the entire Board should be comfortable with and Ms. Smith Wilson found this presentation to be very helpful.

The Board discussed the option of purchasing property, that you have to go to referendum to do so, and the need to have further discussion on the rules and regulations surrounding a purchase, as well as the possibility of financing the purchase out of the actual budget.

Laurence voiced his opinion that the biggest issue is if we want to have one or two questions. He felt the Board is making their position on the issue by having the auditorium as a second question and having it as a second question indicates the Board does not think the auditorium is as much of a priority as the rest of the referendum, which will influence how people vote. Laurence thought it should be one question the community can get behind; not just for the band or arts program, but because it can add so much to the high school.

C. 2020-2021 PRELIMINARY BUDGET REVIEW

Ms. Kelly presented the proposed 2020-2021 preliminary budget for review. The Governor's address is on February 25th and the district has 48 hours to get our state aid number. The preliminary budget needs to be accepted and adopted by the Board by March 2 and submitted to the County by March 4. The public hearing and adoption of the budget will be towards the end of March and presented to the public for a vote on April 21. Ms. Kelly reviewed the district mission statement which reminds us of our goals and that we are here for our students and need to continue moving forward with the mission for our schools.

Highlights from the budget presentation are as follows:

Health Care Costs: In 2019 there was a .043% increase and a 4.5% decrease for 2020. Based on the recommendations from our health insurance agent, they project a 10% increase for 2021 to be safe. The 2021 rates will not be released until October and we have not received any information from the State Health Benefits Plan about the rates. 8% has been budgeted in order to balance the budget.

Staffing/Salaries: There is no additional staffing for the 2020-2021 budget. The budget includes salary increases as per the contractual agreements with the REA and RAA. It also includes \$150,000 for movement across the teacher's guide. It also maintains the nine positions added in the 2019-20 budget.

Special Programs: The district continues its efforts to retain children in district. We currently have six pre-k disabled classes at Glen School, 10 multiple disabilities classes throughout the district, 6 LLD classes, and one behavioral disabilities program at Somerville (NOVA) run by the Bergen County Special Services School District. The district is in the process of looking into establishing a 18-21-year-old program as well. During a previous year's audit of the special programs department, it was recommended that we reduce the number of aides we had districtwide. The number of aides has been reduced from 179 to 153.

Security/Technology: The district has budgeted to replace 307 classroom phones installed 11 years ago when the system was originally installed. These phones were discontinued a few years ago and need to be replaced before the system no longer supports them. We are continuing our lease purchase program and are replacing sixth and eighth grade Chromebooks, and possibly some in grade four. We would like to replace smartboards at the elementary level (three grade levels at each school) and are currently modeling one at Orchard. The district is also looking to purchase a walkie/talkie system districtwide for security purposes.

Custodial/Maintenance/Grounds: The current contract expires June 30. The district had received their first round of RFP but they were rejected due to budgetary reasons. We re-advertised and those proposals are due tomorrow. If they are also too high, we can negotiate a contract amount with the vendor of our choice. This budget also supports \$350,000 for summer maintenance projects, including asbestos abatement, districtwide painting, classroom renovations, etc.

Capital Projects: The district is recommending two more bathrooms at GWMS and two more at BFMS at the estimated cost of \$500,000. Also budgeted is the soil remediation project at Orchard for \$550,000 and the replacement of turf at Stevens Field at \$600,000 for a total of \$1,650,000 which would be funded by capital reserve.

Estimated Revenues: The recommendation is a 2% increase in the tax levy. The district is utilizing reserves of \$700,000 of excess surplus from the 18-19 school year; \$257,000 in fund balance to support and balance the revenue budget; \$150,000 maintenance reserve funds and \$1,650,000 to support the capital projects.

The district is assuming a \$400,000 increase in categorical aid based on last year's state aid figure and continuing with the state's realignment of the funding formula.

A brief discussion took place on additional money received from the state last July and how the district retained \$250,000 of it and reduced the tax levy by \$150,000 and money lost in prior years; and extraordinary aid (which shows no increase in the budget).

Grants and Entitlements: These are federal grants which include ESSA, IDEA, non-public state aid and donations received from the community. Ms. Kelly anticipates the same amount because it varies and does not affect the operating budget.

Debt Service: This is only up less than 0.5% as far as the increases in what we owe this year. This year, we paid the balance of the 2010 bonds that we did not refinance because they were not callable in 2016. The last principle payment is this year. Going into next year, the principle payments will start for the bonds we did refinance in 2016.

The total budget increase is 1.97%.

Proposed Appropriations: This is a summary of the major sections of the budget. In special education, it includes special education classes, the CST, out of district tuitions, special education transportation and related services.

Based on what was explained earlier, the overall increase to benefits is 3.36%. The majority of regular education line is people and supplies. Facilities includes maintenance, custodial and grounds. Extracurriculars are extracurricular activities districtwide and our athletic programs and is flat.

Administration includes administrative salaries (this entire building), election costs, liability insurance, communication costs, legal costs, audit fees and maintenance fees for the accounting and human resource systems.

Other monies included in the capital budget is the \$42,000 we pay back to the state for our SDA grant debt, which is the bonds the state took out to give us grants but cannot afford to pay back so now we have to pay them back.

Other includes guidance, library/media services, regular transportation, curriculum/professional development, basic skills, bilingual education and the Community School budget. For the Community School budget, Ms. Kelly anticipated the same amount in the revenue side and we are anticipating whatever our budget is we will take in if not more.

Debt service increased 0.5 percent.

The next time the budget is presented there will be a more in-depth discussion as well as the tax impact.

[Click here](#) to view the presentation.

D. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- RHS Senior Alex Gifford was recently named Swimmer of the Year by northjersey.com. As the No. 1 recruit in North Jersey, Gifford just led Ridgewood to league and sectional championships.

Arts

- The band program is currently on a trip in California to play at Santa Monica, Disney, and the Catalina Jazz Club.

Academics

- Students are choosing classes for next year
 - Freshmen are considering programs like RAHP, AHLISA, AMEX, and AMSTUD.
 - Sophomores are considering AP options for next year as their schedules open up and become more flexible.
 - Juniors are deciding which courses to take next year as their last classes in high school.

Activities

- The RHS Model UN club attended the Bergen County Academies conference last week.
- TEEEM (The Empathic Entrepreneur Equality Mission) clubs from at least ten local high schools gathered together in the learning commons to participate in a humanitarian workshop. They listened to guest speaker Jackson Kaguri talk about orphan issues.
- The RHS Speech and Debate team is preparing for their upcoming Harvard tournament.
- The RHS school newspaper, also known as *The High Times*, released their February edition.

Miscellaneous

- US II Honors classes went to see the movie "1917".
- RHS sophomores went on a trip to see *To Kill A Mockingbird*.

Laurence addressed the public comment addressed to him. During public comment, he was looking at the webcast since some members of the community were talking about the webcast and how they are not able to come to meetings since it is a school night. Laurence observed during presentations, the slides are projected on the screen and the camera is fixed towards the screen, and there is also a smaller screen recording the actual discussion at the table, which he found interesting.

Mr. Morgan complimented Laurence for keeping his cool during an unnecessary comment. Mr. Kaufman added Laurence does not have to explain himself.

VIII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment B**, page 774.

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. **Approval: Submission of the 2019-2020 New Jersey High School Voter Registration Law Annual Statement of Assurance**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the submission of the 2019-2020 New Jersey High School Voter Registration Law Annual Statement of Assurance.

The Board had received background information.

iii. **Approval: School Bus Emergency Evacuation Drill Reports**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the school bus evacuation drill report, as listed below.

School	Route	Location of Drill	Date	Time	Supervisor of Drill
Somerville	N/A	Back parking lot	1/27/20	9:00 a.m. – 12:00 p.m.	Dr. Oates-Santos

iv. **Approval: Settlement Agreement SE#6/2019-2020**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#6/2019-20 between the parents of Student #600233 and the Ridgewood Board of Education.

The Board had received background information.

v. **Approval: Settlement Agreement SE#7/2019-2020**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#7/2019-20 between the parents of Student #904596 and the Ridgewood Board of Education.

The Board had received background information.

vi. **Approval: Revised 2020-2021 School Calendar**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revised 2020-2021 School Calendar, as listed on **Attachment C**, page 775, originally approved by the Board at its meeting on May 6, 2019.

The Board has received background information.

vii. **Approval: No Idling Resolution**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, emissions from gasoline and diesel-powered vehicles contribute significantly to air pollution, including greenhouse gases, ozone formation, fine particulates; and

WHEREAS, numerous scientific studies have found links between exposure to fine particles and health effects including premature death; and increased incidents of asthma, allergies, and other breathing disorders; and

WHEREAS, the United States Environmental Protection Agency has classified diesel exhaust as likely to be carcinogenic to human; and

WHEREAS, vehicle idling occurs in locations (e.g. school grounds, parking lots, distribution centers, strip malls, construction sites, business centers, etc.) where New Jerseyans can be exposed to concentrated sources of air pollutant emissions; and

WHEREAS, asthma is a significant public health concern in New Jersey, especially among children (up to 25% of New Jersey's school-age children are asthmatic) and the elderly; and

WHEREAS, the reduction of fine-particle emissions from diesel engines could also prevent 16,000 new asthma cases annually and save \$770 million to \$10 billion in health care and related costs in the State; and

WHEREAS, for every gallon of gasoline used, the average car produces about 20 pounds of carbon dioxide (CO₂), the largest contributor to greenhouse climate change, with one-third of greenhouse gas emissions coming from the transportation sector; and

WHEREAS, petroleum-based gasoline and diesel fuel are nonrenewable fuels and should be used wisely and not wasted; and

WHEREAS, idling is not generally beneficial to a vehicle's engine because it wears engine parts; and

WHEREAS, idling more than 10 seconds uses more fuel and emits more pollutants than turning an engine off and on again; and

WHEREAS, current state law prohibits the idling of vehicles for more than three minutes and studies have shown that anti-idling policy will save fuel, prolong engine life, and improve air quality.

NOW, THEREFORE, BE IT RESOLVED, that the Ridgewood Board of Education supports the adoption of a strong anti-idling *practice* government agencies, schools, businesses, and other organizations by:

1. Encouraging any gasoline or diesel-powered motor vehicle to turn off their engines immediately at schools and off-site school related events to minimize exposure of children to vehicle emissions;
2. Maintaining school district vehicles to eliminate any visible exhaust and complying with the annual inspection for those vehicles;
3. Promote the widespread use of emission controls in construction contracts; and
4. Supporting broad education of the public about the health, environmental and economic impacts of idling and ways to reduce idling.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips, as listed on **Attachment D**, pages 776-777.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Administrative Assistant

GATHRIGHT, Donna – Confidential Secretary/Administrative Assistant, Office of Human Resources, Education Center, effective February 18, 2020, or as soon after as possible, through June 30, 2020. \$55,000 pro-rated

Account #11-000-251-105-00-23-019-000

Long-term Substitutes

PENA MUNOZ, Nidia - Mathematics Teacher, Ridgewood High School, effective February 11, 2020 through June 24, 2020, at a daily rate of \$125 per day, until the assignment ends.

Account #11-140-100-101-01-10-019-000

SACKS, Lauren - 0.50 FTE Special Education Teacher, George Washington Middle School, effective February 24, 2020 through June 24, 2020, at a rate of \$62.50 per day, until the assignment ends.

Account #11-213-100-101-00-09-019-000

Revision: VEENSTRA, Vanessa – Resource Room Teacher, Orchard School, **from** effective February 24, 2020 through June 24, 2020, approved by the Board at its meeting on December 16, 2019, **to** February 20, 2020 through June 24, 2020, at a daily rate of \$125 per day, until the assignment ends.

Account #11-213-100-101-00-03-019-000

Field Placements

BLACKBURN, Sara - Montclair State University, Field Experience at Hawes School with Cheryl Fox, Kindergarten Teacher, effective February 24, 2020 through June 1, 2020

BUSTOS, Selena - Montclair State University, Field Experience at Hawes School with Caitlin Scappi, Special Education Teacher, effective February 24, 2020 through June 1, 2020

COSTA, Savannah - Montclair State University, Field Experience at Hawes School with Kristen Bodart, Kindergarten Teacher, effective February 24, 2020 through June 1, 2020

DELPINO, Jen - Montclair State University, Field Experience at Hawes School with Jill Rota, Third Grade Teacher, effective February 24, 2020 through June 1, 2020

KOZAK, Nicole - Montclair State University, Field Experience at Hawes School with Julieanna Berry, Fifth Grade Teacher, effective February 24, 2020 through June 1, 2020

MONSALVE, Maria - Montclair State University, Field Experience at Hawes School with Ellen Raupp, Fourth Grade Teacher, effective February 24, 2020 through June 1, 2020

NARDONE, Nina – Bergen Community College, Classroom Observation with Kristen Bodart, Kindergarten Teacher and Thomas Trubac, Fourth Grade Teacher, Hawes School, effective February 24, 2020 through June 1, 2020

WILLIAMS, Angela – Montclair State University, Classroom Observation with Janelle King, Music Teacher, George Washington Middle School, from February 11, 2020 through March 31, 2020

Classroom Aides

BOELE, Kristina - Resource Room Special Education Classroom Aide, Travell School, effective February 11, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-213-100-106-00-06-024-001

NOLAN, Lauren - Applied Behavior Analyst (ABA) Aide, Ridge School, effective February 20, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

Account #11-000-217-106-00-04-024-001

Home Instructor, on an as-needed basis, for the 2019-2020 School Year

- **Lauren Sacks**, General Education Teacher and Special Education Teacher, District, at an hourly rate of \$59.36

Account #11-150-100-101-00-24-024-001 (Regular Ed)

Account #11-219-100-101-00-24-024-001 (Special Ed)

Revision: Winter 2019 and Spring 2020 Coaching Assignments, approved by the Board at its meeting on October 7, 2019

Assistant Boys Track

Remove: Daniel Muro

Replace: Jennifer Ross

Account #11-402-100-101-00-10-034-001

ii. **Changes in Salary Classification, effective February 1, 2020 through June 30, 2020, in accordance with the REA/Board Agreement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Changes in Salary Classification, effective February 1, 2020 through June 30, 2020, in accordance with the REA/Board Agreement, as listed on **Attachment E**, page 778.

iii. **Change of Assignments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignments, as listed below.

CHAMPY, Brianna - **from** 1.0 FTE Special Education Teacher, George Washington Middle School, **to** 1.2 FTE Special Education Teacher, George Washington Middle School, effective February 11, 2020 through June 24, 2020

Account #11-213-100-101-00-09-019-000

From: \$60,688

Cl. BA, St. 3

To: \$72,826

Cl. BA, St. 3

FUNTSCH, Kaitlyn - **from** 1.0 FTE Special Education Teacher, George Washington Middle School, **to** 1.2 FTE Special Education Teacher, George Washington Middle School, effective February 11, 2020 through June 24, 2020.

Account #11-213-100-101-00-09-019-000

From: \$79,685

(\$79,385 + \$300

CP)

Cl. MA+45, St. 6

To: \$95,562

(\$95,262 + \$300

CP)

Cl. MA+45, St. 6

KEPPEL, Katherine - **from** 1.0 FTE Special Education Teacher (LLD), George Washington Middle School, **to** 1.2 FTE Special Education Teacher (LLD), George Washington Middle School, effective February 11, 2020 through June 24, 2020.

Account #11-213-100-101-00-09-019-000

From: \$79,685

(\$79,385 + \$300

CP)

Cl. MA+45. St. 7

To: \$95,562

(\$95,262

+ \$300 CP)

Cl. MA+45. St.7

- iv. **Leave of Absences**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.
- MARTIN, Patricia – Second Grade Teacher, Hawes School, effective April 27, 2020 through June 24, 2020, and September 1, 2020 through November 30, 2020, with a reinstatement date of December 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.
- Revision:** SHINE, Kristen - Special Education Teacher, George Washington Middle School, **from** effective February 20, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, approved by the Board at its meeting November 4, 2019, **to** effective February 11, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.
- v. **Resignations**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.
- Classroom Aide**
GRAHAM, Kristen - One-to-One Special Education Classroom Aide, Somerville School, effective February 24, 2020.
- Infant/Toddler Development Center**
BRITO, Nelly - Teacher Assistant, effective January 20, 2020
- vi. **Resignation for the Purpose of Retirement**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation for the purpose of retirement, listed below.
- Teacher**
MCVEIGH, Patricia - Speech and Language Specialist, Ridge School, effective July 1, 2020, with twenty-five years of Ridgewood service.
- vii. **Supplemental Pay Beyond Contract**
 The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.
- Benjamin Franklin Middle School**
2019-2020 Student Club Activity Advisors
All State Orchestra
- **Carol Sharar**, not to exceed 10 hours, at an hourly rate of \$40.17 (\$401.70)
Account #11-401-100-101-00-08-008-001
- Revision: Seventh Grade Concert – January 16, 2020**, approved by the Board at its meeting on January 6, 2020
- From:** Seven Chaperones: **Alyssa Giardina, Loren Hackett, Meredith McCann, Kathleen Moran, Benjamin Ran, Kyle Schulke, and Lauren Zelinski (Substitute: Christina Maietta)**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$843.57)
- To:** Seven Chaperones: **Taylor Alessi, Alyssa Giardina, Loren Hackett, Kathleen Moran, Benjamin Ran, Kyle Schulke, and Lauren Zelinski**, each not to exceed 3 hours, each at an hourly rate of \$40.17 (\$723.06)
Account #11-401-100-101-00-08-008-001

George Washington Middle School

Revision: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year, approved by the Board at its meeting on September 23, 2019

Musical Director

Remove: Laurie DeGroat

Replace: TBD

Account #11-401-100-101-00-09-009-001

Activities Paid at Hourly Rates

Volleyball Club

Remove: Erica Tucker

Replace: Jessica Vasquez

Account #11-401-100-101-00-09-009-001

Ridgewood High School

Revision: Overnight Field Trip: Concert/Clinic Tour of Greater Los Angeles, Anaheim & Santa Monica, CA February 7-12, 2020, approved by the Board at its meeting on October 7, 2019

From: Four Chaperones: Jeffrey Haas, Jennifer Landa, John Luckenbill, and Emily Wong, each for 5 nights, each at \$200 per night (\$4,000) and one substitute nurse, Emily Wong, for 6 days, at \$150 per day (\$900) (\$3,000 to be funded by a donation and \$1,900 to be funded from RHS funds).

To: Six Chaperones: Gary Fink, Jeffrey Haas, Daniel Kilday, Jennifer Landa, John Luckenbill, and Emily Wong, each for 5 nights, each at \$200 per night (\$6,000) and one substitute nurse, Emily Wong, for 6 days, at \$150 per day (\$900) (\$3,000 to be funded by a donation and \$1,900 to be funded from RHS funds)

Account #11-401-100-101-00-10-010-001

Account #11-000-213-104-00-10-010-001 (Nurse)

Donation Account #TBD

Revision: Lunch Time Supervision, approved by the Board at its meeting on September 9, 2019

Remove: Michael Saulpaugh, at an hourly rate of \$30.24, on an as needed basis.

Replace: Michelle Doris, at an hourly rate of \$25.90, on as needed basis.

Account #11-140-000-101-00-10-010-001

Remove: Rosanna Griffith, at an hourly rate of \$30.24, not to exceed 5 days per week.

Replace: Michael Saulpaugh, at an hourly rate of \$30.24, not to exceed 5 days per week
Account #11-140-000-101-00-10-010-001

Addition: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-20 BA Maximum of \$91,542)

eSports

- **Jason Forfa**, category MS, .021 ratio, total stipend of \$3,000 (\$1,922 funded as per the co-curricular activity and \$1,078 to be funded by student fees)

Account #11-401-100-101-00-10-010-001

Special Programs

- **Taylor Alessi**, Special Education Aide, Benjamin Franklin Middle School, to provide support for a special education student participating in Math Club, not to exceed 21 hours, at an hourly rate of \$17.16 (\$360.36)

Account #11-000-217-106-00-08-024-001

Information Technology Department

Revision: Tech Support for Community Outreach Program, Wellbeing Speaker Series to be held at George Washington Middle School, from September 25, 2019 and October 23, 2019, to September 25, 2019, October 23, 2019, and March 5, 2020

- **Jason Forfa**, Technology Media/Technician, **from** not to exceed 3 hours, at an hourly rate of \$31.06 (\$93.18), approved by the Board at its meeting on September 9, 2019, **to** each not to exceed 3 hours, each at an hourly rate of \$31.06 (\$279.54)
Account #11-000-221-104-00-22-022-001

Tech Support for an outside event “Ridgewood Symphony Orchestra”, March 14, 2020, to be held at Benjamin Franklin Middle School (Funded by the Outside Group)

- **Neil Valere**, not to exceed 6 hours, at an hourly rate of \$31.06 (\$186.36)
Account #11-000-252-104-00-40-040-001

Tech Support for an outside event “Rutgers Safety Course”, March 24, 2020, to be held at George Washington Middle School (Funded by the Outside Group)

- **Jason Forfa**, not to exceed 5 hours, at an hourly rate of \$31.06 (\$155.30)
Account #11-000-252-104-00-40-040-001

viii. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Christine Chanley, Alexis Eldridge, Eileen Kinneary, Mark Hotz, Sarah Midboe, Brian Monnerat*, Ellen Tahan, and Thomas Wei

*Related to staff member
Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
Learning Services HSA	\$ 120.51	To pay transportation expenses for an RHS field trip on February 4, 2020.	20-039-200-512-00-10-010-002
Orchard Student Activities Fund	\$ 870.56	To pay the PEP Club advisor’s stipend.	20-030-100-101-00-03-003-002 (\$803.40) 20-030-200-220-00-03-003-002 (\$67.16)
RHS Student Activity Account/ALPS	\$1,300.32	To pay overnight chaperone expenses for the Winter Cross Country Ski Trip on Jan 24 -26, 2020.	20-030-100-101-00-10-010-001 (\$1,200) 20-030-200-220-00-10-010-001 (\$100.32)
RHS Student Activity Account/ETS Testing	\$ 87.06	To pay driver expenses to take students to Bergen Community College	20-030-270-162-00-10-010-024 (\$80.34) 20-030-200-220-00-10-010-024 (\$6.72)
Your Cause LLC Trustee for NY Life (matching Mr. and Mrs. Cha’s gift on 12/16/19)	\$ 500.00	To be used to purchase a Wenger Cello Rack for the RHS music department.	20-023-100-610-00-10-010-002

ii. **Approval: Additional Contracted Therapists to Provide Special Education Services for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves additional contracted therapists listed below to provide special education services for the 2019-2020 school year, as listed below.

Contractor	Service	Schedule	Rate
Dr. Lori Hanes	Educational Evaluations	As needed	\$450 per evaluation
Dr. Mercedes Paine	Psychiatric Evaluations	As needed	\$700 - \$1,100 per evaluation

iii. **Approval: Authorization of the Cancellation of Outstanding Columbia Bank Checks Drawn on the General Fund and Payroll Account**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the authorization of the cancellation of outstanding Columbia Bank checks drawn on the General Fund and Payroll Account.

Whereas, the Business Office has reviewed the disbursement activity of the General Fund and Payroll Account and found that these outstanding checks are approximately six months old or more and should be cancelled; now therefore,

Be it Resolved, that the Ridgewood Board of Education authorize the cancellation of the Columbia Bank checks as listed below.

GENERAL FUND		
Date	Check #	Amount
2/21/19	92240	\$ 500.00
6/5/19	93377	\$ 1,500.00
6/5/19	93426	\$13,522.60
6/19/19	93479	\$ 550.00
6/21/19	93633	\$ 270.00
6/25/19	93693	\$ 500.00
6/25/19	93711	\$ 1,000.00
6/28/19	93917	\$ 500.00
6/28/19	93932	\$ 500.00
6/28/19	94017	\$ 1,500.00
6/28/19	94103	\$ 200.00
	TOTAL	\$20,542.60
Payroll Account		
Date	Check #	Amount
5/15/2019	172185	\$ 79.72
5/30/2019	172211	\$ 85.47
6/15/2019	172270	\$ 10.95
6/15/2019	172295	\$ 561.47
6/28/2019	172322	\$ 41.22
6/28/2019	172339	\$ 45.17
	TOTAL	\$ 824.00

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Mahmoud seconded the motion.

Mr. Morgan asked that Consent Item B – Administration, agenda item #vi be excluded and voted on separately.

Ms. Brogan amended her motion to approve Consent Items A – Attendance at Conferences, B – Administration, excluding agenda item #vi, C – Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Morgan seconded the amended motion.

Prior to the roll-call vote, Ms. Smith Wilson read the retirement into record and the donations into record and thanked the responsible parties.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, excluding agenda item #vi, C – Curriculum & Instruction, D – Human Resources, and E – Finance carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

Mr. Morgan noted the generous contributions to the public and asked for an update to the donation tally and information on how they are built into the budget.

Ms. Smith Wilson reported the 2020-2021 school calendar was originally approved by the Board on May 16, 2019 and after the Board's decision to add three holidays and election day, it went back to the calendar committee for their consideration and review. The committee has come back with a recommended calendar based on the Board's recommendation to them.

Ms. Smith Wilson moved approval of Consent Item B – Administration, agenda item #vi.

Ms. Brogan seconded the motion.

Mr. Morgan commented the Board has heard several people agreeing with what he previously said. The district is secular and should not be choosing religious holidays to be off from school; it should be the parent's decision. There is a strong Board policy in place that recognizes student's right to take off for religious observation. Mr. Morgan does not think it is a good path to go down and is not in favor of it. Mr. Morgan urged the Board to listen to the people that were here and leave the calendar as is. He observed the Board has not heard from vast members of the community. Mr. Morgan also believes the Board should leave election day as a school day; but his primary objection is adding the three holidays.

Ms. Brogan felt this is an opportunity to observe diversity and in next year's calendar, the only religious new addition that will affect a day off is the Lunar New Year, and that will not occur every year. Ms. Brogan talked about the history of the Board back in 1999 when they had the discussion of whether or not to have off for the Jewish holidays. She noted the community is changing and becoming more diverse and thinks this is an opportunity to recognize that.

Mr. Kaufman added he saw a few parents come and speak against it; but he saw numerous students speak for it and as a representative to the community, he will side with the students all the time.

Laurence commented students were talking about this issue at the student govt meeting and not a single student in the room opposed this. Nobody stood up and said they did not

agree with the new calendar. He spoke about how much work students miss when they miss a day of school and expressed his opinion that the calendar needs to move forward to reflect the changing community.

Mr. Mahmoud stated in reality, we are not a secular school district and theoretically, we should be. He sees many Judaism and Christian undertones at concerts and in our schooling approach and it does not upset him. He remarked the calendar reflects Christmas and Jewish holidays and Good Friday. Mr. Mahmoud talked about how the district has more days off in the school calendar than there are federal holidays, and corporate only gives employees off on Christmas and New Year's. He pointed out we also have February break, April break and teachers' convention.

Mr. Mahmoud corrected some of the things stated earlier in public comment. The district has approximately 6,000 students and approximately 4-5,000 families, so 1,900 respondents to a survey out of 4-5,000 is pretty significant. 37% of those respondents said they are currently taking off for holidays not on the calendar and feels the data and survey supports the Board's decision. Mr. Mahmoud declared there were multiple people during public comment and who sent emails who are supporting this decision.

Ms. Smith Wilson added to Mr. Mahmoud's comments about how the Board has been hearing about this for over one year. It has been a topic of conversation and people have been coming to the microphone as well as sending the Board emails. This was also discussed at Federated and there only question was about the truncation of the February break. Ms. Smith Wilson maintained her original decision of supporting this.

The motion to approve Consent Item B – Administration, agenda item #vi, carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Ms. Smith Wilson

NAYS: Mr. Morgan

IX. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Jan 27	Columbia Bank On-Line	096810	4,084.00	M. Mahmoud
Jan 27	Columbia Bank On-Line	096811	34,956.11	M. Mahmoud
Jan 30	Columbia Bank On-Line	096812	1,347.00	M. Mahmoud
Feb 5	Columbia Bank On-Line	096813-096968	1,236,730.34	M. Mahmoud
Jan 29	Columbia Bank On-Line (unemployment)	82114	23,973.44	M. Mahmoud
Jan 13	Payroll Transfer	P29272	3,225,523.96	M. Mahmoud
Jan 27	Payroll Transfer	P29286	3,233,090.32	M. Mahmoud
Jan 2	Electronic Transfer	R29299	117.48	M. Mahmoud
Jan 27	Electronic Transfer	L29275	20,878.00	M. Mahmoud
Jan 31	Electronic Transfer	C29300-29301	4,566.31	M. Mahmoud
Jan 31	Electronic Transfer	F29302	23,514.85	M. Mahmoud
Feb 3	Electronic Transfer	H29296	1,161,502.63	M. Mahmoud
Feb 5	Electronic Transfer	R29303	69,933.70	M. Mahmoud
Feb 5	Food Service	620182-620183	116,109.82	M. Mahmoud
Jan 30	Columbia Bank Void Check	096282	(1,347.00)	M. Mahmoud
Feb 3	Columbia Bank Void Check	096810	(4,084.00)	M. Mahmoud
Feb 4	Columbia Bank Void Check	R28931	(117.49)	M. Mahmoud
		TOTAL	\$9,150,779.47	

Mr. Mahmoud moved approval of all bills reviewed by him.
Mr. Morgan seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

X. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan reported Jamboree was fantastic with the biggest cast she has ever seen, including 67 new parents. They raised \$200,000 for scholarships. The journal was 127 pages longer than previous years, which indicates more sponsors. She congratulated everyone involved.

Super Science Saturday is in its 32nd year and will be on February 29 from 9:00 a.m. – 1:30 p.m. This year, the Philadelphia Franklin Institute has been invited and will be presenting Life in Space, recognizing the walk on the moon.

The Hall of Science has been redesigned to the Hall of Experience. Some students will present in the Hall of Experience, and four robotics teams will be demonstrating. The Applied Engineering Club invent teams will be presenting their projects, which have been accepted into the NJ STEAM Tank regional competition. The makerspace will be open, and the day will conclude at 1:30 p.m. with the rocket launch on the field.

Mr. Kaufman announced eight out of fifteen members of Ridgewood Junior Wrestling qualified for the state championship, including three girls.

Ms. Smith Wilson announced the April School Board election is on April 21. The 2020-2021 budget will be on the ballot as well as three Board seats; two seats are for full three-year terms and one seat is an unexpired one-year term. Petitions are available on the district's website as well as at the Education Center and must be returned by March 2, 2020 by 4:00 p.m.

XI. COMMENTS FROM THE PUBLIC

At 10:11 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Kristen Plumley, 169 Cottage Place, thanked the Board for everything that they do. She has attended several meetings and sees what the Board does at each meeting; long hours, being the recipients of emotions from the public and having to refrain from doing anything but listen, and all the work they do when they are not here. With regard to the calendar and the schools being secular, in theory they are, but of course they are not. Ms. Plumley noted Christmas and Easter are national holidays and everyone has to come to terms that all holidays are important. Ms. Plumley applauded the Board for their decision.

Ms. Plumley attended six performances of Jamboree and the past weekend was the best she has ever seen. Ms. Plumley commented with regard to the referendum, she has no problems with the district spending money on sports teams or facilities, anything students can do to utilize their talents and mentioned the district is spending \$600,000 to install a new turf field. Ms. Plumley pointed out everyone agrees new classroom and rehearsal spaces are needed, and an auditorium will give students the opportunities to practice in proper practice space.

Hyuan Zu Kwak, 291 Highland Avenue, commended the Board for deliberating the bond issue so carefully. The \$96 million bond referendum being considered, if passed, would be the largest in Bergen County. The referendum puts at risk the financial health and operational leeway of the district. It would be an additional \$140 million debt and \$10 million in debt service. Ms. Kwak thinks it would be welcomed by the community if the Board would provide as much information and clarity to the public as possible. Nobody wants to cripple the school financially so that the quality of education suffers.

James Judge, 241 Gardner Road, apologized to Laurence as an Orchard parent for comments made earlier by another member of the community. He commented on Ms. Kelly's proposal to earmark \$550,000 for Orchard and asked her to consider increasing it substantially, since the original proposal was to put 12 inches on top of what the existing field is. He thinks we should go at least 24 inches and added Josh Ford will have his opinions on if that is enough and what needs to be done going forward. Mr. Judge does not want this earmarked at a low number.

At 10:18 p.m., no one else wished to address the Board.

A discussion took place regarding the Orchard soil which included grading, not disturbing the ash and flood plain, how this is a top priority and if other projects come in under the \$1.6 million allocated for capital projects we can cancel some of the other projects if we need to, problems with timing, working with the DEP, and possibly organizing a joint committee.

XII. DISCUSSION ITEMS

- 2021-2022 School Calendar

This calendar was approved by the calendar committee and meets the district's criteria in terms of graduation and keeping consistent with the February break.

Ms. Brogan moved approval of the 2021-22 school calendar.

Mr. Kaufman seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Ms. Smith Wilson

NAYS: Mr. Morgan

XIII. ACCEPTANCE OF MINUTES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Acceptance of Minutes as listed below.

- January 6, 2020 Regular Public Meeting
- January 21, 2020 Executive Session & Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Kaufman seconded the motion, which was unanimously approved.

XIV. OTHER BUSINESS

There was none.

XV. ADJOURNMENT

At 10:27 p.m., on a motion made by Ms. Smith Wilson, seconded by Mr. Kaufman and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2361 ACCEPTABLE USE OF COMPUTER NETWORKS/COMPUTERS/PERSONAL
ELECTRONIC DEVICES (PEDS)
AND RESOURCES

The Board of Education recognizes as new technologies shift the manner in which information is accessed, communicated and transferred; these changes will alter the nature of teaching and learning. Access to technology will allow students to explore databases, libraries, Internet sites, and bulletin boards while exchanging information with individuals throughout the world. The Board supports access by students to these information sources but reserves the right to limit in-school use to materials appropriate for educational purposes. The Board directs the Superintendent to affect training of teaching staff members in skills appropriate to analyzing and evaluating such resources as to appropriateness for educational purposes.

The Board also recognizes technology allows students access to information sources that have not been pre-screened by educators using Board approved standards. The Board therefore adopts the following standards of conduct for the use of computer networks/computers and PEDs and declares unethical, unacceptable or illegal behavior as just cause for taking disciplinary action, limiting or revoking network access privileges, and/or instituting legal action.

The Board provides access to computer networks/computers and PEDs for educational purposes only. The Board retains the right to restrict or terminate student access to computer networks/computers and PEDs at any time, for any reason. School district personnel will monitor networks and online activity to maintain the integrity of the networks, ensure their proper use, and ensure compliance with Federal and State laws that regulate Internet safety.

Standards for Use of Computer Networks/Computers and PEDs

Any individual engaging in the following actions when using computer networks/computers and PEDs shall be subject to discipline or legal action:

- A. Using the computer network(s)/computers and PEDs for illegal, inappropriate or obscene purposes, or in support of such activities. Illegal activities are defined as activities that violate federal, state, local laws and regulations. Inappropriate activities are defined as those that violate the intended use of the networks. Obscene activities shall be defined as a violation of generally accepted social standards for use of publicly owned and operated communication vehicles.
- B. Using the computer network(s)/computers and PEDs to violate copyrights, institutional or third party copyrights, license agreements or other contracts.



- C. Using the computer network(s)/computers and PEDs in a manner that:
1. Intentionally disrupts network traffic or crashes the network;
 2. Degrades or disrupts equipment or system performance;
 3. Uses the computing resources of the school district for commercial purposes, financial gain, or fraud;
 4. Steals data or other intellectual property;
 5. Gains or seeks unauthorized access to the files of others or vandalizes the data of another person;
 6. Gains or seeks unauthorized access to resources or entities;
 7. Forges electronic mail messages or uses an account owned by others;
 8. Invades privacy of others;
 9. Posts anonymous messages;
 10. Possesses any data which is a violation of this Policy; and/or
 11. Engages in other activities that do not advance the educational purposes for which computer networks/computers and PEDs are provided.

Internet Safety/Protection

As a condition for receipt of certain Federal funding, the school district shall be in compliance with the Children's Internet Protection Act, the Neighborhood Children's Internet Protection Act, and has installed technology protection measures for all computers in the school district, including computers in media centers/libraries. The technology protection must block and/or filter material and visual depictions that are obscene as defined in Section 1460 of Title 18, United States Code; child pornography, as defined in Section 2256 of Title 18, United States Code; are harmful to minors



including any pictures, images, graphic image file or other material or visual depiction that taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; or depicts, describes, or represents in a patently offensive way, with respect to what is suitable for minors, sexual acts or conduct; or taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.

This Policy also establishes Internet safety policy and procedures in the district as required in the Neighborhood Children's Internet Protection Act. Policy 2361 addresses access by minors to inappropriate matter on the Internet and World Wide Web; the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications; unauthorized access, including "hacking" and other unlawful activities by minors online; unauthorized disclosures, use, and dissemination of personal identification information regarding minors; and measures designed to restrict minors' access to materials harmful to minors.

Notwithstanding blocking and/or filtering the material and visual depictions prohibited in the Children's Internet Protection Act and the Neighborhood Children's Internet Protection Act, the Board shall determine other Internet material that is inappropriate for minors.

In accordance with the provisions of the Children's Internet Protection Act, the Superintendent of Schools or designee will develop and ensure education is provided to every student regarding appropriate online behavior, including students interacting with other individuals on social networking sites and/or chat rooms, and cyberbullying awareness and response.

The Board will provide reasonable public notice and will hold one annual public hearing during a regular monthly Board meeting or during a designated special Board meeting to address and receive public community input on the Internet safety policy – Policy and Regulation 2361. Any changes in Policy and Regulation since the previous year's annual public hearing will also be discussed at a meeting following the annual public hearing.

The school district will certify on an annual basis, that the schools, including media centers/libraries in the district, are in compliance with the Children's Internet Protection Act and the Neighborhood Children's Internet Protection Act and the school district enforces the requirements of these Acts and this Policy.



Consent Requirement

No student shall be allowed to use the school district's computer networks/computers Internet and any other third party online services employed by the district unless consent is given for the student by his/her parent(s) or legal guardian(s).

In order to meet our educational goals, Ridgewood Public Schools may utilize third party websites and online services, (such as sites and apps for curriculum, graphic design and foreign language), for our students. These services are used to assist with curricular and other education specific needs both inside and outside of the classroom. The school, when possible and appropriate, will utilize the education specific versions and also restrict the student information shared with these services to the minimum required for account creation.

COPPA

Congress enacted the Children's Online Privacy Protection Act (COPPA) in 1998 with amendments in 2012. The primary purpose of COPPA is to place parents in control over the information gathered about their children by online apps. The Rule applies to commercial websites/apps that collect, use, or disclose personal information from children, and operators of general audience websites or online services with actual knowledge that they are collecting, using or disclosing personal information from children under 13.

For students under the age of 13, COPPA permits school districts, such as ours, to provide consent to the collection of personal information strictly for educational purposes on behalf of all of its students. This eliminates the need for parents to provide direct consent to each digital service the school utilizes in your child's instruction.

Parents wishing to deny access to these educational tools, must do so in writing to the principal indicating their child should be denied access to these tools. It should be noted that because RPS provides your child a relevant education through integrated technology, denying access to these educational tools will prove problematic for any classes utilizing Chromebooks for instructional purposes. For more information on COPPA, please visit <https://www.consumer.ftc.gov/articles/0031-protecting-your-childs-privacy-online>.



G Suite For Education (Formerly Google Apps for Education or GAFE)

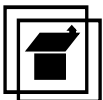
Ridgewood Public School District uses G Suite for Education and other digital resources to facilitate learning through research, communication, collaboration and creativity. G Suite is a collection of free online applications, such as a word processor, spreadsheet, a presentation program, as well as online file storage.

G Suite is provided by Google specifically for educational institutions. As such, Google does not collect or use student data in G Suite for advertising or ad creation. In addition, all advertisements are turned off in G Suite services. So if your child is logged into his or her G Suite account, he or she will not see ads when using Google Search.

All students are given a District-owned Google account. These accounts are managed by the District and not by Google. Your child's Google account allows access to Google's online applications and file storage (Google Drive) from any web browser. Students are expected to adhere to the rules and regulations for email use as outlined in the signed District Acceptable Use of Networks/Computers Policy (AUP).

These District-issued accounts are only for educational purposes and are NOT meant for registering to online social networks (i.e. Instagram, Facebook), or subscribing to internet/public community sites that are not educational in nature, unless otherwise directed by their teacher.

Access to and use of G SUITE at schools is considered a privilege. The District maintains the right to immediately withdraw the access and use of G SUITE when there is reason to believe that violations of law or District policies have occurred. The District also reserves the right to monitor G SUITE and any online services used by students for improper use.



Violations

Individuals violating this Policy shall be subject to the consequences as indicated in Regulation 2361 and other appropriate discipline, which includes but are not limited to:

1. Use of the network only under direct supervision;
2. Suspension of network privileges;
3. Revocation of network privileges;
4. Suspension of computer privileges;
5. Revocation of computer privileges;
6. Suspension from school;
7. Expulsion from school; and/or
8. Legal action and prosecution by the authorities.

N.J.S.A. 2A:38A-3

Federal Communications Commission: Children's Internet Protection Act

Federal Communications Commission: Neighborhood Children's Internet Protection Act.

Adopted: 7 December 2009

Revised: 18 June 2012

Revised: 24 September 2012

Revised: 6 March 2017



**R 2361 ACCEPTABLE USE OF COMPUTER NETWORK/COMPUTERS/PERSONAL
ELECTRONIC DEVICES (PEDS) AND RESOURCES**

The school district provides computer equipment, computer services, and Internet access to its pupils and staff for educational purposes only. The purpose of providing technology resources is to improve learning and teaching through research, teacher training, collaboration, dissemination and the use of global communication resources.

For the purpose of this Policy and Regulation, “computer networks/computers and PEDs” includes but is not limited to, the school district’s computer networks, computer servers computers, other computer hardware and software, Internet equipment and access, and any other computer related equipment, including telephone systems, video surveillance system, and peripherals (document cameras, projectors, etc.) Additionally, this Policy and Regulation includes Personal Electronic Devices (PEDs) as referenced in Policy 2363.

For the purpose of this Policy and Regulation, “school district personnel” shall be the person(s) designated by the Superintendent of Schools to oversee and coordinate the school district’s computer networks/computer systems and PEDs. School district personnel will monitor networks and online activity, in any form necessary, to maintain the integrity of the networks, ensure proper use, and to be in compliance with Federal and State laws that regulate Internet safety.

Due to the complex association between government agencies and computer networks/computers and PEDs and the requirements of Federal and State laws, the end user of computer networks/computers and PEDs must adhere to strict regulations. Regulations are provided to assure staff, community, pupils, and parent(s) or legal guardian(s) of pupils are aware of their responsibilities. The school district may modify these regulations at any time. The signatures of the pupil and his/her parent(s) or legal guardian(s) on a district-approved Consent and Waiver Agreement are legally binding and indicate the parties have read the terms and conditions carefully, understand their significance, and agree to abide by the rules and regulations established under Policy and Regulation 2361.

Pupils are responsible for acceptable and appropriate behavior and conduct on school district computer networks/computers and PEDs. Communications on the computer networks/computers and PEDs are often public in nature and policies and regulations governing appropriate behavior and communications apply. The school district’s networks, Internet access, and computers are provided for pupils to conduct research, complete school assignments, and communicate with others. Access to computer networks/computers and PEDs is given to pupils who agree to act in a considerate, appropriate, and responsible manner. Parent(s) or legal guardian(s) permission is required for a pupil to access the school district’s computer networks/computers and PEDs. Access entails responsibility and individual users of the district computer networks/computers and PEDs are responsible for their behavior and communications over the computer



networks/computers and PEDs. It is presumed users will comply with district standards and will honor the agreements they have signed and the permission they have been granted. Beyond the clarification of such standards, the district is not responsible for the actions of individuals utilizing the computer networks/computers and PEDs who violate the policies and regulations of the Board.

Computer networks/computer and PEDs storage areas shall be treated in the same manner as other school storage facilities. School district personnel may review files and communications to maintain system integrity, confirm users are using the system responsibly, and ensure compliance with Federal and State laws that regulate Internet Safety. Therefore, no person should expect files stored on district servers will be private or confidential.

The following prohibited behavior and/or conduct using the school district's networks/computers and PEDs, includes-but is not limited to the following:

1. Sending or displaying offensive messages or pictures;
2. Using obscene language and/or accessing material or visual depictions that are obscene as defined in section 1460 of Title 18, United States Code;
3. Using or accessing material or visual depictions that are child pornography, as defined in section 2256 of Title 18, United States Code;
4. Using or accessing material or visual depictions that are harmful to minors including any pictures, images, graphic image files or other material or visual depictions that taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion;
5. Depicting, describing, or representing in a patently offensive way, with respect to what is suitable for minors, sexual acts or conduct; or taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
6. Cyberbullying (for example – see #8);
7. Inappropriate online behavior, including inappropriate interaction with other individuals on social networking sites and in chat rooms;



8. Harassing, insulting or attacking others through medias such as social networking, texts, blogs, etc.
9. Damaging computers, computer systems or computer networks/computers and PEDs;
10. Violating copyright laws;
11. Using another's username, password, or pin numbers;
12. Attempting to “hack” the district network by improperly obtaining staff member passwords, including, but not limited to, observation and/or installing key stroke recording programs.
13. Trespassing in another's folders, work or files;
14. Intentionally wasting limited resources;
15. Employing the network/computers for commercial purposes; and/or
16. Engaging in other activities that do not advance the educational purposes for which computer network/computers are provided.

INTERNET SAFETY**Compliance with Children's Internet Protection Act**

As a condition for receipt of certain Federal funding, the school district has technology protection measures for all computers in the school district, including computers in media centers/libraries, that block and/or filter material or visual depictions that are obscene, child pornography and harmful to minors as defined in 2, 3, 4, 5, 6, and 7 above and in the Children's Internet Protection Act. The school district will certify the schools in the district, including media centers/libraries are in compliance with the Children's Internet Protection Act and the district complies with and enforces Policy and Regulation 2361.



REGULATION

RIDGEWOOD BOARD OF EDUCATION

PROGRAM

R 2361/page 4 of 11

Acceptable Use of Computer Networks/
Computers/ Personal Electronic
Devices (PEDs) and Resources

Compliance with Neighborhood Children's Internet Protection Act

Policy 2361 and this Regulation establish an Internet safety protection policy and procedures to address:

1. Access by minors to inappropriate matter on the Internet and World Wide Web;
2. The safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications;
3. Unauthorized access, including "hacking" and other unlawful activities by minors online;
4. Cyberbullying;
5. Inappropriate online behavior, including inappropriate interaction with other individuals on social networking sites and in chat rooms;
6. Unauthorized disclosures, use, and dissemination of personal identification information regarding minors; and
7. Measures designed to restrict minors access to materials harmful to minors.

Notwithstanding the material or visual depictions defined in the Children's Internet Protection Act and the Neighborhood Children's Internet Protection Act, the Board shall determine Internet material that is inappropriate for minors.

The Board will provide reasonable public notice and will hold one annual public hearing during a regular monthly board meeting or during a designated special Board meeting to address and receive public community input on the Internet safety protection policy - Policy and Regulation 2361. Any changes in Policy and Regulation 2361 since the previous year's annual public hearing will also be discussed at a meeting following the annual public hearing.

PRIVACY

Compliance with Children's Online Privacy and Protection Act (COPPA) Notice

Policy 2361 and this Regulation establish an Internet safety protection policy and procedures for children under the age of 13 to address:

1. Posting a clear and comprehensive online privacy policy describing website and app information practices for personal information collected online from children;



2. Providing direct notice to parents and obtaining verifiable parental consent, with limited exceptions, before collecting personal information online from children;
3. Giving parents the choice of consenting to the operator's collection and internal use of a child's information, but prohibiting the operator from disclosing that information to third parties (unless disclosure is integral to the site or service, in which case, this must be made clear to parents);
4. Providing parents access to their child's personal information to review and/or have the information deleted;
5. Giving parents the opportunity to prevent further use or online collection of a child's personal information;
6. Maintaining the confidentiality, security, and integrity of information they collect from children, including by taking reasonable steps to release such information only to parties capable of maintaining its confidentiality and security; and
7. Retaining personal information collected online from a child only as long as necessary to fulfill the purpose for which it was collected and delete the information using reasonable measures to protect against its unauthorized access or use.

COPPA permits school districts, such as ours, to provide consent to the collection of personal information strictly for educational purposes on behalf of all of its students. This eliminates the need for parents to provide direct consent to each digital service the school utilizes in your child's instruction.

The District will maintain a listing of websites and apps utilized by our schools on our district website (www.ridgewood.k12.nj.us). Websites and apps may not be used by all grades or by all levels. While no vendor will offer a guarantee of complete and perpetual security, the Terms of Service and Privacy Policy statements for those vendors listed have been reviewed (as are updates to change them) to verify that appropriate security and privacy measures are in place to protect those using the service. Please contact the Manager of Information Technology or the Superintendent of Schools for more information.



Information Content and Uses of the System

Pupils may not publish on or over the system any information which violates or infringes upon the rights of any other person or any information which would be abusive, profane, or sexually offensive to a reasonable person, or which, without the approval of the Superintendent of Schools or designated school district personnel, contains any advertising or any solicitation to use goods or services. A pupil cannot use the facilities and capabilities of the system to conduct any business or solicit the performance of any activity which is prohibited by law.

Because the school district provides, through connection to the Internet, access to other computer systems around the world, pupils and their parent(s) or legal guardian(s) should be advised the Board and school district personnel have no control over content. While most of the content available on the Internet is not offensive and much of it is a valuable educational resource, some objectionable material exists.

Even though the Board provides pupils access to Internet resources through the district's computer networks/computers and PEDs with installed appropriate technology protection measures, parents and pupils must be advised that potential dangers remain and offensive material may be accessed notwithstanding the technology protection measures taken by the school district.

Pupils and their parent(s) or legal guardian(s) are advised some systems and Internet sites may contain defamatory, inaccurate, abusive, obscene, profane, sexually oriented, threatening, racially offensive, or otherwise illegal or offensive material. The Board and school district personnel do not condone the use of such materials and do not permit usage of such materials in the school environment. Parent(s) or legal guardian(s) having Internet access available to their children at home should be aware of the existence of such materials. Pupils knowingly bringing materials prohibited by Policy and Regulation 2361 into the school environment will be disciplined in accordance with Board policies and regulations and such activities may result in termination of such pupil's accounts or access on the school district's computer networks and their independent use of computers.

On-line Conduct

Any action by a pupil or other user of the school district's computer networks/computers and PEDs that is determined by school district personnel to constitute an inappropriate use of the district's computer networks/computers or to improperly restrict or inhibit other persons from using and enjoying those resources is strictly prohibited and may result in limitation on or termination of an offending person's



access and other consequences in compliance with Board policy and regulation. The user specifically agrees not to submit, publish, or display any defamatory, inaccurate, abusive, obscene, profane, sexually oriented, threatening, racially offensive, or otherwise illegal or offensive material; nor shall a user encourage the use, sale, or distribution of controlled substances. Transmission of material, information or software in violation of any local, State or Federal law is also prohibited.

Pupils and their parent(s) or legal guardian(s) specifically agree to indemnify the Ridgewood School District and school district personnel for any losses, costs, or damages, including reasonable attorney's fees incurred by the Board relating to, or arising out of any breach of this section by the pupil.

Computer networks/computer resources and PEDs are to be used by the pupil for his/her educational use only; commercial uses are strictly prohibited.

Software Libraries on the Network

Software libraries on or through the school district's networks are provided to pupils as an educational resource. No pupil may install, upload, or download software without the expressed consent of appropriate school district personnel. Any software having the purpose of damaging another person's accounts or information on the school district computer networks/computers (e.g., computer viruses) is specifically prohibited. School district personnel further reserve the rights to refuse posting of files and to remove files. School district personnel further reserve the right to immediately limit usage or terminate the pupil's access or take other action consistent with the Board's policies and regulations of a pupil who misuses the software libraries.

Copyrighted Material

Copyrighted material must not be placed on any system connected to the networks/computers without authorization. Pupils may download copyrighted material for their own use in accordance with Policy and Regulation 2531 Use of Copyrighted Materials. A pupil may only redistribute a copyrighted program with the expressed written permission of the owner or authorized person. Permission must be specified in the document, on the system, or must be obtained directly from the author or authorized source.



Public Posting Areas (Message Boards, Blogs, Etc.)

Messages are posted from systems connected to the Internet around the world and school district personnel have no control of the content of messages posted from these other systems. To best utilize system resources, school district personnel will determine message boards, blogs, etc. that are most applicable to the educational needs of the school district and will permit access to these sites through the school district computer networks. School district personnel may remove messages that are deemed to be unacceptable or in violation of Board policies and regulations. School district personnel further reserve the right to immediately terminate the access of a pupil who misuses these public posting areas.

Real-time, Interactive, Communication Areas

School district personnel reserve the right to monitor and immediately limit the use of the computer networks/computers or terminate the access of a pupil who misuses real-time conference features (talk/chat/Internet relay chat).

Electronic Mail

Electronic mail (“e-mail”) is an electronic message sent by or to a person in correspondence with another person having Internet mail access. The school district may or may not establish pupil email accounts. In the event the district provides email accounts, all messages sent and received on the school district computer networks/computers must have an educational purpose and are subject to review. Messages received by a district-provided email account are retained on the system until deleted by the pupil or for a period of time determined by the district. A canceled account will not retain its emails.

Pupils are expected to remove old messages within fifteen days or school district personnel may remove such messages. School district personnel may inspect the contents of e-mails sent by a pupil to an addressee, or disclose such contents to other than the sender or a recipient when required to do so by the policy, regulation or other laws and regulations of the State and Federal governments. The Board reserves the right to cooperate fully with local, State, or Federal officials in any investigation concerning or relating to any e-mail transmitted or any other information on the school district computer networks/computers.



Disk Usage

The district reserves the right to establish maximum storage space a pupil receives on the school district's system. A pupil who exceeds his/her quota of storage space will be advised to delete files to return to compliance with the predetermined amount of storage space. A pupil who remains in noncompliance of the storage space allotment after seven school days of notification may have their files removed from the school district's system.

Security

Security on any computer system is a high priority, especially when the system involves many users. If a pupil identifies a security problem on the computer networks/computer, the pupil must notify the appropriate school district staff member the pupil should not inform other individuals of a security problem. Passwords provided to pupils by the district for access to the district's computer networks/computers and PEDs or developed by the pupil for access to an Internet site should not be easily guessable by others or shared with other pupils. Attempts to log in to the system using either another pupil's or person's account may result in termination of the account or access.

A pupil should immediately notify the Principal or designee if a password or pin number is lost or stolen, or if they have reason to believe that someone has obtained unauthorized access to their accounts. Any pupil identified as a security risk will have limitations placed on usage of the computer networks/computers and PEDs or may be terminated as a user and be subject to other disciplinary action.

Vandalism

Vandalism to any school district owned computer networks/computers and PEDs may result in cancellation of system privileges and other disciplinary measures in compliance with the district's discipline code. Vandalism is defined as any malicious attempt to harm or destroy data of another user, the system, or any of the agencies or other computer networks/computers and PEDs that are connected to the Internet backbone or of doing intentional damage to hardware or software on the system. This includes, but is not limited to, the uploading or creation of computer viruses. In the event vandalism results in a financial loss to the district, restitution by the offender may be required.



Printing

The printing facilities of the computer network/computers and PEDs should be used judiciously. Unauthorized printing for other than educational purposes is prohibited.

Internet Sites and the World Wide Web

Designated school district personnel may establish an Internet site(s) on the World Wide Web or other Internet locations. Such sites shall be administered and supervised by the designated school district personnel who shall ensure the content of the site complies with Federal, State and local laws and regulations as well as Board policies and regulations.

Violations

Violations of the Acceptable Use of Computer Networks/Computers and PEDs and Resources Policy and Regulation may result in a loss of access as well as other disciplinary or legal action. Disciplinary action shall be taken as indicated in Policy and/or Regulation 2361 Acceptable Use of Computer Networks/Computers/PEDs and Resources, 5600 Pupil Discipline/Code of Conduct, 5610 Suspension and 5620 Expulsion as well as possible legal action and reports to the legal authorities and entities.

Determination of Consequences for Violations

The particular consequences for violations of this Policy shall be determined by the Principal or designee. The Superintendent or designee and the Board shall determine when school expulsion and/or legal action or actions by the authorities is the appropriate course of action.

Individuals violating this Policy shall be subject to the consequences as indicated in Board Policy and Regulation 2361 and other appropriate discipline, which includes but are not limited to:

1. Use of computer networks/computers and PEDs only under direct supervision;
2. Suspension of network privileges;
3. Revocation of network privileges;
4. Suspension of computer privileges;



REGULATION

RIDGEWOOD BOARD OF EDUCATION

PROGRAM

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Acceptable Use of Computer Networks/
Computers/ Personal Electronic
Devices (PEDs) and Resources

5. Revocation of computer privileges;
6. Suspension from school;
7. Expulsion from school; and/or
8. Legal action and prosecution by the authorities.

Issued: 7 December 2009

Revised: 18 June 2012

Revised: 24 September 2012

Revised: 6 March 2017



2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
DeRisi, Michael Somerville	NJ Association for Health, Physical Education, Recreation & Dance Annual Convention Long Branch, NJ February 20, 2020	Professional Development	\$ 85	1
Galanti, Megan Orchard	Supporting At Risk ELLS in Literacy Development: Pre-Referral Interventions and Appropriate Assessment Approaches Garwood, NJ March 6, 2020	Professional Development	\$ 180	0
DeAraujo, Christie Education Center	Sounds in Motion New York, NY March 7, 2020	Professional Development	\$ 299	0
Semendinger, Paul Hawes	NELMS Annual Conference Providence, RI March 9-10, 2020	Professional Development	\$ 399	0
Pollitt, Ashley RHS	Embracing the Whole Child: Promoting Social Emotional Learning Mahwah, NJ March 16, 2020	Professional Development	\$ 115	0
Oates-Santos, Lorna Somerville	NJL2L Mentor Re-Certification Verona, NJ April 3, 2020	Professional Development	\$ 75	0

The total cost for these conferences is \$1,153. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$135,292 leaving a balance of \$56,146.

The total cost of substitutes for these conferences is \$100. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$20,700.



Prof. Development Day – No School for Students
Opening & Closing Day for Students
Schools Closed
Minimum Day
Schools will be closed per snow days used

School Hours: **Full Day**
 K-5 8:45-3:00
 Gr 6-8 8:00-2:53
 Gr 9-12 7:45-3:15

Minimum Day
 8:45-12:45
 8:00-12:15
 7:45-12:10

August						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 1 Convocation: Professional Development
- 2 Opening day for students – Minimum day
- 7 Labor Day – School closed
- 28 Yom Kippur – School closed

- 12 Professional Development
- Columbus Day (no school for students)

November						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 3 Prof. Develop.: No school for students
- 5-6 NJEA convention – School closed
- 14 Diwali observed
- 25 Minimum Day
- 26-27 Thanksgiving Recess

- 23 Minimum Day
- 24-31 December Recess – School Closed

- 1 December Recess – School Closed
- 18 MLK Day – School Closed

February						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- 12-16 February Recess (includes Lunar New Year)

- 29-31 April Recess (Passover begins 3/27)

- 1-2 April Recess (includes Good Friday))

May						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

DAYS IN SESSION

Students		Teachers	
0	August	0	August
19	September	20	September
21	October	22	October
16	November	17	November
17	December	17	December
19	January	19	January
17	February	17	February
20	March	20	March
20	April	20	April
19	May	20	May
16	June	17	June
184	total days	189	total days

- 13 Prof. Devstudents no school/Eid al-Fitr
- 31 Memorial Day – Schools Closed
- 26-28 school may be closed per below note

- 22 Last day of instruction (minimum day)
- 22 RHS graduation
- 23 Closing Day for Teachers

FIELD TRIPS FOR APPROVAL

February 10, 2020

ONE DAY TRIPS

ATTACHMENT D

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/05/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	no
02/07/20	RHS	Kean University <i>Officer Meeting</i> Union, NJ	1 member of DECA	1	0	0	\$20 (mileage)	yes	no
02/11/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
02/12/20	RHS	Downtown Ridgewood Ridgewood, NJ	5 RISe students	5	0	0	\$0	yes	yes
02/14/20	RHS	Ridge School Ridgewood, NJ	12 members of the Latin Honor Society	1	0	0	\$0	no	yes
02/20/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
02/24/20	RHS	Willard School Ridgewood, NJ	12 grades 10-12 World Language students	1	0	0	\$0	no	yes
02/24/20	RHS	BFMS Ridgewood, NJ	25-35 grades 9-12 music students	5	0	0	\$0	no	yes
02/25/20	RHS	BFMS Ridgewood, NJ	25-35 grades 9-12 music students	5	0	0	\$0	no	yes
02/27/20	RHS	Downtown Ridgewood Ridgewood, NJ	5 RISe students	5	0	0	\$0	yes	yes
02/28/20	RHS	Macaluso's <i>Sophomore Semi-Formal</i> Hawthorne, NJ	150 grade 10 students	7	0	0	\$0	yes	yes
02/29/20	RHS	Council Rock High School <i>Winter Guard Competition</i> Holland, PA	18 members of Winter Guard	2	0	0	\$1,050 (bus)	no	yes
03/10/20	RHS	Downtown Ridgewood Ridgewood, NJ	5 RISe students	5	0	0	\$0	yes	yes

FIELD TRIPS FOR APPROVAL

February 10, 2020

ONE DAY TRIPS

ATTACHMENT D

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
03/12/20	RHS	Drew University <i>Young Musicians Concert</i> Madison, NJ	3 members of the Percussion Band	1	0	0	\$0	no	yes
03/18/20	BFMS	Immaculate Heart Academy Washington Township, NJ	13 grades 6-8 science Students	1	0	0	\$0	no	yes
03/18/20	RHS	Holiday Inn <i>Interact Leadership Conference</i> Hasbrouck Heights, NJ	12 members of Project Interact	2	0	0	\$201 (driver)	no	yes
03/20/20	RHS	Lincoln Center <i>Jazz Performance</i> New York, NY	40 grades 9-12 art students	3	0	\$0	\$575 (bus)	no	yes
03/26/20	RHS	Downtown Ridgewood Ridgewood, NJ	5 RISE students	5	0	0	\$0	yes	yes
04/15/20	BFMS	Stephen Sondheim Theater <i>Mrs. Doubtfire</i> New York, NY	51 members of Broadway Bound	4	0	\$0	\$0	no	yes
05/12/20	Willard	Museum Village Monroe, NY	90 grade 3 students	16	0	\$0	\$0	no	yes

Last Name	First Name	School	FTE	From Class	From Step REA	19-20 Base Salary	CP	Ratio	Longevity	Total Salary	To Class	To Step REA	New 19-20 Base Salary	New CP	New Ratio	New Longevity	New Total Salary
Chamesian	Linda	RHS	1.0	MA	4	68,786				68,786	MA+30	4	72,336				72,336
Funtsch	Kaitlyn	GWMS	1.0	MA+30	6-7	75,835	300			76,135	MA+45	6-7	79,385	300			79,685
Kase	Shaun	RHS	1.0	BA	12	74,460				74,460	MA	12	81,560				81,560
Mahoney	Marisa	BFMS	1.0	MA	10	76,460	300	5,352		82,112	MA+30	10	80,010	300	5,693		86,003
Pollitt	Ashley	RHS	1.0	MA	5	70,385	300			70,685	MA+30	5	73,935	300			74,235
Roesemann	Megan	Ridge School	1.0	MA+30	8-9	77,775				77,775	MA+45	8-9	81,329	300			81,629

Minutes of the Ridgewood Board of Education Committee of the Whole Executive Session held on Monday, February 24, 2020, at 6:30 p.m., in the third-floor conference room at the Education Center.

Present: Ms. Jennie Smith Wilson, President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent of Schools; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Mr. Serhiy Morhun, Manager of IT

Others Present: None

Absent: Mr. James Morgan, Vice President

I. Motion to go Into Executive Session

Ms. Smith Wilson moved that the Board go into Executive Session for the purpose of discussing Security. Ms. Smith Wilson stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Ms. Smith Wilson

NAYS: None

ABSENT: Mr. Morgan

II. Security

Mr. Morhun reviewed our process of security protections on our technology systems and the changes we made to protect us from being hacked.

Mr. Mahmoud discussed the trends of occurrences of hacking and ransomware.

Mr. Morhun also reviewed the future plans for the district to continue protecting the district's technology systems.

III. Adjournment

At 7:03 p.m., on a motion made by Ms. Brogan, seconded by Mr. Kaufman and unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Board Secretary

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
FEBRUARY 24, 2020**

Minutes of the Regular Public Meeting of the Board of Education held on February 24, 2020, at 6:30 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Ms. Sheila Brogan; Mr. Cristopher Kaufman, Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Mr. Serhiy Morhun, Manager of IT

Absent: Mr. James Morgan, Vice President

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Smith Wilson moved the following resolution. Ms. Brogan seconded the motion, which was unanimously approved.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss Security.

B. MOTION TO OPEN REGULAR SESSION

Ms. Smith Wilson announced the Board has been meeting in Executive Session pursuant to NJSA:12. The minutes from this meeting will be released when the need for confidentially no longer exists. The Board was meeting to discuss Security.

At 7:08 p.m., on a motion made by Ms. Smith Wilson, seconded by Mr. Mahmoud, and unanimously approved, the public meeting reconvened.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman, Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary; Ms. Jen Ulman, Assistant Board Secretary; RHS Student Representative Laurence Fine

Absent: None

Visitors: There were approximately ten visitors.

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. ORCHARD SCHOOL SOIL REMEDIATION PROJECT UPDATE

Dr. Fishbein provided the following update on the Orchard Soil Remediation Project:

- A letter was sent to the community on February 14, 2020.
- A Remedial Action Work Plan (RAW) was submitted to the NJDEP for the Orchard School Portion of the Ash Landfill PI ID#G0000008572.
- We received NJDEP approval for the RAW. This information can be found on the district website.
- An additional request was made for a public meeting with the NJDOH to be scheduled as soon as possible.
- NJDEP, Bergen County Soil and Village Soil Permits will be submitted this week.
- Bid documents are currently being developed for public bidding during March.

V. PRESENTATIONS

A. RIDGEWOOD HISTORICAL SOCIETY “LETTERS FROM HISTORY” CONTEST AWARDS RECOGNITION

Dacey Latham and Joe Suplicki, along with student representatives Amelia Sofi and Zachary Kim, talked about the mission of the Ridgewood Historical Society. Exhibits are displayed at the Schoolhouse Museum to reach out to young people to try to bring them into the museum. Amelia and Zach announced the winners of the letter writing contest and thanked Dr. Gorman, Mr. Ferreri, and Ms. Novack for sponsoring the program. They congratulated the winners - Megumi Tamura, Matthew Winnert and Lydia Han. Megumi Tamura read her letter into record.

B. STUDENT REPRESENTATIVE REPORT

Dr. Fishbein introduced Laurence Fine, who reported on the following:

Athletics

- RHS Senior Alex Gifford was recently named Swimmer of the Year by *northjersey.com*. as the number one recruit in North Jersey. Gifford just led Ridgewood to league and sectional championships.

Arts

- The band program's trip to California to play at Santa Monica, Disney, and the Catalina Jazz Club was a huge success.

Academics

- Students are choosing classes for next year.
 - Freshmen are considering programs like RAHP, AHLISA, AMEX, and AMSTUD.
 - Sophomores are considering AP options for next year as their schedules open up and become more flexible.
 - Juniors are deciding which courses to take next year as their last classes in high school.

Activities

- The RHS Model UN club attended the Bergen County Academies conference last week.
- TEEEM (The Empathic Entrepreneur Equality Mission) clubs from at least ten local high schools gathered together in the learning commons to participate in a humanitarian workshop. They listened to guest speaker Jackson Kaguri talk about orphan issues.
- The RHS Speech and Debate team is preparing for their upcoming Harvard tournament.
- The RHS school newspaper, also known as The High Times, released their February edition.

Miscellaneous

- US II Honors classes went to see the movie "1917".
- RHS sophomores went on a trip to see To Kill A Mockingbird.
- Mr. Appel coordinated the segregation symposium which took place at Rutgers. Students were able to engage with students from schools in Newark and all across New Jersey about how to find solutions to segregation.

Ms. Brogan asked if Laurence was part of the conference on segregation. Laurence responded he was and reported it was eye opening. Laurence spoke with students who go to segregated schools in Newark who were talking about what RHS and their schools are like. He commented there is a lot we take for granted here. Students in Newark and other district have no air conditioning during the summer, they do not have Chromebooks, calculators, etc., or the opportunities students have in Ridgewood.

Ms. Brogan mentioned the court case that is addressing segregation and asked if anyone was talking about it. New Jersey is one of the most segregated states due to the requirement of the attendance laws.

VI. COMMITTEE OF THE WHOLE REPORTS

- Finance

- January Financial Reports

Ms. Kelly reported the Board will be approving the January financial reports tonight. The district has \$10.4 million cash on hand and our largest receivable is the tax levy receivable. The transfers report was provided in the board packet.

Mr. Morgan asked how Pomptonian is doing. Ms. Kelly just received January's statement tonight so she will update the Board at the March 2nd meeting.

- Budget Update

There have been no changes. Tomorrow is the Governor's address and Ms. Kelly hopes she will get the state aid numbers. She is anticipating some additional funding based on the state following the formula. She will present the preliminary budget on March 2nd with the final vote on March 23rd. Dr. Fishbein and Ms. Kelly will be presenting the budget at the schools.

Ms. Brogan noted it is important for the public to know the budget has to be approved by the Board by March 2nd since it has to go to the County for approval by March 4th.

- Facilities

There was no update except for Dr. Fishbein's comments on Orchard.

VII. COMMENTS FROM THE PUBLIC

At 7:42 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Alison Baker, 232 Lakeview Drive, commented she has been here three times and it has been 76 days since her son's traumatic head injury (which we have on video) and it is still not resolved. An emergency 504 plan was reached as of February 21, 2020 after countless emails and recommendations and in-person meetings she felt were necessary. Ms. Baker thought it should never have taken this long. The initial process was started on January 28, 2020. Ms. Baker wanted to read the recommended accommodations into record that are in place for her son.

Ms. Smith Wilson advised Ms. Baker this was confidential information.

Ms. Baker was comfortable sharing the information and did so. She reported her son has missed eight days of school since this injury and reported how hard it is for a child to be on activity restriction for two months and talked about how hard it is for her son. Ms. Baker advocated for her child and other children and asked the Board to do right by her child. She stated the Board denied OPRA and FERPA requests and questioned what the video surveillance falls under. Ms. Baker believes the district is manipulating the essence of technology to their own personal gain. Ms. Baker questioned if every Ridgewood parent is aware that their children are being monitored 24/7 during their time inside and outside of the school. She thought if the district was not going to use the footage for beneficial reasons (i.e., allowing a parent to see a traumatic injury) then she felt there was no reason to have the cameras. Ms. Baker said it is exhausting to continue to challenge the district's dismissive decisions not to allow her and her husband to view the video footage on file of their son's injury. She asked what the reason is and what the district is hiding.

Saurabh Dani, 390 Bedford Road, commented on the last budget presentation (anticipated revenues slide) with the line item called total and federal state resources, which says the assumption is that state aid will be the same as the 2018-19 school year, and that it is incorrect.

Ms. Kelly stated that was her error and apologized for not removing it from the slide.

Mr. Dani stated this is misrepresentation and double taxation and noted none of the Board members questioned it. Multiple residents were here last year about this, and this year, they started talking before the budget was presented. Mr. Dani believes the district is trying to twist things prior to the budget being presented. Mr. Dani commented these are the moments he misses Ms. Krauss on the Board. He reported Ms. Krauss raised this issue last year.

He mentioned last year, the district received \$400,000 in additional state aid and Ms. Krauss voted and supported residents who came to the meetings and reiterated his comment that this is double taxation and money that should be refunded. Mr. Dani commented that by increasing state income tax, the state's intention was to give more aid to districts so property tax can be reduced. Mr. Dani observed Ms. Krauss advocated for taxpayers and the district came up with an excuse that there was an error in our accounting of \$250,000. Mr. Dani commented \$250,000 was lost from the \$400,000 in state aid and residents received \$140,000 back. Mr. Dani thinks the district is already fudging numbers.

Mr. Dani spoke about the property tax increase of 2% and how at the end of the presentation, the revenue shows an increase of 1.97%. Mr. Dani claimed the district was manufacturing 16.8% negative revenue in our own internal balance transfers. Mr. Dani stated the biggest issue residents have with the Board is trust, fudging of numbers and misrepresentation. Mr. Dani felt the district should not be showing internal transfers as negative revenue.

Ms. Kelly replied it is the total of all three budgets that we are estimating; the operating budget, the grant budget and debt service.

Mr. Dani commented if the district is moving reserves from one account to another, it is not a revenue. His point is we are increasing the property tax by 2% plus adding \$400,000 from state aid and that the state will be increasing income tax on residents to give the district the aid. Mr. Dani noted most Ridgewood residents are in the tax bracket to pay more money to the state so more aid can go to other districts. The purpose of increased income tax is reduction in property tax. If we are not reducing the taxes by \$400,000 the residents are going to pay double tax. He reiterated the presentation is wrong.

Ms. Kelly reported the error is the wording of the assumption and stated the numbers are not fudged.

Rebecca Katzman, 70 Crest Road, expressed her support for the performing arts but finds the fact that the bond referendum, as it is currently being presented, ties together infrastructure, repairs with construction of a new PAC and auditorium upgrades, and she found it very concerning and short sighted. Ms. Katzman asked where is the discussion of how the district plans to budget capital expense for the population growth that we will soon experience. She talked about the new apartments being built and stated the district already has existing issues with class size. She has twins, one in a class of 24 with a teacher assistant and one in a class of 25 with no teacher assistant. Ms. Katzman knows families who have bought homes here, have gone to register their children and were told that one or more children would have to attend a school that was not in their neighborhood due to the grade being full. Ms. Katzman believes the district needs more sections and as the larger class sizes feed upwards to the middle and high school, adjustments will need to be made. Ms. Katzman did not think rezoning fully addressed the issue, and in the near future, it means hiring additional teachers and building out

more classroom space, which requires a bond referendum. She pointed out the necessary remediation project at Orchard and the failing HVAC in many of the schools.

Ms. Katzman stated there are existing deficiencies in the district that are being compensated for by dedicated teachers, administrators, staff and parents; but additional funds will be needed for capital improvements. Ms. Katzman would like to see the infrastructure repairs sent out to bid for more vendors or pared down to mechanical upgrades, window upgrades, bathroom upgrades, and fire alarm upgrades. She believes our schools should provide heat, working toilets, and functional fire alarms. The district has a costly road ahead and with known population growth on the horizon, it is no time to make decisions about new construction.

Josh Ford, 333 West End Avenue, had some questions about the Orchard remediation project. He reported a group of parents have decided to streamline the process at the Board meetings and consolidate their questions. He had some questions from the group, some of which were already addressed by Dr. Fishbein. It was asked at the original Orchard meeting about prior indoor air quality testing that was conducted, historically, for VOCS. David Terry mentioned that they had done some of the testing in the past and parents have now asked for that twice. If they could see the data, then they could definitively see that there are no problems with the indoor air quality related to VOCs (volatile organic compounds). Mr. Ford stated the issue there is that there is no VOC data in the data set for their site.

There was a question regarding the status of a written opinion from a third party confirming the sufficiency of the proposed remedy. He thought it was asked for previously. He is aware the Remedial Action Workplan has been approved by the DEP. He noted the district had an independent LSRP review it and received a verbal okay but felt it may be helpful to get that in writing, as requested by the community, although it is not a regulatory requirement.

Mr. Ford also asked for a cap thickness map that is in the remedial action workplan. It is a color-coded figure and the scan is not in color and he requested the figures be provided in color on the website. He thanked the district for disclosing all of the reports on the website. Mr. Ford's understanding of the remedy is that we are able to put a one-foot cap in across the site with a demarcation boundary and that the trade there was to increase the frequency of inspections. In some cases (the playground), we are inspecting it monthly, which he thought was a good trade. Mr. Ford felt sharing the inspection results with the community is important, as well as coming up with a protocol for notifying new parents regarding what is at the site, even after it is cleaned up. Mr. Ford commented there was also a question about dust monitoring that he is sure will be in the health and safety plan, and verification that the demarcation layer on the playground will be checked during remediation. He advised anyone watching could reach out to him via email.

Logan Richman, 254 Libby Avenue, has been in the Ridgewood music program for six years and commented how it has shaped his experience and developed his career in music and extra-curriculars. Logan just got back from the band trip to California and talked about what an incredible experience it was. He expressed his support for the PAC and auditorium and felt it would bring the RHS music program to new heights, enable the performances to be of a higher level, and allow the music program to present what they have learned and worked on in a more refined, legitimate way. It would also be an improvement over the Campus Center, especially acoustically. He talked about how it would allow us to host other schools in the area and allow us to hold assemblies, indoor graduation if necessary, etc. Logan thought the proposal and phrasing of the question should be one question, which shows that the Board prioritizes it on the agenda and is putting it forward in a way that people can vote. He feels the PAC and auditorium would completely change the music program at RHS.

Eric Friedman, 466 Sheffield Road, thanked the Board for approving the calendar at the last meeting and recognizing student concerns. Eric feels the bond referendum must be one question because it is extremely essential for all students. The project will bring us up to par with other districts that have auditorium spaces for assemblies, speakers, and student congress elections, among many other things. He believes our schools need this space. He pointed out BFMS has an auditorium and thought it was a disgrace we do not have one at the high school.

Neil Edara, 43 North Pleasant Avenue, commented we are not just building an auditorium, we are also building classroom space. Class meetings with guidance counselors have to be done one class at a time since they do not have an auditorium to hold all the classes at one time. Ridgewood has one of the top bands in Bergen County but no auditorium. Neil explained the band program has increased over the past 30 years with more programs and ensembles, and pointed out they need more space to perform in an acoustically better environment.

Hyun Ju Kwak, 291 Highland Road, thanked the Board for their concerted efforts to share important updates on the Orchard Remediation Project. One of the things evidenced on the slide was there was a communication sent to the community on February 14. She asked how expansive the effort was and if it went out to all of the residents. Ms. Kwak met with residents on Denver Street who had no idea of what is going on. She would like communication to be expanded. Regarding the budget, at the last Board meeting there was a slide that talked about the current plan and the budget for the Orchard Remediation Project was \$500,000. She asked if that was still the plan and if there would be a Plan B or contemplation for a more robust scenario. Ms. Kwak does not know how the \$500,000 ties in to the new plans submitted. If you compare it to the cost of upgrading two bathrooms at BFMS and GWMS, those are \$500,000. She would like to have more discussion and awareness on that.

Corrine Dillon, 217 Fairmount Road, graduate of RHS, expressed her disappointment in the Board's decisions and the way they go about making those decisions. She finds it troubling and puzzling. Ms. Dillon believes there is a lack of transparency regarding the \$95 million bond. She asked how it was decided that the scope of work is the best use of the money. She thought it was an unprofessional process. She stated there was no public RFP encouraging as many bids as possible to reduce costs, a single source vendor who has done poor work in the past, very risky assumptions by bankers about state aid and the future housing process. Ms. Dillon stated if this bond passes, it will severely limit our borrowing capacity and make any other capital improvements all but impossible. She spoke about the lack of transparency about the Orchard soil remediation, which the administration knew about for ten years. She stated it was decided to apply for a recreational standard to avoid remediation. Then another eight months went by before the public was told. Ms. Dillon also finds the lack of empathy from the Board troubling. The Board has a policy that they do not engage with the public during public comment. She felt there should be exceptions to the rule when we are talking about something extreme, like the health and safety of our children

John Baker, 232 Lakeview Drive, thanked the Board for extending his day away from his children, sending him items he can get on Skyward, ignoring the item he really wants to see (the video), ignoring his questions and not responding to them about the video, passing back and forth what they answer as their reason for why he cannot view the video, and he requested that the video footage from December 10, 2019 at 3:58 p.m. continue to be retained.

Laurie Weber, 235 South Irving Street, talked about how a month ago, she saw the Bakers bring up the issue of their son's head injury and it compelled her to get up and speak as well. She stated she was interrupted twice during her last public comment; once by Dr. Fishbein and once

by Ms. Smith Wilson. Neither of those interruptions were allowed for in the public speaking rules. She stated instead of upholding the proper running of the meeting, as is the job of the president, Ms. Smith Wilson allowed and participated in violation of the meeting rules, that Ms. Weber thought suited people sitting at the Board table. In response to her observation of Dr. Fishbein smirking at the parent, she noted Ms. Smith Wilson responded to her comments by defending those actions. She quoted Ms. Smith Wilson as follows: *'I think it's difficult to sit at this table and respond to people on the spot accurately. I personally work hard to hear what everybody has to say with a neutral face, but sometimes emotions get charged.'*

Ms. Weber continued that Mr. Kaufman initially reflected her request for an explanation of the Board's actions and she quoted him as follows: *'Can you explain to us, just because, what is the deal with the footage. I would like to know.'* Later on, Mr. Kaufman walked back that comment and he said *'When I asked a question about the video, it wasn't to put Dr. Fishbein on the spot. It was for him to explain the to the public that this is a sensitive issue that we can't talk about. That was exactly my point and not to have the public press us as to why we couldn't talk about it. It was because we, as the Board, understand that this is a sensitive issue right now and there's a reason that this footage is not being released.'* Ms. Weber felt it was a shame that Mr. Kaufman did not quit while he was ahead and questioned if he thought that community members, including the parents, are less capable than him, or anyone else sitting at the table, of understanding the sensitivity of that issue. Ms. Weber wondered if Mr. Kaufman would find his own response appropriate and acceptable if it was one of his children who was injured.

Ms. Weber reminded all Board members of their roles as defined by the NJSBA on their website. Board members are representatives of their community, with oversight authority derived from the New Jersey Constitution and the legislature, that they can act as final arbitrators on issues which have not been resolved with other steps, and above all, that Board members are responsible for, and to the district's students, every policy they approve and every action they take, must be based on what is best for those students. In regard to the security footage of the child being injured on school property that is being withheld for 78 days, Ms. Weber again asked for justification of this. She pointed out no one asked for sensitive information to be revealed. Ms. Weber thought at the very least, the Board should respond as to what law or policy they are relying on, or whether this was done at Dr. Fishbein's discretion. Ms. Weber believes the Board is obligated to answer that and that information is not privileged, nor should it be kept private.

At 7:58 p.m., no one else wished to address the Board.

Ms. Smith Wilson commented Dr. Fishbein will discuss the answers to Mr. Ford's questions with him. She stated the Board and district did have an open session at Orchard with the Orchard community, with questions and answers directed to Dr. Fishbein, the district physician, and the LRSP who were there. Since then, the district has had open communication with the community. She expressed her regret that the whole community has not seen the information. A lot of the emails about Orchard go out to the whole email community of the district and she thinks a lot of parents do not feel it applies to them because their children are not at Orchard, which is unfortunate. The district will continue to reach out to everyone on their email list. Anyone can get on the email list by signing up on our website.

Ms. Smith Wilson stated regarding the video footage, this is a litigation issue and is something the Board cannot discuss in public.

Dr. Fishbein stated the pricing estimates we had for the proposed projects have not gone out to bid yet, they are just in the concept phase. The district gets that pricing from our professionals

and it is the same thing with the soil remediation. The pricing we have there is what our professionals feel it would cost to fulfill the requirements of the remedial action workplan.

VIII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**, page 801.

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. Approval: Revised 2019-2020 Board Meeting Schedule

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revised 2019-2020 Board Meeting Schedule, as listed on **Attachment B**, page 802.

iii. Approval: Settlement Agreement SE#8/2019-2020

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#8/2019-20 between the parents of Student #601203 and the Ridgewood Board of Education.

The Board had received background information.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips, as listed on **Attachment C**, pages 803-806.

ii. Approval: Budgeted Extraordinary Services for the 2019 ESY and 2019-2020 School Year for an Out of District Placement

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted extraordinary services for the 2019 ESY and 2019-2020 school year for the out of district placement listed below.

School	# of Students	Service
Franklin Lakes Public Schools Franklin Lakes, NJ	1 (tuition previously approved)	1:1 aide OT/PT/Speech

D. HUMAN RESOURCES

i. Revision 2020-2021 Holiday Calendar for 12-Month Employees

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revised 2020-2021 Holiday Calendar for 12- Month Employees, approved by the Board at its April 29, 2019 meeting, as listed on **Attachment D**, page 807.

ii. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Field Placements

CARPENTIERI, Anthony – St. Thomas Aquinas College, Classroom Observation with Kristin Krasinski, Social Studies, Benjamin Franklin Middle School, effective March 6, 2020 through April 17, 2020.

COSTE DISLA, Dulce - Montclair State University, Field Experience at Hawes School with Caitlin Scappi, Special Education Teacher, effective February 24, 2020 through June 1, 2020.

MARTIN, Elizabeth – Montclair State University, Classroom Observation with Colleen Contreras, Special Education Collaborative English Teacher; Luke Dolby, English Teacher; Katharine Pinches, English Teacher; and Caroline Richards, English Teacher, Ridgewood High School, effective March 2, 2020 through April 2, 2020.

Classroom Aide

GARCIA, Kimberly* - Kindergarten Aide, Orchard School, effective February 25, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 3 days per week, at an hourly rate of \$17.16

Account #11-000-217-106-00-03-024-001

*Related to staff member

iii. Change of Assignments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignments, as listed below.

DORIS, Michelle - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, to 1.2 FTE Mathematics Teacher, Ridgewood High School, effective February 21, 2020 through March 20, 2020

Account #11-140-100-101-01-10-019-000

From: \$98,135
(\$97,835+
\$300 CP)
Cl. MA+45, St. 15
To: \$117,702
(\$117,402
+\$300 CP)
Cl. MA+45, St. 15

INGOGLIA, Brenda - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, to 1.2 FTE Mathematics Teacher, Ridgewood High School, effective February 21, 2020 through March 20, 2020
Account #11-140-100-101-01-10-019-000

From: \$98,135
(\$97,835+
\$300 CP)
Cl. MA+45, St. 15
To: \$117,702
(\$117,402
+\$300 CP)
Cl. MA +45, St. 15

MELE, Lauren - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, to 1.2 FTE Mathematics Teacher, Ridgewood High School, effective February 21, 2020 through March 20, 2020
Account #11-140-100-101-01-10-019-000

From: \$83,860
(\$83,560+
\$300 CP)
Cl. MA+45, St. 10
To: \$100,572
(\$100,272
+\$300 CP)
Cl. MA +45, St. 10

SCEVOLA, Adam - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, to 1.2 FTE Mathematics Teacher, Ridgewood High School, effective February 21, 2020 through March 20, 2020
Account #11-140-100-101-01-10-019-000

From: \$74,525
(\$74,225+
\$300 CP)
Cl. MA, St. 8
To: \$89,370
(\$89,070
+\$300 CP)
Cl. MA, St. 8

YOUNG, Leticia - **from** Long Term Substitute Kindergarten Teacher, Willard School, **to** Long Term Substitute Education Specialist, Willard School, effective April 1, 2020 through June 24, 2020
Account #11-230-100-101-00-07-019-000

Daily rate will remain the same

iv. Leave of Absences

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

Revision: STEWART, Nicola – Art Teacher, Ridge School, from effective April 13, 2020 through June 24, 2020, approved by the Board at its meeting on January 27, 2020, to effective March 4, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

v. Resignations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Teacher

CASASANTA, Dana - Leave of Absence Replacement K-2 SAIL Teacher, Hawes School (non-tenure track), Hawes School, effective April 9, 2020.

Classroom Aide

D'ANDREA, Jerry - Applied Behavior Analyst Aide (ABA), George Washington Middle School, effective February 14, 2020.

vi. Terminations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the termination of the employees listed below.

- Employee #8403, effective February 13, 2020
- Employee #8528, effective February 11, 2020

vii. Rescind Appointment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves rescinding the appointment of the employee listed below.

Classroom Aide

NOLAN, Lauren – Applied Behavior Analyst (ABA) Aide, Ridge School, effective February 20, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.77

viii. Administrative Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the administrative leave of absence listed below.

It is recommended that the Board approve Employee #4458 for an administrative leave of absence with pay, effective February 11, 2020 through **TBD**, with a reinstatement date of **TBD**.

ix. Supplemental Pay Beyond Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Ridge School

Glee Club Moderator - Winter Session

- **Elyse Mager**, for a total stipend of \$3,337.42
 - **Annamarie Pecorelli**, for a total stipend of \$5,006.12
- Account #20-030-100-101-00-04-004-003

Ridgewood High School

DECA Overnight Field Trip to Atlantic City, NJ –March 2 - March 4, 2020

- **Two Chaperones: Jeffrey Nyhuis and Shauna Stovell**, each for 2 nights, each at \$200 per night (\$800)
- Account #11-401-100-101-00-10-010-001

Pre-ACT Proctors

Proctors and Administrators for April 18, 2020, Pre-ACT, as listed on **Attachment E**, pages 808-809
Account #11-000-218-104-00-10-010-001

Special Programs

ABA Aide Training - March 3-6, 2020, each not to exceed 7 hours, each at the hourly rate listed

- **Deborah Castaldi**, at an hourly rate of \$19.77 (\$138.39)
- **Anna Engstrom**, at an hourly rate of \$19.77 (\$138.39)
- **Rosemary Fossari**, at an hourly rate of \$20.81 (\$145.67)
- **Sung Hui Kim**, at an hourly rate of \$19.77 (\$138.39).
- **Sean King**, at an hourly rate of \$19.77 (\$138.39)
- **Marisol Marques De Chinchay**, at an hourly rate of \$19.77 (\$138.39)
- **Christine Moomjy**, at an hourly rate of \$19.77 (\$138.39)
- **Jean Sgambati**, at an hourly rate of \$19.77 (\$138.39)

Account #11-000-217-106-00-24-024-001

ABA Aide Training provided by District Behaviorist - March 3-6, 2020

- **Ariana Bray**, not to exceed 4 hours, at an hourly rate of \$46.75 (\$187)
- **Stacy Giardino**, not to exceed 4 hours, at an hourly rate of \$76.68 (\$306.72)
- **Erin McGuire**, not to exceed 4 hours, at an hourly rate of \$46.75 (\$187)

Account #11-000-219-104-00-24-024-001

Information Technology Department

Tech Support for an outside event “International Fair”, March 19-20, 2020, to be held at Benjamin Franklin Middle School (Funded by the Outside Group)

- **Neil Valere**, each not to exceed 7 hours, each at an hourly rate of \$31.06 (\$434.84)

Account #11-000-252-104-00-40-040-001

x. Substitutes for the 2019-2020 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitutes for the 2019-2020 school year, as listed below.

Teachers: Brian Whelan

Account Number: TBD

E. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
Petroleum Marketing Group/ExxonMobil Corporation	\$ 500.00	To be used for REACH, RED, and RISE Math and Science supplies at Glen School.	20-034-100-610-00-01-024-003

Ridgewood Education Foundation	\$3,500.00	To be used to partially fund Super Science Saturday.	20-001-100-890-00-22-022-002
RHS Band Association	\$4,334.50	To be used to pay chaperone expenses for the overnight Band trip to Anaheim, CA.	20-053-100-101-00-10-010-003 (\$4,000) 20-053-200-220-00-10-010-003 (\$334.50)
Special Olympics of NJ	\$ 818.45	To be used to purchase specialized equipment for the Unified Sports Program at RHS.	20-035-100-610-00-10-010-001
Valley Hospital	\$3,000.00	To be used to partially fund Super Science Saturday.	20-029-100-890-00-22-022-001

ii. **Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

The Board had received background information.

iii. **Approval: Disposal of Equipment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves disposal of the equipment listed below through www.govdeals.com. These items are obsolete and no longer needed.

GWMS

- o 1 Vision Fitness Elliptical Machine
- o 1 Cybex Elliptical Machine
- o 1 LifeCycle 9500HR Elliptical Machine

iv. **Approval: Customer Service Agreement with ENERCONNEX**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, ENERCONNEX operates an online energy procurement platform at www.ecxmarketplace.com ("ECX Marketplace") on which registered energy customers may engage in energy procurement Pricing Events, through which customers receive bids or offers from one or more Suppliers to meet such customer needs for energy commodities based upon energy requirements posted on behalf of the customer, and

WHEREAS, the Village of Ridgewood Public Schools desires access to ECX Marketplace in order to host such online energy procurement Pricing Events and ENERCONNEX wishes to grant such access subject to the terms and conditions set forth in the attached agreement;

NOW, THEREFORE BE IT RESOLVED, that the Ridgewood Board of Education upon the recommendation of the Superintendent approve an agreement with ENERCONNEX for energy procurement services.

The Board had received background information.

v. **Approval: Budget Appropriation Transfers**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **January 2020** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board had received background information.

vi. **Approval: Secretary's Line Item Certification**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **January 2020**,

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20- A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20-2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

The Board had received background information.

vii. **Approval: Acceptance of the Board Secretary and Treasurer Report**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **January 2020**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved approval of Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance.

Mr. Morgan seconded the motion.

Prior to the roll-call vote, Ms. Smith Wilson read the donations into record and thanked the responsible parties.

The motion to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

IX. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Feb 19	Columbia Bank On-Line	096969-097167	1,119,270.08	J. Morgan
Feb 10	Payroll Transfer	P29478	3,288,353.65	J. Morgan
Jan 6	Electronic Transfer	C29463-C29464	606.48	J. Morgan
Feb 12	Electronic Transfer	L29476	4,494.34	J. Morgan
Feb 13	Electronic Transfer	R29477	452.12	J. Morgan
Feb 14	Electronic Transfer	B29479	256,750.00	J. Morgan
Feb 19	Electronic Transfer	L29682	853.59	J. Morgan
Feb 19	Food Service	620184	123,648.91	J. Morgan
Feb 6	Columbia Bank Void Check	096816	(14,039.00)	J. Morgan
Feb 13	Columbia Bank Void Check	096420	(62.00)	J. Morgan
		TOTAL	\$4,780,328.17	

Mr. Morgan moved approval of all bills reviewed by him.

Mr. Kaufman seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

X. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan asked if the Orchard letter that went out on February 14 was sent to the whole school community or just Orchard. Dr. Fishbein replied it went to the entire school community.

Mr. Kaufman asked if we are planning on doing an indoor air study. Dr. Fishbein stated we can and the district does not have any results from a past study, and is not sure it was ever done. This is not a VOC issue but if the Board wishes to do it, he will have it done.

Mr. Morgan commented the building is built on a concrete slab, which is, in effect, a barrier. Dr. Fishbein agreed all the hard surfaces are considered a barrier (pavers, macadam, etc.). Mr. Morgan asked if it would take much to get an indoor air sample.

A discussion took place regarding what the indoor air sample could pick up and how to differentiate the results, the need to get a second opinion in writing, which Dr. Fishbein will ask LAN to do but the state provided their opinion in writing, the need to talk to other people in the neighborhood and letting people know that anyone who wants to can be added to the email

mailing list to receive all updates, how all the information is online and there is no attempt to hide anything, how long it will take to get permits and when the bidding process will start, (the end of March), that we should know the exact cost by the end of April and whether or not the \$550,000 will be adequate, how this project will take precedence over any other projects, by the time school closes, it should take approximately 45 days to complete the project, the need to hear from our health professionals prior to September, that the community needs answers and the issue resolved, and the Board is dedicated to doing that.

Ms. Smith Wilson stated there was a comment expressing concern about the depth of the cover that will be put on the field, and noted it is not an unwillingness on the district's part to make it as high as possible, but it has to do with the drainage.

Dr. Fishbein explained there are two issues complicating matters. One is a wetland issue and we cannot go up higher. One way to do it is to go down and build it back up but there is a concern about disrupting the ash. Due to those issues, the remediation we are doing is the right remediation for the plot that has been approved.

Ms. Brogan announced Super Science Saturday has 52 presenters. The League of Women Voters will have a table on the census with activities for children around the census. The Franklin Institute will be doing their show at 9:30 a.m.

Ms. Smith Wilson announced Tuesday, March 24 from 7:00 – 10:00 p.m., is the RHS Alumni Association Distinguished Alumni Awards. Information about tickets is on the RHS Alumni Association website. Three distinguished alumni inductees are Ali Stroker from the class of 2005; Deborah G. Thomas, class of 1971; Thomas L. Hawkins, class of 1942.

There is a new communications protocol posted on the website under Public Information and it is very helpful.

Earth Day 2020 is April 19th from 11:00 a.m. – 2:00 p.m. at Van Nest Square.

Ms. Brogan announced there is no legislative report. She expects she will be reporting again once the Governor makes his budget address.

Mr. Morgan read the following statement into record:

'In 2012, the voters of Ridgewood elected me to the Board of Education and in two subsequent elections, I was reelected. In all, I will have served eight years on the board, the last three as Vice President. It has been a challenging and rewarding experience to serve as a volunteer Trustee of our District. I want to thank the Village residents for offering me this opportunity.

During my three terms, Ridgewood's schools have maintained and, in many instances, increased their standing as one of the top systems in New Jersey. When colleges consider applications from high schoolers, one thing that is universally recognized by top tier institutions is that a Ridgewood student is better prepared for college than most other schools. Our music and arts programs consistently produce outstanding programs and our students are strongly represented in "all area" competitions. Ridgewood student athletes regularly dominate their peers in a wide variety of sports. None of these accomplishments can be directly attributed to the Board. They are the result of hard work by our teachers, athletes and scholars in the classrooms and other competitive forums.

The Board is responsible for oversight of the Administration's educational programs. When we sought a new Trustee to replace Christina Krauss, I was asked what the most important thing was that I learned in my tenure. My answer was simple. We all know that Ridgewood has excellent teachers. What I came to appreciate was that these teachers were led by extraordinary administrators. These dedicated professionals are responsible for developing and running our programs within the budget that the Board and voters approve.

Over the last eight years, the Board has consistently delivered budgets that were funded at or under the state 2% cap on property tax increases. Many other nearby districts take advantage of waivers, some might say loopholes, to exceed the 2% ceiling. I am proud to say that Ridgewood has never availed itself of any of these opportunities to raise the tax burden on residents. This is an admirable record when coupled with the District's continuing academic successes. As a member of the Boards that held this line, I believe that I have helped to match fiscal responsibility with performance.

The next few years are fraught with challenges. About 70% of the District's operating expenses are directly tied to our people costs. Our agreements with staff mean that with benefits these expenses increase over 3% annually. Yet the Property Tax ceiling remains at 2% annually. Making the available resources stretch to cover our needs is a challenge.

We also face a critical need to invest in our schools; the youngest of which was completed over 55 years ago. The referendum work that the Board is now doing addresses the failure of previous Boards to reinvest in our schools since the Christie administration cut funding in 2009. We must arrive at a bonding proposal that the entire Village can get behind and match the first-class programs we offer with modern building infrastructure. We must also find room in the annual operating budget to avoid another referendum need in ten years.

In April this year, the voters will elect three BOE members. My current term ends in April. The filing date for this election is March 2. I have decided to announce this evening that I will not run for another term. On election day, I will be 71 years old and will have served eight years as a Trustee. I believe that Trustees should not serve forever, and that the regular introduction of new members make a valuable contribution to our work. One only needs to look at what Muhammad has added in his short tenure to validate this. I also believe that BOE members that have children currently in the schools bring much needed "on-the-ground" perspectives to the Board. This is not to say being a parent of a student should be a prerequisite for service, but some connection is useful.

Ridgewood Schools are in a great position for the future and I am confident that the voters will make wise choices in this election. I want to thank the Village for having allowed me the opportunity to serve.'

Ms. Smith Wilson thanked Mr. Morgan for his years of service and made the following announcement:

'I will not seek re-election to the Ridgewood Board of Education. It has been my distinct pleasure to serve on this Board and I agree with Sheila, this is the greatest volunteer opportunity. Although the hours are long and there is still no pay. This has been a hard conclusion for me to reach. I am proud of the many decisions this Board has made during my tenure. The schools are in a good place. Our union contracts fairly compensate the impressive and hardworking staff of this district. This district attracts great people who want to work and teach in a place that has high

expectations and values continuous learning. Most important, the education the Ridgewood student receives only gets better.

Doug and I have two adult children. Both were beneficiaries of this great school system. Like many Ridgewood parents, I am a very proud parent, and I want to thank the people, who through their commitment to education, helped shape the adults that Maddy and Angus are today.

My interest in serving on the Ridgewood Board of Education was always about working to make the schools and educational programs better, to look forward and to reflect the changes in the world around us while making sure the educational foundation is solid. For my experience, a good Board member will take the time to listen and learn first. It's very easy to use the megaphone of social media to complain. If you're fortunate enough to sit at this table, take the time to understand the rationale for decisions and remember that every decision must be taken into consideration; every student and every ability, in every decision. The complexity of public education cannot be understated. There are no easy decisions to be made and no shortcuts to be taken.

A close study of the budget will reveal the only real budget cuts will come at a cost to the quality of the educational product that we all value as will the failure to recognize the importance of investing in our aging facilities and the improvements that our buildings need and that our students and staff deserve for the next 30 plus years.

I thank the many people who elected me in 2016 and I would like to thank the administrative leadership of the district for their thoughtful work that is always guided by what is best for the students. This is a committed group of professionals whose dedication to this district cannot be overstated. We have a lot more work to do between now and April 22nd and I look forward to all of it.'

Dr. Fishbein thanked Ms. Smith Wilson and Mr. Morgan for their service.

XI. COMMENTS FROM THE PUBLIC

At 8:22 p.m., Ms. Smith Wilson asked if there were any comments from the public. The following people addressed the Board:

Pete Gutierrez, 22 South Hillside Place, thinks the PAC is not a good idea. It benefits few people and will handicap the district going forward. He would be hard pressed to think anyone on the Board can tell him that over the next twenty to thirty years, \$30 million spent on this was the best use of the money. Last time he was here, Mr. Gutierrez suggested other things the money could be used for that would be more progressive and useful. Mr. Gutierrez does not think anyone can say what the best use of the money will be 30 years from now but thinks this is a red herring. He believes the goal is to give members of the community a choice of saying how much money to give. Mr. Gutierrez does not believe the Board will attach the two (HVAC projects and the PAC) on the same referendum. If they believe both should be passed, he thinks they should attach them and see what happens.

Mr. Gutierrez agreed this is a thankless job; everyone criticizes. Mr. Guitierrez' second point is we need to create a bond the Village can get behind; this is not it. He thinks the solution is not to go for the home run but prioritize what it is the Board has to get done (i.e. HVAC at the high school, windows at BFMS, bathrooms at Hawes, etc.) and aske the community for \$15 million. He believes the Board should demonstrate to the community that they have the ability to be stewards of this capital of their money. He suggested having a wish list and by doing so, they

will demonstrate the ability to handle this kind of project. Unfortunately, in light of certain projects that have been done recently that we are considering redoing, credibility is at a discount and the Board needs to earn the trust of their constituents. Mr. Guiterrez asked the Board to envision the notion of spending power and repeated his request for the Board to prioritize.

Rebecca Katzman, 70 Crest Road, received some emails while at the Board meeting commenting on her remarks. She stated people are watching and asked that those people come here and make their comments in person, because when you send an email it is not public. She appreciates the students speaking although she does not agree with them.

Mr. Morgan agreed with Ms. Katzman and encouraged the public to follow what the Board does.

At 8:29, no one else wished to address the Board.

XII. DISCUSSION ITEMS

- Revisions to Bylaws
 - Bylaw 0164-Conduct of Board Meetings, as listed on **Attachment F**, pages 810-811 (*revised*)
 - Bylaw 0167 – Public Participation in Board Meetings, as listed on **Attachment G**, pages 812-813 (**revised**)

The Board discussed the issue of what time public comment should be. Tonight, there was one presentation and public comment started prior to 8:00 p.m., which is respectful and the intent of the last change when we moved public comment to where it is now. Dr. Fishbein reported the public wanted to see presentations before they made public comment and thought it is great the Board has two public comment periods when only one is required.

Ms. Brogan observed this was in response to a meeting that had a number of presentations after a meeting was cancelled due to the weather. Ms. Brogan suggested if we have an outside group or student group present, they should present before public comment and go home. If the presentation is by an internal employee and someone at the Education Center, they should present after public comment. Ms. Brogan likes the idea that when the meeting started at 7:30 p.m., public comment was to start by 8:00 p.m. at the latest. There needs to be a balance because a lot of the time, people do come for the presentations and then sit through public comment not related to the presentations. She wants to be careful the Board does not overreact to one meeting being off. The Board is now starting at 7:00 p.m. and Ms. Brogan believes it would be reasonable to say public comment begins no later than 7:45.

Ms. Smith Wilson pointed out the presiding officer can always adjust the time. Ms. Brogan noted she has never seen any negativity if the presiding officer moves public comment earlier.

Ms. Smith Wilson remarked there are certain times we had lengthy public comment and the Board lets it go until the last person has spoken.

Mr. Morgan agreed with Ms. Brogan that the presiding officer has to gauge the situation and decide when to start. He would be hesitant to put too strong, binding language in since it is the job of the presiding officer to run the meetings. He thinks they should have flexibility. The agenda is set one week prior to the meeting and suggested splitting some of the longer, staff directed presentations. He would like to see the language so that it clearly recognizes the presiding officer's duty is to run the meeting and take a sense of what the feel of the room is and what is on the agenda.

Ms. Brogan felt the public needs some predictability. She thinks we need to put a parameter in there that public comment will happen to the best of the Board's ability by 7:45 p.m. dependent on presentations.

Mr. Mahmoud pointed out the current bylaw says 7:30 p.m. Ms. Brogan pointed out that is because we were starting at 7:30 p.m. Mr. Morgan still felt the flexibility was important and the goal will be the presiding officer runs the meeting and decides when public comment should begin.

A discussion took place on the comment regarding lack of transparency and how our presentations tell a lot about what is happening in the schools, if we stick them further down the agenda, the public does not get to hear the presentations, how the Board realizes they and community members may not know something is happening because it may not be of interest for them, the need to communicate better, that emails with links are sent the day after a meeting, how we are aggressively pushing information out on social media, and that a survey will be going out.

Laurence suggested it would be helpful if we had an approximate idea on how long presentations will be and possibly including a rough estimate of when public comment would start.

Mr. Morgan thought it was a good idea and stated Dr. Fishbein knows what each people are going to present and how long the presentations should be.

Dr. Fishbein noted most of our longer presentations are not due to the presenter, but also due to questions that are asked. Most presentations are no longer than 10 minutes.

Dr. Fishbein observed the meeting is starting at 7:00 p.m. and suggested starting public comment no later than 7:45 p.m. with the chair being able to amend it.

Mr. Morgan suggested the wording say the Board will take public comment before 8:00 p.m. with the timing indicated by the presiding officer, so there is not a firm expectation, but it would be in the first hour of the meeting. Mr. Morgan commented the Board will be approving the budget and hold their hearing on March 23, and asked if we invited Village Council to participate, and if there would be any presentations that night, they be held until after the joint meeting.

Dr. Fishbein replied the Village cannot make it on March 2nd and have been invited to the March 23rd meeting.

Dr. Fishbein clarified when he has teachers or guidance counselors coming, he tells them they have eight to ten minutes to present.

Laurence reiterated his thought that it would be helpful to estimate how long presentations would take and suggested giving a rough idea of when people should come for public comment since it is so important for people to come to meetings.

Mr. Mahmoud did not feel the need to change anything.

The consensus was we would make the change to say the meetings will start at 7:00 and the first public comment period will begin no later than 7:45 p.m. after presentations at the discretion of the presiding officer. The second public comment will be offered at approximately 9:00 p.m.

XIII. ACCEPTANCE OF MINUTES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Acceptance of Minutes as listed below.

- January 27, 2020 Regular Public Meeting
- February 10, 2020 Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Kaufman seconded the motion, which was unanimously approved.

XIV. OTHER BUSINESS

There was none.

XV. ADJOURNMENT

At 8:50 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Jennifer Ulman
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Berk, Ashley BFMS	NJ Association of Middle Level Educators – Union, NJ March 13, 2020	Professional Development	\$ 99	0
Centrelli, Erica BFMS	NJ Association of Middle Level Educators – Union, NJ March 13, 2020	Professional Development	\$ 123	0
Corlett, Susan BFMS	NJ Association of Middle Level Educators – Union, NJ March 13, 2020	Professional Development	\$ 24	0
Giardina, Alyssa BFMS	NJ Association of Middle Level Educators – Union, NJ March 13, 2020	Professional Development	\$ 123	0
Giordano, Nicole BFMS	NJ Association of Middle Level Educators – Union, NJ March 13, 2020	Professional Development	\$ 123	0
Mitchell, Michael BFMS	NJ Association of Middle Level Educators – Union, NJ March 13, 2020	Professional Development	\$ 123	0
Ran, Benjamin BFMS	NJ Association of Middle Level Educators – Union, NJ March 13, 2020	Professional Development	\$ 123	0
Stovell, Shauna BFMS	NJ Association of Middle Level Educators – Union, NJ March 13, 2020	Professional Development	\$ 99	0
Bodiwala, Tulsi RHS	NJ Storylining Workshop Emerson, NJ April 14, 2020	Professional Development	\$ 199	0
Raiani, Amy RHS	NJ Storylining Workshop Emerson, NJ April 14, 2020	Professional Development	\$ 199	0
Reilly, Nancy RHS	NJ Storylining Workshop Emerson, NJ April 14, 2020	Professional Development	\$ 199	0
Kashmanian, Katie GWMS	NJFEA-NJL2L Training Dumont, NJ April 17, 2020	Professional Development	\$ 100 (to be paid out of RAA funds)	0

The total cost for these conferences is \$1,434 and \$100 to be paid out of RAA funds. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$136,726 leaving a balance of \$54,712.

The total cost of substitutes for these conferences is \$0. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$20,700.

**OFFICIAL NOTICE
Schedule of the Public Meetings
for the Village of Ridgewood Board of Education
July 2019 – June 2020**

Pursuant to the requirements of the Open Public Meetings Act, Chapter 231, P.L. 1975, notice is hereby given of the schedule of Public Meetings of the Ridgewood Board of Education to be held from July 2019 through June 2020. All meetings will be held on Mondays at **7:00 p.m.** unless otherwise noted.

Executive Sessions will be held before the scheduled Regular Public Meetings at 6:00 pm or 6:30 pm if necessary. If needed, hearings related to Harassment, Intimidation, and Bullying will be held at these Executive Sessions and no action will be taken at these meetings.

July 29, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
August 26, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
September 9, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
September 23, 2019	Regular Public Meeting	Education Center
October 7, 2019	Regular Public Meeting	Education Center
November 4, 2019 November 18, 2019	Regular Public Meeting Regular Public Meeting	Education Center Education Center
December 2, 2019 December 16, 2019	Regular Public Meeting Regular Public Meeting	Education Center Education Center
January 6, 2020 January 27, 2020	Regular Public Meeting Regular Public Meeting	Education Center Education Center
February 10, 2020 February 24, 2020	Regular Public Meeting Regular Public Meeting	Education Center Education Center
March 2, 2020 Cancel March 16, 2020 Add March 23, 2020	Regular Public Meeting Regular Public Meeting Regular Public Meeting & Public Hearing for Budget	Education Center Education Center Education Center
April 13, 2020 <i>April 21, 2020</i> April 27, 2020	Regular Public Meeting <i>Annual School Election</i> Regular Public Meeting	Education Center Education Center
May 4, 2020 May 18, 2020	Regular Public Meeting Regular Public Meeting	Education Center Education Center
June 1, 2020	Regular Public Meeting	Education Center
June 29, 2020 *5:00 p.m. start time	Regular Public Meeting	Education Center

FIELD TRIPS FOR APPROVAL

February 24, 2020

ONE DAY TRIPS

ATTACHMENT C

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/26/20	RHS	BFMS Ridgewood, NJ	35 grades 9-12 music students	8	0	0	\$0	no	yes
02/26/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
03/03/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
03/05/20	RHS	GWMS Ridgewood, NJ	25 members of the Maroon Mentors	1	0	0	\$42 (driver)	yes	yes
03/06/20	RHS	Somerville Ridgewood, NJ	20 members of the NHS	2	0	0	\$0	no	yes
03/09/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
03/13/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
03/13/20	Willard	Thomas Edison Natl Park West Orange, NJ	19 grade 2 students	5	0	0	\$0	no	yes
03/14/20 (snow date 3/21/20)	BFMS	Rutgers University <i>State Championship</i> Piscataway, NJ	4 members of the Math Counts Team	2	0	0	\$0	no	yes
03/14/20	RHS	Liberty Science Center <i>NJSBA Steam Tank Reg. Comp</i> Jersey City, NJ	31 members of the Applied Engineering Club	3	0	0	\$650 (bus)	yes	yes
03/16/20	Somerville	Meadowlands Environ. Ctr. Lyndhurst, NJ	65 grade 1 students	15	0	0	no	no	yes
03/18/20	Willard	Thomas Edison Natl Park West Orange, NJ	19 grade 2 students	5	0	0	\$0	no	yes
03/19/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
03/20/20	Willard	Thomas Edison Natl Park West Orange, NJ	19 grade 2 students	5	0	0	\$0	no	yes

FIELD TRIPS FOR APPROVAL

February 24, 2020

ONE DAY TRIPS

ATTACHMENT C

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
03/25/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
04/01/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
04/01/20	Willard	Thomas Edison Natl Park West Orange, NJ	19 grade 2 students	5	0	0	\$0	no	yes
04/14/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
04/15/20	Hawes	Metropolitan Museum of Art New York, NY	75 grade 5 art students	30	1	\$100	\$100	yes	yes
04/16/20	Somerville	Liberty Science Center Jersey City, NJ	5 NOVA students	4	0	0	\$0	no	yes
04/16/20	Somerville	South Street Seaport Museum New York, NY	91 grade 5 students	21	0	0	\$0	yes	yes
04/30/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
05/06/20	GWMS	Music Box Theater New York, NY	40 grade 8 drama students	6	0	0	\$0	yes	yes
05/06/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
05/12/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
05/18/20	GWMS	Norwalk Aquarium Norwalk, CT	250 grade 7 students	20	2	\$200	\$200	no	yes
05/18/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
05/22/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
05/29/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes

FIELD TRIPS FOR APPROVAL

February 24, 2020

ONE DAY TRIPS

ATTACHMENT C

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
06/04/20	GWMS	New World Stage New York, NY	40 grade 7 drama students	6	0	\$0	\$0	yes	yes
06/04/20	RHS	BFMS Ridgewood, NJ	6 grades 9-12 RISe students	5	0	0	\$0	no	yes
06/17/20	GWMS	August Wilson Theatre New York, NY	40 grade 8 drama Students	6	0	\$0	\$0	yes	yes

OVERNIGHT FIELD TRIPS FOR APPROVAL

February 24, 2020

Overnight Trips - Cocurricular

ATTACHMENT C

Dates	School	Location	Approx. # and Group of Students	# Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# of Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
02/29/20 to 3/4/20	RHS	Harrahs <i>DECA - States</i> Atlantic City, NJ	3 members of DECA	6	0	\$0	0	\$0	\$0	yes	yes
03/02/20 to 03/04/20	RHS	Harrahs <i>DECA - States</i> Atlantic City, NJ	103 members of DECA	6	2 for 2 nights (3/2 & 3/3)	\$800	0	\$800	\$800	yes	yes

2020 – 2021 Holiday Calendar (revised)
12 Month Employees

Friday, July 3, 2020	Independence Day Observed
Monday, September 7, 2020	Labor Day
Monday, September 28, 2020	Yom Kippur
Thursday, November 5, 2020	NJEA Convention
Friday, November 6, 2020	NJEA Convention
Wednesday, November 25, 2020	Minimum Day – Ed Center Closes 1:30 pm
Thursday, November 26, 2020	Thanksgiving Recess
Friday, November 27, 2020	Thanksgiving Recess
Wednesday, December 23, 2020	Minimum Day – Ed Center Closes 1:30 pm
Thursday, December 24, 2020	Christmas Eve
Friday, December 25, 2020	Christmas Day
Thursday, December 31, 2020	New Year's Eve
Friday, January 1, 2021	New Year's Day
Monday, January 18, 2021	Martin Luther King Jr. Day
Friday, February 12, 2021	Lunar New Year
Monday, February 15, 2021	Presidents' Day
Friday, April 2, 2021	Good Friday
Monday, May 31, 2021	Memorial Day

**Pre-ACT PROCTORS
APRIL 2020**

Administrators – Hourly Salary Rate – Not to Exceed 30 Hours Each*

Antonellis, Donna
Bailey, David

Administrative Assistants -- \$40.17/Hour – Not to Exceed 4.5* Hours Each

Ames, Linda* (6 hours)
Collins, Carla
D'Amico, Ann
Grieco, Maureen
Kazmierczak, Jenn
Noto, Barbara
Ulinsky, Carleen
Weinkauff, Jennifer
Whyard, Lesley

Proctors -- Ridgewood Public School employees, hourly rate; all other employees, \$40.17 – Not to Exceed 4.5 Hours each

Anderson, Christine
Batista, Giselle
Braden, John
Brown, Kristin
Caldwell, Kristen
Calise, Kathryn
Chamesian, Linda
Contreras, Colleen
Contreras, Stacy
Cronk, Paul
DeTora, Cynthia
Domville, John
Escobar, Alejandro
Fabish, Christopher
Farrar, Eva
Hans, Patricia
Held, Diane
Kneis, Dana
LaFemina, Freddy
Leskiw, Lisa
Mandel, Jane
McGovern, Christine
Mendez, Karen
Montelbano, Tara
Musso, Caitlin
Nagy, Zsuzsanna
Noto, Scott
Nyhuis, Philip
Petzold, Alexa (Guidance Intern)

Polanin, Stephen
Reilly, Chris
Reilly, Nancy
Rillo, Ashley
Rothschild, Linda
Shreck, Jill
Stoughton, Gail
Stovell, Shauna
Syvret, Mark
Thornton, Jennifer
Turano, Rebecca
Valeri, Amanda
Watson, Andrea
Weiss, Ilene
Yannone, Michael

0164 CONDUCT OF BOARD MEETINGS

Parliamentary Authority

Roberts' Rules of Order, Newly Revised, shall govern the Board of Education in its deliberations and acts in all cases in which it is not inconsistent with statutes of the State of New Jersey, rules of the State Board of Education, or these bylaws.

Presiding Officer

The President shall preside at all meetings of the Board. In the absence, disability, or disqualification of the President, the Vice President shall act in his/her place; if neither person is present, any member shall be designated by a plurality of those present to preside. The act of any person so designated shall be legal and binding.

Announcement of Adequate Notice

The person presiding shall commence each meeting with an announcement of the notice given for the meeting or a statement regarding the lack of adequate notice, in accordance with law.

Agenda

The Superintendent and the Administrative Cabinet, in consultation with the Board President, shall prepare an agenda of items of business to come before the Board at each meeting. The agenda shall be delivered to each Board member no later than two days before the meeting and shall include such reports and supplementary materials as are appropriate and available.

The order of business shall be as follows:

- Call to order and roll call
- Pledge of Allegiance
- Opening statement by presiding officer
- Comments from the Public**
- Presentations
- ~~Comments from the Public~~
- Consent items
- Approval of bills
- Board member announcements
- ~~Board committee reports~~
- Comments from the public



BYLAW

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
0164/page 2 of 2
Conduct of Board Meetings

Discussion items
Acceptance of minutes
Other business
Motion to go into executive session
Reconvened public meeting
Adjournment

N.J.S.A. 10:4-10
N.J.S.A. 18A:16-1.1

Adopted: 7 December 2009
Revised: 18 March 2013



0167 PUBLIC PARTICIPATION IN BOARD MEETINGS

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

In order to permit the fair and orderly expression of such comment, the Board shall provide for two periods of public comment at all regular meetings. At all meetings, the public comment periods will be scheduled at approximately ~~7:00~~ ~~7:30~~ p.m. and approximately 9:00 p.m. or just prior to the end of the meeting, whichever occurs first. The first opportunity for public comment **will begin no later than 8:00 p.m.** and may be limited by the presiding officer to conclude at about ~~8:30~~ ~~8:00~~ p.m. in order for the Board to continue with its scheduled agenda. The second opportunity for public comment will occur at about 9:00 p.m. at the discretion of the presiding officer taking into consideration a break point in the agenda.

At every opportunity for public comment, members of the public are invited to comment on subjects on the agenda or general topics. At the discretion of the presiding officer, public comments may be permitted at other times.

Public participation shall be governed by the following rules:

1. Persons wishing to speak must, upon being recognized, rise, sign in, and state their names and addresses.
2. Each speaker shall be limited to four minutes. The Board Recorder will note the time. A speaker who has not finished in the allotted time will be directed by the presiding officer to summarize quickly and relinquish the floor within 30 seconds.
3. Comments shall be limited to issues. If personal remarks or discourteous statements are made, the presiding officer shall require the speaker to stop. No person will be recognized for a second time until all others asking to speak have been heard.
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually;



5. The presiding officer may:
 - a. Interrupt, warn, and/or terminate a participant's statement when the statement, question, or inquiry when it is too lengthy;
 - b. Interrupt and/or warn a participant when the statement, question, or inquiry is abusive, obscene, or may be defamatory;
 - c. Request any person to leave the meeting when that person does not observe reasonable decorum;
 - d. Request the assistance of law enforcement officers in the removal of a disorderly person when that person prevents or disrupts a meeting with an act that obstructs or interferes with a meeting;
 - e. Call for a recess or an adjournment to another time when the lack of public decorum interferes with the orderly conduct of the meeting; and
 - f. Waive these rules when necessary for the protection of privacy or to maintain an orderly operation of the Board meeting.

N.J.S.A. 2C:33-8
N.J.S.A. 10:4-12

Adopted: 7 December 2009
Revised: 24 September 2012
Revised: 18 July 2016



BOARD OF EDUCATION
MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION
Ridgewood Public Schools
Bergen County, New Jersey
March 2, 2020

Minutes of the Regular Public Meeting of the Board of Education held on March 2, 2020, at 6:30 p.m., at the Education Center.

The meeting was called to order by Ms. Jennie Smith Wilson, President.

I. CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary

Absent: Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Smith Wilson moved the following resolution. Ms. Brogan seconded the motion, which was unanimously approved.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss a Contract Matter.

B. MOTION TO OPEN REGULAR SESSION

Ms. Smith Wilson announced the Board has been meeting in Executive Session pursuant to NJSA:12. The minutes from this meeting will be released when the need for confidentially no longer exists. The Board was meeting to discuss Security.

At 7:00 p.m., on a motion made by Ms. Smith Wilson, seconded by Mr. Kaufman, and unanimously approved, the public meeting reconvened.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present: Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present: Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources; Ms. Antoinette Kelly, Business Administrator/Board Secretary

Absent: Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment

Visitors: There were approximately ten visitors

II. PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. ORCHARD SCHOOL SOIL REMEDIATION PROJECT UPDATE & Coronavirus Update

Dr. Fishbein reported on the Orchard School Soil Remediation. A letter was sent to the community on Friday February 28, 2020 indicating what has been addressed to date, which included the following:

- Lan Associates, LSRP, Gerrit Visscher agreed with the Orchard Remediation Action WorkPlan that was submitted by WSP and approved by the NJDEP
- NJDEP General Permits (GP4), Bergen County Soil and Village Soil Permits were submitted.
- Bid documents are developed and being reviewed for public bidding towards middle to end of March.
- NJDOH has been asked to see if they can let us know when they are available to meet with the public to answer their questions.

Mr. Morgan verified that as a resident living near Orchard School, he has received the letter from WSP.

Dr. Fishbein provided an update on COVID 2019. It has been in the news and we are staying on top of everything coming out of the Department of Health and the CDC. We will continue to provide more information to the public. Since it is also flu season, he added that if you or your children are so inclined to go get the flu shot and stay home if experiencing flu like symptoms.

Dr. Fishbein reported on the following:

- He has been keeping the school community updated on what we are doing concerning the COVID-2019 and the flu. Three letters have gone out to the community. All of the information can be found at the website.
- Teachers are working with students to remind them about the importance of washing their hands.
- Purell dispensers and hand soap dispensers are being monitored and filled when empty.
- We are wiping down surfaces and high touch areas daily, at night and during the day when possible. We use a hospital grade disinfectant
- We have had a few situations in which families have arrived from high impact areas and have voluntarily quarantined.
- While the NJDOH and DOE do not recommend the closure of schools at this time, the decision to close school is a superintendent decision unless some kind of state of emergency is declared.

Dr. Fishbein reiterated that he is monitoring the CDC websites and is in touch with the Village Department of Health. Dawn Cetrulo has been doing a great job getting the same information as we are. We ask parents to keep children home when sick, use hand sanitizer when soap and water are not available

Dr. Fishbein added that we continue to work with District Administrators on our planning.

Mr. Morgan asked if there are any trips planned.

Dr. Fishbein responded that we have some teams that are travelling within the United States. There are trips scheduled for overseas that we are discussing at this time. All planned trips take out trip insurance.

Ms. Smith Wilson commented that if residents who do not have children in schools want to see what schools are doing in response to the virus, they can they sign up for enews notifications through the district website.

V. PRESENTATIONS STRATEGIC PLANNING UPDATE

Ms. Poelstra was not available to provide an update

B. 2020-2021 PROPOSED PRELIMINARY BUDGET

Dr. Fishbein reminded that we need to approve some form of the budget tonight so it can be submitted to the Department of Education for review and to ensure that we have all the important component parts they require.

Ms. Kelly reviewed the budget presentation:

The slide containing our mission statement was added in order to remind everyone that we are here to provide resources and tools for our students to become educated lifelong learners and responsible citizens.

Ms. Kelly's presentation can be found by clicking [here](#) or on the district website.

Dr. Fishbein reviewed the comparative spending guide. The guide contains information on K-12 districts both within and outside of Bergen County. There is also information from Regional High Schools, including their sending districts. When looking at the guide, Ridgewood spends below spending amounts. SAT scores will be available sometime next week; state report cards have been embargoed and will become available.

Ms. Kelly explained that the regular education budget represents teaching salaries, supplies, and materials, including instructional lease payments – lease purchase for equipment such as chrome books

Ms. Kelly explained that the special education budget represents out of district students cost for related services and child study team, special education services that we run in district and special needs students that we transport out of district. We are continuing special education programs and efforts to return students back into the district, as well as keeping them in house instead of sending them out of district. Currently have 6 pre-k disabled classes at Glen School, 10 md classes district wide, 6 LLD classes, a behavior disabilities program at Somerville called NOVA, process to start 18-21 program to educate Pre-K to age 21.

Made efforts to reduce staffing in area such as aides. The district has gone from 179 last year to 153 aides this year, part of a program to consolidate for this year. Last year the district added 9 new staff members and some teachers were moved to full time status. This year's budget maintains last year's new teachers, secretaries and the remainder the staff.

Benefits: health benefits last year only went up less than ½ of 1 percent, 2020 premium rates went down by 4%. The concern is what may happen going forward since it is unusual that two years in a row rates are so low or in the negative. Being on a calendar year we have to guess for the second half of the school year, in order to be safe we are putting 8% in the budget for an increase. We know the rates for 2020 but not the second half of the 2020/2021 school year.

Also included in the benefits section is the PERS payments we are required to pay and the DCRP, workers compensation to continue the Orton Gillingham cohort.

Facilities: Ms. Kelly explained that this is the last year of our custodial contract, we have gone out to bid and the board rejected the first round. The second round is under review and the board will make a decision by the next meeting.

There is a transfer of \$150,000 from custodial to maintenance based on proposals that have come in, within the same budget area so that we can do more summer maintenance projects.

Capital line: Includes a payment from back when the state had grants for us to complete projects, they had taken bonds and the state was not able to pay the bonds they turned around to school districts who originally qualified for grants to help pay for them.

The district is averaging about half a million dollars per year on donations.

Mr. Morgan commented that he believes there should be a year to year comparison.

Ms. Kelly explained that the year to year was not included because it may be confusing to the average person because 2020 numbers are projected or estimate and will change by the end of the year with the actuals. It is clearer to present a proposed budget just for the year and show a comparison of revenue.

Ms. Kelly further explained that tax payers are interested in what the tax impact will be and therefore does not want to confuse people with the comparison when numbers included projections and not actual. Salaries and benefits are 70% of the budget depending on the different contracts the salary increases will be between 2.95 to 2.4% average.

Ms. Kelly commented that we will consider including a comparison going forward.

Anticipated revenue: The Community School is providing additional programs so there is an increase in our anticipated revenues. There is a decrease in the reserves from this year to next year, because we are not allowed to use emergency reserve that we used this year. By not using maintenance reserve, it includes money that was appropriated. Additionally, this year from fund balance for the excess extraordinary aid and nonpublic transportation aid also appropriated \$200,000 from maintenance reserve.

Dr. Fishbein reviewed the Academics slide. The staff are the heart and soul of our school district, the curriculum are the tools that we provide to make sure students have a rigorous education. The budget allows us to maintain our extra-curricular programs, athletics, and all district wide activities.

IT Budget Detail: Ms. Kelly discussed that it includes our internet and voice services. Our staff is very talented and they continue to do work in-house only to charge cost of materials and our employees to do.

Lease purchase: The District continues our one to one program. We may need to replace some district laptops, replace elementary smartboards and 3rd grade levels at this point, continue cost for network upgrade.

Maintenance/capital projects: We put \$50,000 towards soil remediation; after we've discussed the projected costs with consulting fees to replace Stevens turf field, BF and GW bathrooms.

Summer renovation plans include \$500,000 to continue to renovate classrooms. If there is an opportunity we may start replacing some of the cabinetry work and maybe lighting and ceiling have been discussed as part of the referendum. If we can start some projects we will, also asbestos abatement and painting throughout the district, will meet with each principal and director of buildings and grounds to discuss the summer plans.

Tax impact: The slide will be on the ballot on April 21, also debt service tax levy will not be on the ballot by way of approving previous bond referendums the community has already approved those funds, so that will not be voted on again. Both are listed in order to show total tax impact to the taxpayer.

Assessed valuation has gone down slightly from last year, if assessed valuation were to stay flat, the percent of school increase would have been 2%, but since it has decreased slightly it raises the percent school tax rate a little more.

Discussion took place regarding budget caps and cap waivers.

The preliminary budget needs to be approved tonight so that it can go to the County. The County will review and approve and it will come back for final adoption and public hearing so the public will have an opportunity to hear it and ask questions.

VI. COMMENTS FROM THE PUBLIC

At 7:45 p.m., Ms. Smith Wilson asked if there were any comments from the public.

Dan Creed, 11897 Hillcrest Road. Quoted Governor Murphy "it comes down to this that the most effective property tax relief program is reinvesting in the public schools by the state so that local tax payers shoulder less of the burden. The governor has said on numerous occasion that this is intended on tax reliever. Mr. Creed expressed his concern that it seems we Cry wolf in Ridgewood and schools are falling apart, when that is not the case.

He has asked that we follow the school of thought that the money goes back to the taxpayer.

Mr. Creed addressed the elected trustees to ask them to do one of two things. In his opinion they can continue with mismanagement of our budgeting process, where we do not show year to year comparisons. He commented that nobody in private sector or government would not include that information. He believes that if this continues it will reflect in the ballot box and the budget ultimately will have to be decided by the Village council. The second option is to return the money to the intended recipients, which are the Ridgewood taxpayers.

Mr. Creed asked that the board to do right by the taxpayers of Ridgewood.

Roric Holiday, 374 Evergreen Place, moved to Ridgewood Sept 1969, his two boys went through Ridgewood and went to college, graduate and successful careers. Commented that he is a big supporter of Ridgewood School system including teachers, staff, programs, and the Board of Education. Has voted for the budget every time, investing in public school system is the best investment to the future of our country. His attraction to Ridgewood was the hospital, CBD, the parks and the spirit of dedicated residents committed to working intelligently and hard for the common good. Urges young people to come out in droves to vote in favor of the budget also to vote intelligently for the people running. Further commented regardless of taxes, we need good schools.

Saurabh Dani, 390 Bedford Road, thanked the Board for volunteering and for their service. Referred to comment previously made regarding money that should be returned to the taxpayers, as per the legislators. Commented that Ridgewood is not investing the money towards instruction; every dollar extra is going on construction. If money were being spent only on instruction than he would have supported that, but if construction is the only thing that everyone cares about, then he does not. He further

commented that construction needs to stop and take a pause, all construction except orchard should go on a referendum and two board members who will not be here next year should abstain from voting on where capitol reserve used next year. Projects such as the bathrooms should be used from referendum and let the three new people decide what should happen to that money.

Mr. Dani commented that the slide presentation was blurry and the public was not provided with a handout. If the district is expecting comments about the budget at the next meeting, the slides should be made public.

Linda Tarzian, Would like to know what material will be utilized on Stevens Fields and how it is compared to other materials. In reference to the Orchard remediation, would like to know who the consulting firm that was used 10 years ago is. Is it the same consulting firm that is being used now? What will be done differently now? Additionally commented that we need property tax relief and the slides presented should have been made available to the public before the meeting.

Mary McCally 239 Heights Road, commented regarding the budget slides and is assuming that as it has been done in the past, the budget presentation will posted on the website for public review after tonight's meeting. She added that at that time the public will have the opportunity to make comments to the board via the email addresses on the website.

She commented that per Ms. Kelly's presentation, 69% of the budget goes to staff, teaching and academic programs. 10% goes to capitol and maintenance. Ms. McCally added that school buildings are where our children live from 7:45 until approx. 4:00. Children learn in a safe environment, if children are distracted because a building cannot be heated correctly because the system is old or freezing and constantly getting sick, it is a problem and affects education. She asked everyone to consider the budget and the referendum if it comes to pass. The taxpayers are here because of the great schools, and as the Board of Ed it is their responsibility, while there is discussion for necessary tax relief, also important to remember there is an equally important obligation that should be represented by the budget.

She ended by thanking the board for their time and service.

Xxx, wants to echo previous comments that year to year comparison is helpful and critical. Capitol reserve \$654,000 would like to point out that in the last slide there is a new component added for district sidewalk repairs, assuming that is drawing on the \$254,000

Further added the concern is that whenever state aid is granted it is assumed upon and allocated instead of giving to the tax payers as tax relief. Is not disputing that the school system requires an investment, but a real concern is about the tax levels and how to run a school by being cognoscente of the burden on taxpayers.

No further people requested to speak. Ms. Wilson closed public comment.

Ms. Wilson said the board has seen the budget coming together, but it's the first time that the board has seen the actual budget presentation and now that it has been viewed, it will be posted on the website tomorrow and will be used during the public budget presentations that will be held later in the month.

Dr. Fishbein responded to questions made during public comment.

Materials being used for Stevens Field have not yet been decided upon.

In regards to the Orchard remediation, WSP are the consultants used 10 years ago and now. If have brought in a 3rd party, another LSRP to look at the work they are doing and can see that with the remedial action to change the LSRP at this time would push us backwards from getting the work done during the summer, we have a February 2021 deadline.

Ms. Wilson commented the work has to be done during the summer, but that some early work while school is in session can occur.

Dr. Fishbein added that benchmarking where the work has to be done can be done while school is open, however no work with regards to moving dirt can be started. In order to be compliant with 2021 deadline, the summer is the only time that the work can be completed. The plan has been approved by the State; we are on track and moving forward.

Discussion by the board followed.

Mr. Morgan commented that the presentation needs some additional detail and updates and appreciates the comments made by public.

Mr. Mohammed asked regarding the money that is property tax relief and the proposal on the table why can't we spend from the annual spending budget. He proposed that money can go back to public; work would have to go on referendum. A second option is to have money go to the public, no referendum, the work does not get done, but the schools will be in bad shape. He further stated that it is easy to be critical since schools are in good shape, until something bad happens. Mr. Mohammed's third option is to use the money now towards capitol funds and spend it intelligently every year.

Discussion regarding budget continued.

Ms. Brogan made statements that we need to look at the operating budget and new expenses for next year. New expense is in salaries 2.9% for teachers and 2.4% for administrators. New expense for custodial contract, it will be an increase. A little under \$300,000, driven by the custodial union contract. They have made a salary and benefit increase as of July 1. Adding \$110,000 to train another cohort, in Orton Gillingham, the multisensory teaching method for dyslexic students. Gives our staff a higher proficiency in working with dyslexic students. It is an important new expense for this year. We did not fund OG training for this year, wanted to review the first cohort and evaluate how they made an impact after 2 years to our students. Looking at last year, we had cut \$150,000 from the maintenance budget, had to go back this year and go back to reserves since we had significant roof issues that we had to do. Summer project money \$350,000 usually funded at \$500,000 because little by little replacing floors with asbestos, we are making headway since working on it for 10 years. Also, looking at cabinetry. Rather than put in a bond referendum over a 30 payout, if we can begin and work through some of these, it is an improvement in the environment for our kids. Capital project line is only in addition by \$104,822. We've built a cushion in our capital project line, if this is not spent it goes to back to capitol reserve and out the following year for capitol project.

Ms. Brogan stated that it is the first time the board is seeing the budget presentation all together. Need more time to review it and consider it. Ms. Brogan's main question would be where would cuts be made if necessary.

Mr. Kaufman added that money was intended to go to the taxpayer and we need to have a middle ground to give money back that we were not expecting. We will need to be careful with the referendum because it will get expensive and will face criticism.

Mr. Morgan further added to the budget conversation. Two years ago we discussed the same thing that we do not spend enough in the operating budget on our capital gains, that's why we have a lot in referendum and a lot in classroom work. The state aid was given to the district to give tax relief to residents. This is a clear cause and effect. Shifting the money into different accounts, does not meet the intent. Mr. Morgan believes that Dr. Fishbein needs to put into tax relief, and make suggestions for what cuts needs to be made. At that point we can discuss with the public if it is better to use the \$400,000 for tax relief or the programs suggested. This is a preliminary budget to the county. I will have a hard time supporting the budget as is.

Mr. Mohammed questioned if it is best to take the money now or take the money out of the future. He commented that we have to pay for the projects either way. He also added that the new housing can include people with or without children, there is a long list of things that need to be done. Feedback he has received has been why don't we chip at projects slowly and not get a large referendum.

Ms. Brogan stated that we should consider how the funding formula works. There is a fair share amount that is expected to be paid by tax payers. We are actually under that amount. Once those apartments are built, there may be some tax relief there. Tax relief, you can be under the 2 percent, but don't use the waivers.

Mr. Morgan added that we thought we had waivers when we received the money in July, and we went back and said to stay within the 2%.

Mr. Morgan made a motion to ask that the budget be redone and to reduce the tax levy for the 2020-2021 budget by the \$654,822 additional state aid the district received. Budget must be turned into county by Wednesday. Since the final budget is not due until the end of the month. He would like to hear how Dr. Fishbein can make \$400,000 cuts. The motion was not seconded by another board member. The motion did not go forward.

Mr. Morgan made a motion the reduce the tax levy for the 2020-2021 budget by \$254,822 of the additional state aid that the district received. Mr. Kaufman seconded the motion.

The motion did not carry by the following roll-call vote:

AYES: Mr. Kaufman and Mr. Morgan

NAYS: Ms. Brogan, Mr. Mahmoud, and Ms. Smith-Wilson

Approval: Resolution for Adoption of the 2020-2021 Proposed Preliminary Budget for Submission to the Executive County Superintendent of Schools

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

BE IT RESOLVED, that the Ridgewood Board of Education approves the 2020-2021 school district proposed preliminary budget, as follows, for submission to the Executive County Superintendent of Schools:

	Budget	Tax Levy
General Fund	\$110,067,517	\$97,935,242
Special Revenue Fund	\$ 1,937,221	\$ 0
Debt Service Fund	\$ 3,152,800	\$ 3,017,677
Total Budget	\$115,157,538	\$100,952,919

The district has proposed programs and services in addition to the Core Curriculum Content Standards adopted by the State Board of Education.

Information on this budget and the programs and services it provides is available from the school district.

There should be raised for the General Fund Tax Levy \$97,935,242 for the ensuing School Year: (2020-2021).

CAPITAL RESERVE STATEMENT OF PURPOSE

Included in budget line 620, Budgeted Withdrawal from Capital Reserve – Excess Cost & Other Capital Projects, is \$1,650,000 for the following other capital projects:

- Renovation of Four Bathrooms at BFMS and GWMS
- Replacement of RHS Stevens Turf Field
- Soil Remediation at Orchard Elementary School
- Districtwide Paving and Sidewalk Repairs

The total cost of these projects is \$1,754,822.

Ms. Brogan made the motion to approved the 2020-2021 Preliminary Budget.
Ms. Smith Wilson seconded the motion.

Approval of the 2020-2021 Preliminary Budget carried by the following roll-call vote:

Ayes: Ms. Brogan, Mr. Mahmoud, Ms. Smith Wilson

Nays: Mr. Kaufman

Abstentions: Mr. Morgan

VII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**

B. ADMINISTRATION

i. Approval: Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

ii. Approval: First Reading of Revisions to Bylaw

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the first reading of revisions to Bylaws as listed below.

- Bylaw 0167 – Public Participation in Board Meetings, as listed on **Attachment B** (revised)

iii. Approval: Election Hours and Polling Locations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the polling locations and hours, listed on **Attachment C**, for the Annual School Election to be held on Tuesday, April 21, 2020

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves field trips, as listed on **Attachment D**

HUMAN RESOURCES**i. Appointments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, as required.

Long-term Substitute

TAHAN, Ellen - Art Teacher, Ridge School, effective March 9, 2020 through June 24, 2020, at a daily rate of \$125 per day, until the assignment ends

Account #11-120-100-101-04-04-019-000

Field Placements

CLUFIA, Jennifer - William Paterson University, Clinical Practice with Jill Rota, Third Grade Teacher, Hawes School, effective February 26, 2020 through May 7, 2020

LANGE, Hunter - Mercy College, Classroom Observation with Judy Meany, Kindergarten Teacher, Orchard School, effective March 3, 2020

Classroom Aide

ARMSTRONG, Inga - One-to-One Special Education Classroom Aide, Somerville School, effective March 3, 2020, or as soon after as possible, through June 23, 2020, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-217-106-00-05-024-001

MONNERAT, Brian* - One-to-One Special Education Classroom Aide, Hawes School, effective March 3, 2020, or as soon after as possible, through June 23, 2020, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-217-106-00-02-024-001

RAMOS, Lisette, Resource Room Special Education Classroom Aide, Ridgewood High School, effective March 3, 2020, or as soon after as possible, through June 23, 2020 2 hours per day, 5 days per week, at an hourly rate of \$17.16

STAUDT, Claire, Lunchroom Aide, Somerville School, effective March 3, 2020, or as soon after as possible, through June 23, 2020, 2 hours per day, 5 days per week, at an hourly rate of \$17.16

Account #11-000-262-107-00-05-005-001

*Related to staff member

Home Instructor, on as needed basis, for the 2019-20 school year

Maureen LaBarr, Elementary School Teacher, Grades K-6, at an hourly rate of \$60.32

Account #TBD

ii. Change of Assignments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignments, as listed below.

SIOK, Susan - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.2 FTE Mathematics Teacher, Ridgewood High School, effective February 24, 2020 through March 20, 2020
Account #11-140-100-101-01-10-019-000

iii. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation listed below.

Teacher

BINGHAM, Christine- Third Grade Teacher, Orchard School, effective July 1, 2020.

iv. **Resignation for the Purpose of Retirement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation for the purpose of retirement listed below.

Teacher

GIENIEC, Colleen - First Grade Teacher, Somerville School, effective July 1, 2020, with thirty-two years of Ridgewood service.

v. **Leave of Absences**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

EMPLOYEE #6558 – Special Education Teacher, George Washington Middle School, effective June 15, 2020 through June 24, 2020, and September 1, 2020 through December 14, 2020, with a reinstatement date of December 15, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

KAPLYSH, Ingri – Spanish Teacher, George Washington Middle School, effective June 15, 2020 through June 24, 2020, and September 1, 2020 through November 25, 2020 with a reinstatement date of November 30, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

vi. **Supplemental Pay Beyond Contract**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Willard School

Additional Clubs and Activities for the 2019-2020 School Year
Before School Yoga Club

- **Karen Bragg, Juliet Carafello, Wesley Halter, and Lindsay Tamuzza**, each to receive a stipend of \$400 (\$1,600)
Account #11-401-100-101-00-07-007-001

Geology Club

- **Stacey Bukowski, Derek Durling, and Colleen Rockey**, each not to exceed 6 hours, each at an hourly rate of \$40.17 (\$964.08)
Account #11-401-Ri100-101-00-07-007-001

Benjamin Franklin Middle School

Revision: Overnight Field Trip to Quebec City, Canada - from February 4 - 7, 2020 to February 4-8, 2020

Six Chaperones: Amy Briggs, Lauren Imbruglia, Anthony Orsini, Kristen Rosolanko, Shauna Stovell, and Kerriann Reilly, Nurse, from each for three nights, each to receive \$200 per night (\$3,600), **to** each for four nights, each to receive \$200 per night (\$4,800)

Account #11-401-100-101-00-08-008-001

Account #11-000-213-104-00-08-008-001 (Nurse)

Region I Choir Auditions – February 8, 2020

- **Gary Heckard**, not to exceed 7 hours, at an hourly rate of \$40.17 (\$281.19)
Account #11-401-100-101-00-08-008-001

Region I Choir Rehearsal – March 5, 2020

- **Gary Heckard**, not to exceed 7 hours, at an hourly rate of \$40.17 (\$281.19)

Account #11-401-100-101-00-08-008-001

Ridgewood High School

Revision: Overnight Field Trip to Athens, Nauplia, Kalamata, Patras, Greece – February 12-20, 2020, approved at the April 29, 2019 Board meeting

From: Four Paid Chaperones: Joseph Lucci, Basil Pizzuto, Michael Saulpaugh, and Margaret Schaefer, each for seven nights, each at \$200 per night (\$5,600) to be

paid by student fundraising, and **One Volunteer Chaperone: Stephen Katter**

To: Five Paid Chaperones: Joseph Lucci, Basil Pizzuto, Michael Saulpaugh, Margaret Schaefer, and Anjali Shah each for seven nights, each at \$200 per night (\$7,000) to be

paid by student fundraising, and **One Volunteer Chaperone: Stephen Katter**

Account #TBD

Japanese Drummers Supervision

- **Medha Kirtane**, not to exceed 5 hours, at an hourly rate of \$40.17 (\$200.85)

Account #11-401-100-101-00-10-010-001

Special Programs

Special Education Evaluation

- **Ariana Bray**, not to exceed 6 hours, at an hourly rate of \$46.75 (\$280.50)
- **Cindy Lora**, not to exceed six hours, at an hourly rate of \$58.92 (\$353.52)

Account #

D. FINANCE

i. Acceptance of Restricted Donations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the 2019-2020 school year, to be used as indicated.

Donor	Amount	Use	Account Number
RHS Student Activity Account/Ski club	\$ 4,570.57	To be used to pay chaperone expenses for various field trips.	20-030-100-101-00-10-010-006 (\$4,217.85) 20-030-200-220-00-10-010-006 (\$352.72)
Ridge HSA	\$22,000.00	To be used to purchase books for classroom libraries.	20-025-100-610-00-04-004-000

ii. Approval: Disposal of Equipment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the disposal of the equipment listed on **Attachment E** and below through www.govdeals.org. These items are obsolete and are no longer needed.

iii. Approval: Special Education Medicaid Initiative (Semi) Action Plan

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Semi Action Plan, as listed on **Attachment F**.

The motion by Ms. Brogan and Seconded by Mr. Morgan to approve Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources, and E – Finance carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Feb 26	Columbia Bank On-Line	097168-097262	142,056.38	C. Kaufman

Feb 26	Food Service	620185	31,337.45	C. Kaufman
Feb 24	Columbia Bank Void Check	096638	(788.00)	C. Kaufman
Feb 24	Columbia Bank Void Check	096658	(2,359.92)	C. Kaufman
Feb 24	Columbia Bank Void Check	096726	(74.33)	C. Kaufman
Feb 24	Columbia Bank Void Check	096734	(16.00)	C. Kaufman
Feb 24	Columbia Bank Void Check	097025	(500.00)	C. Kaufman
		TOTAL	\$169,655.58	

Ms. Brogan motioned to approve all bills reviewed by her.
Mr. Kaufman seconded the motion.

Approval of the Bills carried by the following roll-call vote:

AYES: Mr. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: None

IX. BOARD MEMBER ANNOUNCEMENTS

Mr. Brogan provided a review of Super Science Saturday. There were approximately 1000 visitors. It was a great event, there were a lot of little toddlers, the highest number of adult count. There were also representatives from Green Ridgewood present. It was a wonderful day.

Brief legislator report: Additional public school funding increased by 5%. Preschool funding will increase by 83 million dollars, this will expand free preschool to 33 more districts. Governor has put no additional funds for extraordinary aid, it is flat. Senator Sweeney and legislators may want to go back and put in the 50 million increase. Their plan was not to put it in. He did put in 50 million for emergency aid, last year it was 15 million for districts that would have lost state aid and can apply for additional money if they can prove hardship. District state aid summaries are on the Department of Education website.

Ms. Wilson added that the Asian Fest was amazing. Fantastic performance by students.

X. COMMENTS FROM THE PUBLIC

At 9:11 p.m., reopened comments from the public.

Roric Holiday 374 Evergreen Place. Congratulated the board about the honest debate about the budget. He commented that our village council should be forced to watch the board discussions. He is very pleased with the board and how they discuss the topics.

Dan Creed, 11897 Hillcrest Road. Mr. Creed congratulated Mr. Kaufman on his bravery for his vote. He commented that the 2% cap is playing around with the money. In his opinion, if you wonder why there is little to no enthusiasm for bond referendum it is because of how the budget is managed. Things have to change. He believes that Ridgewood needs a well thought out transparent plane about capital needs.

Mr. Creed addressed Ms. Brogan who was asking what needs to be cut from the budget. He stated that in the corporate world, that question would be considered a scare tactic. He believes that the the board needs to come up with what are we willing to change, and not just question what we are going to cut. Mr. Creed added that this is a 2.5% budget not a 2% budget.

Saurabh Dani, 390 Bedford Road, Mr. Dani thanked the board again for their service and for volunteering. He further thanked Mr. Kaufman for his vote and his bravery for supporting tax payers. Mr. Dani believes that the public is saying to force rank the projects and do a smaller referendum for projects that are needed. Don't borrow 50 percent of your line, borrow what we can handle and do more

projects in a few years. Mr. Dani added, when increasing the tax base you are increasing the base of the tax levy.

Linda Tarzian, Thanked the board. She stated that we understand there is a commitment to our children. In reference to Stevens Field, she questioned why would the board consider material that is proven to contain known carcinogens?

For the Orchard Remediation Project, she advised that she needs an explanation of the abbreviations for the firm that was used.

Hyunju. Kwak, 291 Highland Ave, Ms. Kwak thanked Mr. Kaufman for community need for transparency. She offered for consideration, the state aid when returning the money, it would have been an investment back to the taxpayer community.

At 9:18 p.m., no one else wished to address the Board.

XI. DISCUSSION ITEMS

Dr. Fishbein discussed we are not considering the referendum at this time, since two board members are not running for re-election and therefore will put the referendum off until a new board is constituted.

A discussion on the Orchard Remediation Project and how it was done in 2000.

The issue in 2000 was that the ash only had to be covered, the clean bill now has different criteria. The district website under the public information tab contains all of the details and information from work that was done in the past and all new information.

Mr. Kaufman questioned if WSP did something wrong?

Dr. Fishbein answered that he does not know the answer to that and he does not know the correspondence that went back and forth between the board and the WSP and who's responsibility it was to get in touch with the DEP. He further commented that at this time, we own it and we will fix it. Dr. Fishbein explained that back in 2000, using soil that was on site was considered clean soil and additionally clean sand was added. This was the standard of the time.

XII. ACCEPTANCE OF MINUTES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Acceptance of Minutes as listed below.

➤ February 24, 2020 Executive Session & Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Morgan seconded the motion, which were unanimously approved.

XIII. OTHER BUSINESS

No other business was discussed

XIV. MOTION TO GO INTO EXECUTIVE SESSION

XV. ADJOURNMENT

At 9:46p.m., on a motion made by Ms. Smith Wilson, seconded by Mr. Kaufman and unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Board Secretary

**BOARD OF EDUCATION
MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION**

**Ridgewood Public Schools
Bergen County, New Jersey**

April 13, 2020

Due to the Governor's Executive Order 104 citing the CDC's recommendation for cancellation or postponement of gatherings of fifty or more people, the Regular meeting was held utilizing videoconferencing.

Minutes of the Regular Public Meeting of the Board of Education held on April 13, 2020, at 7:00 p.m., utilizing videoconferencing.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources

Visitors:

Not applicable

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

At 7:00 p.m. the public meeting opened.

IV. PRESENTATIONS

Dr. Fishbein announced there are no formal presentations.

V. COMMITTEE OF THE WHOLE REPORTS**➤ Finance**

○ Food Service

Ms. Kelly discussed that she received the financial statements from Pomptonian through February. The net operating income was \$230,000. She advised that since we closed schools as of March 13, we will not be taking in any food service revenues. We do have some minor costs that keep the food service running for free and reduced lunches. There is currently one full time employee and a few part time employees working to help distribute the food. Ms. Kelly explained that at the next meeting she will provide a projection through the end of the school year, along with an analysis of the infant toddler program and the overall operating budget. She added that she is estimating a minor deficit for the year, but will review in detail at the next meeting. She said that we do have a fund balance remaining in the food service fund and should be able to cover the food service deficit with those funds and we will not have to go into our operating funds.

Ms. Kelly said that on tonight's agenda the board will be approving an addendum to the food service contract in light of the crisis. The amendment includes a modified agreement and modified management fee for the food service company.

Mr. Morgan asked for an explanation of the modification to the contract.

Ms. Kelly explained that the contract modification will allow Pomptonian to charge the district for the expenses they incur, including the salaries for the few employees working, any supplies and a \$350 fee which is half of the amount that they normally charge.

➤ Energy Contract

Ms. Kelly advised that we went out to bid for our electrical supplier, the commodity part although we continue to still pay PSEG for the distribution. We had three vendors who submitted a bid; Hudson Energy, Direct Energy and CNE. We currently use Direct Energy who won the last bid and their contract is up on May 20, 2020. Ms. Kelly recommends a two year contract. She advised that we took bids for 12, 24, 36 and 48 month contracts. The most beneficial is a 24 month contract since the rate was less for 24 months than 36 or 48. It is slightly higher than a 12 month contract, but she believes we should lock in a rate that is good for 24 months since the market for energy can change. She stated that going out beyond 2 years may not be appropriate. She has locked in a rate of .08000 cents per kilowatt hour and currently we are paying a rate of .08435. The new rate is less than what we are currently paying. Ms. Kelly is projecting that we will save close to \$40,000 throughout the next two years with the new rate. She noted that we have been doing well with savings due to some of the initiatives throughout the district and the mild weather we had this year.

Ms. Kelly asked if there were any questions.

Ms. Brogan asked how we are reaching out to children who are not participating in free and reduced lunch, but are eligible.

Ms. Kelly replied that we have emailed and called all those who are eligible, and continue to try to reach out to them one time per week. We distributed food during the break for some families who were interested. She stated that we surveyed everyone who was eligible and anyone who was interested, we provided them with a week's worth of meals during spring break.

Ms. Brogan questioned how the \$350 fee was calculated by Pomptonian? Although they are providing services it is only to a small group that is eligible. Ms. Kelly stated that they are still completing work to keep track of all the food, supplies needed and they will review the financials and we may hopefully qualify for some reimbursement. In addition they are keeping track of all of our donated supplies to Valley Hospital. Ms. Kelly also added in addition to the local staff, she is working with the regional manager to ensure services are being provided.

Ms. Brogan asked if the amount they are charging is a reasonable amount?

Ms. Kelly answered, yes she believes it is a fair amount, additionally she has shown the contract to our board attorney and he feels that this is a fair and reasonable contract.

Mr. Morgan asked for confirmation that the hourly food service employees have been laid off and confirmed that we are only paying for the core employees who are working on the free and reduced lunches.

Ms. Kelly confirmed that the statement is accurate.

Ms. Smith Wilson asked if the energy costs are coming in below \$1 a square foot?

Ms. Kelly answered yes, we are doing very well. She stated that if we remain closed we won't be running energy including air conditioning, therefore the projected savings are very good.

➤ **Facilities**

- Ridgewood High School Gym Floor

Dr. Fishbein reviewed that when the news reports came out about rubberized floors, we had ours tested and discovered that our floor's mercury levels were below the level of concern, but we are moving forward and having the floor remediated and replaced. He added that on tonight's agenda are the LAN specs and architecture for the replacement of the floor, also the environmental group is developing bid specs. Depending on what is happening with the closure of schools for the remainder of the school year, we will take advantage of the time and get it done earlier than later.

Ms. Kelly added that we are in the process of going out to bid during the second week of May.

Mr. Morgan wants to confirm that we are not committing to any projects until we get the Orchard costs completed.

Ms. Kelly commented that yes, it is correct for other projects, however the money for this project is coming out of this year's budget so those are already accounted for.

Dr. Fishbein asked if there were any other comments.

No other comments.

VI. COMMENTS FROM THE PUBLIC

Ms. Smith Wilson commented that comments from the public will be handled the same way as we did on the last meeting, since they will be emailed in and we will continue to take them through the end of the meeting.

Andrew Surwilo, 185 Spencer Place. Mr. Surwilo asked: Given the challenges the students and teachers are facing, why not consider moving to pass/fail for the high school students? Most universities have done so.

Dr. Fishbein reviewed that the principals are discussing what they will do as far as grading is concerned. Although many Universities have moved to pass/fail, it is an optional pass/fail since it may impact a student's scholarship and opportunities for attending grad schools. At most schools, students can take the pass/fail option even after grades are done.

Deidre Byrne, 360 Westfield Ave. Ms. Byrne commented/asked: Thank you to ALL Teachers, Staff, Aides, Administrators for their hard work in this extraordinary time. My son, a first-grader at Travell, was sent home with only 2 weeks of math worksheets. I would like the complete Pearson workbook as working online is unfamiliar to him and we are trying to minimize screen time. Could someone leave the workbooks outside the school on the sidewalk at a specific date and time for pick up? Parents can wear gloves and leave in the garage for 2-3 days to ward off any potential transmission. The district spends a lot of money on these workbooks and it is a wasted resource if they don't get home to these kids for the rest of the year. Pearson WILL NOT sell individual books to parents.

Dr. Fishbein thanked Ms. Byrne for her comment that thanked the staff. He confirmed that they are all working very hard.

He stated that the book she questioned, in this case the first grade math workbook is among other materials that the principals are discussing. It is a little more complicated than just leaving the books outside the school, the principals are in the process of discussing options and deciding how materials can be given to parents in the safest way

possible.

Laura McKenna, 861 Bingham Road. Ms. McKenna asked: Over the weekend, it was announced that New York City schools would be closed for the rest of the year. It is expected that New Jersey will soon make the same decision. What are the long term plans to improve distance learning at Ridgewood?

Dr. Fishbein reviewed that although the mayor of New York stated that schools will be closed through the end of the year, that directive was pulled back because the governor is the one who makes that decision. We will wait for New Jersey's governor to make our decision as well. As a district, we continue to work on our distance learning with our teachers and tech innovators to give the best possible education to the students.

Ms. McKenna asked: what percentage of teachers in Ridgewood are offering live online classes using platforms like Zoom or WebEx?

Dr. Fishbein answered that he cannot say the exact numbers but definitely in middle school the vast majority, close to 100 percent, are using that technology. In K-5 they continue to improve on a daily basis.

Ms. McKenna asked: Will Ridgewood Public Schools offer free, optional summer school for students, who are currently experiencing serious regression in academics, behavior, speech, or attentional issues? Thank you!

Dr. Fishbein answered that we will make sure to implement the IEP for special education students. As far as academics right now we are looking at what summer school will look like for students who may not pass a class or need to accelerate in an area such as mathematics for example.

Ms. Brogan commented that at this time we don't know if we can even open summer school, as we know it to be.

Dr. Fishbein replied that we are looking at both traditional and remote learning summer schools.

Ms. Smith Wilson commented that she saw Dr. Oates-Santos' message to the Somerville community where she identified the shift in the learning that was going to students during the first two weeks versus now. It seems to be more specific to the class now.

Ms. Poelstra added that during the first three weeks, the district put together teams of teachers who put plans together for grade levels on a district level. When it came to light that remote learning would be long term, the staff met to decide how to shift back to make building based teaching plans, since teachers wanted more individual personalized learning. As of this week, building based plans by the students own teachers have been implemented. More instructional videos are being posted and eventually we'll move to some video conferencing with elementary students. We want to first make sure technology such as zoom is secure and we first ask parents for consent. Students will also need training on how to use these tools. For grades 6-12 there are a large amount of

teachers using the technology regularly. We have polled students, teachers, and parents and it has been very well received. We're monitoring how often it is being used, while we try to maintain a balance for the teachers during these times.

No additional comments at this time.

Ms. Smith Wilson thanked Dr. Fishbein for answering the questions

VII. CONSENT ITEMS

A. ATTENDANCE AT CONFERENCES

No agenda items

B. ADMINISTRATION

i. Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports

The Board has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

C. CURRICULUM & INSTRUCTION

No agenda items

D. HUMAN RESOURCES

i. 2019-2020 Teacher Recognition Nominees

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following nominees for the 2019-2020 Teacher Recognition Program

Educational Service Professional	Bonnie Lowicki
Hawes School	Lisa Sargenti
Orchard School	Christina Chicas
Ridge School	Elizabeth Macri
Somerville School	Shannon Pia
Travell School	Barbara Stipanov
Willard School	Kevin Blois
Benjamin Franklin Middle School	Courtney Pfeiffer

George Washington Middle School	Katherine Keppel
Ridgewood High School	Timothy Monahan

The members of the panel which reviewed and approved the nominations were Ms. Kelly Bushbaum, Ms. Lauren Glynn, Mr. Daniel Kilday, Ms. Amber Nizza, Mr. Michael Piacenza, Mr. Jerome Ong, Ms. Denise Ryan, Dr. Jean Scholenlank, Ms. Meredith Yannone, and Ms. Ojetta Townes, Facilitator. Each of the award recipients will receive a stipend of \$500 (\$250 awarded by the individual Home and School Association and \$250 by the Board) for use in their classrooms next year.

ii. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, if required.

New Players Summer

SCHAEFER, Margaret - Director of New Players Summer 2020 Program.
Pending opening of school.
Account #11-401-100-101-00-10-010-001

Ridgewood High School Summer School Principal

CASATELLI, Stacy - Ridgewood High School 2020 Summer School Principal.
Pending opening and/or virtual school.
Account #11-000-240-103-00-65-050-001

Special Needs Summer School/Summer Adventure Program Principal

ADAY, Douglas - Principal of the 2020 Special Needs Summer School/Summer Adventure Program 2020. Pending opening and/or virtual school.
Account #11-000-240-103-66-04-024-001 (65%)
Account #13-422-200-103-00-60-060-001 (35%)

Field Placement

PRULELLO, Isabella - Fairleigh Dickinson University, Apprenticeship (Student) Teaching Placement with Jena Tell, Fourth Grade Teacher, Orchard School, effective September 2, 2020 through December 18, 2020 and January 25, 2021 through May 1, 2021.

iii. **Change of Assignments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignments listed below.

BELISLE, Joel – **from** Long-term Substitute, Special Education (English) Teacher, Ridgewood High School, effective January 2, 2020 through April 3, 2020, **to** Leave of Absence Replacement Special Education (English) Teacher (non-tenure track), Ridgewood High School, effective January 2, 2020 through June 24, 2020.

Account #11-212-100-101-00-10-019-000

DODD, Rebecca – **from** 1.0 FTE Kindergarten Teacher, Willard School, **to** 1.2 FTE Kindergarten Teacher, Willard School, effective March 26, 2020 through **TBD**.

Account #11-110-100-101-11-07-019-000

LEVY, Daniela – **from** Resource Room Special Education Classroom Aide, Hawes School, **to** Long-term Substitute, Second Grade Teacher, Hawes School, effective April 24, 2020 through June 24, 2020.

Account #11-120-100-101-00-02-019-000

THURLOW, Patrick – **from** Long-term Substitute, Social Studies Teacher, Ridgewood High School, effective December 2, 2019 through May 29, 2020, **to** Leave of Absence Replacement Social Studies Teacher (non-tenure track), Ridgewood High School, effective December 2, 2019 through June 24, 2020.

Account #11-140-100-101-05-10-019-000

TOLVE, Laura – **from** Special Education (English) Teacher, Ridgewood High School, **to** Special Education (Mathematics) Teacher, Ridgewood High School, effective April 13, 2020 through June 24, 2020.

Account #11-213-100-101-00-10-019-000

iv. **Resignations for the Purpose of Retirement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations for the purpose of retirement, listed below.

Teachers

O'ROURKE, Kathleen – Fifth Grade Teacher, Somerville School, effective July 1, 2020, with thirty-six years of Ridgewood service.

ZACCARIA, Stephanie – First Grade Teacher, Willard School, effective July 1, 2020, with twenty-six years of Ridgewood service.

v. **Resignations**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Teachers

CLARKE, Claire – Kindergarten Teacher, Travell School, effective July 1, 2020.

JOHNSON, Jesse – Special Education (Mathematics) Teacher, Ridgewood High School, effective April 24, 2020.

vi. Administrative Leave of Absence

It is recommended that the Board approve employee #4458 for an administrative leave of absence with pay, effective February 11, 2020 through **TBD**.

vii. Leave of Absences

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

ELKINS, Janet – Educational Specialist, Travell School, effective June 1, 2020 through November 27, 2020, with a reinstatement date of November 30, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

GIARDINA, Alyssa – Science Teacher, Ben Franklin Middle School, effective September 1, 2020 through November 27, 2020, with a reinstatement date of November 30, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

ROESEMANN, Megan – RISE K-1 Teacher, Ridge School, effective September 1, 2020 through December 4, 2020, with a reinstatement date of December 7, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year, to be used as indicated.

Donor	Amount	Use	Account Number
RHS Student Activity Account	\$4,334.50	To be used to pay chaperone timecards for Spanish trip chaperones, Patricia Galasso and Barbara Barker.	20-030-100-101-00-10-010-011 (\$4,000) 20-030-200-220-00-010-010-011 (\$334.50)
RHS Student Activity Account	\$6,935.20	To be used for chaperone costs for the Greece trip.	20-030-100-101-00-10-010-027 (\$6,400) 20-030-200-220-00-010-010-027 (\$535.20)

ii. **Approval: Proposal from LAN Associates for A/E Services for the Replacement of the Gym Floor at RHS**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a proposal from LAN Associates for architectural and engineering services for the replacement of the floor in Gym #3 at Ridgewood High School as listed below.

The Board has received background information.

Item #	Description	Fee			
		Schematic Design/ Preparation of NJDOE Application	Construction Documents	Bidding & Contract Award	Construction Administration
1	Gym Floor Replacement at Gym #3 at Ridgewood HS	1,500	3,500	800	3,200

Approval: Emergency Procurement and Contract Modification of the Food Service Agreement due to the Coronavirus (COVID-19) Crisis.

Due to the Ridgewood district’s closure as a result of the Coronavirus it is necessary to establish an emergency agreement to facilitate the feeding of students during the school closure. This is a separate and distinct program compared to the traditional contract in place.

Pomptonian will:

- Aid the District in complying with the NJDOE directive
- Design compliant menu for Grab-and-Go Service
- Procure necessary components
- Retain documentation of extraordinary expense for possible reimbursement from the State
- Create separate billing for emergency feeding

- Adapt the program as guidance from the State evolves
- Maintain required records

The billing from Pomptonian will include; all payroll costs associated with the emergency feeding, all purchases of food and supplies and any other direct expenses. Also, Pomptonian will include a fee for providing this service. The fee will be \$350 per day, which is less than half of what the fee was per day through February 2020.

This emergency feeding is separate and distinct from the normal feeding program.

This emergency agreement begins on March 16, 2020 and will extend until schools reopen, but should not extend past June 30, 2020. **Therefore be it Resolved**, that the Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approve this emergency procurement and contract modification to the food service agreement.

Approval: Opposing Delay in Transmission of Quarterly Property Tax Revenue to School Districts

WHEREAS, Assembly Bill 3902, currently pending in the State Legislature, would authorize the Department of Community Affairs to permit municipalities to delay the quarterly transmission of property tax revenues to school districts during gubernatorial-declared emergencies; and

WHEREAS, New Jersey's public schools are highly dependent on property tax revenue to support education programs; and

WHEREAS, on average, local property taxes constitute close to 60% of public school revenue, with the percentage even greater in a significant number of districts; and

WHEREAS, a delay in payments from municipalities would result in a financial crisis for school districts,

seriously disrupting the educational process—and bringing it to a halt; and

WHEREAS, although public school buildings are closed during the current health emergency, the education of our students is taking place through remote learning and home instruction; and

WHEREAS, continued timely transmission of school property taxes is critical for the education process to continue without interruption; and

WHEREAS, even though municipalities are designated as the authorities to collect property taxes, these taxes are levied for specific purposes—e.g., municipal, school, county, fire district—and these obligations must continue to be met; and

WHEREAS, as currently written, A-3902, which is intended to ease a financial burden on municipalities, would place a severe strain on school districts and the students and families that they serve; and

WHEREAS, the Ridgewood Board of Education recognizes the impact of the current public health emergency on the state and local governments, as well as local school districts, but believes this legislation would worsen the situation for our communities.

NOW, THEREFORE, BE IT RESOLVED that the Ridgewood Board of Education urges the State Senate and the Governor to oppose A-3902; and be it further

RESOLVED, that this resolution be delivered to Governor Phil Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin; and the Legislative District's representatives in the state Senate, Kristin Corrado; and General Assembly, Christopher DePhillips, and Kevin Rooney; and be it further

RESOLVED, that copies of this resolution be sent to the

New Jersey School Boards Association.

Approval: Energy Contract with Hudson Energy for the Procurement of Electricity. The Ridgewood Board of Education, upon the recommendation of the Superintendent approves a contract with Hudson Energy for the Procurement of Electricity at \$0.08000/KWH for the period of May 8th, 2020 to 5/9/2022.

Ms. Brogan moved approval of Consent Items B-Administration, D- Human Resources, and E - Finance.

Mr. Morgan seconded the motion.

Ms. Smith Wilson commented that teacher recognition is the night that kicks off the beginning of the end of the year celebrations. It is an important recognition for teachers and their hard work, the board room is usually filled to capacity with family, friends, colleagues and students. She commented that she is sorry that we are not all together now and hopefully at some point so we can convey our appreciation in person. Until then she thanked the teachers for their dedication to the students.

Dr. Fishbein commented that he wrote a letter to the recipients and in his letter he informed them that if a celebration does not happen this year, we will sponsor an event next year. Also, the county luncheon has also been cancelled.

Ms. Brogan would like to know if we can do a virtual celebration.

Dr. Fishbein added that his plan is to do a celebration in the fall when we hopefully can have a regular board meeting again, and for the next class of winners we will do another celebration in the spring. They will allow everyone to get their day in the spotlight.

The motion to approve Consent Items B-Administration, D- Human Resources, and E - Finance, carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: none

Ms. Smith Wilson noted that there are two retirements, Kathleen O'Rourke, 5th grade teacher at Somerville with 36 years of service to the students of the Ridgewood Public Schools and Stephanie Zacharia with 26 years of service to the students of the Ridgewood public schools. She thanked them for their service.

Ms. Smith Wilson read the donations into record and thanked the responsible parties.

VIII.	APPROVAL OF BILLS The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.			
DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Apr 1	Columbia Bank On-Line	097435-097540	506,282.71	S. Brogan
Apr 1	Columbia Bank On-Line	097541-097543	61,335.12	S. Brogan
Apr 8	Columbia Bank On-Line	097544-097660	673,788.19	S. Brogan
Mar 25	Payroll	P30128	3,264,635.22	S. Brogan
Mar 31	Electronic Transfer	F30138	7,465.55	S. Brogan
Mar 31	Electronic Transfer	R30140	816.69	S. Brogan
Mar 31	Electronic Transfer	C30136; C30139	24,655.14	S. Brogan
Apr 1	Electronic Transfer	H30012	1,154,596.14	S. Brogan
Apr 1	Electronic Transfer	R30014	69,933.70	S. Brogan
Apr 1	Electronic Transfer	H30013	10,000.00	S. Brogan
Apr 1	Food Service	620188-620191	75,632.60	S. Brogan
Apr 8	Food Service	620192-620193	6,275.11	S. Brogan
Mar 19	Columbia Bank Void Check	097358	(693.00)	S. Brogan
Apr 1	Columbia Bank Void Check	097412	(28,000.00)	S. Brogan

TOTAL			5,826,723.17	
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Ms. Brogan moved approval of all bills reviewed by her.

Mr. Morgan seconded the motion.

Approval of Bills carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: none

VII. BOARD MEMBER ANNOUNCEMENTS

Ms. Smith Wilson thanked everyone who is responsible for remote learning, she stated that she has heard so many compliments and only a few concerns. She added that we can all agree that just about every aspect of this time is challenging for all of us, and to every student, parent, Guardians, teacher, administrators, staff and custodians, she thanked everyone on behalf of the board. She commented that it's great to see communications pushed more broadly on social media; we're using the medium well to communicate important news as well as the highlights, hidden achievements and recognition. While we don't have school there's a lot of great information going out by a social media and that almost makes it feel like it's just a regular school day.

Ms. Smith Wilson addressed Dr. Fishbein about his updates and added that they are been well-received by everyone that she has heard from. She understands that writing these and keeping them informative and entertaining takes time, and thanked him. She expressed sincere condolences to residents, friends faculty and staff members that experienced personal losses during this time.

Mr. Mahmoud also expressed his gratitude.

Dr. Fishbein commented that the work being done by the teachers and administrators has been phenomenal. Every day he is amazed at what has been done and what has been improved. He added that we will take away many lessons from this experience and add to the repertoire of what we do, but everyone is looking forward to meeting face to face in the school buildings again.

Ms. Brogan asked when will the mail in ballots be in the mailboxes. She questioned if it will be during the week of April 22nd, or if that was a rumor.

Dr. Fishbein replied that the Public Information Officer is looking into when we can anticipate the ballots, and added that this is unprecedented. He said that getting the ballots out is one thing, but getting them back and tallying them in a timely manner will be a huge challenge.

Ms. Brogan stated that she heard Assembly bill 3902 is in the senate for a reading, and asked if Dr. Fishbein has heard anything else?

Dr. Fishbein stated that he has heard some information that they've realized there are some unintended consequences such as the inability for a school district to borrow funds, while the municipalities have that ability. He believes the League of municipality should look to see if the interest on this money is reimbursable from a relief effort.

Ms. Smith Wilson commented that at the school board podcast that she watched, she heard comments that reflected concerns on the bill and hoping those were incorporated to what went to the senate. .

Mr. Morgan asked Ms. Smith Wilson to remind everyone about the specifics they were discussing since it affects taxpayers. .

Ms Smith Wilson stated that the assembly has proposed Bill 3902 which would authorize the Department of Community Affairs to permit municipalities to delay the quarterly transmission of property tax revenues to school districts during the gubernatorial declared emergency.

She added that the problem for the school district is that money is used to pay for running the school.

Mr. Mahmoud questioned the logic behind how this would be a relief to the average taxpayer. Since the bank is not giving a monthly relief on the tax payment.

Mr. Morgan explained that a number of people do not finance through the bank and pay taxes directly to the Village. The Village has passed a resolution that states if taxes are not paid by May 1 the interest would be waived until August 1, they are not waiving the principal. Property taxes are levied through the Village and the school district has the first call on that money. If the village suspends paying property taxes it will have serious ramifications. There are many effects to this type of relief effort, and if what is being proposed passes, it will have a dire impact on the ability to run the school district. School districts cannot borrow money, but the village can borrow.

Mr. Morgan stated that the board has written a letter and sent it to legislators.

Ms. Smith Wilson added that the board will also adopt a resolution tonight and send it to legislators.

VIII. BOARD COMMITTEE REPORTS

Ms. Smith Wilson stated that there are no board committee reports to discuss.

IX. COMMENTS FROM THE PUBLIC

Ms. Smith Wilson asked if there were any more comments from the public.
Ms. Kelly confirmed that no additional comments have been submitted.

X. DISCUSSION ITEMS

There were no Discussion Items.

XI. ACCEPTANCE OF MINUTES

➤ March 23, 2020 Regular Public Meeting

Ms. Brogan moved Acceptance of Minutes. Mr. Morgan seconded the motion, which was unanimously approved.

XII. OTHER BUSINESS

There was none.

Ms. Brogan commented that the next meeting is April 27 and then we have another meeting on May 4, which is very close and questioned if we need to have both meetings.

Mr. Morgan added that since the election is on May 12 and if the budget is approved that would be fine. If it is not passed, there will be more work that needs to be done before we can move to shift the members.

Dr. Fishbein stated that once we have the election results, there is a period of time that we have to swear in the new board members. He could not comment on the amount of time, but advised that it is a very short period.

Ms. Brogan stated that it is approximately a week.

Ms. Smith Wilson stated that if the budget does not pass, the new board council would take that on.

Ms. Brogan questioned that since we have two board meetings very close together April 27 and May 4, is there a need to meet twice or can we just have the May 4 meeting and cancel April 27.

Ms. Townes confirmed that the May 4 meeting will be the meeting to appoint the teachers.

Dr. Fishbein added that we need a Resolution to change the board meeting calendar.

Mr. Mahmoud questioned if there is a chance that there will be more updates from the Governor that may need to be communicated at the April 27 meeting.

Dr. Fishbein stated that the Governors in the region will probably make decisions as a group, and we may hear something by April 17, but since we have permission to teach remotely, there would be no board action needed to stay remotely or come back to school.

Mr. Morgan confirmed that if a meeting became necessary, Dr. Fishbein has the ability to schedule a new meeting.

Ms. Brogan moved to cancel the April 27 meeting. Mr Morgan seconded the motion which was unanimously approved.

Ms. Smith Wilson confirmed the next meeting will be May 4.

XV. ADJOURNMENT

At 7:50 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Board Secretary

**BOARD OF EDUCATION
MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION**

**Ridgewood Public Schools
Bergen County, New Jersey**

May 4, 2020

Due to the Governor's Executive Order 104 citing the CDC's recommendation for cancellation or postponement of gatherings of fifty or more people, the Regular meeting will be held utilizing videoconferencing.

Minutes of the Regular Public Meeting of the Board of Education held on May 4, 2020, at 7:00 p.m., utilizing videoconferencing.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Laurence Fine, Student Representative

Visitors:

Not applicable

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

At 7:00 p.m. the public meeting opened.

Ms. Wilson began the meeting by acknowledging teacher appreciation week and thanked the Ridgewood teachers for being heroes in the community and for everything they are doing to keep schools open during this unprecedented time, while managing their own lives at home.

VI. PRESENTATIONS**A. "COMPARING TROPONIN TEST SENSITIVITIES BETWEEN MAIN LAB AND POINT OF CARE SYSTEMS"**

- Baiyue Zhao, RAHP student representative

Dr. Fishbein shared that each year it is a pleasure to see the RAHP capstone projects and expressed that he is always impressed by the depth of the research conducted by the students in the program. Ms. Kunzle introduced a senior RAHP student, Baiyue Zhao, who completed his capstone at Valley Hospital and presented a summary of his project. Baiyue presented his project on the "Sensitivity of Troponin Assay," which was conducted under the mentorship of Ms. Marietta Tomlin. He began by explaining that the Troponin test is used mainly to identify heart attacks. After giving background on cardiovascular diseases, Baiyue explained Troponin, which is a group protein released by damaged heart muscles. One of the advantages of Troponin is that it is specifically related to the heart. Using a blood sample, the Troponin Test is carried out at either the Point of Care (POC) or the Main Lab of Valley Hospital. The objective of Baiyue's research was to compare the sensitivity of the POC (Point of Care) system and the lab system. This study does not contain a control group and only observes the patients. He further explained the truth tables with readings and results.

To view the presentation, click [here](#).

Dr. Fishbein asked how many tests need to be done before the study is considered valid.

Baiyue answered that the 81 positive samples are very valid based on the type of test. Dr. Fishbein questioned if that is the case since most of the people in the study are already in distress because they are having a stroke or heart attack when they enter the hospital.

Baiyue confirmed that yes, the study pertains to people who are already in distress.

Mr. Morgan asked what is the value of this research to Valley Hospital?

Baiyue advised that point of care testing is quick, the volume is limited. They can use it to identify what patients can be tested at point of care and which system is most effective.

Mr. Morgan further asked what Valley's reaction to the results was. Baiyue advised that they have not stayed in close contact with the team at Valley due to the current situation. However, he feels that the doctors will find it equally as sensitive as main lab systems.

Dr. Fishbein reiterated that for this year, the timeline of the RAHP student project was unfortunate because of the crisis.

Ms. Kunzle confirmed that the team's last mentorship meeting that was scheduled for March 16 did not take place because Valley hospital was overloaded with the current health situation.

B. PLANNING FOR OPENING 2020-2021

Dr. Fishbein began by stating that Governor Murphy has closed schools for students for the remainder of the 2019-20 school year and that students would finish the year via virtual home instruction. He expressed that no one wants to be back in the schools more than educators. Dr. Fishbein thanked the teachers for their hard work and commitment and expressed they have done an amazing job planning and executing virtual learning for our students. Acknowledging the challenges of remote instruction, he reiterated that educators would prefer to be in school with their students and to celebrate all of the end-of-year traditions that are being impacted by the current public health crisis.

In light of the current circumstances, Dr. Fishbein presented a revised 2019-2020 calendar for approval. He reminded everyone that the March Professional Development Day was canceled, which gave us 22 school days in March; additionally, the three give-back, snow days built into the calendar were not used. Therefore, Dr. Fishbein proposed moving the snow days to the end of the year, making the last day of school for students June 17. The last day for teachers would be June 18, and June 19 would be used as a PD Day for the faculty members who have yet to fulfill their professional development obligations. To give teachers an opportunity to reflect upon the virtual learning experience, the Professional Development Day plans have been adjusted. Approximately 150 educators will engage in focus groups for the purpose of conducting a careful analysis of the home instruction plan, reflecting upon successes and areas for improvement, as well as considering what needs to be done in preparation for the school year. While this will be a good representation of instructors at all levels, we will also be seeking input from the entire teaching staff.

Ms. Brogan asked if the 150 teachers who will participate in the professional development day will be a good representative of all grades? Will the feedback received be robust enough with the smaller population or will Dr. Fishbein reach out to other teachers as well?

Dr. Fishbein replied that the professional development day will allow for a detailed, smaller group discussion, that will also include discussions on any technology challenges. However, all teachers will be surveyed before the end of the school year for feedback.

Ms. Brogan moved approval of the revised calendar.

Ms. Smith-Wilson seconded the motion.

The motion to approve the revised calendar carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: none

Dr. Fishbein explained that since we now have a definitive answer about the continuation of remote instruction for the remainder of the year, we can start to focus on the plans for next year. Furthermore, building administrators can begin to address the many tasks involved with ending a school year, all of which will be a challenge and will require a significant amount of planning and organization, particularly pivotal milestone ceremonies such as high school graduation and promotion ceremonies. All administrators are working on virtual alternatives. Dr. Fishbein expressed that he, Dr. Gorman, and other high school

administrators would love to be able to hold a more traditional ceremony in July or August. However, given the uncertainty of the near future and the guidelines that may be in place at that time, they feel it is important to proceed with plans for a virtual ceremony, while also exploring other options for a more traditional ceremony during the summer or over the Thanksgiving weekend. Dr. Fishbein added that we are willing to attempt anything, as long as it can be done safely and according to the guidelines. Dr. Fishbein remarked that the Governor may be providing guidance for graduation ceremonies.

In looking ahead to the 2020-2021 school year, we do not yet know how we may be impacted by the COVID-19 crisis. Consequently, Dr. Fishbein has developed a planning framework, consisting of five groups of administrators to brainstorm, answer questions, and develop plans that address any contingency. The leadership group will meet weekly to discuss overlap in plans between the groups.

The groups are as follows:

- instruction and school operations: These areas address academic social and emotional well being of our students, these topics were grouped together to support an organized transition back to school including topics such as busing, the use of the cafeteria, and how students will pass in the halls. The goal is to plan for as many eventualities as possible.
- governance: This group will focus on fostering a shared understanding of goals and responsibilities as we return back to school, and provide a unified message that will be sent throughout the community.
- technology: Fortunately we've invested in technology that has helped us in this situation. Our technology group will work to ensure that we are ready in the event of a second wave that may cause us to return to this type of teaching.
- wellness: This group will focus on the actions we need to take to ensure that our staff and students stay healthy and safe.
- facilities: There will be a big overlap with the wellness group, the goal will be to make sure that our school buildings are and remain safe for when everyone returns.

Mr. Morgan asked if Dr. Fishbein envisions any fiscal changes or new classroom structures.

Dr. Fishbein answered that he is looking at some of the classrooms, and how they can be adjusted for keeping students 6 feet apart. He added that it will be a significant challenge, but there are some preliminary ideas that are being discussed. One idea is to have students come to school on different days. For example, some students will come in on an A day and other students come in on a B day. The students who are not in on a certain day would work virtually. This type of plan will be more difficult for the younger students. Therefore, these groups were created to look at and be creative on how to address this challenge.

Mr. Mahmoud asked who will participate in these groups.

Dr. Fishbein explained that right now, administrators are in the groups, and down the road teachers will be involved in the process and will get input from parents. Dr. Fishbein shared that it is important that we develop and communicate our plans to make parents

comfortable to deliver their children to us in September.
Ms. Brogan asked if there is a timeline for these plans.

Dr. Fishbein stated that he would like to have the details worked out by the beginning of August.

Ms. Brogan commented that some of the bigger Universities have announced that they will not bring students back in the fall.

Dr. Fishbein added there is a subtle difference with colleges because of living arrangements and the close proximity of their living conditions.

Mr. Morgan asked what will happen if there is a spike in virus cases in August/September. Will we be prepared to continue virtual learning?

Dr. Fishbein answered that we are prepared and that is something that the groups are putting in their plans.

Ms. Poelstra added that, as we begin to brainstorm, we are looking at every possible scenario to make sure we have a plan for any situation. We are looking at a three page list of questions.

Mr. Morgan asked Ms. Poelstra since you write curriculum in the summer will it be challenging, are you making allowances in your curriculum development?

Ms. Poelstgra replied that one of the goals of the PD day is to look for the positive unintended consequences of this experience. The question to the teachers will be to identify how this experience has influenced them to think about what is the best use of time when the students return to the classroom. There will be an opportunity to weave the best lessons learned from this experience into the curriculum.

Mr. Morgan asked when will Dr. Fishbein formally announce who is in the groups?

Dr. Fishbein answered that currently it is just the administrators broken up within the groups. He further added that he included administrators in the various groups based upon their strengths and experiences and who he felt would be the best within each. One example is the instruction group has one high school person, one middle school, and two-three elementary people since this is a big area.

Ms. Brogan asked Dr. Fishbein and Ms. Townes how they see the hiring process and new hire orientation? Will it be done differently?

Dr. Fishbein explained that regarding the hiring process, it is being done remotely and has been working very well. We have not yet determined what New Teacher Orientation will look like, but the district will plan for several scenarios.

Ms. Townes confirmed that hiring is currently being done remotely and it is going very well. We do not have many open positions right now, so that has been beneficial.

Mr. Morgan added that if our new hire orientation has to be done online, it may not be the same.

Dr. Fishbein replied that we will look at this experience as an opportunity and maybe we can make the new hire orientation process even better.

Ms. Brogan thanked Dr. Fishbein for his leadership. She added that this is a remarkable time that we are living through and Dr. Fishbein's calm presence and communication to the families has been wonderful and appreciated. Even people without children in the schools want to receive the weekly newsletters because there is some good communication in it.

Mr. Morgan seconded that the teachers are going through many changes and they realize that instead of working Monday through Friday, they are on call twenty four/seven. They are learning new things and can be very constructive on how they can move forward in the new year. Mr. Morgan added that it is a credit to Dr. Fishbein, the administration and the teachers who have responded to these challenges.

V. COMMITTEE OF THE WHOLE REPORTS

- Finance
 - March Financial Reports
 - Analysis of 2019-20 Budget
 - Before and Aftercare RFP Recommendation

Ms. Kelly reviewed the March financial reports.

She asked the Board if there were any questions on the transfer reports. There were no questions.

Ms. Kelly reviewed that both the Board Secretary report and the Treasurer's reports are in balance. The cash on hand as of March 31 is at 11.7 million dollars. The cash flow as of Friday is at 11 million after posting the payroll for April 30. We have received a partial payment from the town, and she has been working closely with Mr. Sanzari regarding payments. The second half of the payment will be received next week.

Mr. Morgan asked if the town is behind on making payments.

Ms. Kelly responded that the mortgage companies have not submitted all of their payments to the town, so the town gave us half of the payment for now. We are fine with cash flow currently and they will give us the rest of the payment next week. She reiterated that we are currently in good shape.

Mr. Morgan commented that in August we had given the town a schedule of when we want payments. The school district is the first obligation for the Village on their tax revenues. They are slightly behind but asked Ms. Kelly for confirmation that our cash flow on hand is sufficient for now.

Ms. Kelly confirmed that is correct. She is working closely with the Village they have always been on time, the delay is just for this time. Another payment is due on May 15th and June 1. She further stated that the mortgage companies have found a loophole and are taking advantage of a grace period that was afforded to individuals

and unfortunately they are not giving the town their payments.

Mr. Morgan stated that if the town does not get the money from the mortgage companies, the town has an obligation to borrow money since they are required to make the payments to the school districts.

Ms. Kelly confirmed that the town can issue tax anticipation notes.

Dr. Fishbein added that it would only be necessary if we were in a cash flow problem. We are partnering with the Village to make this all happen, as they have delays and we are in a good position we want to help out the situation.

Ms. Kelly commented that it is all about timing and currently we are fine and not short on cash flow. We are working closely with the town regarding payments.

Mr. Morgan suggested that Ms. Kelly should explore the lead time required for the town to acquire tax anticipation notes, if it is required. He would like the town to think ahead if they cannot be ready to make payments and to get started on the process for a tax anticipation note.

Ms. Kelly reviewed that individuals must pay by June 1, and although she cannot speak for the town, she does not foresee a situation where a tax anticipation note will be necessary to receive our payments. She further commented that she does not know the time frame to issue a note.

Next Ms. Kelly did an analysis of the food service account, infant toddler fund and the 2019-2020 operating budget. The presentation documents can be found at the end of the meeting minutes.

Infant toddler program analysis through June 2020, anticipated \$60,000 left in unexpended budget with a \$500,000 loss in revenue. The program is funded by tuition payments, since students are not able to come to school there is a loss of revenue since we are not charging tuition. We have a fund balance of \$82,000 so the net deficit will be \$358,000.

Ms. Brogan commented that legislation passed that school districts pay our staff and 3rd party vendors, we have a responsibility by law and morally to pay the staff even if they are not working.

Mr. Morgan questioned since the staff from the infant toddler program is not providing at home instruction, can they be used to help teachers in other grades?

Dr. Fishbein replied that this is not an option since that staff has a different skill set and certification.

Ms. Kelly confirmed that the program managers are still completing work, but the teachers and aides are not working.

Ms Brogan questioned if we are allowed to use funds from the Care's Act for the infant toddler program loss of revenue.

Ms Kelly advised she will find out, but she believes it is still part of the school district umbrella and may not qualify.

Ms. Kelly went on to review the food service analysis. She reminded everyone that at the last board meeting they approved the amendment of agreement with Pomptonian to pay them a management fee of \$350 per day, which is half of the amount they normally charge, and expenses to keep the free and reduced lunch program working. Ms. Kelly's analysis was through June which she explains shows \$481,000 in unexpended funds from the budget, since we are not paying the majority of the food service staff and not spending a lot on supplies. She estimates there will be a shortage in revenue of \$499,000, since we're not collecting money for sales. The net deficit is estimated at \$18,000. At the beginning of the year there was a fund balance of \$161,000 and therefore can absorb the deficit within the food service budget.

Mr. Morgan added that this is not leaving us with a surplus for doing capital improvements

Mr. Kelly advised that the district has held off on doing work due to the current situation. Some equipment may have to be purchased in the fall, if the program is up and running again. To be on the safe side the district has not made other purchases. All capital expenditure plans in the food service area have been put on hold.

Ms. Kelly explained the operating budget analysis. She went through all budget lines and estimated what she felt we needed for additional expenses. Ms. Kelly came up with the shortage or the funds available in each line, including for lines Fund 11: regular operating expenses, Fund 12: capital outlay, Fund 13: community school. Anticipating that there will be funds available of \$2.2 million on the budget side and the revenue side, she took into consideration that the deficit in the infant toddler program, When we run the program, we charge them for rent, health benefits, fica, unemployment. charge their budget and that money collected as a revenue in operating budget. Ms. Kelly is proposing not to charge through infant toddler, but to charge through the operating budget and absorb the deficit through that budget. That will leave a \$376,000 deficit in revenue on the operating side, which takes into consideration the infant toddler program. The net year end surplus will be \$1.8 million, in which the majority is from salaries for several reasons. First, the district ended up not needed as many aides as had been expected, there was a cut of 26 aides. There were also a lot of leave of absences that were for the whole year. The substitute rate is less than the regular teacher rate. In addition, there will be a savings in energy because of the fact that the schools have been closed and we had a mild winter.

Mr. Morgan asked how will the \$1.8 surplus be allocated?

Ms. Kelly recommends that we put \$650,000 in excess surplus, which goes into the 2021-2022 school budget. \$150,000 to be added in maintenance reserve and the balance \$815,000 to capital reserve, to be used for the electrical upgrade at the high school. She advised that further details will be available at the end of the year to ensure there aren't unforeseen expenses due to the health crisis. Final numbers will be discussed in June.

Ms. Brogan added that it is hard to know what will happen with state aid. When we put money into capital we can't transfer it to operating.

Dr. Fishbein added that the money has to be allocated somewhere.

Ms. Kelly added that if funds are not put into reserves, we will be forced to put it in the 2021-2022 budget and that will not help us with the 2021 budget.

Mr. Morgan added that the maintenance reserve is a little more flexible, and capital is restricted for capital expenditures.

Ms. Kelly said capital can be used if the state gives permission.

Ms. Brogan commented that the other reserve is the emergency health care reserve.

Ms. Kelly stated that we can use the emergency reserve for health care and security costs. We would need approval by the commissioner to use it for anything else. There is currently \$300,000 in the account.

Further discussion continued about the various accounts that the surplus can be transferred to.

Mr. Morgan asked if we've heard any updates from Trenton.

Dr. Fishbein advised that by the end of May the treasurer will give a revenue report, and by August 25 we will get a hint as to where we are.

Mr. Morgan added that the State has to pass a budget by June 30.

Ms. Kelly advised that the State has changed the fiscal year to September.

Dr. Fishbein added that for things like class size guidelines, if reserves are not good enough, we will have to look into it.

Ms. Brogan commented that as Dr. Fishbein and Ms. Kelly are doing the planning tools, it would be important that any of the plans that were to rise to the top to make sure we have a budget number.

Dr. Fishbein advised that if we can purchase ahead we will purchase ahead.

Ms. Brogan added that if we have to do split sessions to keep social distancing, it may require additional busing.

Dr. Fishbein commented that if we have to provide more bussing, it will be part of the plan.

Mr. Morgan confirmed with Ms. Kelly that she is eliminating non-essential spending and focusing only on what needs to be done, setting aside surpluses for future use.

Next, Ms. Kelly explained the Request for Proposal process and the recommendation for a vendor for before and aftercare services. Ms. Kelly put together an RFP with consultation from our attorney.

Mr. Morgan asked Ms. Kelly to differentiate between an RFP and the bid process.

Ms. Kelly explained that an RFP is a Request For Proposal versus a bid, when going out for a bid you solely award on the lowest responsible bidder, lowest price and the vendor qualifies with their certifications. RFP is based on criteria that is set and we evaluate the proposals, it's not based solely on price.

Ms. Kelly explained that the process included the official request for proposals through

an ad that she placed in the newspaper on March 17. On April 7 via videoconferencing she opened the submitted proposals and all people who submitted proposals were invited to attend the videoconference. She reviewed what each vendor proposed and advised them that there would be a committee put together to review the proposals and then make a decision.

The committee to review the submitted proposals included Ms. Kelly, Mr. Kaufman, and Dr. Semendinger, Principal of Hawes Elementary School. There were 6 proposals submitted, one was rejected immediately because it was submitted too late for the proposal opening. The five vendors were AlphaBest Education, Apollo Afterschool, Champions, The Ridgewood YMCA, YWCA of Northern New Jersey. The YWCA is the incumbent program.

The six criteria that were considered were:

- program pricing, 15%
- financial viability capability and record of performance, 25%
- reputation to provide services responsibly and efficiently, 20%
- recruiting and hiring, 14%
- proposed program, 16%
- start up and transition, 10%

Ms. Kelly stated that the evaluation committee report will be posted on the website.

The committee reviewed the proposals separately and then came together with their individual scores. Based on the criteria used to evaluate the proposals, the committee decided to recommend AlphaBest Education, Inc.

Ms. Kelly further explained that besides being the most advantageous in pricing, the AlphaBest program is the most comprehensive, including STEM programs and additional robust curriculum. Ms. Kelly felt that they had a good program specific to Pre-K. Last year was the first year we had aftercare at the Glen School through the YWCA, although the current program is good, she felt that what is being offered is going to be more substantial. Also, the committee did an analysis regarding parent fees, AlphaBest was offering the same pricing as what the YWCA is offering currently, therefore there will not be an increase to the program. In addition, they are offering a 35% discount for Ridgewood School employees and 10% for a sibling discount. This was a very reasonable proposal for parent fees. Most of the other vendors did not charge differently for Glen School and therefore the Glen School parents would have had a substantial increase in their tuition. Since last year, we were originally scheduling the fees based on the infant toddler program, a few of the vendors proposed the same flat fee for Glen that they were charging the other elementary schools.

Ms. Kelly explained that they also called the references provided from several of the vendors. Mr. Kaufman and Dr. Semendinger contacted 5 schools in New Jersey that AlphaBest provided as references. All of the schools had the same answer; AlphaBest has an excellent program and one of the schools advised that they have rehired them for an additional 2 years, based on parent feedback.

Mr Kaufman added that this was not a short process, it was a drawn out process

where the committee reviewed all six criteria points. The process was extremely fair and looked at factors including not adding an expense to the community and while bringing in revenue to the district. The feedback from references was excellent and he felt it would be a step up in the program.

Ms. Brogan asked if we need to guarantee a specific number of students who enroll in the program.

Ms. Kelly answered that the RFP guarantees 15 students per school, but added that we currently have a lot more enrolled per school. She stated that it is a very popular program

Mr. Morgan asked if the committee came to a unanimous conclusion.

Ms. Kelly answered yes, the committee felt that the vendor would do the best for us based on the review. The proposals were all very good and the committee really deliberated on them. She added that the RFP is for a one year contract, with the option to renew for 1 two year contract or 2 one year contracts. This goes into effect July 1.

Ms. Brogan asked if there was a 90 day clause for an out, if the program doesn't work, specifically if we don't return to school next year.

Ms. Kelly added that when we write the contract we will have to write language to ensure that we state it will be dependent upon what is decided by the Governor regarding school closures.

Ms. Brogan asked when do you have to make the decision to renew or not renew next year?

Ms. Kelly answered that a decision will have to be made by next May.

Mr. Morgan asked Mr. Kaufman when the bids were opened, did you have to go back and ask questions of the bidders?

Mr. Kaufman explained that each proposal was the size of a small phone book and very thorough, there were no questions left unanswered.

Ms. Wilson interrupted the discussion to advise that it is currently 8:30 p.m. and suggested that since there are a fair number of comments from the public that Ms. Kelly should complete the facility report to ensure that all agenda items are discussed.

This portion of the meeting can be viewed on the webcast by scrolling to 39:00.

➤ Facilities

○ LRFP - Long Range Facility Plan

Ms. Kelly explained the Long Range Facility Plan, which is an inventory of facilities and equipment, as well as anticipated projects and renovations, that is submitted to the New Jersey Department of Education. It is not a document that states that we have to do these projects, but a 5 year plan of what we would like to do. In 2005, the state told us they were going to require us to file the LRFP electronically and they were going to update their system. Fast forward to 2020 and now we are finally required to update

the LRFP again and are hiring the services of an architect to help us with the plan.

Dr. Fishbein stated that this is more of a plan that helps the DOE instead of the district, so they know our plans.

- Orchard Soil Remediation Bid

Ms. Kelly explained that the district went out to bid for the Orchard soil remediation project. There were six bids opened via a virtual bid opening, and the lowest responsible bid was Tricon Enterprises, Inc. The bids have been reviewed by our attorney and he has confirmed that Tricon is the lowest bidder. Our current budget is \$600,000. We are waiting for the proposal from WSP for their consulting services to be included in that price. Ms. Kelly added the bids ranged in prices.

Mr. Mahmoud asked if we do reference checks?

Ms. Kelly stated that she spoke with our consultant, he has not worked with them but has heard of them.

Dr. Fishbein explained that with public bidding, we would not check references, the district has to have had a poor relationship with them in the past to not approve the bid. We would choose the lowest responsible bidder. The criteria for public bidding is mechanical.

Ms. Kelly added that our attorney has reviewed that they are qualified to do the work.

Mr. Kaufman asked if the scope of work was the same as other bidders.

Ms. Kelly commented that it is a requirement. She added that we are anticipating to start the work in June, and are waiting for a permit from the DEP to come through.

Ms. Smith Wilson asked if there were any issues with the planning board.

Ms. Kelly answered that there were no issues and that they approved it. She added that they had some concerns regarding the trucks going through a certain route through the town, but they did send the approval letter.

Ms. Brogan added that in light of the fact that students are not in the school, can we start earlier? She also asked if the DEP is currently working?

Ms. Kelly advised that we will start with things that do not have to do with the pending permit from the DEP. We will start as soon as we can.

Dr. Fishbein explained that they are working on it and they are in touch with our consultants who have been answering any follow up questions that the DEP has had. They are also aware that we are a school district and there is a need for speed.

- Stevens Field Turf Replacement Recommendation

Dr. Fishbein reviewed all of the options that were considered for the replacement of the Stevens Field turf. Although this is a challenging time, the field is in need of replacement. The committee consisting of Dr. Fishbein, Mr. Martin (facilities manager) and Mr. Cook (athletic director) met with 4 vendors who provided different kinds of fields for replacement, including new technology that is not tested yet, natural topics such as coconut and almond shells which cannot be used where we are, due to the

dangers of flooding and the materials would be easily washed away. Due to the location of the field, we need heavier material to ensure it doesn't wash away during flooding.

After considering concerns from the public about crumb rubber, an alternative material, which is a mix of sand and crumb rubber, is seen to be a good option. It is a cool play material, which is mineral particles covered by a recycled part of green fibers, it changes the heat that comes off the field by 20-30 degrees. Dr. Fishbein reminded everyone that we are required to follow heat rules, when there is a certain level of humidity/temperature students need to come off of the field to hydrate and therefore there are safety rules in place that we follow.

We have listened to people who have been in contact with us with concerns and suggestions about new technology regarding pads that are under the turf made of recycled materials. Dr. Fishbein pointed out that the technology is very young and we cannot point to any local fields who are using it, and therefore we don't want to take that risk especially since the material is very light. There is a concern for flooding.

Dr. Fishbein explained that this is not on the May 4, 2020 agenda for approval and will be presented at a later date after the budget vote.

This portion of the meeting can be viewed on the webcast by scrolling to 1:09:10.

Ms. Smith Wilson thanked Dr. Fishbein for investing time in researching the vendors and taking public comments into consideration.

VI. COMMENTS FROM THE PUBLIC

Dr. Fishbein explained that we have well over 100 comments regarding graduation. He stated that he would like to make a suggestion to the board after the first comment is read to address the question. He further added that Ms. Kelly should read the first comment about graduation and not read all of them pertaining to graduation. He wants to ensure that everyone knows that he is not ignoring any of the comments or concerns.

He added that it would be much easier to go through the regular school year and go through the traditional activities, unfortunately we are not in control of that destiny. Dr. Gorman and Dr. Fishbein are discussing this topic daily with administrators, Ms Poelstra, and Ms. Kelly, and he wants everyone to know that we want to do what's best for the health and safety of everyone. If the governor says that we can have only kids and a few speakers on the field, then we will do that. In the meantime, we will plan for a virtual graduation and if we can do something later in the summer, we will gladly do it again. He reminded everyone that as we go further away in scheduling, more students and families will not participate and there will be weather concerns in addition to the health crisis.

Dr. Fishbein confirmed that all of the comments that were submitted about graduation will be part of the minutes, even the ones that are not read.

Ms. Kelly advised after reading the first comment she will read the name and address of the person submitting a comment and if it's about graduation she will state it has to do with graduation and move on. All of the comments will be part of the minutes.

Amy Zamboldi, 334 Spring Ave, Dear Dr. Fishbein and The Board of Education,

The beginning of 2020 filled us with hope. It's the year that our children would graduate from high school and begin the next chapter of their lives when they all choose to pursue their dreams.

For the senior in our house, it began with hours of preparing for the State DECA competition, attending practice everyday for Track & Field, and continuing to keep the grades up for the final push for college admittance.

College acceptances started rolling in and all of the hard work was paying off. He had some really great choices on the table so far. All of the hard training for Track & Field also paid off as his 4x800 team qualified for The Arcadia Invitational in California as well as a shot at The Penn Relays in April. The State DECA competition also proved to be a success when he found out that he qualified for the international competition that would take place in Nashville, TN in April.

Boy, did March come in like a lion. What a cruel month it turned out to be for all of us. We all know someone who lost a loved one to this virus and we all know a senior that lost the rest of their time to celebrate their accomplishments because of this virus.

Harry Smith of NBC news did a segment on April 24 that really resonated with me. "The things we miss during the coronavirus crisis: A Harry Smith essay." If you have not watched it, I encourage you to do so. It is beautiful. In his conclusion, he mentions that it's not toilet paper or hand sanitizer that we must be stockpiling but patience. Yes, patience.

I ask that you be patient in your decision to cancel our graduation. In return, we will give you time to figure that out. We understand that it may not look like in years past but these kids deserve to walk out on that field with our grand high school as a backdrop. They deserve to sit with their classmates and celebrate together.

I am begging you to have several plans in place for the Class of 2020. A date in July and a date in November. We, as parents, cannot celebrate those "lasts" with our kids because they already happened unknowingly. Please let us all have closure with the hope of a proper ceremony.

Dr. Fishbein responded that we are not rushing to get something done as a checklist. Anything that we do will be more time consuming than a traditional graduation, but we have to plan. It is May 4 and we are closing on June 17, we have to plan for a virtual but if we can do a ceremony in July or early August we will do it. If we can do it on Thanksgiving weekend knowing that some kids won't be able to make it, we will do it then. We do have to plan to have some recognition if those plans cannot work. We have to follow the mandates of the state, we cannot have large groups on school property.

Mr. Mahmoud added that it would be a shame if we postpone and there is a second wave and we can't follow through with any type of ceremony.

Dr. Fishbein added that we want to make sure that students have some type of momento to reflect back on their time at Ridgewood High School.

Laurence Fine commented that there are a lot of colleges that are planning to be closed in the beginning of next year, he asked that when we get to the point that colleges will reopen, before seniors leave, maybe they can have a time they can see each other again. Seniors

didn't know this was the last time they would see each other.

Dr. Fishbein stated that if we are permitted by the governor's changed executive order, we will provide that opportunity. Some students are deferring their decisions and staying local and returning to their school of choice in January. He also reminded everyone that there is only so much time that we can do the ceremony outside, we don't have space to invite over 1000 people inside.

Marko Cubrovic, 307 Marshall at, Ridge, Please consider postponing graduation celebration to a later date as we would all like to have in person celebration continuing Ridgewood tradition.

Elizabeth Ostrowe, 368 Walthery Ave., Requesting that graduation be postponed until a date where a gathering of all seniors can take place on the RHS Stadium field, while respecting social distancing. We do not wish for the Class of 2020 to be denied the traditional RHS graduation.

Tiffany Notaro, 432 Cambridge Road, I am requesting that you please consider allowing The Ridgewood Tradition of Excellence Graduation ceremony be held on the field of RHS. These Seniors have lost milestones and memories they will never get back. The Senior class although they have lost their final sports season, banquets, award nights, prom, prom weekend, walking the halls for the last time at RHS they still have hope for holding Graduation as a class on the RHS field. Many parents in our community who don't have Seniors are offering to volunteer to make this happen. Everything has been taken away from the Class of 2020, please don't take away this beautiful ceremony

Lisa Ertle, 687 Ellington Road, As a nurse working at a Covid testing center and an operating room where I am very aware of the risks of this virus, I am not in favor of pushing for a large-crowd graduation anytime soon. However, graduation is an important rite of passage for our children. I am in favor of postponing graduation for a time when a properly socially-distanced graduation will not put anyone at risk. If it has to be live-streamed and the kids need to be spread out from end-to-end of the field wearing masks, let's do it. We can all watch from our homes. Just figure out how many pairs of gloves someone will need to shake all of those hands! Give the principal full PPE if needed. We should be able to find a solution.

Kristen Shultz, 123 Heights Road, I hereby ask the board to consider allowing the RHS class of 2020 to hold a proper graduation ceremony on the RHS field when deemed appropriate by the government. Thank you

Karen Kundig, 329 E. Ridgewood Ave, I hereby ask the board to consider allowing the RHS class of 2020 to hold a proper graduation ceremony on the RHS field when deemed appropriate by the government. Thank you

Beth Clay, 721 Morningside Road, Our family really appreciates everything the BOE, Dr. Fishbein, Dr. Gorman and the RHS Alumni Association have done so far for our seniors but when my daughter is my age and looks back she is not going to remember the signs in town or the spliced video. She will simply say to her kids, "I never had a high school graduation." A graduation she has worked toward for 13 years. A graduation she has earned the 18 years

she has lived in Ridgewood. These seniors have lost so much but please don't take away their Ridgewood High School tradition of graduating together. Whether it's July, November or even next June, they deserve the same pomp and circumstance that every other RHS graduate has received. So as Laura Grasso so gracefully put it: "Don't cancel, postpone." Thank you.

Boyd A. Loving, 342 South Irving Street, I am extremely disappointed that the Board has still not made provisions for those without computers to make comments during your public meetings. I believe this is unlawful, and you know it, but continue to ignore the law. Someone without a computer could be watching the meeting on cable TV - not everyone is streaming via computer, nor does everyone have access to a computer. The Village Council provides a phone number to call during their public meetings for those with comments, but without access to a computer. Why can't you do the same? Thank you for your consideration in this matter.

Dr. Fishbein answered that we will look into that process.

Dr. Kelly added that based on state guidance and different organizations we were following the guidelines for conducting a meeting in this unusual way.

Katherine Bamberg, 142 Melrose Place, Please consider holding a traditional graduation ceremony with social distancing in place later in the summer. This could be achieved by having only seniors attend and no spectators (it could be live streamed for the families). While we appreciate the opportunity to take pictures with our families, we also want to graduate with each other, especially since we haven't seen each other in months.

If any students are unable to attend this summer ceremony, we could still hold the spliced video in June to give every senior an opportunity to celebrate. That being said, if social distancing is still in place into summer it is likely that most if not all students will still be in Ridgewood.

Seniors and parents are willing to sign the paperwork necessary to correct liability issues that might arise from a ceremony after June 23rd.

Stan Kukulka, 500 East Saddle River Rd, My daughter is in the 2020 graduating class and I would like her to be on the High school field with the rest of her class. I understand that due to covid19 it is unfortunate that this class has to miss this very special day. If it can be postponed to another date then please do so. Thanks for understanding and I hope this can be done so they have the memory of graduation they deserve.

Debbie Curley, 450 Colonial Road, Will submit comments later today.

Nancy Friedman, 526 West Saddle River Road, In anticipation of a number of comments from parents of the senior class at RHS, I will be brief. The efforts of administration to organize events around graduation are appreciated, and the banners hung by them in combination with the Ridgewood High School Alumni Association were a wonderful surprise that helped to buoy the spirits of seniors and their families, as well as members of the community who stopped (appropriately distanced) to congratulate my graduate when we were admiring the banners. However, Ridgewood graduation is part of our tradition of excellence, happening for more than a century. Through no one's fault but a global pandemic, this year's seniors have

been cheated out of all of the usual rights of passage as compared to "Graduation 'Traditions of Excellence' published by RHS High Times 6.14.2019. The purpose of my comment is to ask that the Village work with the Board of Education to ensure that our graduation ceremony not be cancelled, but if it can't be held on its scheduled date be POSTPONED until a time when it can be handled appropriately. This doesn't need to mean a year from now, but immediate action to cancel now is not appropriate either. We're only seven weeks into this pandemic, and graduation is still eight weeks away, meaning much can change and hopefully for the better. Much like the Air Force Academy celebrated this Spring, our seniors could utilize the entire field. Parents could volunteer to demarcate the field in advance as well as distanced spaces ringing the field and walkways for parents to stand and celebrate their children. It is understood that the Village will need to follow the directives of Governor Murphy, and acting within those guidelines we can still give our seniors the recognition and celebration they deserve!

Tracey Doyle, 330 Franklin Ave, PLEASE postpone the graduation to allow for a beautiful traditional ceremony on the stadium field. I know plenty of nurses and medical staff that would like to give back to the community that would be happy to monitor temps that day. These kids deserve the traditions of RHS. Thanks for taking the time to read these.

Sarah Clay, 721 Morningside Road, Hi, I am a senior at Ridgewood High School. I've lived in Ridgewood all my life and remember seeing all the seniors graduate before me. It is something I have looked forward to all my life. As you all know, Ridgewood High School is academically a very hard school, it feels as though the traditional, grand graduation makes up for the hard work we have all completed. Without this, I feel as though all my hard work has not been rewarded and recognized. Our life path is supposed to go, graduate high school, graduate college, find a job. Without this step, I will feel my life path is incomplete and I won't have this memory to look back on. I understand that many people have felt the effects of coronavirus worse than losing a graduation ceremony, however, I feel as though a piece of my life has been ripped out. I have amazing friends from High School and these last months were supposed to be the last moments I had with them before I leave for college (I leave August 6th). High School graduation is so special because you know almost everyone around you that you are graduating with, you grew up with them, you went through awkward middle school with them, you understand all the hard work every single person went through to graduate, and this is the last time you will ever see most of these people. I understand we might not have the last couple months with the whole grade together, however I just need one more day where I can celebrate our accomplishments with the whole class, even the ones I don't know. Postpone, do not cancel.

Jessica McArthur, 520 Lotus Road, I would like you to consider the idea of a late or socially distanced graduation so that we can still have some of the senior traditions. Thank you

Ridley Handley, 148 Claremont Rd, Please consider moving the graduation ceremony to late July or early August. Graduation is a highly meaningful and symbolic event for all of us. It's the first major milestone we get to experience in our young lives, and that only amplifies its significance. It's an opportunity to see all the faces of beloved and familiar people before we leave them behind, a cherished and probably final gathering of those who grew up alongside us. We have teachers and parents and friends who are just so proud of us, who have made us the people we are today, and we were supposed to be able to celebrate with them. We

were supposed to hug and cry, to say our goodbyes and our thank you's as a best-loved chapter of our lives ends. We were supposed to have the closure of knowing that this was our last time together as a class, as kids, our last time amongst the comfort and familiarity of our community before we take the next step into the unknown.

In these unprecedented times, all we can hope for is a single day to see one another again and know, with bittersweet certainty, that it is the last time. We all eagerly anticipated the meaningful "lasts" we should have experienced these last few months. Our last sports seasons, last club meetings, last tournaments, last concerts, last plays, and last days of high school may already have vanished in our rearview mirrors, and we didn't get to know that they were "lasts" while we were in them. Graduation would be an opportunity to have that closure, to experience what it truly feels like to have finished high school. And it's something we all should get to do together.

I hope that as we tread further into these uncharted waters, the possibility of a traditional graduation doesn't get wiped away entirely. Even a graduation where all the seniors sit six feet apart without spectators would give us an opportunity to be kids with one another for the last time. But I think the best case scenario is that senior graduation ceremonies get postponed to late July and early August in the hopes that we can celebrate with our proud, loving communities before we have to say goodbye. If there are liability issues with that plan, I'm sure we'd all be willing to sign waivers to release our school administrations of responsibility. We really just all want to see each other one last time and to graduate with the people we love.

From my perspective, the only two problems with a postponed graduation would be liability and the chance that not all the students would be able to attend. But please, it's better than nothing. We're willing to wait, we're willing to sign waivers, we're willing to do almost anything to get this chance together.

Laura D'Angelo, 114 Brookside Ave, Please, please allow these kids to have their graduation ceremony, postpone don't cancel. Since they have not been in school or participated in spring sports, they feel in limbo, not being able to finish their HS experience before they move on to college is very important. The RHS Graduation is a rite of passage not to be missed. Thank you.

Laura Grasso, 136 Circle Ave, Good evening. Please let me start by saying I hope all of you and your families are safe and healthy. For anyone who is ill, suffering or has suffered a loss of a loved one, my prayers and condolences go out to all of you. On Thursday afternoon our seniors and their families received a letter to update us on the district's direction for the upcoming senior events, celebrations and commencement. The end result was if the commencement can't take place on June 23rd, the short video of each senior will be able to be viewed on June 23rd. Reading between the lines this means to all the seniors and their parents that there will be no commencement ceremony.

First...Let me start by saying Thank you to the RHS administrators for the idea of the video clips of seniors to be taken during June 11-June 16. YES, it should be done. YES, we as parents should convince and urge our children to participate. YES, we should bring our family so we can get the family picture. The video SHOULD be done in case the commencement ceremony can't take place on June 23rd but there should be more dates added for these seniors and their families. Although it's a long shot, The students and family should be able to hold out hope for July 28th which is already a date set aside for some of the PG20 events. And if and when July 28th doesn't work...WHY can't the Friday or Saturday of

Thanksgiving be on the calendar. Why isn't that weekend an option?

Sure the weather may be a little cooler, but on the back of the chairs, can be white sweaters for the girls while the rain coat can remain under the chairs. The ceremony can take place in the morning or during the day. Let's face it, these rising college freshmen may very well be remotely experiencing their first college courses from their homes in Ridgewood. Why not give them November as an option for the ceremony.

OH, and yes, The video clips of each student still are available should we need it. Ridgewood Tradition of Excellence includes the historical breathtaking, beautiful commencement ceremony. The white dresses, the red roses, the white tuxedo jackets....and so much more. Yes, these are unprecedented times and things are different, and the safety and well being of everyone is top priority, but celebrations and milestones of this nature should NEVER BE CANCELLED. They should be POSTPONED. There are executive orders changing protocol for so many things. If there are legal roadblocks, what are they so we can find solutions to make this happen. If there are additional financial costs, let the parents know.

If the district needs to be guaranteed faculty chaperones, in my position as a teacher at GW middle school and a leader in the REA for the last 30 years, I'm sure I can find enough friends and colleagues to VOLUNTEER without blinking an eye. Just tell me how many are needed. I can't imagine any teacher, supervisor, administrator or adult who wouldn't give their time for these students or former students to have this experience if they are available.

AND NOW, those video clips of the seniors that were taken on June 11-16....It was a brilliant idea!!

Brilliant because If a student chooses not to attend the ceremony due to their own particular reason or conflict in schedule, the video clip of that student can be added to the final video production.

The students who choose to attend, can experience the full traditional Ridgewood commencement ceremony. If students are not able to attend or choose not to, they will still be part of the final video production keepsake because of the brilliant idea of video clips taken in early June of each senior.

This Thanksgiving break for the graduating seniors based on the global pandemic in my eyes is the best option. Get them back in the halls of RHS for one last time and on to the football field together as the Class of 2020. Let them embrace one another and say thank you and goodbye in person to the people who made a difference in their lives. Teachers, administrators, staff, faculty, custodians, etc.

BUT, let's face it, no one knows what the time frame looks like for our country.....so if in November, we still can't pull off the commencement ceremony, it's at that time we pick another date down the road or use the one minute video clips of our children walking down the front of the school building can be spliced to create their keepsake.

But at least the Class of 2020 can say thanks for trying.

We all have our ideas. Nothing is perfect. There is no right answer.....I just feel these children deserve efforts to POSTPONE rather than CANCEL the commencement ceremony.

Please reconsider adding future dates like some high schools, colleges and other institutions have already done. Our seniors deserve the effort.

Thank you for reading and sharing my comments.

Rachael Marussich, 365 William Street, I would like to start out by applauding the Ridgewood High School staff for all of their hard work and the continuous shout outs to the students. It has been heartwarming and we appreciate their thoughtfulness. I also want to applaud their commitment to making sure that our Seniors have some sort of graduation. I know they are

thinking out of the box and trying to find some possible solutions. Many parents are upset by the proposed plan (an individualized ceremony and a video watch party) if social distancing guidelines stay in effect. I would like to say that I appreciate this thought and I understand that 1) the administration came up with a plan to work within the current social distancing guidelines and the stay at home order. 2) They are nervous to plan a ceremony in July in the event that these guidelines are still in effect and then nothing has been done at all. And 3) They are worried that planning something in July could be problematic if some Seniors leave the area and can not attend. With all of this in mind, I would like to propose an idea. We could move forward with the proposed plan (the individual ceremonies and video watch party) from June 11-23 (approximately). This could be their "real" graduation. However, then on July 28th (when PG20 has a backup date for Project Graduation and prom) could we hold our traditional ceremony? This ceremony can be abbreviated, if necessary. Of course, this only applies if the stay at home order is lifted. The event could still adhere to social distancing. We could spread the Seniors out over the full length of the football field. We could bring in bleachers or seats and set them along both end zones. Parents can be issued 2-3 tickets per family and could then sit on all 4 sides of the field. The event can be closed to the general public part of the audience that is usually permitted to sit on the bleachers along Hermance. Or, if we can not hold a gathering with more than 500 people, parents can stay at home and watch online. PG20 has plans to hold prom and Project Graduation in the evening on this date. Therefore, this graduation ceremony could be held at 10:00am. Students can then be dismissed, go home, and change into their prom attire for later. Boys would only have to pay for one tux rental as they can use their tux for both events on this day. Anyway- if you could please consider this idea. I feel that if parents still knew that we were getting our traditional ceremony (of course it is dependent upon news from the Governor), they would be okay with the individual ceremony idea in June. Thank you for listening and considering this idea. Thank you again, for all your efforts and hard work in unprecedented times

Jeannette Venizelos, 490 Alpine Terrace, Please reschedule graduation if the school year ends online.

Ellie Schultz, 123 Heights Road, Hi I am a senior this year at RHS. Please consider allowing us to hold a proper graduation ceremony. These past few months our whole class has lost so many milestones I don't want us to lose another special memory. This is something I have looked forward to my entire life and believe it can be done with proper social distancing measures.

Sofia Merlati, 133 Richards Road, The safety and health of our community is obviously an extremely important and serious issue. However, keeping up the hope and spirits of everyone being affected is important as well. If school does close for the rest of the year, it will be a necessary precaution that we have to take. But, this would mean the last time the seniors spent any time together was March 13th, and I don't think any of us understood how it truly was our last day together. If it is at all a possibility that we will be able to have a proper (but socially distanced) graduation, where we are all able to attend at the same time (and have it live-streamed for our parents at home) I think it is something that should be done. The experience of walking to receive your diploma, the one you've been looking forward to for your entire childhood, is something that can never be replicated. And it is especially important that it is done in the presence of our peers and friends, who we have spent the last 18 years of our lives growing and learning with. If we were to lose that

experience, it is something that will greatly affect us and our hope in these grim times. I entered a comment just a few minutes ago, and not seconds after submitting it I found out that school has officially been canceled for the rest of the year. It has been only minutes since the announcement, and the reaction from all the seniors of Ridgewood and neighboring towns has been quite solemn. I think it's not more important than ever to look into a way for us to have a proper, and socially distanced, graduation.

Allison Olson, 380 Cedar Ave, Please let us have a summer graduation, even if some people are unable to make it, the majority of the class will be able to attend. It is always a beautiful ceremony and all seniors have been looking forward to graduating with all of our classmates by our sides. The plan in place right now is so sad. The point of graduation is hearing your friends cheer for you, and cheering for your friends. This graduation put in place right now is just nowhere near as special. Thank you for reading this.

Alyssa Soma, 459 Berkshire Road, I feel as though it's more appropriate to have a graduation than prom/project grad, as I can say the majority of our grade would rather have a formal goodbye to the school rather than a prom. Set the graduation date to July 28th instead of prom/project grad. I feel as though it's unfair for us to have a graduation without friends and family attending while we have been looking forward to this day for the past four years.

Talar Ajemian, 655 Terhune Road, Many students including myself believe we should have a proper graduation in the summer instead of June. We would rather have graduation instead of prom because we want a formal goodbye to the 4 years we spent working hard and prom would not do that. Graduation is a form of closure for us students and a goodbye to the school.

Madeline Ewell, 102 California St, I would like to discuss the proposed solution to RHS' graduation for the class of 2020. I truly appreciate all the town and school are doing to make our senior year memorable, despite the current situation. But, I do believe that our town has the capability to do more for the 2020 graduation. As a student who has been to graduation every single year since I was a freshman, I have had the first hand experience of seeing how much joy the event brings to the graduating seniors. The environment is extremely uplifting as well as emotional as the seniors get to say their final goodbyes to RHS. In addition, the unique traditions that come along with graduation, like wearing white and throwing rose petals at the end of the ceremony, are things that I have always thought set RHS apart from other high schools. I truly believe we have the ability to hold true to our traditions and give the seniors a wonderful graduation that resembles those in the past. I, and my fellow classmates, would truly appreciate the opportunity to have a graduation in person, even if it must be socially distanced and at an alternative date. If it is at all possible to achieve this, I ask that you do your best to make it happen.

Nicole Kye, 530 Bennington Terr, Despite the efforts to digitally connect with the seniors, I truly believe that we have yet to have closure for our essentially life goals/adventure. We are left at home and unable to celebrate our efforts. We need this summer graduation as a conclusion. Please. We have lost prom, 4 quarter senior year, spring sports, senior decision day, yearbooks, eating lunch together for the last time, and graduation. We need this graduation to feel accomplished. Receiving our diplomas alone simply emphasizes the situation. There is no celebration, no community, no official round up when we walk alone,

celebrate alone, and stay home alone. As a senior, I believe that rescheduling at least prom and graduation for over the summer, or even thanksgiving is imperative. Most students have worked hard to have their last "hoorah" with their peers. Prom was supposed to be that celebration with friends, and graduation was supposed to be the celebration of teachers, peers, and family. Therefore, to end our Ridgewood community school career with happiness, and not sequestered in our homes, a summer graduation is the answer. The event will let us look forward to the summer.

Deborah Liguori, 319 Meadowbrook Avenue, I understand that now that schools are closed in June, senior events may be postponed in Ridgewood High School, but graduation will be cancelled. I don't understand why we can have project graduation at BFMS postponed to July or Thanksgiving, but not the graduation ceremony itself on the same day. I think we at least deserve an honest explanation and a sincere effort to overcome hurdles, whether they be teacher contracts, legal, insurance or other man made rules. Please make an effort to amend the rules for just one day. I have done just that. I am homeschooling my eight year old while continuing to pay taxes for teacher salaries and struggling to find time to maintain my own business for two months now and counting. Amend the rules for a day if at all possible to postpone graduation, but please don't cancel it. This is my one and only chance in a lifetime to see my oldest son graduate high school. Sincerely and with gratitude for your consideration.

Christy Kim, 107 Southern Pkwy, Socially distanced summer graduation.

Alyson McCormack, 51 Sherman Place, Please please allow a live socially distanced graduation ceremony on 6/23 or postpone until July. These kids deserve this momentous occasion and it can be done right with proper planning!!! Thank you for considering.

Michelle Anderson, 720 Morningside Rd, Please do not cancel graduation for the class of 2020. As a community, we can figure out a safe way to let them graduate. We can absolutely do this safely. Please let these hard working seniors have their moment. It's devastating. Thank you

Katrina Abramenko, 312 Linwood Ave, I would much rather have a postponed graduation in the summer. Graduation is one of the most memorable experiences from high school and, along with prom, is something we will never get to have a normal version of. Even if it's social distanced and during the summer it would definitely be worth it.

Anastasia Bamberg, 142 Melrose Place, Please allow the seniors to visit the school, collect their belongings, and have some kind of closure, even if it needs to be in small groups after school ends. Students would also appreciate the opportunity to say goodbye in person to teachers and administrators. Please postpone graduation and have smaller groups socially distant.

Fran Carveer, 368 S. Irving Street, I think a socially distanced graduation IS possible!

Mary Kaczmariski, 539 Lotus Rd, Graduation should be postponed but still happen at some time so that the seniors get what they deserve. Prom should also be postponed but still planned.

Natalie Francesco, 256 Briarcliff Road, I'm open to an idea about a socially distanced graduation as long as it's safe. The board should consider this an option. Going up one by one on an empty football field is depressing.

Melanie Murphy, 519 Lotus Rd, I ask the board to consider postponing (vs cancel) graduation until it's safe for the graduates to gather together on the field to celebrate this momentous occasion...it's what they have worked so hard for, and what they deserve. We, as parents, are willing to raise funds and solicit volunteers to make this happen.

Ginger Monplaisir, 411 Prospect St, We appreciate the alternate graduation plans that are being implemented as they will allow everyone to participate in case future plans are unable to be implemented due to the current health crisis. A future date would be ideal, if realistic considering current circumstances. Not all kids will be available Thanksgiving weekend. December break and/or late May/early June 2021 if the kids would even want to participate by that time. Most colleges finish by Memorial day weekend. Thanks for your consideration.

Eliza Armstrong, 538 Laurel Rd, Please postpone until a later date. Even waiting until Thanksgiving or even next June would be better than having students standing alone for a photo shoot in place of a graduation. We know everyone is doing their best during a difficult time, and we appreciate that.

Laura Thurlow, 326 S Pleasant Ave, Is it possible for socially distant live graduation?

Fiona Mulla, 273 Mulberry Rd, Move graduation to the summer so that everyone can attend with an audience and social distancing efforts do not have to be used (at least to an extent depending on the situation at the time). Give the seniors a normal traditional prom like we've wanted and expected for the past 12 years if it's possible. Even if it has to be moved to late in the summer.

Everest Galbraith, 237 Doremus Ave, We should have a rescheduled prom over the summer or later.

Marie Moussa-Karrat, 217 Steilen Ave, I think if we are able to safely hold the class of 2020 graduation commencement it would be important to explore the options to do so as it is such an important milestone in these young people's lives especially at such a difficult and stressful time for them and everyone else .

Jennifer Acitp, 71 Sherwood Rd, What is the current 20-21 school year plan(s) that are being discussed? Are there plans to retain students being that next year will likely be more homeschooling? Or part time instruction? How will students with IEP advance in this environment?

Dr. Fishbein commented that as discussed earlier we are making plans of what school will look like in September. The final decision will be made at the state level, but we will plan for returning to school, starting remotely and an alternative that will provide social distancing.

As far as any students that will be retained for academic reasons those discussions are done

very early, except at the high school level. For special education students, we are attempting to provide the student's IEP as best we can under the circumstances.

Laura E D'Angelo, 114 Brookside Avenue, Germany opened its schools for a short time to allow its graduating senior class to have a proper graduation! I feel that Ridgewood is more than able to do the same ! I'm sure more details can be found online in how this was accomplished. Thank you

Mchedlishvili Sophia, 146 N Van Dien Ave, I believe that there is a way that the class of 2020 can have a graduation even if it is postponed or socially distant. There can definitely be a backup plan if a real graduation ceremony cannot happen.

Nicole Petrick, 820 Arrow Lane, i am a heartbroken senior from RHS... please allow graduation and prom to be postponed so that my grade can still unite and celebrate our hard work throughout our years in the ridgewood school system.

Guido Bussinelli, 680 Newcomb Road, I respectfully request that graduation be postponed until a date where a gathering of all seniors can take place on the RHS Stadium field while respecting social distancing. These seniors have missed out on so much already, have done their part with social distancing and have earned the right to have a traditional RHS graduation. Please consider postponing the graduation until it can be safely completed. No need to rush this very important decision. Thank you.

Patrick Mannion, 117 Brookside Avenue, I write to you this evening as a member of this year's graduating class of Ridgewood High School. As we continue on during these unprecedented times, I urge you to consider allowing our graduation ceremony to take place as a class. I realize it can't happen in the traditional way but I am confident we can come up with a plan that would be safe for everyone.

Ridgewood High Schools graduation is one of the most beautiful ceremonies. After this two month break in senior year, and now with schools closed for the year, it would be great to be able to all come together as one class for one last time - albeit 6 feet apart - but at least "together". There are so many other events that will be done virtually or unfortunately cancelled but to be allowed the opportunity of graduation would appease most of us and lessen the pain of the losses incurred.

Everyone could benefit in the hope and the excitement of knowing we will have this chance. If it can't be done on Tuesday June 23rd, we would all be happy to have it pushed back if that allowed it to happen. I know the 436 RHS seniors would work hard together to ensure this event did not compromise the health and safety of our community. This will be a time in all of our lives that we won't forget for many reasons. I appreciate your consideration

Deirdre Scali, 599 Heights Rd, We would like to personally THANK the amazing teachers and staff specifically in Willard School and GW, where my 3 boys attend. Throughout this crisis, their kindness, support, and knowledge have been outstanding. We are truly blessed. My children have not only received academic support but they have had phone calls to check in, emails with jokes to brighten spirits, Zoom calls to hear and see their teachers. The creativity and emotional support have been amazing. My kids have loved the morning messages, read alouds, email check ins, multiplication fact songs, online games, art drawing sites, weekly silly spirit ideas...just to name a few. We notice it all. We appreciate it all!

The teachers and staff have responded in so many ways. We know that juggling their students' needs coupled with their own families' has been a huge challenge. OUR FAMILY IS BEYOND GRATEFUL! Thank you so much

Donna Petrick, 820 Arrow Lane, We hope you can find a way to postpone prom and graduation. Thank you for all you're doing to try and make these milestone events happen at a later date.

Lynn Byrne, 180 Lincoln Ave, Please have graduation with all the graduating seniors together on the field. Spectators are secondary, the most important thing is the kids having a celebration together. PLEASE make this happen. Not at Thanksgiving, there is no going back at that point, but any time before college semesters begin. They have missed so much. Please do not take this time-honored celebration away from them, even if modified. Being together is all they ask. THANK YOU.

Annette Testa, 297 Highwood Ave, I would like to thank the RHS Administrators, teachers and staff as well as the BOE for all your hard work during this pandemic. As a 21 year resident of Ridgewood, I have always appreciated and valued all the time and effort you have dedicated to our students.

The purpose of my note is to request that the graduation ceremony for the Class of 2020 is not cancelled. RHS Stadium field is large enough to hold all seniors while respecting social distancing rules. The original date of June 23 is still 6 1/2 weeks away. A lot can happen in that time. Postpone it to later date in the summer or Thanksgiving weekend when the kids are back home. Let's give our seniors HOPE that they will be celebrated in Ridgewood's traditional graduation style. Thank you!

Terry DiMauro, 38 Ethelbert Pl, Our four children graduated in '96, '97, '98 from RHS. How lucky were we that it did not rain for three years straight. Our twins Mike and Gianna , '96, were able to walk down together.....yes, it helped that they were short! Matt followed in '97 and then Dave in '98. Each senior deserves this recognition, if not this June then certainly when it is safe. All students in the last year of their respective schools are missing the long awaited culmination of their years spent at their elementary, middle school and high school. But the graduation of a high school senior is extraordinary and at RHS , it is an event each senior looks forward to. I hope that this year, although not in June, the graduation can occur for the 436 deserving seniors and their families.

Erin Taddei, 419 Bogert Ave, Please find a way to hold a graduation for the class of 2020.

Suzanne Simone, Rockaway NJ, Good evening, my name is Suzanne Simone and I am a teacher at GWMS and have been for the last 10 years. There are so many things that I love about working in this community and the high school commencement is at the top of that list. I was disappointed to hear that the Class of 2020 graduation ceremony hasn't been postponed yet but more or less likely to be replaced by a video. I want to publicly announce that as a teacher in the district I will volunteer my time to chaperone the commencement ceremony for the class of 2020 at a later date- in the summer, the fall, over Thanksgiving break, or even into the next school year to support the graduates of the class of 2020. Please consider postponing the ceremony to a later date. The students and their families deserve the tradition of excellence and this beautiful ceremony that our community has grown to love.

Christie Fitzgerald, 714 Midwood Rd, Please consider postponing graduation rather than canceling. The RHS graduation is such a special way to celebrate 13 years of an amazing educational experience. These seniors certainly have had so much taken from them this year. At the very least postponing the event will give the seniors hope that they can have some sort of special closure and the ability to celebrate all of their accomplishments. Logistics may be difficult and hard to anticipate but as Ridgewood has shown through this whole learning from home experience, the teachers and administrators have become excellent at thinking outside of the box to make sure they do what's best for the students and postponing rather than canceling graduation is unfortunately another task that will hopefully be able to be figured out.

Susan Ellinghaus, 716 Morningside Road, Dear Board of Ed Members, We are writing as the parents of two members of the RHS Class of 2020. We are all very saddened by the immense suffering so many have faced during this terrible time, losing loved ones, jobs and security. We were both raised in Ridgewood and graduated from RHS in 1988. We know what a special place this is to grow up - many of our closest friends and classmates from RHS also returned to Ridgewood to raise their families. Some of our fondest memories are from our days at RHS, specifically from our senior year. Our beautiful graduation ceremony in Ridgewood is a memory that all of our graduates deserve to have. The seniors have worked hard to get here and have endured losing their final months in school with their friends, participating in their final sports seasons, drama and music productions, and many other special moments. They have accepted these losses and have complied with the social distancing guidelines the governor has set for the people of New Jersey. With this being said, we are asking for your consideration in allowing our seniors to have their graduation ceremony as a class on the set date of June 23, or on another date postponed to later in the summer under social distancing guidelines. This would mean so very much to our children and all of the families in the Class of 2020. Thank you for your time.

Sincerely,

Susan and Eric Ellinghaus

Tammy McCarthy, 438 Overbrook Rd., I am the parent of a high school senior and I am writing with a request that our beautiful, traditional high school graduation ceremony be postponed until a date where a gathering of all seniors can take place on the RHS Stadium field while respecting social distancing. We understand there is a lot that is beyond our control in this situation and safety must be the most important thing. I also greatly appreciate everything that everyone at RHS is doing for our seniors. Nothing about their senior year will be as they envisioned, and they are dealing with a lot of disappointment but they understand. They are old enough and mature enough to see the big picture and they are doing their part adhering to social distancing, keeping up with their online schooling and trying to stay positive. It hasn't been easy for them. They will have to accept things being different, but they deserve a ceremony. They deserve for it to be postponed and NOT cancelled. All of the senior parents are ready and willing to help in any way to ensure this can happen for them in a safe manner while abiding by all guidelines. We are willing to wait as long as it takes and work with the board of education, our superintendent and principal to come up with a scenario that works. Just PLEASE don't cancel this ceremony. They have worked so hard for this. Show these kids how much you care about them and keep working on a way to make this happen. Thank you for taking the time to read my letter. I appreciate all that you have done for our children not only during this difficult time, but throughout their entire 13 years in the Ridgewood school system. Your support now more than ever means so much to all of our

families. Thank you

Courtney & Dave Pfeiffer, 620 Delaware Ave, We all know how much sorrow, disappointment and lack of control this pandemic has caused everyone. The class of 2020 has felt these emotions more than any other group of students in the district. As a parent of a senior, I am asking the Board of Education and Dr. Fishbein to please consider postponing rather than cancelling their graduation. During these unpredictable times, there is still hope that the kids can fully assemble at a later date. I know there are obstacles to this. Since it would not be a school function, perhaps the monies raised from PG20 could be used to rent the high school and the field. The event could be the traditional RHS graduation but would be sponsored by the parents and other boosters from the village. I guarantee teachers and administrators would be willing to support the event. I greatly appreciate all of the time spent and the considerations devised, to make it the best possible situation for our seniors. I recognize that none of this is easy. As a class, I know they will forever be remembered by all of us as a special group. I hope that we can find a way to have these kids be celebrated in the same, albeit at a different time of year, as it has been done for decades. Thank you for listening.

Chantal Veenhof, 103 Hamilton Road, Please don't postpone the graduation ceremony. We can make this work thru social distancing on the field. PLEASE. Our kids deserve this

Diane Luing, 236 Mountain Ave, Would love to see the Seniors have the Traditional Graduation Ceremony at a later date !!

Meghan Grasso, 136 Circle Ave, Hi. To begin, I want to thank you for your time dedicated to the Ridgewood students and school district. I am writing today to ask the BOE to urge Dr. Fishbein and the administration to postpone our graduation until further notice. For me personally, the graduation ceremony is something I've looked forward to my entire life. As a young girl my mom and dad always took us to watch the HS seniors walk down the path and onto the field. I always loved watching that and then the throwing of the roses in the air. It is something little girls dream about and know as a student in Ridgewood someday it will be their turn. I've heard from others that come fourth quarter of senior year it doesn't really matter who you were with in classes, what friend group you were in, who you were in text groups with...these days were about watching 436 classmates come together to celebrate our successes and growth over 13 years. To celebrate together the days of preschool, elementary school, middle school and currently high school. This is something the Class of 2020 won't experience in the halls of RHS. The final ceremony of graduation, well I don't need to explain why it means so much to me. You've all seen it and understand how it rises above all other graduations around the county, state and country. Its beauty and elegance is part of the Tradition of Excellence and I for one, wish to take part in. It hasn't been an easy two years for me since losing my father after his 77 day battle with pancreatic cancer in the summer of 2018. But what helped me through these days more than anything was my friends. My classmates. My teachers. Dr. Gorman. Mr. Bailey. The fact that I could come to school and had an outlet from 7:30 to 3:15 everyday was helpful. That being taken away on March 16th was hard. Not to see my friends though and celebrate my senior year this Spring was devastating. It was salt in an open wound. It's a form of loss and although I know some of the celebratory events can't be regained, graduation can. It can be postponed until a later date. Give us that much. Give us an opportunity to come back together one last time.

Please, I ask you to get some alternate dates on the calendar for me and my classmates. Thank you for your time.

Christi Cadorette, 550 Van Buren St., Please postpone Graduation and don't cancel! Let these friends reunite one last time on the RHS field

HyunJu Kwak, 291 Highland Ave, Higher education, New York public and area independent schools have moved to pass/fail grading in light of this unprecedented whole-scale remote learning environment. Have there been discussions concerning our grading policy, and if so, would teachers, parents and students have input?

Ms. Poelstra answered that we've addressed this issue and based on parent surveys, data reviewed in skyward before and after remote learning, surveys from the staff and looking at guidance from other area schools we have come to the determination that grading will continue in grades 6-12. A letter went out to parents with this communication last week. Teachers understand that there needs to be flexibility with assessments may not look like they did in the classroom. We are still in discussion at the elementary level with what report cards will look like for the younger students.

HyunJu Kwak, 291 Highland Ave, What would need to happen for the Ridgewood schools to open in the fall? To what degree and capacity do you anticipate that in-person instruction will be available, particularly for the special education program?

Dr. Fishbein answered that if schools can be unconditionally opened we will open like regular. If we can't open at all, we will do remote instruction like we are doing now with the enhancements that we are developing. Most likely it will be a hybrid of those two and we are working on planning with guidance from the State, and will have it by the beginning of August.

Pam Chmiel, 249 Bedford Road, Hello, and I hope this finds everyone well. Following the comments today from Governor Murphy and Commissioner Repollet, I would hope that you all would be willing and actively working on an appropriate social-distanced Graduation Ceremony for our Ridgewood Seniors. It was wonderful to see that the State shared hope that schools can hold these ceremonies and are willing to work with schools to see it done. With that, I'd like to make a suggestion. I may be wrong, but I would guess that at least 50% or more of NJ High Schools graduate traditionally in an auditorium or gym type of set up. And I know that the Governor's office and state representatives are working on guidelines that they could implement everywhere, especially without excluding lower income communities. I believe our Graduation tradition is a perfect framework for all schools around NJ. Most, if not all, have access to a school or municipal field. Smaller class sizes could probably be accommodated by the school's supply of chairs and I'm sure parents and supporters could help other schools if they need rental accommodations. Graduates could be placed 6 feet apart easily, the procession could be single file, 6 feet apart, speeches could be made with head mics so no one had to share. Diplomas could be under chairs for those schools that give them out. And (although it pains me to say it) parents could watch from home. If you think about it, besides no spectators, we have had very safe distanced graduations, albeit those warm handshakes. We could make this an opportunity to provide the idea, framework and solution to the Department of Education. We could even play on their political ego and invite Murphy to be one of our speakers. We hear rumors that the police and board members

are worried our students will want to hug afterwards and they won't be able to control it. Well to that I say, it's time to put trust in these students, these adults. If we say that this is their condition to being able to graduate, I believe they will honor it. I have seen and heard of so many Senior's lights dimming. And now with a definite no to physically going back to school, no last year of sports, most likely no Prom, no skip day, no Senior prank, and no signing of yearbooks, they deserve more. They deserve to graduate with their friends and peers, they deserve to smile and nod to you Dan, and Tom and Basil and more. And they deserve to turn around, like they did in 2016, and look at RHS and hold that memory in them forever. This can be done. Other states have already planned it. Colleges have postponed to June and July. Have you seen Central Park on TV? As the state opens its retail, its malls, churches and beaches, it will open the door to a safe Graduation. And frankly, I think we would accomplish it safer. Thank you for your time. I hope you will consider these words. Not that Ridgewood needs any spotlight! But I think we could use our current, very well run Graduation, adapt it and present it as a framework for other schools and hopefully receive the support of the State so to guarantee a safe ceremony for our Seniors before summer ends. Thankfully, Pam Chmiel

<https://www.cn2.com/fort-mill-schools-announces-graduation-plans-for-senior-class-of-2020/>

Luz van Schijndel, 336 Linwood Ave, As an RHS senior I can speak for the majority of my class when I say we would all prefer a postponed graduation instead of a modified one. If not all students are able to participate in a summer date, then those who will not be there can do the modified one and still be included in the final video. What the RHS staff has done for seniors so far is amazing, especially the banners, but we have been looking forward to graduating together in front of our friends and families since we set foot in the RHS hallways in 2016. We may have to miss out on so many other senior year activities, but don't let us miss out on a proper graduation and send off from the Ridgewood school system. Thank you

Susan Curtis, 586 Laurel Rd, Is there any way to hold a "real" graduation for the rhs seniors? I know Chatham is thinking about an outdoor graduation on their field in July - with social distancing. Why can't we do that too?

Meghan Bracken, 353 Franklin Avenue, Let me start by saying that the administrators and teachers at RHS are my heroes. They have been outstanding throughout this situation. We appreciate everything they are doing to keep our kids engaged and to help the class of 2020 feel recognized and honored. To fully recognize and honor them, please let them hold the traditional ceremony even if they have to wait until Thanksgiving. There really is nothing like the graduation ceremony at Ridgewood High School. My daughter has been watching it take place for her entire academic career in Ridgewood and it would mean a great deal to all of them. This time period hasn't been easy for anyone but let's not let the class of 2020 lose their graduation ceremony. Parents are willing to step up to help. They deserve something meaningful and memorable even if it has to be at a later date so we are asking that you please consider letting them do a ceremony on the field in the Fall.

Gail & Jim McCarthy, 153 Hope St, Would love to see it postponed until a later date for these kids!

Laura Christenson, 421 Ponfield Place, Please do not cancel or do the one at a time graduation for class of 2020. If the Air Force Academy can hold formal Graduation while

social distancing, Ridgewood can also carry on with the tradition. Postpone for a summer date. The kids deserve it.

Matthew Byrne, 180 Lincoln Avenue, I believe there is enough space on the football field to socially distance 436 students. This means so much to us as a class. Please help us make this happen.

V. Franco, 844 Wickham Way, Please postpone/reschedule RHS senior graduation til the fall or Thanksgiving

Jennifer Tesseyman, 222 Steilen Avenue, Do not cancel RHS graduation, maybe try to postpone to a later date. Wait to see how things are in June. Please find a way for town to recognize the 5th and 8th graders as well. They deserve recognition as well.

Maureen Meyer, 589 Grove Street, I am the parent of a 2020 senior, my third to graduate from RHS. I would like my son to be able to experience a graduation ceremony similar to the one his older siblings experienced. Please consider working on a backup plan for a graduation ceremony (following appropriate social distancing guidelines of course) at a future date, possibly later this summer or during Thanksgiving break. I have heard of many creative ideas from parents who have likely commented here. I believe a solution can be worked out to make sure our seniors get to have the graduation ceremony they deserve.

Mike Mitchell, 71 Harding Road, My name is Mike Mitchell and I have been working in the Ridgewood schools for the past 17 years. I started as an after school manager at Hawes and then worked as an aide in the PARCCA program. For the past nine years, I have been teaching at BF Middle School and I coach girls basketball at Ridgewood High School. I was deeply disappointed to hear that my former students and basketball players will not be having a commencement this year due to the unforeseen circumstances of this pandemic. I am reaching out to you in hopes that you will consider a postponed graduation ceremony instead, one that I will be more than willing to chaperone on a date that you believe is deemed safe for everyone. This is something that every Ridgewood child looks forward to being a part of, and this year's Seniors deserve to have. This will allow these exceptional students and their families the chance to have this very special event at some point in the future. Thank you.

Jennifer/Schretter, 202 Crest Road, Please make every effort to let us have our graduation over the summer. Having graduation over the summer would allow for us to possibly have an in person graduation even if there are some restrictions in place (we could still follow social distancing)

Susan Ellinghaus, 716 Morningside Road, Dear Board of Ed Members, We are writing as the parents of two members of the RHS Class of 2020. We are all very saddened by the immense suffering so many have faced during this terrible time, losing loved ones, jobs and security. We were both raised in Ridgewood and graduated from RHS in 1988. We know what a special place this is to grow up - many of our closest friends and classmates from RHS also returned to Ridgewood to raise their families. Some of our fondest memories are from our days at RHS, specifically from our senior year. Our beautiful graduation ceremony in Ridgewood is a memory that all of our graduates deserve to have. The seniors have worked hard to get here and have endured losing their final months in school with their friends,

participating in their final sports seasons, drama and music productions, and many other special moments. They have accepted these losses and have complied with the social distancing guidelines the governor has set for the people of New Jersey. With this being said, we are asking for your consideration in allowing our seniors to have their graduation ceremony as a class on the set date of June 23, or on another date postponed to later in the summer under social distancing guidelines. This would mean so very much to our children and all of the families in the Class of 2020. Thank you for your time. Sincerely, Susan and Eric Ellinghaus

Jessica Palmeri, 412 Eton Ct., Please postpone the traditional graduation ceremony for Class of 2020 and do not cancel. Please look to hold a traditional graduation ceremony for Class of 2020 when it is at a time where we could acceptably social distance both as families as well as the graduates themselves. Thank you for your consideration, determination and support of Class of 2020 and their families.

Elisa Jarch, 649 Spring Ave, Please postpone HS graduation until Thanksgiving break. Hopefully by then, the graduating Seniors can celebrate with a Dinner Dance and/or PG20

Mary Saglimbeni, 135 Doremus Ave, Please consider and do what you can to postpone graduation for the Class of 2020 and not simply cancel it. There is a way for this graduating class to participate in a ceremony. Ridgewood's graduation ceremony is a tradition that should be made possible for these seniors. They can participate in a ceremony at a later date. It may not look like a traditional RHS ceremony, but these kids should have the opportunity to take the walk and be on the field like the classes before them. Please don't take this away from them too. All viable options should be considered.

Vicky Angus, 610 Linwood Ave, Please help our seniors graduate on the RHS field, observing social distancing. They've missed out on so much already

Dana Feeney, 621 Robert Street, Please do not cancel the 2020 Graduation Ceremony. Please postpone. Put yourself in their dinner coats and white gowns!

Wandy Reyes-Ortiz, 447 S Pleasant Avenue, Dear Board Members: My name is Wandy Reyes-Ortiz, I am the mother of a Class of 2020 Senior, Rhiannon Ortiz. Although the video splicing idea is appreciated, based on my daughter's reaction it should only be the back up plan carried out in case the traditional graduation ceremony absolutely cannot happen at a future date. My daughter was completely heartbroken and expressed she does not want to participate in the proposed video ceremony. I understand that she is not the only 2020 Senior who feels this way. I'm sure if there was still a traditional ceremony to look forward to in the future there would be more willing participants for the video graduation. Many parents and kids have expressed a preference to just wait for a safe time to have the traditional ceremony. Senior parents should at least be given the opportunity to say what they can contribute financially or otherwise to help make the traditional graduation happen. Security and insurance have been mentioned, but what are the specifics? Without knowing what can or can't be done, parents cannot say what they are willing to do. We are talking about more than 400 families that have a vested interest in the traditional ceremony happening for their kids. The proposed video solution can be carried out as a backup but not as a replacement for the actual ceremony. Although there are concerns regarding kids not being available at a later

date, this is the number one priority for our family. We would postpone or even cancel any plans that would conflict with a future graduation date. Maybe most families feel this way. Can there at least be a consensus on the issue of how many families are willing to make themselves available for a future date? Some school districts have sent out surveys to the parents of graduating seniors to get a sense of what their preference would be. Thank you for your time and consideration. Wandy Reyes-Ortiz

Cathi Lahey, 150 Franklin Avenue 2F, Please don't cancel graduation. It is a tradition that the students deserve.

Christa Leonard, 141 Godwin Ave, I am writing to voice my support for a safe, socially distanced, in person commencement ceremony in June for the class of 2020. Maybe enter the field from the school side, go to the chairs one at a time, exit after receiving your diploma on the other side to your parents car? Pick up a cup of lemonade. Live stream to parents, kids, admin and speakers only in the field. I think The kids need closure and recognition in a timely way.

Susan Evans Afromsky, 451 Stevens Avenue, As the parent of 2 Ridgewood High school seniors, I am requesting that the 2020 RHS graduation not be cancelled and be instead planned for a date when the students can participate on the RHS stadium field, while still respecting any social distancing requirements.

Marina Mealin, 442 Van Buren St, I support a live social distanced graduation ceremony for class 2020 in RHS.

Samantha Bajraktari, 257 Claremont Rd, Although it may take an Herculean effort, our district should make every attempt to hold a live SAFE graduation in June/July.

Kathryn Patterson, 401 Hopper Ave, I am writing to ask you to not cancel graduation. It is over 7 weeks away and it is an outdoor ceremony. These children deserve to have a graduation. They have been robbed of so much please do not take this away from them too. The graduates can be spread out on the field more than usual, temperatures could be checked that day. There are so many potential safety measures that could be in place. it can be done, it is too far away to pull the trigger on this now.

Susan Guerrero, 322 Van Emburgh Avenue, These are unprecedented times and situations are different, however, these are also lifetime memories and milestones that should not be dismissed lightly. We are a creative and resourceful group and can figure out a way to provide our children the commencement ceremony they are deserving of. They have worked hard for the past twelve years. They have missed half of their senior year and all of the wonderful things that come with that. They will not have the privilege of saying goodbye to their classmates, their teachers. To hear Alice Cooper's School's Out blasting through the halls. To sign each other's yearbooks. Prom. Project Graduation, and more. We should do what we can to afford them a beautiful commencement ceremony -- white dresses, red roses, white tuxedo jackets -- the whole shabang. Please keep working to see what can be done for our children, the parents and their families. thank you!

Janice Brier, 490 Hanks Ave, I would like for the graduation ceremony to take place just like

they did for the U.S. naval academy. Do it in June-if the graduate doesn't want to participate, they can stay home and their name will be called-Here's the link:

<https://www.cpr.org/2020/04/18/with-crowds-absent-but-traditions-intact-air-force-cadets-graduate-to-face-an-invisible-enemy/>

Isabella Guerrero, 322 Van Emburgh Ave, Graduation is the final goodbye and closure that punctuates high school class' four years of hard work and dedication to academic excellence. Every child, including myself, dreams about their graduation, seeing it as more than just a closing to high school but as a closing to their childhood. Thus, if we were able to have a graduation ceremony, it would mean the world to the class of 2020 and their loved ones who worked to support their children and watch them grow into the young adults that they are today. Graduation is more than just a ceremony, it is a means of moving on into one's future.

Beth Campbell, 333 Vesta Court, Good evening, my name is Beth Campbell and I am a teacher at BFMS and have been for the last 13 years. There are so many things that I love about working in this community and the high school commencement is at the top of that list. I was disappointed to hear that the Class of 2020 graduation ceremony hasn't been postponed yet but more or less likely to be replaced by a video. I want to publicly announce that as a teacher in the district I will volunteer my time to chaperone the commencement ceremony for the class of 2020 at a later date- in the summer, the fall, over Thanksgiving break, or even in to the next school year to support the graduates of the class of 2020. Please consider postponing the ceremony to a later date. The students and their families deserve the tradition of excellence and this beautiful ceremony that our community has grown to love. All the best,
Beth Campbell

Signe Howard, 33 Maynard Ct., Thank you for your efforts in exploring ways to make graduation a meaningful experience. Our family does not feel the current plan would reflect the experience that Ridgewood is known for. We would ask that you consider holding graduation at a later date either with social distancing or at a much farther date when the traditional ceremony can be held. Thank you in advance for your consideration.

Patricia Westcott, 572 Cliff St., Thank you for your efforts towards creating alternative scenarios to replace the Traditional Ridgewood HS graduation ceremony. While these unprecedented times require flexibility I find it unacceptable to not allow the Class of 2020 to graduate together, at a later date if necessary. Please reconsider the current plan.

Mollie Van Home, 132 Cottage Place, I am writing to ask that the Board postpone/reschedule RHS graduation. It is far too important to reduce to a video. Please reschedule - as a teacher, resident and parent of 5 RHS graduates I implore the Board to do this. I commit to assist in any way possible.

Gail Conenello, 23 Garfield Place, Please explore all possible opportunities to allow the seniors to have their graduation ceremony in person at the High School. Please do not make any immediate decisions in light of the Governor's recent decision to keep schools closed through the end of the school year. Please keep all options open and continue to evaluate the situation over the next several weeks. Thank you.

Elena, Conn, 67 N Hillside Pl, Live graduation (socially distanced) for the 2020 grads, please!

Heidi Nidds, 33 Park Slope, Dr. Fishbein and the Board of Education, Thank you all for the immense time and effort you've been putting into guiding the Ridgewood public school system through these difficult and confusing times. It is important now more than ever to have a supportive and communicative organization, and you have done an exceptional job over the past few months navigating the many confusing challenges the ongoing pandemic has brought to our homes. Of course, in making these difficult decisions, there have been necessary but heartbreaking compromises our students, in particular RHS seniors, have needed to make. Final seasons and final games with their teammates and best friends, final shows in the Little Theater, final opportunities to truly push themselves academically as they prepare for college. Big moments like prom and little details like nostalgically eating their last muffins in the RHS cafeteria. Senior year at RHS is a precious and unusual experience. I know this because I watched each of my three sons go through it. They learned more about themselves than ever before, made new and unexpected friends, reflected on their time at RHS, and savored each and every one of these moments with excitement and pride as well as wistful nostalgia and fear of what lies ahead. It is absolutely heartbreaking to watch my daughter, and all of the RHS seniors this year, miss out on these moments of growth and joy while sitting in their bedrooms unable to focus on anything other than what could have been. I am writing this note (as I'm sure many other loving parents are doing as well) to encourage you to consider all options when it comes to this year's graduation ceremony. We all absolutely understand how many moving parts go into this decision, and of course the health and safety of the Ridgewood community will always be your primary concern. But I implore you to be patient, and to please help us keep the hope alive for a graduation ceremony for the class of 2020. I can't imagine how hard it would be to have missed out on each and every memorable moment of senior year just to find out months later that it still wasn't enough. Nothing brings Ridgewood together quite like the beautiful RHS graduation ceremony; even if we have to wait until the end of the summer, the community as well as each and every individual in the class of 2020 needs this as a beacon of hope and a semblance of normalcy for senior year at RHS. We appreciate your patience and consideration, and we will all be patient and considerate as well, for the sake of the RHS class of 2020. Sincerely, Heidi Nidds

Patty Kim, 317 Mountain Avenue, Our RHS seniors have shown a lot of maturity and character through this difficult time. That maturity and character is reflected in how much they appreciate everything the school board and school administration have done thus far to help them salvage their senior year. Throughout their years at RHS, our seniors have heard parents, teachers, administrators, guidance counselors, coaches all say that you fight to overcome obstacles and never settle until you find solutions to problems. That is what we have always expected of them, those are the kinds of adults we have all worked so hard to collectively raise, and now they really need a sign from us that that message was not merely empty words. There is a way to hold a traditional graduation on the field with modifications like no spectators that might be necessary to ensure social distancing. There is a way to still have important senior events like Project Graduation and Prom albeit delayed and restructured. These important events might need to be postponed or in an altered form, but we need to do everything we can to still do the absolute best that we can. We cannot just take the easy way out. We need to be flexible, think outside the box and persevere just as we would demand of our children. As our seniors enter the adult world and step up to be our future leaders, it is now more important than ever to serve as worthy role models.

Douglas Messineo, 145 Melrose Pl, First of all I want to commend our administration during this most difficult and unprecedented time. Your leadership, guidance, reassurance and positivity has been truly remarkable. On behalf of my family I can't thank you and your staff and the teachers for making the best of a terrible and sad situation. I am fortunate to call myself a Ridgewood "lifer", I was born and raised in Ridgewood. I went to Orchard, GW then onto to the high school where I graduated in 1987. Simply put this is the greatest school district in the country from the administration to the teachers to the students and the parents. I was so very fortunate to have walked the halls with Dr. Gorman and many other esteemed alumni. The high school is such a special and unique experience from not only an educational standpoint but socially and spiritually as well. Part of that incredible experience is graduation. To me it is the cherry on top of the cake, it is the best graduation in the country. It is the most unique and special graduation ceremony I have ever attended and been a part of. I am sensitive to the safety of all of our children and as a lawyer appreciate the governor's decision to close the schools. He has the best intentions and the well being of our children. All that I respectfully ask is that these poor seniors have been deprived of so much, classes, games, the school's environment, the prom and many more events that they will NEVER get back. Let's not take away the one thing they have worked so hard for the last 4 yrs, let's just delay the graduation to a date when it is safe for them to attend. We owe that to them for all that they have given to us, to the school and to this town. They deserve to wear the white dinner jackets and the beautiful white dresses and walk down onto the field together as the class of 2020. Thanks again for all that you do.

Denise Strafaci, 416 Oxford Court, As a mother of a Ridgewood High School Graduating Senior I would like to request that Ridgewood's traditional commencement/graduation ceremony be postponed until a date where a gathering of all seniors can take place on the RHS Stadium field while respecting social distancing and orders given by Governor Murphy. It is a special time to honor these young adults for their 13 years of hard work. A time for closure as they close this wonderful chapter in their lives and move on to the next one. A time to celebrate with their friends. And a time for parents and loved ones to share in the joy and pride of seeing their child achieve this milestone. I respectfully request that you please consider how this very difficult time is negatively impacting a group of innocent young adults. Thank you for your consideration.

Sandy Pires, 215 Prospect Street, Would love to help Class of 2020 - celebrate their graduation. Please let me know how I could help RHS. Thanks for all that you are doing for our kids and community!

Rhiannon Ortiz, 447 S. Pleasant Ave., Dear Members of the Board of Education, I am speaking to you as a Ridgewood High School senior that has concerns regarding the traditional senior activities. Although I deeply appreciate the alternate arrangements that have been made for the graduation ceremony, I believe that many of the Ridgewood High School seniors, myself included, would wait until further notice to have our traditional ceremony on the stadium field while sharing the moment with peers, friends, and classmates. The graduation tradition at RHS is timeless as well as beautiful. Students and teachers alike enjoy and come together as a town to watch the ceremony. By waiting until COVID-19 has dropped further can enable this tradition to continue. Personally, I have been looking forward to the tradition since I watched my sister graduate in 2013. I would love nothing more to follow in

tradition and walk the stadium field in my white dress with red roses. My senior year would be complete with the celebratory toss of rose petals onto the turf after graduating as the class of 2020. Rhiannon Ortiz

Yasmine Elashmawy, 640 Kenwood Rd., I support the class of 2020 getting the graduation they deserve. I'm sure there is a way to make it happen.

Jena Zeino, 117 Undercliff court, I support the class of 2020 that they deserve. This is a once in a lifetime experience for them. Also, they can be socially distanced.

Ruth Ben-Hur, 755 E Ridgewood Ave, Please do not make a hasty decision in regards to graduation. Alternative dates and postponing in general is better than nothing. Help our seniors celebrate the end of such a huge milestone!

Laura McKenna, 861 Bingham Road, On average, how many hours of live classroom instruction is each student in Ridgewood receiving each week? What are the latest plans for providing compensatory education for students who have suffered major regressions during this period of remote learning? How will students receive this help over the summer, if schools remain closed? How are teachers preparing for major learning deficits in students when schools reopen? Will first grade teachers be forced to teach students at a kindergarten level in September?

Dr. Fishbein answered that he does not know how many hours of live instruction are taking place. As far as student regression, we will have to assess the children to where they were and where they are currently to see if there truly is regression. As far as next year, there is always a little bit of reteaching that takes place in the beginning of the year and we realize there may be a little more necessary. There will be assessments early in the year and the teacher will individualize instruction to work and ensure the students can catch up.

Rebecca Hawkins, 185 Spencer Place, Please do not cancel the graduation ceremonies at RHS. Please postpone to a date later in the summer. I believe that it is imperative for these kids to be able to participate in the graduation ceremony tradition. So much has been taken away from them, please do not allow this to happen.

Clair Kerner, 636 Terhune Road, I want to thank the Board of Education, RHS Alumni Association, RHS Administration and teachers and everyone else who have taken steps to mitigate the sense of loss felt by the Class of 2020 amid the COVID-19 pandemic. While we must accept that the time-honored traditions and rites of passage that senior classes normally enjoy can not be fully experienced by the Class of 2020, I hope that we can find a way to allow this class a proper graduation and send off with their peers and classmates. There are a few pivotal moments in life that we all remember - High school graduation is one of those. Passing from childhood to adulthood. A celebration of 13 years of hard work and new beginnings. The beautiful ceremony that takes place on the field at RHS - under sun or rainbows. In these unprecedented times, I ask that you put aside normal thinking and find a creative solution to postpone - not cancel - Graduation. We, as parents, are willing to provide resources - time, money, support - to address any legal or political issues if these issues are surfaced. Time and time again, I have seen Ridgewood rally to do the right thing. Please do not close the door for the Class of 2020 without exhausting every possibility. Thank you, Clair

and Sam Kerner

Kate Mancini, 325 Meadowbrook Avenue, Dear Board of Education, I'm a parent of a senior and writing to you about graduation plans. While I appreciate the administration trying to come up with an alternative, I think it can be improved upon. We still have 7 weeks till graduation. This is a lot of time - a lot of time to plan alternatives and a lot of time for the virus to stop spreading and warm weather to mitigate it! Our seniors - 436 strong - have worked so hard for the last 13 years and are losing out on ALL of their "right of passage" events. This is devastating and can't, nor shouldn't be accepted. This will have long-lasting effects on students, and I believe that a compromise should be achieved for the sake of both the students, families, and the Ridgewood community. Senior parents should have the right to be involved. The parents of this great community come together every year and put on Project Graduation - which year after year has never been short of amazing. If need be, I believe the parents are more than capable of putting on graduation with the help of one or two administrators. The football field can easily accommodate every student being 6 feet apart. Students can come down one at a time. The speeches can be limited to the students. If need be - parents can watch it virtually. We can set up chairs on the field. We can serve as line chaperones. We have the funds and can pay for any insurance, or sign any waiver that needs to be signed. We just need to be given a chance. I asked my son - what is it that you miss or are going to miss the most. His answer - seeing all the kids. Not his friends, or missing prom, but the kids he may only converse within class or in the hallway. After spending 13 years together, these kids are due some closure. How can they not be given a right to say congrats we did it and good luck for your future. They at least deserve this. And it can be easily done while respecting socially distant guidelines. There is a risk to everything we do. Students and families were asked to stay home to flatten the curve for 14 days then for 30 days for the purpose of not inundating the hospitals. We complied. Then it moved to well we need to have more tests, then till there is a vaccine - the goalpost keeps moving to now we must be able to guarantee safety. As we all know - no-one can ensure anyone's safety. We were told not to wear masks, now we are mandated to wear masks. When will it end? The stats have been wrong every step of the way, along with their predictions and recommendations. I believe that these draconian lockdown rules are based mostly on fear. We can not live our lives in fear. For those who don't feel comfortable can be afforded the opportunity to walk down by themselves at a separate time. But for the rest, they should be given a choice. Finally, we are taxpayers and have a right to know the exact reasoning behind the decisions made. You are asking us to approve a \$98 million dollar budget next week. That is a huge number, but we have always voted for it because we value the Ridgewood education and moved to this town in part because of it. We moved to Ridgewood because of its values and traditions - traditions that can and should be continued (with modifications) in the face of the most challenging times. Thank you very much. Kate Mancini

Michael Ryter, 620 Colonial Blvd. Twp. of Washington, NJ 07676, As a teacher of the RPS, I would hope that the 2020 graduation could be postponed and not canceled. I would like to volunteer to help/chaperone some kind of commencement ceremony whenever it is safe to do so for the seniors of the class of 2020.

Marla Sherman, 449 Beverly Rd., First, I would like to thank all the RPS administration and staff for making the best of a less than ideal situation. More specifically, the RHS staff videos have provided some much needed comic relief and I have particularly enjoyed seeing the

staff with their family and pets, and their on-camera talents certainly guarantee their day job security! I also want to say that I have never found myself so eager to receive an email from Dr Fishbein! His daily-turned-weekly communication has been my highlight of quarantine. I particularly look forward to reading his game, book, movie and baking suggestions. They have not only been practical, but I have enjoyed getting to know another side of him through his emails. If he could insert some of these insights and suggestions into the regular BOE meetings, I'm sure there would be better attendance!

But now onto the purpose of my comment. I would like to ask the Board to make every possible effort to give this year's senior class as many of their senior year events as possible. I realize this is your goal and I realize you are trying to make safety a priority. I will ask you all to dig deep and go outside your conventional thinking and be open to suggestions that otherwise may not seem feasible.

We have asked so much of these 17/18 yr olds. To complete their school year in isolation from one another, to choose a college without the ability to step on campus and know if it feels right. To stay committed to their letter grades without the option of pass/fail. To continue to study and sit for AP exams, which will undoubtedly be easier to take but more difficult to get a good score on due to the grading curve. They are fulfilling all that RHS has asked of them. Please fulfill their dream to graduate with their class. If the Air Force and West Point can do it, so can we. As the parent of my third and final child going through the RPS system

I am fine with a student only event being streamed, an alternative summer date or maybe a single line procession from RHS to VETS field where there is enough room for social distancing. I just ask that you please exhaust all your options before eliminating any event. As an alternative to PG20, would you consider an outdoor event on VETS? A carnival in Graydon parking lot? There is no shortage of ideas and I would be happy to be part of a Zoom brainstorming session if that were possible. Please fight for them! They deserve it!! Thank you.

Alissa DiStefano, Teacher at GWMS, Good evening, my name is Alissa DiStefano and I am a teacher at GWMS and have been for the last 10 years. There are so many things that I love about working in this community and the high school commencement is at the top of that list. I was disappointed to hear that the Class of 2020 graduation ceremony hasn't been postponed yet but will be more or less likely to be replaced by a video. I want to publicly announce that as a teacher in the district I am willing to volunteer my time to chaperone the commencement ceremony for the class of 2020 at a later date- in the summer, the fall, over Thanksgiving break, or even into the next school year to support the graduates of the class of 2020. Please consider postponing the ceremony to a later date. The students and their families deserve the tradition of excellence and this beautiful ceremony that our community has grown to love.

Lauren Tyrrell, 343 Fairway Rd., As an alumni of RHS '88 please postpone graduation and do not cancel it.

Sarah Pilson, 175 Spencer Place, Thank you to the RHS administrators for the idea of taking video clips of the seniors during June 11th to 16th. But, graduation is a tradition at Ridgewood High School that I have looked forward to and the video clips should be done if the actual ceremony cannot take place on June 23rd. I believe that graduation should be postponed to a later date where all seniors would be able to gather on the stadium field while still respecting the social distancing orders. I appreciate the efforts of the RHS admins and the BOE and I

understand that having a graduation is a small concern when compared to a global pandemic, but if graduation could be postponed to a later date it would mean a lot to the graduating senior class of 2020.

Edward O'Keefe, 355 Meadowbrook Ave., Dr. Fishbein and members of the board, thank you for the opportunity to share our thoughts on graduation. As an RHS senior and as class president, I am very grateful for the efforts of the RHS administration and the Board of Education to provide seniors with some kind of graduation to recognize the accomplishments and hard work of our talented student body. At the same time, I think a whole-grade, in-person graduation is valuable and irreplaceable, and I agree with those who have proposed holding a graduation when community health considerations allow. This is our last chance to celebrate one another as a class, and a moment that we have worked very hard for. No solution short of a full ceremony could replace the feeling RHS seniors will get looking around at a field of peers, ready to move forward in life together. We appreciate anything that can be done to help us create that memory.

Robin Fisher, 412 North Monroe Street, Now that the school will remain closed until the end of the academic year how will students take possession of the personal items left in the schools. We originally thought this would end in a couple of weeks so many lockers were not emptied and desks contain personal items. I am assuming cleaning both desks and lockers is part of the plan for sept. so any instructions on how to get things back would be great. In light of last meetings comments about gaining access to physical textbooks (math) especially important for elementary school children but also special education students have you come up with a plan? Thank you for everything you have been doing for us in keeping us updated and included.

Dr. Fishbein answered that tomorrow he will meet with administrators about the plan to clean out desks and lockers. We anticipate that material will be put in clear bags and they will be taped shut for pick up. In elementary it will be alot easier than secondary schools. He added that they want to empty out lockers as soon as possible since we know that food may be in the lockers.

Dr. Fishbein commented about the Math books are concerned this is something we have learned for next time and the idea of distributing the text books to parents is a little more problematic at this time, he added that they are discussing for the future but for now we are still using pdfs.

Leigh Warren, 140 Washington Place, I have many ideas how to do it please reach out 201 xxx-xxxx

Laura Essex, 564 VanDyke St., In support of a live, socially distant graduation ceremony for the graduating class of 2020

Cailin Bracken, 353 Franklin Avenue, First, I'd like to thank Dr. Gorman, Mr. Pizzuto and all of the administrators and teachers at RHS. They have been so good to be a and have done an amazing job switching to distance learning so quickly. As a graduating senior, I would like to respectfully request that graduation be postponed until a date where a gathering of all seniors can take place on the RHS Stadium field while respecting social distancing in whatever way

we need to. I've been watching RHS graduations since I was a little kid and I would be so appreciative if the Board of Ed gave this serious consideration.

Melanie Hooban, 431 Bogert Ave, Hope all are well and healthy. Can you please discuss the method by which the before and after care program was chosen. If a subcommittee was chosen, how and on what date.

Ms. Kelly reviewed that per the previous discussion, how the program was chosen was reviewed. The subcommittee was created after the bids were opened. She spoke to the Board President who makes the decision as to which board members are on the various committees and after the Board representative was chosen, Ms. Kelly spoke to Dr. Semendinger and added him to the committee.

Lisa Maurer, 6 Beekman Pl., Hello, my name is Lisa Maurer. I am an Admin assistant at GWMS and have been for the last 6 years. I lived in and brought up my 3 children in Ridgewood. There are many magical moments this town offers including: Somerville talent shows & picnics, BF spirit nights & winter wonderland and RHS prom, project graduation & a beautiful commencement. I was sad to hear the Class of 2020 graduation ceremony has been cancelled. It is truly magical and should not be missed, but should the memory it is meant to be. Every student should have that moment to cherish. As an employee in the district I will volunteer my time to chaperone the commencement ceremony for the class of 2020 at a later date- in the summer, the fall, over Thanksgiving break, or even into the next school year to support the graduates of the class of 2020. Please consider postponing the ceremony to a later date. The students and their families deserve the tradition of this beautiful ceremony. Thank you Lisa Maurer

Anne Loving, 342 South Irving Street, The report by Baiyue Zhao was absolutely wonderful. Congratulations on a job well done. I would like to mention that his advisor at Valley was Ms. Marietta Tomlinson. She is director of the Medical Laboratory Science Program at Valley, and she is also a Microbiologist. She had an excellent editorial in the paper recently, in which she pointed out that Medical Laboratory Technologists are also on the front lines, even though they rarely get a mention. They work directly with all the nasal and blood samples collected from Covid patients. So hats off to her for her work with Mr. Zhao, and hats off to all the "hidden" front liners in the lab. I wonder why comments have to be typed in and submitted. The Village Council allows residents to phone in and speak. This seems like a much better system, and would enable those who do not have a computer the opportunity to contribute their comments.

Dani Saurabh, 390 Bedford Rd., The facilities and Finance committees were converted to a committee of whole last year on Sept 23rd. May I ask which committee is currently reviewing before care and after care bids and when were these committees formed and at which public meeting? Last two times, the finance committee discussed and recommended these contracts to the board, and this year, we don't have a finance committee? When was the district's long range facilities plan updated last? Is there a specific deadline from the state to update it now, during the pandemic, when most of the deadlines are relaxed by the state? Why is this board rushing to award a contract for a long range plan one week before election, in uncertain times.

Ms. Kelly replied that the committee was formed after we opened the RFP, it was decided that we would have a committee since it is the first time we are doing an RFP for the before and after care services. As discussed previously, the committee members are assigned by the board president and were not approved at a board meeting.

Ms. Kelly answered that the long range facility plan was updated officially in 2005 when we were required, since then we have been submitting information in piecemeal updates to the state. There is no deadline, however in order for the district to receive approval for capital projects we must have an updated approved long range facility plan.

Dr. Fishbein also added that is not necessarily a plan, it is an inventory of our facilities. The state just calls it a long range plan.

Marina Mealin, 442 Van Buren St., I support a live social distanced graduation ceremony for class 2020 in RHS.

Whit McWilliams, 431 Bogert Ave., Please find a way to keep Mrs Bohchalian at BF next year. Especially with all of this going on. She helps so many students. Letting a person like her go at a time like this is really hard for students. She's the best.

Pamela Lobosco, 45 Washington Place, 100% supports a LIVE graduation for these deserving kiddos!

Elizabeth Rottinger, 250 Hillcrest Rd., What, if any, are the plans for summer school, summer adventure and other summer programs in the schools?

Dr. Fishbein answered that we are planning a remote summer school in case we cannot open. The governor has not made a final decision about the summer yet, we are planning both ways; in school and remote sessions.

Kathleen Harris, 243 Pearsall Avenue, First and foremost, I'd like to offer my heartfelt gratitude and thanks to Ridgewood Superintendent Dr. Fishbein, to Ridgewood High School Principal Dr. Gorman, to the Ridgewood High School administration, to RHS teachers and staff — and to everyone working district-wide, actually — for their professionalism and guidance, their courage, their superlative efforts to rise above unprecedented challenges, and perhaps most of all, their dedication to, and overwhelming support of, our children during these unimaginable times. It is not lost on my husband or me that we are incredibly fortunate to live — and school our children — in such an exemplary community. As America slowly reopens in the midst of this pandemic, I am respectfully writing to ask that the Board of Education and RHS administration allow our high school seniors to have an outdoor graduation ceremony together, whether that be in late June or late July, given state and county social distancing protocols. When Governor Murphy announced today that schools would be closed for the remainder of the year, our high school seniors' halcyon days came to an abrupt, unceremonious end. There have been far greater tragedies in our town and beyond during the pandemic, of course, and that has not been lost on this class. Some of them have suggested that monies raised for Project Graduation be used for scholarships, PPE purchases for healthcare workers, or as a permanent memorial for Ridgewood's coronavirus victims. They learned such virtues in their own homes, but also by being citizens

of Ridgewood High School. As a result of these unprecedented times, they have become women and men in the blink of an eye, in a day, in a breath. It has been both heartbreaking and uplifting to realize that my high school senior — and so many others — don't expect fanfare or special treatment as the graduating class of 2020. They are immensely grateful for all of the effort that goes into prom and Project Graduation planning, but I know that they are willing to relinquish those events in favor of what they have come to realize matters most to them. They simply want to be Ridgewood High School graduates, and to uphold Ridgewood's proud tradition of standing together in a sea of white dinner jackets and formal dresses. They want one summer night together on a hallowed field — to reflect on the 13 years they've spent together as students, classmates, friends, and teammates; to thank and honor the teachers and staff who have supported them throughout their high school careers; and to demonstrate to our community that the tradition of excellence will be forever imbued with them as they go forward. They want to finish what they've begun, with grace, dignity and gratitude. Other schools are considering group ceremonies that follow proper social distancing protocols, ones which will allow high school seniors to congregate together in real time and enjoy the pomp and circumstance of traditional graduation ceremonies. I respectfully urge the Board of Education and RHS administration to uphold the tradition of excellence, and find a way for the Class of 2020 to take part in a similar type of ceremony, one that allows them to stand together one last time, as thousands have before them, and turn to take a final look at the brick building on Heermance Place that housed so many good memories, so many wonderful teachers, so many happy and challenging times, and so many ordinary days that they'd give everything to experience again. They want to make Ridgewood proud. Please give them this opportunity. Thank you. With best regards, Kathleen Harris

Mary Lou Handy, 695 Kingsbridge Ln., Good evening, I am a teacher at GWMS and have been for the last 20 years. I am also a Ridgewood resident with 2 middle schoolers. There are so many things that I love about working and living in this community and the high school commencement is at the top of that list. I was disappointed to hear that the Class of 2020 graduation ceremony hasn't been postponed yet but more or less likely to be replaced by a video. I want to publicly announce that as a teacher in the district I will volunteer my time to chaperone the commencement ceremony for the class of 2020 at a later date- in the summer, the fall, over Thanksgiving break, or even into the next school year to support the graduates of the class of 2020. Please consider postponing the ceremony to a later date. The students and their families deserve the tradition of excellence and this beautiful ceremony that our community has grown to love.

Bonita Shimpfky, 256 Hempstead, I want to thank the board for adopting and following guidelines for the bid process specifically around the before/after care program. After last year's irresponsible selection process I'm glad we have a committee that reviews the submissions. I understand we have reached A decision for Alphabest to be the provider from a financial standpoint. Our community is currently in crisis. Our businesses are suffering. Our schools are shut down. Many people have lost their jobs. Shouldn't it be in our best interest to rethink our decision and determine how we can help our own community first? We are in a pandemic and the YMCA is part of our community. They have a noteworthy plan to revitalize their campus that can benefit all of us. I am asking the board to hold off on voting on the provider tonight and rethink the long term benefits to having a local non profit organization be our before and after care school provider. I think we all realize social distancing is becoming a permanent way of life. That said can we find a better and more efficient solution to submitting

comments? This online submission is extremely time consuming and limiting. If we move forward with Alphabest will they keep the existing before and after care staff? Or will all that potentially change?

Ms. Kelly answered that Alphabest may hire the current staff or change. She cannot guarantee that we will have the same staff.

Brian Koscuiszka, 113 Oak Street 2nd Floor, What went into the decision to change providers for the before/after care program? Why switch to a for profit company with no ties to the community and a primary interest of making money? As an educator, I know this will lead to a major reduction in quality and imagine any cost savings will be illusory.

Ms. Kelly answered that she has discussed the recommendation and details about the program decision at the beginning of the meeting.

Christy Hardie, 646 Kenwood Road, Want to see an alternative for hosting an RHS graduation

Zoe Hua, 440 Sterling Place, My brother must have his high school graduation ceremony!!!!

Beth Ward, 35 Coventry, Please hold graduation on June 23 if possible. If churches and other venues open, why not hold graduation? Otherwise reschedule only if June 23 cannot be done

Mary Pilla, 333 Meadowbrook Ave., Postponed but not cancelled. We need to figure out a plan where seniors can be honored correctly. Let's figure out insurance. We can do this!

Laura Grasso, 136 Circle Ave., SWAB ALL 436 seniors and their parents 3 days prior to graduation and self isolate. All persons tested negative can attend graduation. There are plenty of tests available for those who want to be tested and there are no lines at testing centers.

Beth Pfeil, 433 Spring Avenue, Please consider postponing graduation for the seniors. As an RHS Alumni I support postponement. It's such an important milestone. They're already missing so much (prom, project graduation, etc). They deserve a graduation!

Tara Thompson, 271 Kenilworth Road, Postpone high school graduation

Alexis Travalja, 552 Hillcrest Rd., Please postpone graduation at least till November. If it's not possible then possibly a date next spring. Once that is exhausted s cancellation. It's too soon to cancel.

Mike Mullin, 20 Sweetwater Ln, Graduation is an awesome tradition that I would hate for the kids to miss!! I will help out and volunteer my time to make it happen if the day can be switched.

There were no additional comments submitted. Dr. Fishbein reminded everyone that there is another opportunity for public comment towards the end of the agenda.

VII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A – Attendance at Conferences, B – Administration, C – Curriculum & Instruction, D – Human Resources with the changes, and E – Finance for approval.

A. ATTENDANCE AT CONFERENCES

As listed in **Attachment A**.

B. ADMINISTRATION

i. **Receipt of Suspension and Harassment, Intimidation, and Bullying (HIB) Reports**

The Board has received confidential information regarding suspensions and investigations of HIB that have occurred since the last Board meeting.

Approval: Revised 2019-2020 Board Meeting Schedule

- ii. The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revised 2019-2020 Board Meeting Schedule, as listed on **Attachment B**.

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

None at this time

ii. **Approval: Elimination of the RISE Program at George Washington Middle School**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the elimination of the RISE Program at the George Washington Middle School, effective September 2020.

The Board has received background information.

iii. **Approval: Establish the RISE Program at Benjamin Franklin Middle School**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the establishment of the RISE Program at the Benjamin Franklin Middle School, effective September 2020.

The Board has received background information.

D. HUMAN RESOURCES

i. **Abolishment of the following Position**

The Ridgewood Board of Education, upon the recommendation of the

Superintendent of Schools, approves the abolishment of the position of one social worker, effective June 30, 2020.

The Board has received background information.

ii. **Creation of Position for the 2020-2021 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of a position for the 2020-2021 school year, as listed below.

- School Psychologist

The Board has received background information.

iii. **Ridgewood Public Schools Salary List for the 2020-2021 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Ridgewood Public Schools Salary List for all known positions and staffing as of May 4, 2020 for the 2020-2021 school year, as listed on **Attachment C**, pages 16-24.

iv. **Renewals: Non-tenured Teachers, Administrators, and Staff Members for the 2020-2021 School Year**

Renewals: Non-tenured Teachers, Administrators, and Staff Members for the 2020-2021 School Year.

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Renewals of the Non-tenured Teachers, Administrators, and Staff Members for the 2020-2021 school year, as listed on **Attachment D**, pages 25-27.

v. **Equal Educational Officer for the 2020-2021 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Equal Education Officer for the 2020-2021 school year, as listed below.

- Ridgewood High School: **Meredith Yannone**, Stipend \$3,081.

The Board has received background information.

Account # 11-000-251-104-00-23-023-001

vi. **Appointment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment listed below, subject to receipt

of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, if required.

Field Placement

SALTALAMACCHIA, Julianne - Felician University, Clinical Practice with Thomas Trubac, Fourth Grade Teacher, and Lisa Sargenti, First Grade Teacher, Hawes School, effective September 2, 2020 through June 22, 2021.

vii. Change of Assignments for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignments for the 2020-2021 School Year, as listed on **Attachment E**, page 28.

viii. Resignations for the Purpose of Retirement

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations for the purpose of retirement, listed below.

Administrative Assistant

FEBISH, Janis - Administrative Assistant to Principal, Orchard School, effective September 1, 2020, with twenty years of Ridgewood service.

TEACHER

DAHAN, Amy - School Psychologist, Hawes School and Somerville School, effective July 1, 2020, with three years of Ridgewood service.

ix. Resignations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignations listed below.

Teachers

BOHCHALIAN, Sevana – Social Worker, Benjamin Franklin Middle School, effective May 31, 2020.

HECKARD, Gary – Music Teacher, Benjamin Franklin Middle School and George Washington Middle School, effective July 1, 2020.

QURASHI, Zoheab - Science Teacher, Ridgewood High School, effective July 1, 2020.

x. Leave of Absences

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

Revision: FISCHER, Kacey – First Grade Teacher, Hawes School, **from** effective January 2, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, approved by the Board at its meeting on September 23, 2019, **to** effective January 2, 2020 through June 24, 2020; and September 1, 2020 through June 23, 2021, with a reinstatement date of September 1, 2021, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: NEVINS, Lauren - Third Grade Teacher, Travell School, **from** effective November 11, 2019 through June 24, 2020, with a reinstatement date of September 1, 2020, approved by the Board at its meeting on August 26, 2019, **to** effective November 11, 2019 through June 24, 2020; and September 1, 2020 through June 23, 2021, with a reinstatement date of September 1, 2021, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

xi. Increment Withholding

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an increment withholding for the 2020-2021 school year for Employee No. 3715.

xii. Supplemental Pay Beyond Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Special Programs

ABA Training Completed and Certified – hourly rates from \$19.77 to \$20.81, effective March 6, 2020

- **Deborah Castaldi**
- **Anna Engstrom**
- **Sung-Hui Kim**
- **Sean King**
- **Marisol Marques de Chinchay**
- **Christine Moomjy**
- **Jean Sgambati**

Account# 11-000-217-106-00-24-024-001

xiii. Change of Assignment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignment listed below.

HURLEY, Daniel – **from** Long-term Substitute, Physical Education Teacher, Ridgewood High School, **to** Leave of Absence Replacement Teacher (non-tenure)

track) Physical Education Teacher, Ridgewood High School, effective December 17, 2019 through June 24, 2020.

Account# 11-140-100-101-06-10-019-000

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year, to be used as indicated.

Donor	Amount	Use	Account Number
Federated HSA	\$2,500	To pay a \$250 stipend for each school for Teacher Recognition 2020 winners.	20-056-100-890-00-24-024-002 20-056-100-890-00-02-002-002 20-056-100-890-00-03-003-002 20-056-100-890-00-04-004-002 20-056-100-890-00-05-005-002 20-056-100-890-00-06-006-002 20-056-100-890-00-07-007-002 20-056-100-890-00-08-008-002 20-056-100-890-00-09-009-002 20-056-100-890-00-10-010-002
Mr. and Mrs. Zhao	\$100.00	To be used for the REACH program.	20-033-100-610-00-01-024-001
Ridgewood Alpine Ski Team	\$23,263.90	To be used to pay for two coach buses and student accident insurance for the Alpine Ski Team.	20-027-100-101-00-10-034-001 (\$13,274) 20-027-200-220-00-10-034-001 (\$1,110.04) 20-027-200-512-00-10-034-001 (\$7,874.98) 20-027-200-520-00-10-034-001 (\$1,004.88)

Acceptance of a gift in kind from the Ridge HSA of playground/recess equipment, valued at \$10,000.

ii. Approval of The Contract for Before and Aftercare Services for the

2020-2021 School Year.

The Ridgewood Board of Education, upon the recommendation of the Superintendent, approves the proposal from AlphaBest Education Inc. in the amount of \$150,000 to provide Before and Aftercare Services for the 2020-2021 School year.

iii. Approval of Bid Award for Soil Remediation at Orchard Elementary School

The Ridgewood Board of Education, upon the recommendation of the Superintendent, approves the bid award for Soil Remediation at Orchard Elementary School to Tricon Enterprises, Inc., Keyport, NJ, the lowest responsible bidder, in the total amount of \$543,510.50. Below is a summary of all received bids.

Bids have been reviewed by the Board attorney and WSP.

Company	Base Contract Amount
<i>Tricon Enterprises, Inc</i>	\$543,510.50
Vollers Excavating & Construction, Inc.	\$707,874.00
The Ambient Group, LLC	\$734,975.00
Yannuzzi Group, Inc.	\$1,004,175.00
Barbella Construction Services, LLC.	\$1,152,831.25
Aurora Environmental, Inc.	\$1,193,193.00

iv. Approval: Retaining LAN Associates for preparing a major amendment to Long Range Facility Plan

Whereas, the Ridgewood Board of Education (hereinafter referred to as the "Board") has retained the professional services of LAN Associates, Engineering, Planning, Architecture, Surveying, Inc. (hereinafter referred to as the "Architect") for preparing a major amendment to the Long Range Facility Plan for the Ridgewood Board of Education.

Whereas, the Long Range Facility Plan is required to be amended once every

five (5) years and

Whereas, the Business Administrator/Board Secretary and the Board has reviewed and accepted said amendment and

Be it further resolved that the Board hereby approves and authorizes LAN Associates, Engineering, Planning, Architecture, Surveying, Inc. to submit the major amendment to the Long Range Facility Plan for the Board which shall satisfy the New Jersey Department of Education's requirement for the Long Range Facility Plan to be amended once every five (5) years for the amount of \$5,600.

v. Approval of the Submission of the Project Application for the Gymnasium #3 Floor Replacement at Ridgewood High School

Be it Resolved, that the Ridgewood Board of Education, upon the recommendation of the Superintendent, approves the submission of the application for the Gymnasium #3 Floor Replacement at Ridgewood High School, State Project #03-4390-050-20-1000 by LAN Associates, Engineering, Planning, Architecture, Surveying Inc. to the New Jersey Department of Education. This project is not included in the District's Long Range Facilities Plan and the District will amend the Plan. This project will be submitted as an "Other Capital Project" and the District will not be seeking State aid.

vi. Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

The Board has received background information.

vii. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **March 2020** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

vii. Approval: Secretary's Line Item Certification

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **March 2020**,

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20-2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

The Board has received background information.

ix. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **March 2020**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Ms. Brogan moved to approve Consent Items A – Attendance at Conferences, B – Administration, C -Curriculum & Instruction, D – Human Resources with the changes, and E – Finance.

Ms. Smith Wilson seconded the motion.

Prior to the roll call vote, Mr. Morgan requested that Finance E, items iv. -

Retaining LAN Associates for preparing a major amendment to Long Range Facility Plan and v. - Approval of the Submission of the Project Application for the Gymnasium #3 Floor Replacement at Ridgewood High School, be voted on separately.

Ms. Brogan amended the motion and moved to approve Consent Items A – Attendance at Conferences, B – Administration, C -Curriculum & Instruction, D – Human Resources with the changes, with the exception of Finance E items iv. and v.

Ms. Smith Wilson seconded the motion.

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYES: none

Mr. Morgan explained why he asked to have items iv. and v. removed from the consent agenda. He stated that because we are in perilous times, in a state that is in a financial crisis that has extended its budget until September and we don't know how much aid we'll get until sometime in August.

We have a maintenance budget for summer projects of half a million dollars built into the budget that is up to vote next week, and we should defer those projects until next year when the situation sorts itself out.

Second, he added that we have capital projects on this agenda for the gym 3 floor replacement. He understands the reasoning behind the replacement, but since it is not a mandated project at this time, we should defer that project. The LAN project as per a public comment, we are about to have a board election which may have new views on LAN, Mr. Morgan does not believe they are a good provider, but the board has approved them. He asks that at this time, this item be pushed over until after the election

A ramification of making these changes would be that we would be hard pressed to do some of the summer construction projections such as the BF and GW bathrooms and Stevens Field. He suggests that those projects be put on hold and the money remains in capital projects until next year. We have to do the Orchard projects, all the other things in the capital funds budget suggests we put those over until the next budget.

Mr. Morgan recommends that the LAN project be put on the agenda for review by the new board and the Gym floor project be deferred until we have a clearer

financial situation in the future. He asked that they are not passed and omitted this evening.

Ms. Kelly commented that when she did the budget analysis she took into consideration the gym floor project and considered it as an expenditure.

Mr. Morgan replied that if we don't approve the gym floor tonight the money would go back into surplus. The surplus money can be put into the capital or maintenance, the new board would decide.

Mr. Kaufman stated that he supports Mr. Morgan's comment and seconds it.

Ms. Brogan requested to discuss the gym floor. She added that the board made a decision to put it in this year's budget since there is a potential that the floor has mercury in it.

Dr. Fishbein confirmed it has mercury, but at a lower level.

Ms. Brogan added that we know that acceptable levels can change. This is a floor that was put in 1999 and this is not something that other districts have not been doing, replacing this type of floor.

Mr. Fishbein confirmed that other districts are replacing these floors.

Ms. Brogan further commented that the board made the decision to replace the floor to be environmentally safe, for safety reasons and to be ahead of the curve since we will have to replace the floor.

Mr. Morgan replied that we don't have any environmental rules that we have to replace the floor and it is not an emergency to replace it this year. He added that he would like to have an extra \$300,000 as of July 1 to deal with any issues that may arise due to covid 19.

Ms. Brogan asked if this is a maintenance project or capital project

Ms. Kelly reminded the board that they voted to transfer the money from health benefits to capital outlay, fund 12.

Ms. Brogan asked if the money then needs to be used for a capital project?

Mr. Morgan explained that money that is not used it can be rolled into maintenance by the end of the year to reduce something else.

Dr. Fishbein said this project is within the budget for this year, it is a safety

concern although not high end, it is a prudent thing to do to complete now.

Mr. Morgan replied that it is not an emergency or required by environmental rules, and not a necessity. Today is not the time to allocate \$300,00 for a project that is currently not mandated.

Dr. Fishbein reminded the board that he is concerned that the State will raid our reserves, and then we will lose the ability to do this project and the other projects.

Mr. Morgan stated that we don't have an indication that they will raid our reserves, we have a suspicion that they will raid our reserves.

Dr. Fishbein replied that the State has raided our reserves in the past.

Mr. Morgan said that this is something we can do based on the facts that we have before us, meaning that we will start the new year with 600 plus employees teaching and we don't know what the state aid will be.

Ms. Smith Wilson asked what happens if the State says that the mercury floor is a danger and we have to close it.

Dr. Fishbein added that we cannot remediate when the school is open, we would have to close it.

Mr. Morgan stated that he believes they are discussing what ifs, and now we have a covid 19 crisis, a budget on a strain, the Village is delaying payments, and we have pomptonian capital investment projects on hold. He wants to take this off this agenda.

Ms. Smith Wilson said that they should discuss the additional item Mr. Morgan would like to have removed. She stated that the Long Range Plan is just an inventory of equipment, a pro forma document required by the state. It is something that we could get done. LAN has an in-depth knowledge of our buildings and they can do this very simply.

Dr. Fishbein added that they have already started this project.

Mr. Morgan commented that he is not prepared to vote for LAN on principle that it is LAN. It should be carried over until the next board can approve.

Ms. Smith Wilson questioned how much it would cost to hire a new architect of

record who does know our building and has to do a new inventory.

Mr. Morgan answered that's a question for the next board. This board should not be approving.

Ms. Kelly commented that before we can move forward on any capital project the state has to approve the Long Range Facilities Plan.

Mr. Morgan asked if the Orchard remediation has to be on the plan?

Dr. Fishbein answered yes.

Mr. Morgan stated that if we omitted the other projects from this summer's work plan we would be fine and can get up to date on the state paperwork for June 30.

Dr. Fishbein stated that we need the plan for the Orchard project to be completed, in the past the state has allowed us to do these projects without an updated LRFP. The reason behind this is that the state has drawn a line in the sand and have told us that if we want to do any capital projects we must submit an LRFP.

Mr. Morgan advised Dr. Fishbein to ask the State if the Orchard project can be approved without the LRFP, if they do not approve it then the item can be added to the May 18 agenda.

Mr. Mahmoud asked if we could move forward with the LRFP and table the gym floor only. Can we look at these items separately?

Ms. Brogan stated that there is good reason to have LAN do the work for \$5600 to update a plan that they did for us in the past. They did a good job on the plan, and they are very knowledgeable about our buildings. It makes sense to move forward with this item at this time.

Ms. Brogan moved to approve: iv. Retaining LAN Associates for preparing a major amendment to the Long Range Facility Plan.

Ms. Smith Wilson seconded the motion.

Roll call vote to approve iv. Retaining LAN Associates for preparing a major amendment to Long Range Facility Plan

AYES: Ms. Smith Wilson, Ms. Brogan, Mr. Mahmoud

NAYES: Mr. Kaufman, Mr. Morgan

Mr. Mahmoud added that he is voting yes because he does not want to risk the Orchard project to be delayed for a project that costs \$5,600.

Mr. Morgan motioned to add an item on the agenda to defer the Gymnasium Floor #3 Floor Replacement at Ridgewood High School

Ms. Smith Wilson asked as we progress in the next 60 days, and they find a lack of confidence with the state and how it will address the district, if the board has approved this project can we then put it off then.

Dr. Fishbein stated that If the board approves the project, we will move forward with it.

Mr. Morgan commented that this is in our spending plan through June 30, and suggests to take it out of our plan through June 30 to preserve the money and not spend it before June 30 so we can use it after June 30.

Mr. Mahmoud seconded the motion.

Mr. Kaufman wants to clarify that he will support this motion and that if we need to do this project before schools open, and before we have kids using the court we will have the ability to do that.

Dr. Fishbein added that there is a timeline with this type of project and it has to be done when there are no kids in the school. If we need to do this during the school year, we would have to close the gym.

Roll call vote to defer the Gymnasium #3 Floor Replacement at Ridgewood High School:

AYES: Mr. Kaufman, Mr. Mahmoud, Mr. Morgan

NAYES: Ms. Brogan, Ms. Smith Wilson

Ms. Brogan motioned to move approval of v. Submission of the Project Application for Gymnasium #3 Floor Replacement at Ridgewood High School

Ms. Smith Wilson seconded.

Roll call vote to approve: v. Submission of the Project Application for the Gymnasium #3 Floor Replacement at Ridgewood High School

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYES: none

Ms. Kelly confirmed that the project will be submitted for approval, but we are holding off on the project.

Ms. Smith Wilson acknowledged Janis Febish administrative assistant at Orchard and Amy Dahn for 3 years of service. She thanked them for their service to the Ridgewood Public Schools.

Ms. Smith Wilson read the donations made to the Ridgewood Public Schools and thanked the donors for their generous donations.

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
Apr 16	Columbia Bank On-Line	097661-097814	532,047.63	J. Smith-Wilson
Apr 22	Columbia Bank On-Line	097815-097849	156,965.41	J. Smith-Wilson
Apr 29	Columbia Bank On-Line	097850-097923	788,651.53	J. Smith-Wilson
Apr 9	Payroll	P30465	3,257,290.21	J. Smith-Wilson
Apr 28	Payroll	P30480	3,231,660.98	J. Smith-Wilson
Mar 2	Electronic Transfer	C30273	7.95	J. Smith-Wilson
Mar 5	Electronic Transfer	C30272	691.04	J. Smith-Wilson
Mar 31	Electronic Transfer	F30429	402.00	J. Smith-Wilson
Apr 29	Electronic Transfer	L30482	5,372.86	J. Smith-Wilson

Apr 16	Food Service	620194	24,949.42	J. Smith-Wilson
Apr 29	Food Service	620195	3,557.98	J. Smith-Wilson
Apr 15	Columbia Bank Void Check	097334	(2,000.00)	J. Smith-Wilson
Apr 15	Columbia Bank Void Check	096849	(57,157.43)	J. Smith-Wilson
Apr 16	Columbia Bank Void Check	097377	(7,770.00)	J. Smith-Wilson
Apr 29	Columbia Bank Void Check	097120	(400.00)	J. Smith-Wilson
Apr 29	Columbia Bank Void Check	097138	(1,000.00)	J. Smith-Wilson
Apr 29	Columbia Bank Void Check	097258	(550.00)	J. Smith-Wilson
TOTAL			7,932,719.58	

Ms. Smith Wilson moved approval of all bills reviewed by her.

Ms. Brogan seconded the motion.

Approval of Bills carried by the following roll-call vote

AYES: Ms. Brogan, Mr. Kaufman, Mr. Morgan, Mr. Mahmoud, Ms. Smith Wilson

NAYES: none

VII. BOARD MEMBER ANNOUNCEMENTS

Ms. Smith Wilson thanked the Ridgewood High School Alumni Association, the administrators and volunteers for placing the banners at sunrise on Saturday throughout the village as a surprise to the graduating class of 2020. People seem to be very happy about the banners, it was a bright light early in the morning.

VIII. BOARD COMMITTEE REPORTS

IX. COMMENTS FROM THE PUBLIC

There were no additional comments submitted.

X. DISCUSSION ITEMS

XI. ACCEPTANCE OF MINUTES

- April 2, 2020 Executive Session Meeting
- April 13, 2020 Regular Public Meeting

Ms. Brogan approved the minutes, Mr. Morgan seconded and unanimously approved.

XII. OTHER BUSINESS

Dr. Fishbein stated that he would like to reschedule the executive session discussion that was not finished at the last meeting. It will be possibly rescheduled for Thursday.

XV. ADJOURNMENT

At 10:12 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Sabrina Koropchak	Virtual Comprehensive IMSE Orton-Gillingham Training	Professional Development	\$ 1275.00	0

The total cost for this conference is \$1,275.00. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$140,412.00 leaving a balance of \$50,820.

The total cost of substitutes for these conferences is \$0. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$20,700.

OFFICIAL NOTICE
Schedule of the Public Meetings
for the Village of Ridgewood Board of Education
July 2019 – June 2020

Pursuant to the requirements of the Open Public Meetings Act, Chapter 231, P.L. 1975, notice is hereby given of the schedule of Public Meetings of the Ridgewood Board of Education to be held from July 2019 through June 2020. All meetings will be held on Mondays at **7:00 p.m.** unless otherwise noted.

Executive Sessions will be held before the scheduled Regular Public Meetings at 6:00 pm or 6:30 pm if necessary. If needed, hearings related to Harassment, Intimidation, and Bullying will be held at these Executive Sessions and no action will be taken at these meetings.

	July 29, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
	August 26, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
	September 9, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
	September 23, 2019	Regular Public Meeting	Education Center
	October 7, 2019	Regular Public Meeting	Education Center
	November 4, 2019 November 18, 2019	Regular Public Meeting Regular Public Meeting	Education Center Education Center
	December 2, 2019 December 16, 2019	Regular Public Meeting Regular Public Meeting	Education Center Education Center
	January 6, 2020 January 27, 2020	Regular Public Meeting Regular Public Meeting	Education Center Education Center
	February 10, 2020 February 24, 2020	Regular Public Meeting Regular Public Meeting	Education Center Education Center
Cancel	March 2, 2020	Regular Public Meeting	Education Center
Add	March 16, 2020	Regular Public Meeting	Education Center
	March 23, 2020	Regular Public Meeting & Public Hearing for Budget	Education Center
	April 13, 2020	Regular Public Meeting	Videoconference
Cancel	April 21, 2020	Regular Public Meeting	Videoconference
	April 27, 2020	Regular Public Meeting	Education Center
	May 4, 2020	Regular Public Meeting	Videoconference
	May 18, 2020	Regular Public Meeting	Videoconference
	June 1, 2020	Regular Public Meeting	Videoconferencing
	June 29, 2020 *5:00 p.m. start time	Regular Public Meeting	Education Center

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21
ABBATIello	DIANE	TEACH	GRADE 7 SCIENCE	GWMS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
ABRUZZO	GEORGIA	SUPPRT	DATA SYSTEMS ADMINISTRATOR	ED CENTER	1.00				116,535					116,535	119,332					119,332
ACOSTA	KATHLEEN	TEACH	LDT-C	HAWES	1.00	4	5	MA+30	72,336				3,617	75,953	74,765				3,738	78,503
ACOSTA	SILVIA	TEACH	ED SPECIALIST	HAWES	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,600		115,482
ADAY	DOUGLAS	TEACH	SPEC ED (SOC ST)	RHS	1.00	11	12	MA+45	86,010		300		4,301	90,611	89,490		300		4,475	94,265
AGNELLO	KERI	TEACH	PRESCHOOL DISABILITIES TEACHER	GLEN	1.00	4	5	MA	68,786					68,786	71,215					71,215
AJOA	JENNIFER	TEACH	SCHOOL PSYCHOLOGIST	GWMS	1.00	10	11	DR	87,110				4,356	91,466	90,390				4,520	94,910
ALBERGATE	ANTHONY	TEACH	ENGLISH	GWMS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
ALEXANDER	MARIE	SEC12	TRANSPORT COORD	ED CENTER	1.00	13	13	Sec 12 I	63,399				1,902	65,301	64,294			1,929		66,223
ALFUSO	LISA	TEACH	GUIDANCE	GWMS	1.00	1	2	MA	66,788				4,675	71,463	68,118				4,768	72,886
ALGOR	MONICA	SUPPRT	REGISTERED NURSE	GLEN	1.00				52,000					52,000	53,248					53,248
ALVAREZ	LISETTE	TEACH	SCHOOL PSYCHOLOGIST	RHS	1.00	11	12	DR	89,560				4,478	94,038	93,040				4,652	97,692
AMES	LINDA	SEC10	ATTENDANCE	RHS	1.00	13	13	Sec 10 IV	47,850			957		48,807	48,745			975		49,720
AMOS	CASSANDRA	TEACH	ED SPECIALIST	WILLARD	1.00	6	7	MA	72,285		300			72,585	75,055		300			75,355
AMUNDSEN	CHRISTINE	SUPPRT	ENERGY SPECIALIST	ED CENTER	1.00				73,220					73,220	74,977					74,977
ANDERSON	CHRISTINE	TEACH	MATH	RHS	1.00	8	9	MA+45	81,329		300			81,629	84,390		300			84,690
ANTONELLIS	DONNA	TEACH	LIBRARIAN/MEDIA SPEC	TRAVELL	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
APPEL	CHARLES	TEACH	SOC STUDIES	RHS	1.00	11	12	MA	78,910					78,910	82,390					82,390
ARANA	ADA	TEACH	SPANISH	GWMS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
ARDITO	JESSICA	TEACH	GRADE 2	RIDGE	1.00	15	16	MA	90,735					90,735	95,002					95,002
AROMANDO	KAREN	TEACH	ENGLISH	RHS	1.00	18	18	MA	102,932					102,932	103,932			1,500		105,432
AZZOPARDI	DEIRDRE	TEACH	OT	GLEN/BFMS/RHS	1.00	19	19	DR	120,012		300			120,312	121,012		300			121,312
BAILEY	DAVID	TEACH	GUIDANCE	RHS	1.00	9	10	MA+45	81,329		300			87,322	84,390		300		5,907	90,597
BARBA	ASHLEY	TEACH	GRADE 3	RIDGE	1.00	4	5	BA	61,686					61,686	64,115					64,115
BARCLAY	LINDSEY	SEC11	CST/GUIDANCE SECRETARY	GWMS	1.00	3	4	Sec 11IV	40,670					40,670	42,592					42,592
BARKER	BARBARA	TEACH	SPANISH	RHS	1.00	18	18	MA	102,932					102,932	103,932					103,932
BARNETT	SHULA	TEACH	SPEECH	SOMERVILLE	0.80	18	18	MA+45	90,066		240			90,306	90,866		240			91,106
BATISTA	GISELLE	TEACH	SCHOOL PSYCHOLOGIST	RHS	1.00	5	6	MA+45	77,485		300		3,874	81,659	80,215		300		4,011	84,526
BERK	ASHLEY	TEACH	SPEC ED	BFMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
BERRY	JULIEANNA	TEACH	GRADE 5	HAWES	1.00	13	14	MA+45	91,510		300			91,810	95,435		300			95,735
BESSER	LAUREN	TEACH	SOCIAL STUDIES	RHS	1.00	1	2	BA	59,688					59,688	61,018					61,018
BETRUS	ROBERT	TEACH	GRADE 8TH MATH	GWMS	1.00	15	16	MA+30	94,355		300			94,655	100,502		300			100,802
BETSTADT	MOLLY	TEACH	RESOURCE ROOM	RIDGE	1.00	16	17	MA+45	101,782					102,082	106,292		300			106,592
BIELICKY	KATHRYN	TEACH	GRADE 3	SOMERVILLE	1.00	8	9	MA	74,225		300			74,525	77,290		300			77,590
BINGHAM	CHRISTINE	TEACH	GRADE 3	ORCHARD	1.00	14	15	MA	87,505					87,505	91,565					91,565
BLATT	NICOLE	TEACH	KINDERGARTEN	RIDGE	1.00	17	17	MA+30	103,342		300			103,642	104,172		300			104,472
BLINN	SUSAN	TEACH	SPEC ED	GWMS	1.00	17	17	BA	91,542			1,500		93,042	92,542			1,500		94,042
BLOIS	KEVIN	TEACH	GRADE 5	WILLARD	1.00	13	14	MA+45	91,510		300			91,810	95,435		300			95,735
BODART	KRISTEN	TEACH	KINDERGARTEN	HAWES	1.00	18	18	MA	102,932			1,600		104,532	103,932			1,600		105,532
BODIWALA	TULSI	TEACH	BIOLOGY	RHS	1.00	5	6	MA+30	73,935		300			74,235	76,665		300			76,965
BONFANTI	JILL	TEACH	GRADE 3	ORCHARD	1.00	18	18	BA+30	99,612					99,612	100,612			1,500		102,112
BOSHART	JASON	TEACH	GRADE 3	TRAVELL	1.00	10	11	MA	76,460					76,460	79,740					79,740
BOSTLER	MONICA	SEC11	ADMIN ASST TO PRIN-EL	WILLARD	1.00	13	13	Sec 11 II	56,327			1,690		58,017	57,222			1,717		58,939
BOURQUE	STEVEN	TEACH	MUSIC	RHS	1.00	8	9	MA	74,225		300			74,525	77,290		300			77,590
BOVASSO	KENNETH	SUPPRT	PURCHASING COORD	ED CENTER	1.00				69,446					69,446	71,113					71,113
BRADY	KATHERINE	TEACH	SPEECH	ORC/HAWES	1.00	9	10	MA+30	77,775		300			78,075	80,840		300			81,140
BRAY	ARIANA	TEACH	BEHAVIORIST	DISTRICT	1.00	1	2	MA	66,788				3,339	70,127	68,118				3,406	71,524
BRAY	NATALIE	TEACH	FAMILY & CONSUMER SCIENCE	RHS	1.00	3	4	DR	78,438					78,438	80,266					80,266
BRIGGS	AMY	TEACH	GRADE 7 SPANISH	BFMS	1.00	17	17	BA	91,542			1,500		93,042	92,542			1,600		94,142
BROPHY	NANCY	TEACH	SPEC ED Rise	GWMS	1.00	16	17	MA	94,172					94,172	98,802					98,802
BROWN	ANN	TEACH	LIBRARIAN/MEDIA SPEC	GWMS	1.00	18	18	MA+45	112,582		300		6,755	119,637	113,582		300			113,882
BROWN	BRIAN	TEACH	MUSIC	GWMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
BRUNNER	JULIANNE	SEC10	GENERAL SECRETARY-EL	RIDGE	1.00	7	8	Sec 10 IV	41,234					41,234	43,320					43,320
BRUNNER	ADAM	SUPPRT	DATA COORDINATOR	RHS	1.00				68,291					68,291	69,930					69,930
BRUNNER	DINA	TEACH	RESOURCE ROOM	WILLARD	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
BUNZEY	CRAIG	TEACH	PHYSICAL EDUCATION	RHS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,600		115,482
BURGER	REBECCA	SEC10	GENERAL SECRETARY-EL	RIDGE/WILLD	1.00	5	6	Sec 10 IV	39,046					39,046	41,000					41,000
BURNETT	ALICE	TEACH	SOCIAL STUDIES	RHS	1.00	18	18	MA+30	109,262		300			109,562	110,262		300			110,562
BUZZARD	MIA	TEACH	ED SPECIALIST	SOMERVILLE	1.00	13	14	MA+30	88,690		300			88,990	92,905		300			93,205
CAHILL	WILLIAM	TEACH	ESL	ORC/RIDGE	1.00	16	17	MA	94,172					94,172	98,802					98,802
CALAMAN	KERRY	TEACH	GRADE 2	SOMERVILLE	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
CALANDRA	LAURA	TEACH	GRADE 1	SOMERVILLE	1.00	3	4	BA	60,688					60,688	62,516					62,516
CALIENDO	THERESE	SEC12	CST/GUIDANCE	BFMS	1.00	7	8	Sec 12 IV	49,159					49,159	51,484					51,484
CAMPBELL	BETH	TEACH	SPEC ED	BFMS	1.00	15	16	BA+30	87,865					87,865	92,662					92,662
CANNON	MARIA	TEACH	GRADE 6 ENGLISH	GWMS	1.00	17	17	BA	91,542			1,600		93,142	92,542			1,600		94,142
CARAFELLO	JULIET	TEACH	GRADE 2	WILLARD	1.00	5	6	BA	63,285					63,285	66,015					66,015
CAROLLO	ERIK	TEACH	ENGLISH	RHS	1.00	4	5	MA	68,786					68,786	71,215					71,215
CARR	LAUREN	TEACH	GRADE 3	SOMERVILLE	1.00	14	15	MA	87,505				5,250	92,755	91,565					91,565
CARRERA	AMY	TEACH	SPEC ED	GLEN	1.00	16	17	MA	94,172					94,172	98,802					98,802
CARROLL	WENDY	TEACH	KINDERGARTEN	RIDGE	1.00	17	18	MA+30	103,342		300			103,642	110,262		300			110,562
CARUSO	DEBRA	TEACH	ED SPECIALIST	HAWES	1.00	17	18	MA+30	103,342		300			103,642	110,262		300			110,562
CASATELLI	STACY	TEACH	SCIENCE	RHS	1.00	13	14	MA+30	88,690		300		5,321	94,311	92,905		300			93,205
CASEY	KIM	TEACH	RESOURCE ROOM	TRAVELL	1.00	18	18	MA	102,932					102,932	103,932					103,932
CATALANO	NANCI	TEACH	GRADE 1	RIDGE	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21
CATANZARO	BECKY	TEACH	GRADE 1	HAWES	1.00	13	14	MA	84,410					84,410	88,335					88,335
CENTRELLI	ERICA	TEACH	GRADE 6 SCIENCE	BFMS	1.00	5	6	BA	63,285					63,285	66,015					66,015
CERBASI	JOYCE	TEACH	STAFF DEV	ED CENTER	1.00	17	18	MA+30	103,342		300		5,167	108,809	110,262		300		5,513	116,075
CHAMESIAN	LINDA	TEACH	SOCIAL STUDIES	RHS	1.00	4	5	MA+30	72,336					72,336	74,765		300			75,065
CHAMPY	BRIANNA	TEACH	SPECIAL ED	GWMS	1.00	3	4	BA	60,688					60,688	62,516					62,516
CHANOD	MARGARET	TEACH	GRADE 1	WILLARD	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,600		115,882
CHEPLIC	MATTHEW	TEACH	ENGLISH	RHS	1.00	13	14	MA	84,410					84,410	88,335					88,335
CHIARAMONTE	MAUREEN	SEC12	SECY ATHLETIC DIR	RHS	1.00	7	8	Sec 12 II	53,359					53,359	55,684					55,684
CHICAS	CHRISTINA	TEACH	ART	ORC/WILLD	1.00	5	6	MA	70,385		300			70,685	73,115		300			73,415
CHRISTOPHER	SUSAN	SEC12	ADMIN ASST TO PRIN-MS	BFMS	1.00	13	13	Sec 12 II	61,299			2,452		63,751	62,194			3,110		65,304
CIGOLINI	LUCILLE	TEACH	GRADE 6 ENGLISH	BFMS	1.00	17	17	BA	91,542					91,542	92,542					92,542
CLARK	CLARE	TEACH	RESOURCE ROOM	ORCHARD	1.00	7	8	MA	72,285					72,285	75,055		300			75,355
CLARK	KELLY	TEACH	ART	BFMS/GWMS	0.40	16	17	BA	34,829					34,829	37,017					37,017
CLARKE	NOREEN	TEACH	SOC STUDIES (ELECTIVE/BFBN)	BFMS	1.00	18	18	MA+30	109,262		300	1,600	6,556	117,718	110,262		300	1,600		112,162
CLARKE-ANDERSON	KATHLEEN	TEACH	ENGLISH (ELECTIVE)	BFMS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
COMMISSIONG	OLGA	TEACH	HEALTH	RHS	1.00	18	18	MA+45	112,582			300		112,882	113,882		300			113,882
CONNELLY	MATTHEW	TEACH	GRADE 4	TRAVELL	1.00	15	16	MA	90,735					90,735	95,002					95,002
CONNOR	DANIELLE	TEACH	GRADE 5	WILLARD	1.00	12	13	BA	74,460					74,460	78,140					78,140
CONSOL	MARY	TEACH	PE/HEALTH	RHS	1.00	3	4	MA	67,788					67,788	69,616					69,616
CONTRERAS	COLLEEN	TEACH	SE COLL (ENG)	RHS	1.00	15	16	BA	83,635					83,635	87,902					87,902
COOK	KEITH	ADMN12	SUPV ATHLETICS	RHS	1.00				144,165					144,165	148,154					148,154
COPPOLA	MICHELE	TEACH	LIBRARIAN/MEDIA SPECIALIST	RIDGE	1.00	18	18	MA+45	112,582		300	1,500	6,755	121,137	113,582		300	1,500		115,382
CORCORAN	ERIN	TEACH	GRADE 8 ENGLISH	BFMS	1.00	18	18	MA+30	109,262			300		109,562	110,262			300	1,500	112,062
CORLETT	SUSAN	TEACH	SPEC ED MATHEMATICS	BFMS	1.00	14	15	MA+30	92,075			300		92,375	95,485		300			95,485
CORNACCHIA	VANESSA	TEACH	ENGLISH/BSI	RHS	1.00	15	16	MA	90,735					90,735	95,002					95,002
CORRELL	MOIRA	TEACH	NURSE/TEACHER	SOMERVILLE	1.00	17	17	BA	91,542					91,542	92,542					92,542
COUCH	ANDREW	TEACH	LATIN	GWMS	1.00	13	14	BA	77,310					77,310	81,235					81,235
COYMAN	MALLORY	TEACH	CHEMISTRY	RHS	1.00	4	5	BA+30	65,236					65,236	67,665					67,665
CRAWFORD	RYAN	TEACH	ADAPTED PHYSICAL SAIL	BFMS	0.40	1	2	BA	23,876					23,876	24,407					24,407
CROCAMO	JANET	SEC10	GUIDANCE/CST	SOM/RHS	1.00	4	5	Sec 10 IV	38,051					38,051	39,941					39,941
CRONK	PAUL	TEACH	ART	RHS	1.00	17	18	MA+45	105,462			300		105,762	113,582		300			113,882
CUELLAR	ANGELICA	TEACH	SPANISH	RHS	1.00	11	12	BA	71,810					71,810	75,290					75,290
CUNEO	TARA	TEACH	SPANISH	RHS	1.00	1	2	MA	66,788					66,788	68,118					68,118
CURCIO	JASON	TEACH	MUSIC	BFMS	1.00	18	18	MA	102,932					102,932	103,932					103,932
CURRIER	ROBERT	TEACH	PHYSICAL EDUCATION	GWMS	1.00	18	18	MA	102,932			1,600		104,532	103,932			1,600		105,532
DAIDONE	BRITTANY	TEACH	SPEC ED	GWMS	1.00	7	8	MA+45	79,385			300		79,685	82,159		300			82,459
D'AMICO	ANNA	SEC12	GUIDANCE/REGISTRAR	RHS	1.00	9	10	Sec 12 IV	50,589					50,589	52,999					52,999
DANDREA	GABRIELLE	SUPPRT	ASSISTANT DATABASE SYSTEMS ADMINISTRATOR	ED CENTER	1.00				60,000					60,000	61,440					61,440
DASILVA	DANIEL	TEACH	ART	RHS	1.00	17	17	BA	91,542					91,542	93,042			1,500		93,042
DASTIS-BUCKLER	DARIEN	TEACH	GRADE 1	TRAVELL	1.00	15	16	BA+30	87,865					87,865	92,662					92,662
de VEGH	ANTONIA	TEACH	LATIN	BFMS	0.80	12	13	MA+45	88,660					88,660	73,872					73,872
DeARAUJO	CHRISTIE	TEACH	MULTI-SENSORY READING	ED CENTER	1.00	11	12	MA+45	86,010				4,301	90,311	86,010				4,475	93,965
DEGROAT	LAURIE ANN	TEACH	MUSIC	GWMS	1.00	18	18	MA+45	112,582			300	1,600	114,482	113,582		300	1,600		115,482
DELORBE-ANTHON	ANA	TEACH	SPANISH	BFMS	1.00	10	11	MA	76,460			300		76,760	79,740					79,740
DELANEY	CYNTHIA	SUPPRT	CONF ADMIN ASST TO HR	ED CENTER	1.00				56,323					56,323	57,675					57,675
DELANEY	LYNNE	TEACH	GRADE 1	RIDGE	1.00	17	17	BA	91,542					91,542	92,542					92,542
DELIA	EILEEN	TEACH	ENGLISH	RHS	1.00	18	18	MA+45	112,582			300		112,882	113,582			300		113,882
DELIA	SUSAN	TEACH	ENGLISH	GWMS	1.00	16	17	DR	104,822			300		105,122	109,472		300			109,772
DEMBIN	ROSS	TEACH	GRADE 3	SOMERVILLE	1.00	1	2	MA	66,788					66,788	68,118					68,118
DEPINTO	LAUREN	TEACH	CRIS INTERVEN COUNS/DISTRICT COORDINATOR	BFMS/RHS	1.00	15	16	MA+45	97,835			300		109,875	102,612		300		12,314	115,226
DERASMO	JACQUELINE	TEACH	SCHOOL BASED MENTAL HEALTH SERVICES	RHS	1.00	8	9	MA	74,225			300		74,525	77,290		300			77,590
DERIENZO	KRISTEN	TEACH	SPEC ED Rise ABA	GLEN	1.00	2	3	MA+30	70,838					70,838	72,168					72,168
DERISI	MICHAEL	TEACH	PHYSICAL EDUCATION	SOMERVILLE	1.00	6	7	MA+30	75,835			300		76,135	78,605		300			78,905
DEROCHÉ	ANDREW	SUPPRT	TECH/MEDIA TECH	HAWES/SOM/TRAV/G	1.00				44,500					44,500	45,568					45,568
DESIMONE	ANGELO	SUPPRT	TREAS OF MONIES	ED CENTER	N/A				5,000					5,000	5,000					5,000
DETORA	CYNTHIA	TEACH	ENGLISH	RHS	1.00	9	10	MA	74,225					74,225	77,290		300			77,590
DEVANEY	EILEEN	TEACH	GRADE 1	WILLARD	1.00	18	18	MA+45	112,582			300	5,629	118,511	113,582		300			113,882
DIORIO	LINDA	TEACH	LIBRARIAN/MEDIA SPEC	WILLARD	1.00	18	18	BA+30	99,612					99,612	100,612					100,612
DISTEFANO	ALISSA	TEACH	SPEC ED (COLLAB)	GWMS	1.00	10	11	MA+45	83,560			300		83,860	86,840		300			87,140
DODD	REBECCA	TEACH	KINDERGARTEN	WILLARD	1.00	6	7	BA	65,185					65,185	67,955					67,955
DODD	STEPHANIE	TEACH	PE/HEALTH	GW/RIDGE/WILLD	1.00	5	6	BA	63,285					63,285	66,015					66,015
DOLBY	LUKE	TEACH	ENGLISH	RHS	1.00	4	5	MA+45	75,886					75,886	78,315					78,315
DOLFI	DAWN-LYN	TEACH	ED SPECIALIST	WILLARD	1.00	18	18	MA+30	109,262			300		109,562	110,262		300			110,562
DONNELLY	JAMES	TEACH	ENGLISH	RHS	1.00	13	14	MA+30	88,690			300		88,990	92,905		300			93,205
DONNELLY	TRECIA	TEACH	SPEC ED	BFMS	1.00	18	18	MA	102,932					102,932	103,932					103,932
DONOVAN	SUZANNE	SUPPRT	SCHOOL NURSE/RN	RHS	1.00				53,764					53,764	55,054					55,054
DORIS	MICHELE	TEACH	MATH/BSI	RHS	1.00	15	16	MA+45	97,835			300		98,135	102,612		300			102,912
DRENNAN	ELIZABETH	TEACH	LIBRARIAN/MEDIA SPEC	SOMERVILLE	1.00	15	16	MA+45	97,835			300		98,135	102,612		300			102,912
DROSKE	KATHRYN	TEACH	KINDERGARTEN	SOMERVILLE	1.00	12	13	MA	81,560					81,560	85,240					85,240
DURLING	DEREK	TEACH	GRADE 4	WILLARD	1.00	14	15	BA+30	84,755					84,755	88,695					88,695
EIDSCHUN	JILLIAN	TEACH	GUIDANCE COUNSELOR	RHS	1.00	4	4	MA+30	72,336				5,064	77,400	73,166				5,122	78,288
ELBAUM	GILA	TEACH	PSYCHOLOGIST	ORCH/RIDGE	0.95	17	18	MA+30	98,175			285		4,909	103,369	104,749		285		110,271

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21
ELKINS	JANET	TEACH	ED SPECIALIST	TRAVELL	1.00	12	13	MA+30	85,590		300			85,890	89,520		300			89,820
ENMORE	JAESON	SUPPRT	ASSOC SYSTEM ADM	ED CENTER	1.00				77,116					81,116	83,063					87,063
ENRIGHT	SUSAN	TEACH	GRADE 2	HAWES	1.00	17	18	MA	97,972					97,972	103,932					103,932
ESCOBAR	ALEJANDRO	TEACH	SPEC ED (SOCIAL STUDIES)	RHS	1.00	1	2	MA+30	70,338					70,338	71,668					71,668
ESPOSITO	ANNA LYNN	TEACH	GRADE 6 MATH	BFMS	1.00	18	18	MA	102,932			1,600		104,532	103,932			1,600		105,532
FABISH	CASSANDRA	TEACH	RESOURCE ROOM	SOMERVILLE	1.00	14	15	MA	87,505					87,505	91,565					91,565
FABISH	CHRISTOPHER	TEACH	GUIDANCE	RHS	1.00	14	15	MA+30	92,075		300		6,445	98,820	95,185		300		6,663	102,148
FANOS	JACLYN	TEACH	RESOURCE ROOM	HAWES/TRAVELL	1.00	14	15	MA+45	94,605		300			94,905	98,665		300			98,965
FARRAR	EVA	TEACH	SPEC ED (ENG)	RHS	1.00	11	12	MA	78,910					78,910	82,390					82,390
FEBISH	JANIS	SEC11	ADMIN ASST TO PRIN-EL	ORCHARD	1.00	13	13	Sec 11 II	56,327			1,690		58,017	57,222			1,717		58,939
FEDERICO	MILDRED	SEC12	LEAD SECY - C, J & A	ED CENTER	1.00	13	13	Sec 12 III	59,199					59,199	60,094					60,094
FEELY	KEVIN	TEACH	CRIS INTERVEN COUNS	GWMS/RHS	1.00	18	18	MA+30	109,262		300		5,463	115,025	110,262		300		5,513	116,075
FEENEY	LYNNE	TEACH	SCIENCE	RHS	1.00	14	15	MA	87,505					87,505	91,565					91,565
FEIT	DEBORAH ANN	TEACH	GRADE 6 SCIENCE	GWMS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
FENWICK	MICHELLE	ADMN12	DIRECTOR SPECIAL PROGRAMS	DISTRICT	1.00				174,000	3,000				177,000	177,989	3,000				180,989
FERRARI KING	GABRIELLE	TEACH	GRADE 4	SOMERVILLE	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,500		105,432
FERRERI	MARK	ADMN12	SUPV WORLD LANG/SS	RHS	1.00				158,462			1,600		160,062	162,451			1,600		164,051
FERRERI	MARY	ADMN12	EL PRIN	ORCHARD	1.00				165,744					165,744	169,733					169,733
FERRERI	TODD	TEACH	SPEC ED (LLD)	BFMS	1.00	18	18	MA	102,932					102,932	103,932					103,932
FEUILLY	LAUREN	TEACH	GRADE 2	TRAVELL	1.00	10	11	MA	76,460		300			76,760	79,740					79,740
FINK	GARY	TEACH	MUSIC	RHS	0.20	2	3	BA+30	12,747					12,747	13,014					13,014
FINK	SUSAN	TEACH	SOCIAL WORKER	TRAV/WILLD	1.00	18	18	MA+30	109,262		300		5,463	115,025	110,262		300		5,513	116,075
FINUCANE	MELISSA	TEACH	ED SPECIALIST	TRAVELL	1.00	16	17	MA+30	99,672		300			99,972	104,172		300			104,472
FISCHER	KATHERINE	TEACH	GRADE 4	ORCHARD	1.00	6	7	MA	72,285					72,285	75,055					75,055
FISCHETTI	ELIZABETH	TEACH	GRADE 4	SOMERVILLE	1.00	18	18	MA	102,932					102,932	103,932					103,932
FISHBEIN	DANIEL	CENTRL	SUPERINTENDENT	ED CENTER	1.00				245,990					245,990	250,910					250,910
FLEMING	DAWN	TEACH	GRADE 5	TRAVELL	1.00	16	17	MA+30	99,672		300			99,972	104,172		300			104,472
FORFA	JASON	SUPPRT	TECH/MEDIA TECH	GWMS	1.00				45,274					45,274	46,361					46,361
FOX	CHERYL	TEACH	KINDERGARTEN	HAWES	1.00	18	18	MA	102,932					102,932	103,932					103,932
FRIBERG	HONOR	SUPPRT	CORD GRANTS/TESTING	ED CENTER	1.00				67,000					67,000	68,608					68,608
FRIEDMAN	LAURA	TEACH	LDT-C	RHS	1.00	9	10	MA+45	81,329			4,066		85,395	84,390		300		4,220	88,910
FRIEL	DONALD	TEACH	GRADE 3	WILLARD	1.00	15	16	MA	90,735					90,735	95,002					95,002
FUNTSCH	KAITLYN	TEACH	SPEC ED	GWMS	1.00	6	7	MA+45	79,385		300			79,685	82,159		300			82,459
GALANTI	MEGAN	TEACH	LDT-C	ORCHARD	1.00	13	14	DR	95,060		300		4,753	100,113	98,985		300		4,949	104,234
GALASSO	PATRICIA	TEACH	SPANISH	RHS	1.00	10	11	BA	69,360					69,360	72,640					72,640
GALEAZZA	LUCIA	TEACH	GRADE 2	RIDGE	1.00	17	17	BA	91,542					91,542	92,542					92,542
GARVIN	NATALIE	TEACH	0.40 TITLE 1/0.60 SPEC ED	GWMS	1.00	5	6	MA	70,385		300		1,414	72,099	73,115		300		1,462	74,877
GATHRIGHT	DONNA	SUPPRT	CONF ADMIN ASST TO HR	ED CENTER	1.00				55,000					55,000	55,000					55,000
GATTONI	JESSICA	TEACH	MATHEMATICS	RHS	1.00	1	2	BA	59,688					59,688	61,018					61,018
GATTONI	REBECCA	TEACH	MATH	RHS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
GELNIUS	MARIANN	TEACH	LDT-C	BFMS	1.00	18	18	MA+45	112,582		300		5,629	118,511	113,582		300		5,679	119,561
GELLMAN	JENNIFER	TEACH	SPEC ED	GLEN	1.00	14	15	BA	80,405					80,405	84,465					84,465
GERALD	JANE	TEACH	SOCIAL WORKER	SOM/HAWES	1.00	15	16	MA+30	94,355		300		4,718	99,373	100,502		300		5,025	105,827
GERARD	AMY	TEACH	SPEC ED K-2	WILLARD	1.00	15	16	MA+45	97,835		300			98,135	102,612		300			102,912
GERONIMO	KRISTI	TEACH	MUSIC	RHS	1.00	12	13	MA	81,560					81,560	85,240					85,240
GERVOLINO	COLLEEN	TEACH	SCIENCE	RHS	1.00	15	16	BA+30	87,865					87,865	92,662					92,662
GIANNANTONIO	FRANK	TEACH	PE/HEALTH	RHS	1.00	16	17	MA+45	101,782		300			102,082	106,292		300			106,592
GIANNETTI	COURTNEY	TEACH	GRADE 7 SCIENCE	GWMS	1.00	18	18	MA+30	109,262		300			109,562	110,262		300			110,562
GIARDINA	ALYSSA	TEACH	GRADE 8 SCIENCE	BFMS	1.00	3	4	BA+30	64,238					64,238	66,066					66,066
GIARDINO	STACY	TEACH	BEHAVIOR THERAPIST	DISTRICT	1.00	18	18	MA+30	109,262		300		5,463	115,025	110,262		300		5,513	116,075
GIDICH	CASEY	TEACH	GRADE 4	RIDGE	1.00	10	11	BA+30	73,170					73,170	76,760					76,760
GIGANTE	STEFANIE	TEACH	LATIN	RHS	1.00	15	16	MA+45	97,835		300		5,870	104,005	102,612		300			102,912
GIORDANO	NICOLE	TEACH	GRADE 8 SCIENCE	BFMS	1.00	2	3	BA	60,188					60,188	61,518					61,518
GIZZI	NICOLE	TEACH	RESOURCE ROOM	TRAVELL/WILLD	1.00	15	16	MA+45	97,835		300			98,135	102,612		300			102,912
GOLDBERG	LINDA	TEACH	NURSE/TEACHER	HAWES	1.00	17	17	BA	91,542					91,542	92,542					92,542
GORDON	JULIE	TEACH	SPEC ED (COLLAB - ENG)	RHS	1.00	17	18	MA	97,972					97,972	103,932					103,932
GORMAN	THOMAS	ADMN12	HS PRIN	RHS	1.00				196,085	3,000				199,085	200,074	3,000				203,074
GORMAN	BRANDI	TEACH	SPECIAL ED (LLD)	HAWES	1.00	10	11	MA	76,460					76,460	79,740					79,740
GOULD	ALEXANDRA	TEACH	GRADE 8 MATH	GWMS	1.00	12	13	BA+30	78,810					78,810	82,490					82,490
GRABINSKI	LISA	TEACH	SCHOOL NURSE	TRAVELL	1.00	7	8	BA	65,185					65,185	67,955					67,955
GRASSO	LAURA	TEACH	PHYSICAL EDUCATION	GWMS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
GRAZIANO	NICOLE	TEACH	GRADE 5	TRAVELL	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,600		105,532
GREGORY-FINK	DEBORAH	TEACH	MUSIC	HAWES	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
GRIBBEN	HAILEY	TEACH	KINDERGARTEN	ORCHARD	1.00	4	5	MA	68,786					68,786	71,215		300			71,515
GRIFFITH	ROSANNA	SEC10	ENGLISH/SOC ST-LEAD SEC	RHS	1.00	4	5	Sec 10 III	39,801					39,801	41,691					41,691
GROSS	STEVEN	TEACH	SPEC ED SCIENCE	RHS	1.00	4	5	MA	68,786					68,786	71,215					71,215
GRUDZIEN	JAIMEE	TEACH	SPEC ED (RISE)	GLEN	1.00	17	17	BA	91,542					91,542	92,542					92,542
GYULAY	JOSEPH	TEACH	MATH	RHS	1.00	16	17	MA	94,172					94,172	98,802					98,802
HAAS	JEFFREY	TEACH	MUSIC	RHS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
HACKETT	LOREN	TEACH	GRADE 8 ENGLISH	BFMS	1.00	11	12	MA+45	86,010		300			86,310	89,490		300			89,790
HALTER	WESLEY	TEACH	GRADE 4	WILLARD	1.00	7	8	BA+30	68,735					68,735	71,505					71,505
HANDY	MARY LOUISE	TEACH	GRADE 6 SOC STUDIES	GWMS	1.00	18	18	MA+45	112,582		300	1,500	6,755	121,137	113,582		300	1,500		115,382
HANS	PATRICIA	TEACH	ENGLISH	RHS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
HANSEN	SHARON	TEACH	SPEC ED	BFMS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21
HARNEY	THOMAS	TEACH	GRADE 3	HAWES	1.00	10	11	MA	76,460		300			76,760	79,740					79,740
HAYES	ANDREA	SUPPRT	PAYROLL SUPRV.	ED CENTER	1.00				77,612					77,612	79,475					79,475
HEAD	EILEEN	TEACH	SPEECH	TRAVELL	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
HEGEWALD	PATRICIA	TEACH	LDT-C	TRAVELL	1.00	18	18	MA+45	112,582		300		5,629	118,511	113,582		300		5,679	119,561
HEIDER	ERIN	TEACH	GRADE 4	ORCHARD	1.00	11	12	MA+45	86,010		300			86,310	89,490		300			89,790
HIGGINS	PATRICIA	SEC10	GENERAL SECRETARY-EL	HAWES	1.00	13	13	Sec 10 IV	47,850			1,914		49,764	48,745			2,437		51,182
HIGGINS	DANA	TEACH	ED SPECIALIST	RIDGE	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
HIGGINS	MOLLY	TEACH	GRADE 1	ORCHARD	1.00	5	6	MA	70,385		300		4,223	74,908	73,115		300			73,415
HOFFMAN	CAROLINE	ADMN12	EL PRIN	WILLARD	1.00				174,903			1,200		176,103	178,892			1,200		180,092
HOFFMANN	RICHARD	SUPPRT	ADMIN APPLICATION COORD	ED CENTER	1.00				90,618					90,618	92,793					92,793
HOLAND	LARRY	TEACH	ART/TV PROD	RHS	0.70	17	17	BA	64,079			1,500		65,579	64,779			1,500		66,279
HOOGERHYDE	MICHAEL	TEACH	SPEC ED (COLLAB - SCI)	RHS	1.00	18	18	MA+30	109,262		300			109,562	110,262		300			110,562
HOWELLS	LYNN	SUPPRT	K-12 TECH COORD	BFMS	1.00				94,743					94,743	97,017					97,017
HUDSON	SUSAN	SEC10	MEDIA SECRETARY	RHS	1.00	13	13	Sec 10 IV	47,850			1,914		49,764	48,745			1,950		50,695
HUTCHISON	TARA	TEACH	MUSIC	WILLARD	1.00	14	15	MA+30	92,075		300			92,375	95,185		300			95,485
IMBRUGLIA	LAUREN	TEACH	FRENCH	BFMS	1.00	15	16	BA+30	87,865					87,865	92,662					92,662
INGOGLIA	BRENDA	TEACH	MATHEMATICS	RHS	1.00	15	16	MA+45	97,835		300			98,135	102,612		300			102,912
JAMES	KIMBERLY	SEC11	ADMIN ASST TO PRIN-EL	TRAVELL	1.00	3	4	Sec 11 II	44,520					44,520	46,442			1,500	3,018	105,130
JANOWSKI	ELIZABETH	TEACH	GRADE 1	SOMERVILLE	1.00	14	15	MA+45	94,605		300			94,905	98,665		300			98,965
JAROSZ	KATHLEEN	TEACH	ED SPECIALIST	RIDGE	0.50	12	13	BA+30	41,245					41,245	41,245					41,245
JASINSKI	DANIELLE	TEACH	KINDERGARTEN	ORCHARD	1.00	15	15	MA	90,735					90,735	91,565					91,565
JEREJIAN	LISBETH	TEACH	0.60 Title 1/0.40 SPEC ED	ORC/RIDGE/GWMS	1.00	18	18	BA+30	99,612				2,988	102,600	100,612			1,500		105,130
JOHNSON	CHARLES	TEACH	PHYSICAL EDUCATION	RHS	1.00	18	18	BA+30	99,612			1,600		101,212	100,612			1,600		102,212
JONES	MICHELLE	TEACH	RESOURCE ROOM	ORCHARD	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
JOSEPH	ANDREA	TEACH	SCIENCE	RHS	1.00	18	18	MA	102,932					102,932	103,932					103,932
KABASH	VANESSA	TEACH	GRADE 8 ENGLISH	GWMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
KADUS	CHRISTOPHER	TEACH	GRADE 8 SOC STUDIES	GWMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
KALEBIC	TAMARA	TEACH	SOC STUDIES	RHS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
KAMENO	SUSAN	TEACH	PHYSICAL EDUCATION	HAWES	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,600		115,482
KAPLAN	NANCY	TEACH	GRADE 2	SOMERVILLE	1.00	11	12	MA	78,910					78,910	82,390					82,390
KAPLYSH	INGRI	TEACH	SPANISH	GWMS	1.00	3	4	BA	60,688					60,688	62,516					62,516
KARAN	ELIZABETH	TEACH	SCIENCE	RHS	1.00	19	19	DR	120,012		300			120,312	121,012		300			121,312
KARCH	ELISA	SEC12	ADMIN ASST TO PRIN-MS	BFMS	1.00	9	10	Sec 12 II	54,789					54,789	57,199			1,144		58,343
KARTEN	ELAINE	TEACH	ENGLISH	RHS	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,500		105,432
KASE	SEAN	TEACH	BUSINESS ED	RHS	1.00	12	13	MA	81,560					81,560	85,240					85,240
KASHMANIAN	KATHERINE	ADMN12	MS PRIN	GWMS	1.00				189,912	3,000				192,912	193,901	3,000				196,901
KAWASH	JUSTINE	TEACH	MUSIC	BFMS	1.00	13	14	BA	77,310					77,310	81,235					81,235
KAY	JAMES	TEACH	SCIENCE	RHS	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,500		105,432
KAY	PETER	TEACH	PE/HEALTH	RHS	1.00	4	5	BA	61,686					61,686	64,115					64,115
KAZMIERCZAK	JENNIFER	SEC10	ADMIN ASST TO ASST PRIN -HS	RHS	1.00	5	6	Sec 10 II	42,546					42,546	44,500					44,500
KEARNS	CHRISTOPHER	TEACH	GRADE 1	WILLARD	1.00	18	18	BA+30	99,612					99,612	100,612					100,612
KELLY	ANTOINETTE	CENTRL	SCHOOL BUSINESS ADMIN/BOARD SEC	ED CENTER	1.00				194,560					194,560	199,229					199,229
KELLY	JOAN	TEACH	RESOURCE ROOM	TRAVELL	1.00	18	18	MA+45	112,582		300			112,882	113,582		300	1,500		115,382
KEPPEL	KATHERINE	TEACH	SPEC ED (LLD)	GWMS	1.00	7	8	MA+45	79,385		300			79,685	82,159		300			82,459
KHALOYAN	SHIVA	TEACH	ED SPECIALIST	RIDGE/SOM	1.00	18	18	MA+45	112,582		300			112,882	113,582		300	1,500		115,382
KHOURY-FRIAS	JOANN	SUPPRT	ASST. BA-FINANCE	ED CENTER	1.00				103,634					103,634	106,121					106,121
KIELY	MICHELE	TEACH	ED SPECIALIST	RIDGE	1.00	13	14	BA+30	81,660					81,660	85,585					85,585
KIERNAN	MEREDITH	TEACH	GRADE 5	SOMERVILLE	1.00	12	13	MA+30	85,590		300			85,890	89,520		300			89,820
KILCULLEN	MICHAEL	TEACH	TRANSITION COORDINATOR	RHS	1.00	9	10	MA	74,225					74,225	77,290					77,290
KILDAY	DANIEL	ADMN12	SUPERVISOR OF WELLNESS	RHS	1.00				137,275					137,275	141,264					141,264
KILLBY	KATE	TEACH	SCHOOL PSYCHOLOGIST	TRAVELL/WILLARD	1.00	8	9	DR	84,875				4,244	89,119	87,940				4,397	92,337
KIM	LINDA	TEACH	GRADE 8 SOC STUDIES	BFMS	1.00	14	15	BA	80,405					80,405	84,465					84,465
KIMBELL	TRACEE	TEACH	GRADE 3	RIDGE	1.00	18	18	MA+45	112,582		300			112,882	113,582		300	1,500		115,382
KING	JANELLE	TEACH	MUSIC	GWMS	1.00	16	17	MA+45	101,782		300			102,082	106,292		300			106,592
KIRTANE	MEDHA	TEACH	SOC STUDIES	RHS	1.00	13	14	MA+45	95,435		300			91,810	95,435		300			95,735
KLEIN-HELLMAN	LAUREN	TEACH	GUIDANCE	RHS	1.00	13	14	MA	84,410				5,909	90,319	88,335				6,183	94,518
KLION	DANIELLE	TEACH	SPECIAL ED	BFMS	1.00	5	6	BA	63,285					63,285	66,015					66,015
KNEIS	DANA	TEACH	GUIDANCE	RHS	1.00	1	2	MA	66,788				4,675	71,463	68,118				4,768	72,886
KNOTT	RONALD	TEACH	PE/HEALTH	RHS	1.00	18	18	MA+30	109,262		300	1,600		111,162	110,262		300	1,600		112,162
KOTT	GREGGORY	TEACH	SCIENCE	RHS	1.00	18	18	BA+30	99,612					99,612	100,612					100,612
KOWALCZYK	PATRICIA	SEC12	ADMIN ASST SPEC PRO (TECH ASST)	ED CENTER	1.00	13	13	Sec 12 II	62,199			1,839		63,138	62,199			1,866		64,060
KRASINSKI	KRISTEN	TEACH	GRADE 7 SOC STUDIES	BFMS	1.00	7	8	MA+45	79,385		300			79,685	82,159		300			82,459
KREISMER	DREW	TEACH	MUSIC	ORC/WILLD	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
KROKUS	ROBERT	TEACH	ART	WILLARD	1.00	16	17	BA	87,072					87,072	92,542					92,542
KRSNAK	KATE	TEACH	GRADE 6 SCIENCE	BFMS	1.00	3	4	BA	60,688					60,688	62,516					62,516
KUBO	TOMOHIRO	SUPPRT	TECH/MEDIA TECH	BFMS	1.00				48,413					48,413	49,575					49,575
KUNZLE	SANDRA	TEACH	SCIENCE	RHS	1.00	18	18	MA	102,932			1,600	7,205	111,737	103,932			1,600	7,275	112,807
LABARR	MAUREEN	TEACH	LIBRARIAN/MEDIA SPEC	ORCHARD	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,600		115,482
LABENDA	CHARLENE	SUPPRT	PUBLIC INFO OFFICER AND SPECIAL PROJECTS	ED CENTER	1.00				81,000					81,000	82,944					82,944
LABOWSKY	HSUAN	TEACH	SCIENCE	RHS	1.00	16	17	DR	104,822		300			105,122	109,472		300			109,772
LAFEMINA	FRED	TEACH	SOCIAL STUDIES	RHS	1.00	6	7	MA+30	75,835		300			76,135	78,605		300			78,905
LANDA	JENNIFER	TEACH	DANCE/ACTING TEACH	RHS	0.70	12	13	MA	57,092					57,092	59,668					59,668
LAURO	LIVIA	TEACH	PHYSICAL EDUCATION	TRAVELL/GLEN	1.00	13	14	MA	84,410					84,410	88,335					88,335
LEBLANCO	MARY	TEACH	GRADE 4	RIDGE	1.00	4	5	BA	61,686					61,686	64,115					64,115

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21
LEE	BRIAN	TEACH	ENGLISH	RHS	1.00	18	18	MA	102,932					102,932	103,932					103,932
LEE	CHRISTINE	TEACH	CHINESE	RHS	1.00	8	9	MA+30	77,775		300			78,075	80,840		300			81,140
LEONARD	MARK	TEACH	SPEC ED (COLLAB)	BFMS	1.00	9	10	BA	67,125					67,125	70,190					70,190
LETAVISH	KELLY	TEACH	SPEC ED	GLEN	1.00	16	17	BA+30	91,832					91,832	95,512					95,512
LISA	ERICA	TEACH	RESOURCE ROOM	HAWES	1.00	9	10	MA+45	81,329		300			81,629	84,390		300			84,690
LITVAK	ROMAN	TEACH	MATH	BFMS/GWMS	1.00	18	18	BA+30	99,612					99,612	100,612					100,612
LOHR	SARAH	TEACH	KINDERGARTEN	WILLARD	1.00	15	16	MA+30	100,355		300			94,655	100,502		300			100,802
LORA	CINDY	TEACH	BEHAVIORIST ANALYST (K-12)/BEHAVIOR ANALYST/COORDINATOR	DISTRICT/ED CENTER	1.00	11	12	MA	78,910				9,470	88,380	82,390				9,887	92,277
LOWICKI	BONNIE	TEACH	NURSE/TEACHER	WILLARD	1.00	12	13	BA+30	78,810					78,810	82,490					82,490
LUCCHESI	MICHAEL	TEACH	PHYSICAL EDUCATION	WILLARD	1.00	17	18	MA	97,972					97,972	103,932					103,932
LUCCI	JOSEPH	TEACH	LATIN	RHS/GWMS	1.00	6	7	DR	82,935					82,935	85,705		300			86,005
LUCKENBILL	JOHN	TEACH	MUSIC	RHS	1.00	8	9	MA	74,225		300			74,525	77,290		300			77,590
LUO	MILES	TEACH	BIOLOGY	RHS	1.00	2	3	MA	67,288					67,288	68,618					68,618
LUPIA	SCOTT	TEACH	GRADE 4	SOMERVILLE	1.00	18	18	MA+30	109,262		300	1,500		111,062	110,262		300	1,500		112,062
LUTS	DANIEL	TEACH	ENGLISH	GWMS	1.00	4	5	MA	68,786					68,786	71,215		300			71,515
LYLE	ROSHANAK	TEACH	GRADE 3	WILLARD	1.00	17	18	MA+45	105,462		300			105,762	113,582		300	1,500		115,382
LYNAUGH	SEAN	TEACH	SOCIAL STUDIES	RHS	1.00	12	13	BA+30	78,810					78,810	82,490					82,490
LYONS	KELLY	TEACH	SPEC ED 3-5	WILLARD	1.00	7	8	MA	72,285		300			72,585	75,055		300			75,355
MACOLINO	NADINE	TEACH	SECRETARY	GLEN	1.00	5	6	Sec 10 IV	39,046					39,046	41,000					41,000
MACRI	ELIZABETH	TEACH	RESOURCE ROOM	RIDGE	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
MAGER	ELYSE	TEACH	Rise 4-5	RIDGE	1.00	8	9	MA	74,225					74,225	77,290		300			77,590
MAGGI	PATRICIA	TEACH	MAIN OFFICE-LEAD SEC	RHS	1.00	13	13	Sec 12 III	59,199			1,776		60,975	60,094			1,803		61,897
MAHLER	ALLISON	TEACH	KINDERGARTEN	TRAVELL	1.00	14	15	MA+45	94,605		300			94,905	98,665		300			98,965
MAHLER	CRAIG	TEACH	PE/HEALTH	BFMS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,600		115,482
MAHONEY	MARISA	TEACH	GRADE 6 GUIDANCE	BFMS	1.00	10	11	MA+30	80,010				5,693	86,003	83,290		300		5,830	89,420
MAIN	LAURIE	TEACH	LDT-C	RIDGE	1.00	12	13	MA+30	85,590		300		4,280	90,170	89,520		300		4,476	94,296
MAKSIMOV	MELISSA	TEACH	ENGLISH	RHS	1.00	16	17	MA	94,172					94,172	98,802					98,802
MANCINELLI	SAMANTHA	TEACH	SPEC ED (MATH)	RHS	1.00	6	7	MA	72,285		300			72,585	75,055		300			75,355
MANKE	COLLEEN	TEACH	NURSE/TEACHER	RIDGE	1.00	17	18	MA	97,972				6,858	104,830	103,932				7,275	111,207
MANKE	JENNIFER	TEACH	ART	GWMS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
MARCHIONI	ALICEN	TEACH	GRADE 3	TRAVELL	1.00	6	7	MA	72,285		300			72,585	75,055		300			75,355
MARESCIALLO	MARIA	TEACH	ED SPECIALIST	SOMERVILLE	1.00	17	17	BA	91,542					91,542	92,542					92,542
MARGE	GEORGE	TEACH	SPEECH	WILLARD	1.00	18	18	MA+30	109,262		300			109,562	110,262		300	1,500		112,062
MARIOTTI	ELIZABETH	TEACH	GRADE 5	SOMERVILLE	1.00	3	4	MA	67,788					67,788	69,616					69,616
MARMO	JILL	TEACH	GRADE 4	RIDGE	1.00	14	15	MA+45	94,605		300			94,905	98,665		300			98,965
MARTELL	MARISA	TEACH	PT	GLEN/WILLD/RIDGE	1.00	19	19	DR	120,012		300			120,312	121,012		300			121,312
MARTIN	ALLAN	SUPPRT	MANGER CUSTODIAL/MAINTENANCE	ED CENTER	1.00				107,520					107,520	110,100					110,100
MARTIN	PATRICIA	TEACH	GRADE 2	HAWES	1.00	6	7	BA	65,185					65,185	67,955					67,955
MARZLOFF	SCOTT	TEACH	PHYSICS	RHS	1.00	14	15	MA	87,505					87,505	91,565					91,565
MARZOCCHI	JAIME	TEACH	PE/HEALTH	BFMS	1.00	5	6	MA+30	73,935					73,935	76,665		300			76,965
MASSOUD	ERIN	TEACH	GRADE 7 ENGLISH	GWMS	1.00	5	6	BA	63,285					63,285	66,015					66,015
MAURER	LISA	TEACH	ADMIN ASST TO PRIN-MS	GWMS	1.00	7	8	Sec 12 II	53,359					53,359	55,684					55,684
MAXWELL	ATHENA	TEACH	ART	RHS	1.00	9	10	MA+30	77,775		300			78,075	80,840		300			81,140
MAYE	JOHN	TEACH	GUIDANCE	RHS	1.00	18	18	MA+45	112,582		300	1,500	7,881	122,263	113,582		300	1,600	7,951	123,433
MICALOON	STEPHANIE	TEACH	SOCIAL WORKER	RIDGE/ORCH	1.00	5	6	MA	70,385		300		3,519	74,204	73,115		300		3,656	77,071
MCCANN	EILEEN	TEACH	SPEC ED	GLEN	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
MCCANN	MARISA	TEACH	GRADE 6 ENGLISH	BFMS	1.00	1	2	MA	66,788					66,788	68,118					68,118
MCCANN	MEREDITH	TEACH	GRADE 8 MATH	BFMS	1.00	5	6	MA+45	77,485		300			77,785	80,215		300			80,515
MCCOY	LYDIA	TEACH	GRADE 4	WILLARD	1.00	18	18	BA+30	99,612			1,500		101,112	100,612			1,600		102,212
MCCULLOUGH	CHRISTOPHER	ADMN12	SUPV FINE/APPL ARTS	RHS	1.00				163,563			1,200		164,763	167,552			1,200		168,752
MCCULLOUGH	AMANDA	TEACH	MATH	RHS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
MCDERMOTT	MEGHAN	TEACH	GRADE 5	RIDGE	1.00	12	13	MA+45	88,660		300	1,500		90,460	92,340		300	1,500		94,140
MCDONALD	GREGORY	ADMN12	SUPV. MATH/CS	RHS	1.00				176,676			1,200		177,876	180,665			1,200		181,865
McGOVERN	CHRISTINE	TEACH	GUIDANCE	RHS	1.00	9	10	MA+30	77,775				5,444	83,219	80,840				5,659	86,499
McGUIRE	ERIN	TEACH	BEHAVIORIST	DISTRICT	1.00	1	2	MA	66,788				3,339	70,127	68,118				3,406	71,524
MCKINNON	EVELYN	TEACH	GRADE 6 ENGLISH	GWMS	1.00	13	14	MA	84,410					84,410	88,335					88,335
MCNAMEE	RICHARD	TEACH	MATH	RHS	1.00	19	19	DR	120,012		300			120,312	121,012		300			121,312
MEAD	ROSANNE	TEACH	GENERAL SECRETARY-EL	TRAVELL	1.00	13	13	Sec 10 IV	47,850			1,436		49,286	48,745				1,462	50,207
MEANY	JUDITH	TEACH	KINDERGARTEN	ORCHARD	1.00	5	6	BA+30	66,835					66,835	69,565					69,565
MELE	LAUREN	TEACH	MATH	RHS	1.00	10	11	MA+45	83,560		300			83,860	86,840		300			87,140
MELLOZZO	KAREN	TEACH	SOCIAL WORKER	RHS	1.00	18	18	MA+45	112,582		300		5,629	118,511	113,582		300		5,679	119,561
MENDE	ALLISON	TEACH	PE/HEALTH	RHS	1.00	3	4	BA	60,688					60,688	62,516					62,516
MENDEZ	KAREN	TEACH	BUSINESS ED	RHS	1.00	12	13	MA+45	88,660		300			88,960	92,340		300			92,640
MENZIES	LAUREN	TEACH	SPEC ED ENGLISH	BFMS	1.00	16	17	MA	94,172					94,172	98,802					98,802
MERCK	NANCY	TEACH	SPEECH	HAWES	1.00	18	18	MA+45	112,582		300			112,882	113,582		300	1,500		115,382
MERHIGE-PETRICK	DONNA	TEACH	RESOURCE ROOM	SOMERVILLE	1.00	6	7	MA+30	75,835		300			76,135	78,605		300			78,905
MICHEL	JAMES	SUPPRT	TECH/MEDIA TECH	RHS	1.00				48,413					48,413	49,575					49,575
MIRKOVICH	JESSICA	TEACH	MATH	RHS	1.00	5	6	MA+45	77,485		300			77,785	80,215		300			80,515
MITCHELL	CHRISTOPHER	TEACH	SCIENCE	RHS	1.00	18	18	MA	102,932					102,932	103,932			1,500		105,432
MITCHELL	LINDSAY	TEACH	GRADE 5	RIDGE	1.00	11	12	MA+45	86,010		300			86,310	89,490		300			89,790
MITCHELL	MICHAEL	TEACH	GRADE 7 SOC STUDIES	BFMS	1.00	7	8	MA+45	79,385		300			79,685	82,159		300			82,459
MITOLA	CANDACE	TEACH	PE/HEALTH	RHS	1.00	1	2	BA	59,688					59,688	61,018					61,018
MIXON	KARLA	TEACH	GRADE 7 SCIENCE	BFMS	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,500		105,432

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21
MOLLEMA	KRISTINE	TEACH	RESOURCE ROOM	WILLARD	1.00	9	20	BA	67,125					67,125	70,190					70,190
MONAHAN	TIMOTHY	TEACH	SOC STUDIES	RHS	1.00	17	18	MA+45	105,462		300		6,156	111,918	113,582		300			113,882
MONNERAT	MARIA	SEC11	ADMIN ASST TO PRIN-EL	HAWES	1.00	7	8	Sec 11 II	49,049					49,049	51,255					51,255
MORGAN	MAUREEN	TEACH	NURSE	RHS	1.00	17	18	MA+45	105,462		300			105,762	113,582		300			113,882
MORHUN	SERHIY	SUPPRT	MGR IT	ED CENTER	1.00				143,216					143,216	146,653					146,653
MORRIS	KAREN	TEACH	OT	WILLD/HAWES	1.00	13	14	MA	84,410					84,410	88,335					88,335
MORRIS	LORI	TEACH	GRADE 6 SOC STUDIES	BFMS	1.00	8	9	BA	67,125					67,125	70,190					70,190
MOSS-KELLER	CORRINA	TEACH	MEDIA SPECIALIST	RHS	1.00	7	8	MA+30	75,835				4,550	80,385	78,605					78,605
MOYA	ERICA	TEACH	SCHOOL NURSE	ORCHARD	1.00	3	4	BA	60,688					60,688	62,516					62,516
MOYER	PAMELA	SEC12	ADMIN ASST SPEC PRO (TECH ASST)	ED CENTER	1.00	4	5	Sec 12 II	49,539					49,539	51,629					51,629
MOYNIHAN	MARYJANE	SEC12	BENEFITS COORD	ED CENTER	1.00	13	13	Sec 12 I	63,399			1,902		65,301	64,294			1,929		66,223
MULLIN	MICHAEL	TEACH	GUIDANCE	GWMS	1.00	18	18	MA+30	109,262		300	1,600	7,648	118,810	110,262		300	1,600	7,718	119,880
MURO	DANIEL	TEACH	SOCIAL STUDIES	RHS	1.00	17	18	MA	97,972					97,972	103,932					103,932
MURPHY	LAURA	TEACH	OT	SOM/HAWES	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
MURTHA	TIMOTHY	TEACH	BUSINESS ED	RHS	1.00	2	3	BA+30	63,738					63,738	65,068					65,068
MUSSO	CATLIN	TEACH	SOCIAL STUDIES	RHS	1.00	6	7	MA+30	75,835		300			78,135	78,605		300			78,905
NADI	PAOLA	TEACH	GRADE 7 ENGLISH	BFMS	1.00	16	17	MA+45	101,782		300			102,082	106,292		300			106,592
NAGY	ZSUZSANNA	TEACH	ESL	TRAV/SOM	1.00	15	16	MA+45	97,835		300			98,135	102,612		300			102,912
NAST	JEANETTE	TEACH	LDT-C	SOMERVILLE	1.00	18	18	MA	102,932			1,500	5,147	109,579	103,932			1,500	5,197	110,629
NEBBIA	CARLA	SEC10	GENERAL SECRETARY-EL	SOMERVILLE	1.00	13	13	Sec 10 IV	47,850			957		48,807	48,745			975		49,720
NEBBIA	CHARLES	TEACH	GRADE 5	HAWES	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
NESE	JANEL	ADMN12	SUPV SPEC ED	ED CENTER	1.00				147,320					147,320	151,309					151,309
NEVILLE	BEN	TEACH	GRADE 7 SOC STUDIES	GWMS	1.00	1	2	MA	66,788					66,788	68,118					68,118
NEYLAND	MARIA	TEACH	KINDERGARTEN	WILLARD	1.00	3	4	MA	67,788					67,788	69,616					69,616
NICHOLAIDES	NIKITAS	TEACH	ATHLETIC TRAINER	RHS	1.00	18	18	MA	102,932					102,932	103,932					103,932
NIZZA	AMBER	TEACH	GRADE 7 ENGLISH	BFMS	1.00	17	18	MA+45	105,462		300			105,762	113,582		300			113,882
NOLAN	AMY	TEACH	ESL	RHS	1.00	12	13	MA+30	85,590		300			85,890	89,520		300			89,820
NOLD	SUSAN	ADMN12	SUPV ENG/MEDIA	RHS	1.00				140,743					140,743	144,732					144,732
NOVAK	NICOLE	TEACH	SOCIAL STUDIES	RHS	1.00	13	14	MA	84,410					84,410	88,335					88,335
NYHUIS	JEFFREY	ADMN12	HS ASST PRIN	RHS	1.00				167,903			1,600		169,503	171,892			1,600		173,492
NYHUIS	PHILIP	TEACH	SPEC ED (MATH)	RHS	1.00	8	9	MA+30	77,775		300			78,075	80,840		300			81,140
OATES-SANTOS	LORNA JANE	ADMN12	EL PRIN	SOMERVILLE	1.00				183,369	3,000				186,369	187,358		3,000			190,358
OBRIEN	ELIZABETH	TEACH	GRADE ADVISOR	RHS	1.00	18	18	MA+45	112,582		300	1,600	9,007	123,489	113,582		300	1,600	9,087	124,569
OBRIEN	SHERYL	TEACH	SPEECH	GLEN	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
O'HAGAN	CARLIN	TEACH	ENGLISH	RHS	1.00	3	4	BA	60,688					60,688	62,516					62,516
O'HERLIHY	CHRISTOPHER	TEACH	GRADE 4	TRAVELL	1.00	5	6	BA	63,285					63,285	66,015					66,015
OJEA	CHRISTAL	TEACH	SPANISH	RHS	1.00	8	8	BA	67,125					67,125	67,955					67,955
ONEILL	JEAN-ANNE	ADMN12	SUPRV ELEM ED	ED CENTER	1.00				151,265					151,265	155,254					155,254
ONG	JEROME	TEACH	GRADE 5	WILLARD	1.00	12	13	MA	81,560				4,894	86,454	85,240					85,240
ORDINI	JASON	TEACH	ENGLISH (ELECTIVE)	BFMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
ORSINI	ANTHONY	ADMN12	MS PRIN	BFMS	1.00				193,412			1,200		194,612	197,401			1,200		198,601
ORTEGA	CELINETT	SEC12	ADMIN ASST TO PRINCIPAL-HS	RHS	1.00	7	8	Sec 12 II	53,359					53,359	55,684					55,684
OSENBRUCK	JENNIFER	TEACH	K-2 SAIL	HAWES	1.00	9	9	BA+30	70,675					70,675	74,000					74,000
OTTERSTEDT	JOHN	TEACH	GRADE 3	HAWES	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,500		105,432
OZAYDIN	MEAGHAN	TEACH	GRADE 8 ENGLISH	GWMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
PADYKULA	WENDY	TEACH	SPEECH	BFMS/GWMS	1.00	17	18	MA+45	105,462		300			105,762	113,582		300			113,882
PALMER	MEAGHAN	TEACH	GRADE 8 SCIENCE	GWMS	1.00	13	14	MA+45	91,510		300			91,810	95,435		300			95,735
PALUMBO	HELENE	TEACH	FRENCH	RHS	1.00	10	11	MA	76,460		300			76,760	79,740					79,740
PAPAMICHAEL	LUCY	SUPPRT	EX CONF ADMIN ASST TO SUPT	ED CENTER	1.00				64,088					64,088	65,626					65,626
PARIGI	JANE	SEC10	GENERAL SECRETARY-EL	WILLARD	1.00	10	11	Sec 10 IV	43,688					43,688	45,908					45,908
PARKS	RUTH	TEACH	GERMAN	RHS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
PARRASCH	KELSEY	TEACH	GRADE 4	WILLARD	1.00	1	2	MA	66,788					66,788	68,118					68,118
PAULEY	SUSAN	SEC11	ADMIN ASST TO PRIN-EL	SOMERVILLE	1.00	10	11	Sec 11 II	51,749			1,035		52,784	54,101			1,082		55,183
PECORELLI	ANNMARIE	TEACH	MUSIC	RIDGE	1.00	15	16	MA+45	97,835		300			98,135	102,612		300			102,912
PEDERSEN	DONNA	TEACH	GRADE 1	RIDGE	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
PEPE	MICHAEL	TEACH	GRADE 7 MATH	GWMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300	1,500		115,382
PERVIZI	ALIM	SUPPRT	WAN MGR.	ED CENTER	1.00				116,614					116,614	119,413					119,413
PETITT	CAROL	TEACH	GRADE 6 MATHEMATICS	GWMS	1.00	17	18	BA+30	94,682					94,682	100,612					100,612
PFEIFFER	COURTNEY	TEACH	GRADE 6 MATH	BFMS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
PFEIFFER	DAVID	TEACH	GUIDANCE	TRAVELL/WILLD	1.00	18	18	MA+45	112,582		300		7,881	120,763	113,582		300		7,951	121,833
PHELAN-HEBDITCH	ALICE	TEACH	GRADE 2	WILLARD	1.00	17	17	BA	93,542			1,600		93,142	92,542			1,600		94,142
PHILBRICK	SKYE	SEC10	LEAD SEC/FINE APP. ART	RHS	1.00	6	7	Sec 10 III	41,855					41,855	43,879					43,879
PIA	SHANNON	TEACH	KINDERGARTEN	SOMERVILLE	1.00	18	18	MA+30	109,262		300	1,500		111,062	110,262		300	1,500		112,062
PIACENZA	MICHAEL	ADMN12	GW ASST PRIN	GWMS	1.00				152,837					152,837	156,826					156,826
PIFHER	ERIKA	TEACH	ART	TRAVELL	1.00	18	18	MA	102,932					102,932	103,932			1,500		105,432
PINCHES	KATHARINE	TEACH	ENGLISH	RHS	1.00	18	18	MA	102,932					102,932	103,932					103,932
PISANI	LAURIE	TEACH	GRADE 2	WILLARD	1.00	18	18	MA+30	109,262			1,500		111,062	110,262		300	1,500		112,062
PIZZUTO	BASIL	ADMN12	HS ASST PRIN	RHS	1.00				165,120			1,600		166,720	169,109			1,600		170,709
POELSTRA	STACIE	CENTRL	ASST SUPT C,J,A	ED CENTER	1.00				172,471					172,471	176,610					176,610
POLANIN	STEPHEN	TEACH	MUSIC	TRAVELL/GWMS	1.00	8	9	MA	77,225		300		4,454	78,979	77,290		300			77,590
POLK	LAURA	TEACH	FRENCH	RHS	1.00	14	15	MA+45	94,605		300			94,905	98,665		300			98,965
POLLITT	ASHLEY	TEACH	SPEC ED ENGLISH	RHS	1.00	5	6	MA+30	73,935		300			74,235	76,665		300			76,965
PONCHAK	JAMES	TEACH	GRADE 7 MATH	GWMS	1.00	15	16	BA+30	87,865					87,865	92,662					92,662
POROD	JASON	TEACH	GRADE 7 MATH/SCIENCE ELECTIVE	BFMS/GWMS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21
POROD	LEIGH	TEACH	GRADE 5	ORCHARD	1.00	18	18	MA+30	109,262		300			109,562	110,262		300	1,500		112,062
POSILLICO	KERRY	TEACH	GRADE 2	TRAVELL	1.00	18	18	MA	102,932			1,500		104,432	103,932				1,500	105,432
POSPISCHIL	LEANNE	TEACH	3-5 SELF-CONTAINED SAIL	HAWES	1.00	4	4	BA+30	65,236					65,236	66,066					66,066
POULIS	DESPINA	TEACH	KINDERGARTEN	RIDGE	1.00	14	15	MA+45	94,605					94,905	98,665		300			98,965
POULIS	HELEN	TEACH	ED SPECIALIST	ORCHARD	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
POUNDS	MICHAEL	TEACH	PHYSICAL EDUCATION	RHS	1.00	18	18	MA+30	109,262					109,562	110,262					110,562
PRICE	KAREN	TEACH	SPEECH	GLEN	1.00	18	18	MA+45	112,582		300	1,600	7,881	122,363	113,582		300	1,600	7,951	123,433
PRICE	MEGAN	TEACH	GRADE 2	ORCHARD	1.00	18	18	MA	102,932					102,932	103,932				1,500	105,432
PRIMAVERA	MICHELLE	TEACH	GRADE 7 ENGLISH	GWMS	1.00	9	10	MA	74,225		300			74,525	77,290		300			77,590
PURRINOS	DAMARY	TEACH	SPANISH	RHS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
QUINLAN	MARGRET	SEC11	ADMIN ASST TO PRIN-EL	RIDGE	1.00	13	13	Sec 11 II	56,327			2,253		58,580	57,222				2,289	59,511
QUINONES	RAMON	SUPPRT	TECH/MEDIA TECH	RHS	1.00				45,772					45,772	46,871					46,871
QUIRK	BRIAN	TEACH	PHYSICAL EDUCATION	RHS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
RAIANI	AMY	TEACH	SCIENCE	RHS	1.00	8	9	MA+45	81,329		300			81,629	84,390		300			84,690
RAN	BENJAMIN	TEACH	GRADE 7 SCIENCE	BFMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
RAN	SALLIANN	TEACH	GRADE 3	WILLARD	1.00	1	2	MA	66,788					66,788	68,118					68,118
RANSOM	ROBERT	TEACH	PHYSICAL EDUCATION	GWMS	1.00	16	17	MA+30	99,672		300			99,972	104,172		300			104,472
RATHGEBER	JOSEPH	TEACH	ENGLISH	RHS	1.00	6	7	MA	72,285					72,285	75,055					75,055
RAUPP	ANDREW	TEACH	GRADE 5	HAWES	1.00	16	17	MA	94,172					94,172	98,802					98,802
RAUPP	ELLEN	TEACH	GRADE 4	HAWES	1.00	15	16	MA	90,735					90,735	95,002					95,002
REDFERN	NICOLE	TEACH	GRADE 1	ORCHARD	1.00	12	12	MA+45	88,660		300			88,960	89,490		300			89,790
REILLY	KERRIANN	TEACH	NURSE	BFMS	1.00	17	18	BA+30	94,682					94,682	100,612					100,612
REILLY	NANCY	TEACH	SPEC ED (COLLAB-SCIENCE)	RHS	1.00	18	18	MA	102,932			1,500		104,432	103,932				1,500	105,432
REINKE	MICHAEL	SUPPRT	SCHOOL SAFETY SECURITY OFFICER	DISTRICT	1.00				44,126					44,126	45,185					45,185
RICHARDS	CAROLINE	TEACH	ENGLISH	RHS	1.00	15	16	MA	90,735					90,735	95,002					95,002
RICHARDSON	MONIKA	TEACH	COMP SCI/MATH	RHS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
RILEY	CELESTE	TEACH	FRENCH	GWMS	1.00	15	16	MA+45	97,835		300			98,135	102,612		300			102,912
RINALDI	ROBERT	TEACH	PE/HEALTH	RHS	1.00	6	7	MA	72,285					72,285	75,055					75,055
RIORDAN	NICOLE	TEACH	SOC STUDIES	RHS	1.00	18	18	MA+30	109,262		300			109,562	110,262		300			110,562
RISPOLI	KAREN	TEACH	COMPUTER EDUCATION	BFMS	1.00	18	18	MA+45	112,582		300	1,600	6,755	121,237	113,582		300	1,600		115,482
ROBERTS	DEIRDRE	TEACH	ESL	BFMS/GWMS	1.00	16	17	MA+30	99,672		300			99,972	104,172		300			104,472
ROCKEY	COLLEEN	TEACH	GRADE 3	WILLARD	1.00	5	6	BA	63,285					63,285	66,015					66,015
ROESEMANN	MEGAN	TEACH	Rise K-1	RIDGE	1.00	8	9	MA+45	81,329		300			81,629	84,390		300			84,690
ROMANO	ODALYS	TEACH	SPEC ED (LLD)	GWMS	1.00	18	18	MA+30	109,262		300			109,562	110,262		300			110,562
ROONEY	MICHAEL	TEACH	SPEC ED	BFMS	1.00	12	13	MA	81,560					81,560	85,240					85,240
ROSADO	JAIME	SEC12	ADMIN ASST TO ACCOUNT PAYABLE	ED CENTER	1.00	4	5	Sec 12 II	49,539					49,539	51,629					51,629
ROSENFELD	LAUREN	TEACH	SPEC ED MATHEMATICS	RHS	1.00	16	17	MA+45	101,782		300			102,082	106,292		300			106,592
ROSENFELD	PATRICIA	TEACH	SPEC ED	GLEN	1.00	18	18	BA+30	99,612					99,612	100,612					100,612
ROSOLANKO	KRISTEN	TEACH	GRADE 7 MATH	BFMS	1.00	18	18	MA+45	112,582			1,500		114,082	113,582		300	1,500		115,382
ROSS	THERESA	TEACH	KINDERGARTEN	SOMERVILLE	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
ROTA	JILL	TEACH	GRADE 3	HAWES	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
ROTELLA	MEGAN	TEACH	SPANISH	RHS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
ROTH	JESSICA	TEACH	ART	HAWES	1.00	2	3	MA	67,288					67,288	68,618					68,618
ROTHSCHILD	LINDA	TEACH	LIBRARIAN/MEDIA SPEC	BFMS	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
RUBIN	LINDSAY	TEACH	ELEMENTARY GUIDANCE	ORC/RIDGE	1.00	7	8	MA+45	79,385				5,557	84,942	82,159				5,751	87,910
RUSSO	JUDITH	SEC12	AMIN ASST TO BUSINESS OFFICE	ED CENTER	1.00	1	2	Sec 12 III	44,304					44,304	46,169					46,169
RYTER	MICHAEL	TEACH	GRADE 6 SOC STUDIES	GWMS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
SABATINO	ROBERT	TEACH	GRADE 5	SOMERVILLE	1.00	15	16	MA+45	97,835		300			98,135	102,612		300			102,912
SAGLIMBENI	MARY	TEACH	GRADE 5	ORCHARD	1.00	6	7	MA	72,285		300			72,585	75,055		300			75,355
SALADINO	ALLYSON	TEACH	SOC STUDIES	RHS	1.00	13	14	MA+45	91,510		300			91,810	95,435		300			95,735
SANSONE	KIMBERLY	TEACH	OT	RIDGE/GWMS	1.00	14	15	MA+45	94,605		300			94,905	98,665		300			98,965
SARGENTI	LISA	TEACH	GRADE 1	HAWES	1.00	14	15	BA	80,405					80,405	84,465					84,465
SASON	BETSY	TEACH	GRADE 2	RIDGE	1.00	18	18	MA	102,932			1,500		104,432	103,932				1,500	105,432
SAULPAUGH	MICHAEL	TEACH	SOCIAL STUDIES	RHS	1.00	10	11	MA+30	80,010					80,010	83,290					83,290
SCEVOLA	ADAM	TEACH	MATH	RHS	1.00	8	9	MA	74,225		300			74,525	77,290		300			77,590
SCHAEFER	MARGARET	TEACH	GRADE ADVISOR/ENG	RHS	1.00	19	19	DR	120,012		300	1,600	9,601	131,513	121,012		300	1,600	9,681	132,593
SCHAEFFER	AMY	TEACH	GRADE 2	ORCHARD	1.00	18	18	MA	102,932			1,500		104,432	103,932				1,500	105,432
SCHEMMEL	RACHEL	TEACH	ENGLISH	GWMS	1.00	15	16	MA+45	97,835		300			98,135	102,612		300			102,912
SCHICK	CASEY	TEACH	GRADE 4	TRAVELL	1.00	6	7	BA	65,185					65,185	67,955					67,955
SCHMARAK	JONATHAN	TEACH	MUSIC	WILLD/RIDGE/HAW	1.00	8	9	BA	67,125					67,125	70,190					70,190
SCHMITZ	MARYANN	SEC12	ADMIN ASST TO ASST PRIN	RHS	1.00	13	13	Sec 12 II	61,299			1,839		63,138	62,194				1,866	64,060
SCHOENLANK	JEAN	ADMIN12	EL PRIN	RIDGE	1.00				183,369	3,000		1,600		187,969	187,358	3,000		1,600		191,958
SCHULKE	KYLE	TEACH	GRADE 8 SOC STUDIES	BFMS	1.00	13	14	MA+30	88,690		300			88,990	92,905		300			93,205
SCIRE-BANCHITTA	VICTORIA	TEACH	GRADE 2	RIDGE	1.00	1	2	MA+30	70,338					70,338	71,668					71,668
SCOTT	ELLEN	TEACH	GRADE 1	ORCHARD	1.00	8	9	MA	74,225					74,525	77,290					77,590
SEMENDINGER	PAUL	ADMIN12	EL PRIN	HAWES	1.00				195,559	3,000		300		198,559	199,548	3,000				202,548
SHAH	ANJALI	TEACH	SCIENCE	RHS	1.00	18	18	BA+30	99,612					99,612	100,612					100,612
SHARAR	CAROL	TEACH	MUSIC	BFMS	1.00	18	18	MA+45	112,582		300	1,600		114,482	113,582		300	1,600		115,482
SHEER	LARA	TEACH	GRADE 7 GUIDANCE	BFMS	1.00	18	18	MA	102,932				7,205	110,137	103,932				1,500	112,707
SHINE	KRISTEN	TEACH	SPEC ED	GWMS	1.00	13	14	MA	84,410					84,410	88,335					88,335
SIECK	ALISON	TEACH	SPEC ED (SOC ST)	RHS	1.00	7	8	MA+45	79,385		300			79,685	82,159		300			82,459
SILVERSTEIN	STACI	TEACH	GRADE 2	HAWES	1.00	4	5	BA	61,686					61,686	64,115					64,115
SIMONE	SUZANNE	TEACH	SPEC ED (COLLAB)	GWMS	1.00	8	9	BA	67,125					67,125	70,190					70,190
SIMPSON	VICTORIA	SEC12	ASST PAYROLL ACCOUNTANT	ED CENTER	1.00	13	13	Sec 12 II	61,299			1,839		63,138	62,194				1,866	64,060

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21	
SIOK	SUSAN	TEACH	MATH	RHS	1.00	18	18	BA+30	99,612					99,612	100,612					100,612	
SKETTINI	DONNA	TEACH	PE/HEALTH	BFMS	1.00	18	18	MA+30	109,262		300	1,600		111,162	110,262		300	1,600		112,162	
SKETTINI	KELLY	TEACH	GRADE 7 MATHEMATICS	BFMS	1.00	2	3	BA	60,188					60,188	61,518					61,518	
SOUCY	SHERYL	TEACH	PE/HEALTH	RHS	1.00	18	18	BA+30	99,612			1,600		101,212	100,612			1,600		102,212	
SPECTOR	STEFANIE	TEACH	MULTI-SENSORY READING	DISTRICT	1.00	6	7	MA+45	79,385					79,385	82,159					82,159	
SPINO	DIANE	TEACH	RESOURCE ROOM	HAWES	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,500		105,432	
STADULIS	JULIE	TEACH	NURSE/TEACHER	GWMS	1.00	14	15	BA	80,405					80,405	84,465					84,465	
STAHL	DAVID	TEACH	PHYSICAL EDUCATION	ORC/GLEN	1.00	8	9	MA+45	81,329		300			81,629	84,390		300			84,690	
STANKIEWICZ	SAMANTHA	TEACH	ART	SOMERVILLE	1.00	18	18	MA+45	112,582			1,500		114,382	113,582		300	1,500		115,382	
STANTON	MICHELLE	SUPPRT	COORD RCS	ED CENTER	1.00				85,488					85,488	87,540					87,540	
STAUNTON	JOSEPH	TEACH	GRADE 4	HAWES	1.00	18	18	MA+45	112,582			300	1,500	114,382	113,582		300	1,500		115,382	
STEWART	GAVIN	TEACH	ENGLISH	RHS	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,600		105,532	
STEWART	NICOLA	TEACH	ART	RIDGE	1.00	14	15	MA+45	94,605		300			94,905	98,665		300			98,965	
STIPANOV	BARBARA	TEACH	GRADE 1	TRAVELL	1.00	15	16	MA+30	94,355		300			94,655	100,502		300			100,802	
STOLARZ	NICOLE	TEACH	KINDERGARTEN	RIDGE	1.00	9	10	MA	74,225		300			74,525	77,290		300			77,590	
STOVELL	SHAUNA	ADMN12	MS ASST. PRINC.	BFMS	1.00				161,529			800		162,329	165,518				1,200	166,718	
STREITMAN	RACHEL	TEACH	SPEC ED MATHEMATICS	RHS	1.00	4	5	MA	68,786					68,786	71,215		300			71,515	
SUDOL	ELIZA	SUPPRT	REGISTRAR RCS	ED CENTER	1.00				42,000					42,000	43,008					43,008	
SULLIVAN	DOLORES	TEACH	GRADE 2	WILLARD	1.00	17	18	MA+30	103,342		300			103,642	110,262		300			110,562	
SULLIVAN	JACQUELINE	TEACH	GRADE 3	RIDGE	1.00	7	8	MA	72,285		300			72,585	75,055		300			75,355	
SUTERA	LISA	TEACH	SPEC ED	BFMS	1.00	15	16	MA+30	94,355		300			94,655	100,502		300			100,802	
SWEENEY	MARIA	TEACH	ESL	HAWES	1.00	18	18	MA+45	112,582			300	1,600	114,482	113,582		300	1,600		115,482	
SVVRET	MARK	TEACH	SCIENCE	RHS	1.00	18	18	MA	102,932					102,932	103,932					103,932	
TAMLUZZA	LINDSAY	TEACH	GRADE 5	WILLARD	1.00	3	4	BA	60,688					60,688	62,516					62,516	
TAN	XUE	TEACH	ED SPECIALIST	ORCHARD	1.00	6	7	MA	72,285		300			72,585	75,055		300			75,355	
TARULLI	MATTHEW	TEACH	GRADE 5	RIDGE	1.00	1	2	MA	66,788					66,788	68,118					68,118	
TASHIAN	DAVID	TEACH	GUIDANCE	HAWES/SOM	1.00	18	18	MA+45	112,582			300		7,881	120,763	113,582		300		7,951	121,833
TAYLOR	TARA	ADMN12	SUPRV SCIENCE	RHS	1.00				147,320					147,320	151,309					151,309	
TELL	JENA	TEACH	GRADE 4	ORCHARD	1.00	15	16	MA	90,735					90,735	95,002					95,002	
THOMAS-CANDRILLI	ANNA	SEC12	ADMIN ASST TO PRIN-MS	GWMS	1.00	3	4	Sec 12 II	48,419					48,419	50,434					50,434	
THORNTON	JENNIFER	TEACH	LIBRARIAN/MEDIA SPEC	HAWES	1.00	11	12	MA+45	86,010			300		86,310	89,490		300			89,790	
TOBIN	DEIRDRE	TEACH	PHYSICAL EDUCATION	RIDGE	1.00	17	18	MA+45	105,462			300		105,762	113,582		300			113,882	
TOLVE	LAURA	TEACH	SPEC ED	RHS	1.00	8	9	MA+45	81,329			300		81,629	84,390		300			84,690	
TORMEY	MELANIE	TEACH	KINDERGARTEN	TRAVELL	1.00	17	17	BA	91,542			1,600		93,142	92,542			1,600		94,142	
TOWNES	OJETTA	CENTRL	MGR. HUM. RES.	ED CENTER	1.00				156,251					156,251	160,001					160,001	
TRACY	NATALIE	TEACH	GRADE 1	TRAVELL	1.00	8	9	MA	74,225			300		74,525	77,290		300			77,590	
TREBLE	CAROLYN	TEACH	GRADE 2	TRAVELL	1.00	13	14	MA+45	91,510			300		91,810	95,435		300			95,735	
TRINGALI	JUDITH	SEC10	CST	RHS	1.00	13	13	Sec 10 IV	47,850			957		48,807	48,745				975	49,720	
TROY	MICHAEL	TEACH	SOC STUDIES	RHS	1.00	17	18	MA+45	105,462			300		105,762	113,582		300			113,882	
TRUBAC	THOMAS	TEACH	GRADE 4	HAWES	1.00	12	13	MA	81,560				4,894	86,454	85,240					85,240	
TRUNCALE	LAUREN	TEACH	MATH	RHS	1.00	10	11	MA+45	83,560			300		83,860	86,840		300			87,140	
TUCKER	ERIKA	TEACH	PE/HEALTH	GWMS	1.00	4	5	BA	61,686					61,686	64,115					64,115	
TUFFY	MELISSA	TEACH	KINDERGARTEN	HAWES	1.00	3	4	BA	60,688					60,688	62,516					62,516	
TURANO	REBECCA	TEACH	GUIDANCE COUNSELOR	RHS	1.00	5	6	MA	70,385				4,927	75,312	73,115				5,118	78,233	
TURCHIOE	KRISTEN	TEACH	SPEC ED	BFMS	1.00	8	9	MA+30	77,775			300		78,075	80,840		300			81,140	
TURKINGTON	SEAN	TEACH	MATH	RHS	1.00	16	17	MA+45	101,782					102,082	106,292		300			106,592	
UPTON	LAUREN	TEACH	GRADE 8 SOC STUDIES	GWMS	1.00	12	13	MA+45	88,660			300		88,960	92,340		300			92,640	
VALENTI	LISA	TEACH	ART	RHS	1.00	16	17	MA+45	101,782					102,082	106,292		300			106,592	
VALENTINE	CHRISTA	TEACH	GRADE 1	WILLARD	1.00	18	18	MA+45	112,582				1,600	114,482	113,582		300	1,600		115,482	
VALERE	NEIL	SUPPRT	TECH/MEDIA TECH	BFMS	1.00				51,792					51,792	53,035					53,035	
VALERI	AMANDA	TEACH	LDT-C	RHS	1.00	6	7	MA+45	79,385			300		83,654	82,159				4,108	86,267	
VAN HISE	BRIAN	TEACH	MATH	RHS	1.00	11	12	MA+45	86,010			300		86,310	89,490		300			89,790	
VANDERVELT	DANIELLE	TEACH	GRADE 1	RIDGE	1.00	13	14	BA+30	81,660					81,660	85,585					85,585	
VANHORNE	MARY	TEACH	GRADE 7 MATH	BFMS	1.00	18	18	MA+45	112,582			300		112,882	113,582		300			113,882	
VASI	GILDA	TEACH	SPEC ED SAIL	BFMS	1.00	10	11	MA	76,460					76,460	79,740					79,740	
VASQUEZ	JESSICA	TEACH	PT	DISTRICT	1.00	4	5	DR	79,436					79,436	81,865					81,865	
VELAZQUEZ-WALTERS	MARIA	TEACH	OT	TRAVELL/ORC	1.00	18	18	MA+45	112,582			300	1,500	114,382	113,582		300	1,500		115,382	
VILLOSLADA	SAMANTHA	TEACH	SPEC ED (LLD)	GWMS	1.00	12	13	MA	81,560					81,560	85,240					85,240	
VITALE	ALICIA	TEACH	MUSIC	SOMERVILLE	1.00	2	3	MA	67,288					67,288	68,618					68,618	
VLAJIC-STEVANOVIC	PETRA	TEACH	COMP SCIENCE	GWMS	1.00	8	9	MA+45	81,329			300		81,629	84,390		300			84,690	
VRACHIMIS	PEGGY	TEACH	GRADE 5	TRAVELL	1.00	14	15	MA+30	92,075					92,375	95,185		300			95,485	
WALKER	CHRISTINE	TEACH	GRADE 6 MATH	GWMS	1.00	18	18	MA	102,932					102,932	103,932					103,932	
WALTERS	KAREN	TEACH	SCIENCE	RHS	1.00	14	15	DR	98,155			300		98,455	102,215		300			102,515	
WARD	TRACY	TEACH	KINDERGARTEN	WILLARD	1.00	11	12	BA	71,810					71,810	75,290					75,290	
WATKINS	CHRISTOPHER	TEACH	GRADE 7 SOC STUDIES	GWMS	1.00	13	14	MA+45	91,510					91,510	95,435		300			95,735	
WATSON	TORRANCE	TEACH	PE/HEALTH	BFMS	1.00	14	15	MA	87,505					87,505	91,565					91,565	
WEARLEY	MEREDITH	TEACH	GRADE 8 GUIDANCE	BFMS	1.00	17	18	MA	97,972				6,858	104,830	103,932				7,275	111,207	
WEHMEYER	NICOLE	SEC10	MATH/SCIENCE-Lead SEC	RHS	1.00	4	5	Sec 10 III	39,801					39,801	41,691					41,691	
WEINKAUFF	JENNIFER	SUPPRT	CONF ADMIN ASST TO ASST SUPT	ED CENTER	1.00				57,131					57,131	58,502					58,502	
WEINSTEIN	LAURA	TEACH	MATH	RHS	1.00	12	13	MA+45	88,660			300		88,960	92,340		300			92,640	
WEISS-CHROMECK	COURTNEY	TEACH	LDT-C	GWMS	1.00	3	4	MA+30	71,338				3,567	74,905	73,166				3,658	76,824	
WHYARD	LESLEY	SEC12	GENERAL SECRETARY	RHS	1.00	10	11	Sec 12 IV	52,104					52,104	54,589					54,589	
WIATER	LISA	TEACH	SPEC ED ENGLISH	RHS	1.00	16	17	MA+45	101,782			300		102,082	106,292		300			106,592	
WILLIAMS	JENNIFER	TEACH	Rise 2-3	RIDGE	1.00	9	10	MA	74,225			300		74,525	77,290		300			77,590	

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 20-21	Step 19-20	New Step 20-21	Class 20-21	Salary 19-20	Doct 19-20	Growth 19-20	Long 19-20	Ratio 19-20	Total Salary 19-20	New Salary 20-21	Doct 20-21	Growth 20-21	Long 20-21	Ratio 20-21	Total Salary 20-21
WITHAM	LYNNE	TEACH	GRADE 2	SOMERVILLE	1.00	17	18	MA	97,972					97,972	103,932					103,932
WOHNER	JOHN	TEACH	STEAM/TECHNOLOGY & INNOVATION	RHS	1.00	3	4	BA	60,688					60,688	62,516					62,516
WOLFF	ELLEN	TEACH	GRADE 5	ORCHARD	1.00	16	17	BA+30	91,832			1,500		93,332	95,512			1,500		97,012
WONDRA	THOMAS	TEACH	GRADE 6 SCIENCE	GWMS	1.00	12	13	BA	74,460					74,460	78,140					78,140
WOOD	DANIELLE	ADMN12	SUPV. SP ED	ED CENTER	1.00				144,165					144,165	148,154					148,154
WU	GREGORY	ADMN12	MS ASST. PRINC.	BFMS	1.00				161,529			1,600		163,129	165,518			1,600		167,118
YANKUS	WAYNE	SUPPRT	SCHOOL PHYSICIAN	DISTRICT	N/A				26,000					26,000	26,000					26,000
YANNONE	MEREDITH	TEACH	GRADE ADVISOR	RHS	1.00	18	18	MA	102,932			1,500	8,235	112,667	103,932			1,600	8,315	113,847
YANNONE	MICHAEL	TEACH	SOC STUDIES	RHS	1.00	18	18	MA	102,932			1,500		104,432	103,932			1,500		105,432
YOHANA	JULIA	SEC12	ADMIN ASST IT COORDINATOR	ED CENTER	1.00	9	10	Sec 12 I	56,889					56,889	59,299					59,299
YOOK	HAEJIN	SEC10	CST/GENERAL-EL	ORCHARD	1.00	9	10	Sec 10 IV	42,425					42,425	44,583					44,583
ZAINO	GREGORY	TEACH	SPEC ED - SOCIAL ST	RHS	1.00	10	11	MA+30	80,010		300			80,310	83,290		300			83,590
ZIELINSKI	LAUREN	TEACH	GRADE 6 SOC STUDIES	BFMS	1.00	6	7	MA	72,285					72,285	75,055					75,055
ZILVETTI	SUZANNE	TEACH	GRADE 8 SCIENCE	GWMS	1.00	18	18	MA+45	112,582		300	1,500		114,382	113,582		300	1,500		115,382
ZLOTKIN	AMANDA	TEACH	MUSIC	ORC/SOM/TRAV	1.00	18	18	MA+45	112,582		300			112,882	113,582		300			113,882
ZWICKER	WILLIAM	SUPPRT	UTILITYPERSON	ED CENTER	1.00				47,592					47,592	48,734					48,734
ZYSK	BONNIE	SEC12	ADMIN ASST TO ACCOUNT PAYABLE	ED CENTER	1.00	13	13	Sec 12 II	61,299			1,839		63,138	62,194			1,866		64,060
FLANAGAN	MARION	ITDC	ITDC TEACHER	ITD-C - GLEN	1.00			10M	33,687					33,687						
KONTOS	KATHERINE	ITDC	ITDC TEACHER	ITD-C - GLEN	1.00			10M	33,750					33,750						
KONTOS	LISA	ITDC	DIRECTOR	ITD-C - GLEN	1.00			12M	56,803					56,803						
MIDDLEBROOKS	KATRINA	ITDC	ITDC TEACHER	ITD-C - GLEN	1.00			10M	32,269					32,269						
PISANI	LYNDA	ITDC	ADMIN ASST	ITD-C - GLEN	1.00			11M	37,661					37,661						
VASSALLO	STEPHANIE	ITDC	ITDC TEACHER	ITD-C - GLEN	1.00			10M	34,336					34,336						
SOUTHHEY	DAWN	ITDC	ITDC TEACHER	ITD-C - GLEN	1.00			10M	31,470					31,470						
STEVENS	BARBARA	ITDC	ITDC TEACHER	ITD-C - GLEN	1.00			10M	33,220					33,220						

Leave of Absence 2019-2020 School Year

FISCHER	KACEY	TEACH	GRADE 1	HAWES	1.00	8	8	BA	67,125					67,125	67,955					67,955
NEVINS	LAUREN	TEACH	GRADE 3	TRAVELL	1.00	7	7	MA+30	75,835		300			76,135	78,605		300			78,905

RIDGEWOOD PUBLIC SCHOOLS
Ridgewood, New Jersey

Renewals – 2020-2021 - Nontenured Staff Members

Location	Staff Member	Assignment	Year - Tenure
District	Ariana Bray	Behaviorist	09.01.23
	Christie (Mortara) DeAraujo	Multi-Sensory Reading Instructor/Staff Developer	09.02.21
	Stefanie Spector	Multi-Sensory Teacher	09.06.21
	Jessica Vasquez	Physical Therapist	09.02.21
Glen	Keri Agnello	Preschool Disabilities	03.30.23
	Kristen DeRienzo	Special Education RISe ABA	09.01.23
Hawes	Kathleen Acosta	Learning Disabilities Teacher Consultant	09.02.21
	Brandi Gorman	Special Education	09.02.21
	Leanne Pospischil	Grades 3-5 Self-Contained	09.02.22
	Jessica Roth	Art	09.01.23
	Staci (Ryan) Silverstein	Grade 2	09.02.21
	Melissa Tuffy	Kindergarten	09.02.22
	Orchard	Clare Clark	Special Education	09.02.20
Katherine Fischer		Grade 4	09.02.22
Judith Meany		Kindergarten	09.01.23
Erica Moya		School Nurse	02.25.20
Lindsay Rubin (Orchard/Ridge)		Elementary Guidance Counselor	09.01.23
Hailey (Striano) Gribben		Kindergarten	09.02.20
Ridge	Ashley Barba	Grade 3	09.02.21
	Mary LeBlancq	Grade 4	09.02.21
	Lindsay Rubin (Orchard/Ridge)	Elementary Guidance Counselor	09.01.23
	Victoria Scirebanchitta	Grade 2	09.01.23
	Matthew Tarulli	Grade 5	09.01.23
Somerville	Laura Calandra	Grade 1	09.02.21
	Ross Dembin	Grade 3	09.01.23
	Elizabeth Mariotti	Grade 5	02.13.22
	Alicia Vitale	Music	09.02.22
Travell	Jason Boshart	Grade 3	09.02.21
	Lisa (Ciliberto) Grabinski	School Nurse	02.08.22
	Katie Killby (Travell/Willard)	School Psychologist	12.19.22
Willard	Juliet Carafello	Grade 2	09.02.20
	Katie Killby (Travell/Willard)	School Psychologist	12.19.22
	Maria Neyland	Kindergarten	09.02.21
	Kelsey Parrasch	Grade 4	09.01.23
	Salliann Ran	Grade 3	09.01.23
	Colleen Rockey	Grade 3	09.02.20
	Lindsay Tamuzza	Grade 5	09.02.21
BFMS	Jennifer Ajosa	School Psychologist	02.16.23
	Ryan Crawford	0.40 FTE Adapted Physical Education SAIL	09.01.23
	Nicole (Derise) Giordano	Grade 8 Science	09.01.23
	Antonia de Vegh	0.80 FTE Latin Teacher	11.06.22
	Alyssa Giardina	Grade 8 Science	09.02.21
	Danielle Klion	Special Education	09.02.20
	Kate Krsnak	Grade 6 Science	09.01.23
	Marisa McCann	Grade 6 English	09.01.23

Location	Staff Member	Assignment	Year - Tenure
	Marisa Mahoney	Guidance Counselor	09.01.21
	Jaime Marzocchi	Physical Education/Health	09.02.20
	Lori Morris	Grade 6 Social Studies	11.29.20
	Kelly Skettini	Grade 8 Mathematics	09.02.22
	Gilda Vasi	Learning Disability Special Education SAIL	09.02.20 09.01.22
	Lauren Zielinski	Grade 6 Social Studies	09.02.22
GWMS	Jennifer Ajosa	School Psychologist	02.16.23
	Lisa Alfuso	Guidance Counselor	09.01.23
	Brianna Champy	Special Education	09.02.21
	Ingri Kaplysh	Spanish	09.02.22
	Joseph Lucci (GWMS/RHS)	Latin	09.02.20
	Daniel Luts	English	09.02.20
	Ben Neville	Grade 7 Social Studies	09.01.23
	Erika Tucker	Physical Education/Health	09.02.20
	Courtney Weiss-Chromeck	Learning Disabilities Teacher-Consultant	09.02.22
RHS	Lisette Alvarez	School Psychologist	01.10.21
	Lauren Besser	Social Studies	09.01.23
	Natalie Bray	Family & Consumer Science	09.06.21
	Erik Carollo	English	09.02.21
	Linda Chamesian	Social Studies	09.02.20
	Mary Consol	Physical Education/Health	09.02.22
	Mallory Coyman	Chemistry	09.02.20
	Tara Cuneo	Spanish	09.01.23
	Christal (Delgado) Ojea	Spanish	09.02.21
	Luke Dolby	English (Non-Citizen Standard)	10.02.20
	Jillian Eidschun	Guidance Counselor	09.02.22
	Alejandro Escobar	Special Education Social Studies	09.01.23
	Gary Fink	0.20 FTE Music	09.01.23
	Laura (Schechter) Friedman	Learning Disabilities Teacher-Consultant	09.01.20
	Patricia Galasso	Spanish	09.02.21
	Jessica Gattoni	Mathematics	09.01.23
	Steven Gross	Special Education Science	10.18.21
	Peter Kay	Physical Education	09.02.20
	Michael Kilcullen	Transition Coordinator	09.02.22
	Dana Kneis	Guidance Counselor	09.01.23
	Joseph Lucci (GWMS/RHS)	Latin	09.02.20
	Miles Luo	Biology Teacher	09.02.22
	Christine McGovern	Guidance Counselor	09.01.23
	Allison Mende	Physical Education/Health	09.02.22
	Candace Mitola	Physical Education/Health	09.01.23
	Corrina Moss-Keller	Media Specialist	09.02.21
	Timothy Murtha	Business Education	09.02.22
	Carlin O'Hagan	English	09.02.22
	Joseph Rathgeber	English	09.02.21
	Robert Rinaldi	Physical Education	10.05.20
	Rebecca Turano	Guidance Counselor	12.19.21
	Michael Saulpaugh	Social Studies	09.02.21
	Rachel Streitman	Special Education (Mathematics)	09.02.20
	Amanda Valeri	Learning Disabilities Teacher-Consultant	09.01.21
	John Wohner	STEAM/Technology & Innovation Teacher	09.02.22

Administrators

Location	Administrator	Assignment	Year - Tenure
District	Michelle Fenwick	Director of Special Programs	08.23.23
	Stacie Poelstra	Asst. Supt. (C,I&A)	09.16.20
	Antoinette Kelly	School Business Administrator/Board Secretary	08.28.22
RHS	Daniel Kilday	Supervisor of Wellness/Health and PE	08.08.21

Unaffiliated

Location	Staff Member	Assignment	Year - Tenure
Glen	Monica Algor	Registered Nurse	None
Ed Center	Honor Friberg	Coordinator of Federal Grants & Standardized Testing	None
	Cindy Lora	Behaviorist (K-12)	None
	Erin McGuire	Behaviorist Analyst (K-12)	None

Secretaries

Location	Secretary	Assignment	Year - Tenure
Somerville	Janet Crocamo	Guidance/CST Secretary	11.22.20
Travell	Kimberly James	Administrative Assistant to Principal	12.18.22
Ridge/Willard	Rebecca Burger	General Secretary	09.25.22
GWMS	Lindsey Barclay	CST/Guidance Secretary	08.20.22
RHS	Jennifer Kazmierczak	Admin. Asst. to Asst. Principal	07.25.20
	Janet Crocamo	Guidance/CST Secretary	11.22.20
	Rosanna Griffith	English/Social Studies Lead Sec.	12.19.22
	Nicole Wehmeyer	Math/Science Lead Secretary Sec.	12.19.22
Ed Center	Donna Gathright	Admin. Asst./ Conf. Secy HR	02.20.23
	Pamela Moyer	Admin. Asst./Special Programs	05.24.21
	Jaime Rosado	Admin. Asst./Accounts Payable	05.03.20
	Judith Russo	Admin. Asst. Business Office	07.09.23

Changes of Assignments for the 2020-2021 Salary List					
Staff Member	From Location	To Location	Assignment From	Assignment To	Salary Adjustment
Eileen Devaney	Willard School	Willard School	LDT-C	First Grade Teacher	From: \$119, 561 (\$113,582 + \$300 CP + \$5,679 ratio) Cl. MA+45, St. 18 To: \$113,882 (\$113,582 + \$300 CP) Cl. MA+45, St. 18
Antonia DeVegh	BFMS	BFMS	1.0 FTE Latin Teacher	.80 FTE Latin Teacher	From: \$92,340 Cl. MA+45, St. 18 To: \$73,872 Cl. MA+45, St. 18

Ridgewood Public School District
2019-2020 Budget Analysis
Operating Budget Summary

Estimated Unexpended Budget Funds	2,248,617.80
Estimated Revenue Shortfall	(376,373.52)
Estimated Year End Surplus at 6/30/20	1,872,244.29

Recommended Allocation of Year End Surplus

Excess Surplus for 2021-2022 Budget	650,000.00
Additional Fund Balance budgeted for 20-21	257,000.00
Transfer to Maintenance Reserve	150,000.00
Transfer to Capital Reserve	815,244.29
	1,872,244.29

Account Number	Description	Original Budget	Adjusted Budget	Expended and Encumbered	Estimated Additional Expenses/(Savings)	Funds Available/(Shortage)
Subtotal	Out of District T	6,142,825.00	6,315,893.13	6,242,803.13	-	73,090.00
Subtotal	Attn & Social W	48,890.00	48,890.00	48,859.34	-	30.66
Subtotal	Health Svcs	919,534.50	943,966.13	939,874.17	(49,080.85)	53,172.81
11000216999999999999	Related Services	2,680,408.60	2,569,643.71	2,525,486.86	(126,784.67)	170,941.52
11000217999999999999	Extraordinary Services	2,070,426.40	2,527,809.05	2,448,475.52	6,457.69	72,875.84
11000218999999999999	Guidance Servic	2,571,314.30	2,594,796.89	2,588,294.37	408.97	6,093.55
11000219999999999999	Child Study Tear	3,345,763.84	3,386,794.07	3,386,243.23	270,149.94	(269,599.10)
11000221999999999999	Improvement of Inst Svc	1,748,688.90	1,867,979.24	1,840,778.90	18,728.84	8,471.50
11000222999999999999	Ed Media Svc	1,662,125.70	1,578,918.25	1,521,358.71	(37,739.67)	95,299.21
11000229999999999999	Staff Training	366,068.15	242,720.86	149,770.13	(8,500.00)	101,450.73
11000239999999999999	General Admin	994,447.00	1,147,938.53	1,126,201.32	72,782.86	(51,045.65)
11000249999999999999	School Admin	3,777,528.27	3,751,099.44	3,727,606.77	26,581.67	(3,089.00)

110002519999999999999999	Central Svcs	1,336,444.90	1,399,868.84	1,359,427.57	7,660.04	32,781.23
110002599999999999999999	Admin Info Tech	946,651.66	1,011,975.16	937,725.65	9,923.26	64,326.25
110002619999999999999999	Maintenance	1,337,269.00	1,196,239.85	1,178,128.41	175,267.00	(157,155.56)
110002629999999999999999	Other Oper/Maint	7,784,299.03	8,231,469.04	8,282,029.05	(111,183.69)	60,623.68
110002659999999999999999	Grounds Upkeep	443,407.00	546,120.73	557,975.40	56,500.00	(68,354.67)
110002699999999999999999	Security	366,240.00	358,616.95	296,805.18	(19,136.97)	80,948.74
110002899999999999999999	Transportation	3,673,190.20	3,733,070.69	3,644,994.05	(80,626.29)	168,702.93
110899999999999999999999	Unallocated Benefits	14,793,632.00	13,919,993.20	13,555,472.95	165,092.10	199,428.15
111199999999999999999999	Kindergarten	1,225,637.00	1,225,637.00	1,225,637.00	41,863.33	(41,863.33)
111299999999999999999999	Elementary	11,423,031.00	11,426,405.28	11,426,405.28	(514,377.89)	514,377.89
111399999999999999999999	Middle School	8,662,492.64	8,635,747.08	8,526,426.80	(203,723.74)	313,044.02
111499999999999999999999	High School	10,232,142.40	10,264,469.89	10,261,467.23	(56,280.53)	59,283.19
111899999999999999999999	Home Instructio	18,300.00	28,859.91	26,015.69	-	2,844.22
111999999999999999999999	Regular Undistributed	2,635,136.03	2,523,095.48	2,398,684.99	-	124,410.49

11209999999999999999	LLD and BD Programs	2,146,570.00	2,273,643.18	2,217,031.07	(205,907.91)	262,520.02
11212999999999999999	Multiple Disable	1,510,215.60	1,430,702.28	1,394,129.03	(232,431.98)	269,005.23
11213999999999999999	Resource Room	5,690,725.40	5,314,731.53	5,279,523.62	(22,551.95)	57,759.86
11218999999999999999	Spec Ed Presch	775,133.00	779,943.92	778,137.69	-	1,806.23
11229999999999999999	Spec Ed Home Ir	16,500.00	31,889.49	29,741.14	-	2,148.35
11239999999999999999	Basic Skills Remedial	1,295,856.40	1,295,258.37	1,293,041.99	2,735.00	(518.62)
11399999999999999999	Bilingual Ed	478,928.00	482,467.81	480,948.01	37,262.50	(35,742.70)
11401999999999999999	Cocurricular	411,780.00	424,884.57	394,594.70	-	30,289.87
11404999999999999999	Athletics	996,410.80	1,013,414.94	1,003,203.48	-	10,211.46
11449999999999999999	Summer School	67,627.00	49,894.24	49,894.24	-	-
	Total Fund 11	104,595,639.72	104,574,848.73	103,143,192.67	(776,912.94)	2,208,569.00
	Fund 12 Totals	1,345,837.00	2,032,812.29	1,689,363.95	341,000.00	2,448.34
13422999999999999999	Summer School	283,523.87	340,443.67	330,737.76	185.51	9,520.40
13423999999999999999	Junior Ed Svcs	370,261.52	339,115.36	327,681.54	217.51	11,216.31
13424999999999999999	Driver Ed	77,504.56	74,710.70	77,477.04	86.78	(2,853.12)

Account Number	Description	Anticipated Revenues	Actual Receipts	Estimated Receivables/ (Refunds)	Estimated Actual	Excess Revenues/ (Unrealized Revenues)
10-1210-000-00-000-000	AD VALOREM TAXES	96,014,943.00	74,260,315.00	21,754,628.00	96,014,943.00	-
10-1310-000-00-000-000	TUITION INDIVIDUALS	32,000.00	98,835.44	23,353.03	122,188.47	90,188.47
10-1310-000-01-024-000	TUITION INDIVIDUALS REACH PROG	168,000.00	116,400.00	(1,000.00)	115,400.00	(52,600.00)
10-1320-000-00-000-000	TUITION LEA WITHIN NJ	650,000.00	337,661.09	198,245.29	535,906.38	(114,093.62)
10-1350-422-65-050-000	TUITION RHS SUMMER SCHOOL	75,000.00	73,300.00	-	73,300.00	(1,700.00)
10-1510-000-00-000-000	INTEREST GENERAL FUND ACCOUNT	50,000.00	132,166.94	31,500.00	163,666.94	113,666.94
10-1510-116-00-000-000	INTEREST CAPITAL RESERVE ACCT	80.00	3,437.34	1,700.00	5,137.34	5,057.34
10-1710-000-00-000-000	ADMISSIONS-GATE RECEIPTS	15,000.00	15,991.70	-	15,991.70	991.70
10-1730-000-00-000-000	STUDENT ACTIVITY FEES	250,000.00	234,186.00	(23,000.00)	211,186.00	(38,814.00)
10-1790-000-00-000-000	AP EXAM FEES	-	114,757.00	-	114,757.00	114,757.00
10-1791-000-00-000-000	PSAT EXAM FEES	-	3,904.00	-	3,904.00	3,904.00
10-1793-000-00-000-000	PRE ACT FEES	-	8,692.00	(8,692.00)	-	-
10-1910-000-00-000-000	RENTALS	170,000.00	87,866.37	(4,813.38)	83,052.99	(86,947.01)
10-1910-000-00-000-001	RENTAL SECURITY DEPOSIT	-	5,875.00	(5,785.00)	90.00	90.00
10-1910-153-00-000-000	IT LIAISON ADMIN FEE	-	12.45	-	12.45	12.45
10-1910-153-00-000-049	CUSTODIAL OVERTIME	-	27,055.05	4,945.24	32,000.29	32,000.29
10-1980-000-00-000-000	RFND PRIOR YEAR EXP	40,000.00	22,523.15	-	22,523.15	(17,476.85)
10-1990-000-00-000-000	MISC DUE FROM OTHER FUNDS	270,767.00	-	94,249.00	94,249.00	(176,518.00)
10-1991-000-00-000-000	MISCELLANEOUS REVENUE	129,233.00	61,032.97	-	61,032.97	(68,200.03)
10-1991-000-00-000-045	OT/PT/SPEECH SERVICES	-	2,116.73	-	2,116.73	2,116.73
10-1991-000-00-000-047	BOOK FINES	5,000.00	897.77	-	897.77	(4,102.23)
10-1991-000-00-000-049	CUSTODIAL OVERTIME	20,000.00	4,670.45	-	4,670.45	(15,329.55)
10-1991-143-00-000-000	1:1 AIDES LEAS IN NJ	95,000.00	112,782.02	(1,613.17)	111,168.86	16,168.86
10-1991-422-60-060-000	RCS SUMMER ADVENTURE	500,000.00	392,428.00	-	392,428.00	(107,572.00)
10-1991-423-60-060-000	RCS JUNIOR EDUCATION	150,000.00	378,371.06	-	378,371.06	228,371.06
10-1991-424-60-060-000	RCS DRIVERS EDUCATION	50,000.00	36,775.00	-	36,775.00	(13,225.00)
10-1991-602-60-060-000	RCS ADULT EDUCATION	200,000.00	230,288.00	-	230,288.00	30,288.00
10-1992-143-00-000-000	OT/PT/SPEECH SERVICES LEAS NJ	65,000.00	50,362.82	26,780.24	77,143.06	12,143.06
10-1992-153-00-000-000	OT/PT/SPEECH SERVICES INDIVIDL	-	8,840.00	-	8,840.00	8,840.00
10-3121-000-00-000-000	CATEGORICAL TRANSPORTATION AID	620,535.00	429,892.35	190,642.65	620,535.00	-
10-3131-000-00-000-000	EXTRAORDINARY AID	1,576,345.00	-	1,261,076.00	1,261,076.00	(315,269.00)
10-3132-000-00-000-000	CATEGORICAL SPECIAL EDUCTN AID	2,810,902.00	1,947,328.50	863,573.50	2,810,902.00	-
10-3177-000-00-000-000	CATEGORICAL SECURITY AID	447,742.00	310,184.45	137,557.55	447,742.00	-
10-4210-000-00-000-000	SEMI REVENUE	31,087.00	5,973.66	1,991.22	7,964.88	(23,122.12)
10-6040-XXX-XX-XXX-XXX	Reserve for Prior Years Encumbrances	319,584.00	319,584.00		319,584.00	-
10-6040-XXX-XX-XXX-XXX	Budgeted Fund Balance	1,195,586.00	1,195,586.00		1,195,586.00	-

10-6040-XXX-XX-XXX-XXX	Withdrawal from Capital Reserve	1,300,000.00	1,300,000.00		1,300,000.00	-
10-6040-XXX-XX-XXX-XXX	Withdrawal from Emergency Reserve	300,000.00	300,000.00		300,000.00	-
10-6040-XXX-XX-XXX-XXX	Withdrawal from Maintennace Reserve	200,000.00	200,000.00		200,000.00	-
	Total Operatiing Budget Revenues	107,751,804.00	82,830,092.31	24,545,338.18	107,375,430.49	(376,373.52)

**Ridgewood Public School District
2019-2020 Budget Analysis
Food Service Budget**

Estimated Unexpended Budget Funds	481,247.26
Estimated Revenue Shortfall	(499,346.50)
Estimated Surplus/(Deficit) at 6/30/20	(18,099.24)
Unrestricted Fund Balance at 7/01/19	\$ 161,414.00
Estimated Fund Balance at 6/30/20	\$ 143,314.76

Account Number	Description	Original Anticipated Revenue	Anticipated Revenue	Revenues to Date	Estimate Additional Revenue/(shortfall)	Funds Available/(Shortfall)
61-1510-000-00-000-000	Interest Income	3,000.00	3,000.00	2,894.71	900.00	794.71
61-1620-000-00-000-000	Cafeteria Daily Sales	2,056,289.00	2,423,172.64	1,925,833.47	0.00	(497,339.17)
61-1630-000-00-000-000	Cateteria Special Functions	13,000.00	13,000.00	10,084.41	0.00	(2,915.59)
61-1991-000-00-000-000	Misc Rev.-Restricted	50,000.00	500.00	613.55	0.00	113.55
	Food Service Fund Revenues	2,122,289.00	2,439,672.64	1,939,426.14	900.00	(499,346.50)

**Ridgewood Public School District
2019-2020 Budget Analysis
Infant/Toddler Budget Summary**

Estimated Unexpended Budget Funds	59,414.70
Estimated Revenue Shortfall	(505,931.55)
Estimated Surplus/(Deficit) at 6/30/20	(446,516.85)
Unrestricted Fund Balance at 7/01/19	88,249
Estimated Unrestricted Fund Balance (Deficit) at 6/30/20	(358,267.85)

Account Number	Description	Original Budget	Adjusted Budget	Expended and Encumbered	Estimated Additional Expenses/(Savings)	Funds Available/(Shortage)
62-990-100-101-00-62-060-000	SAL TEACH UNDS INFTOD	198,732.00	198,732.00	198,732.00		0.00
62-990-100-101-00-62-060-001	SAL TEACH TIMECRD INFTOD	23,819.00	23,889.62	23,889.62		0.00
62-990-100-106-00-62-060-001	SAL AIDES TIMECRD INFTOD	427,096.00	435,749.93	435,749.93	(55,519.65)	55,519.65
62-990-100-610-00-62-060-000	SUPL UNDS INFTOD	3,900.00	3,900.00	3,955.31		(55.31)
62-990-200-103-00-62-060-000	SAL PRIN/ASST UNDS INFTOD	56,803.00	56,803.00	56,803.00		0.00
62-990-200-105-00-62-060-000	SAL CLERCL UNDS INFTOD	37,661.00	37,661.00	37,661.00	3,190.60	(3,190.60)
62-990-200-105-00-62-060-001	SAL CLERCL TIMECRD INFTOD	3,335.00	3,335.00	3,335.00	(3,335.00)	3,335.00
62-990-200-220-00-62-060-000	SOC SECURITY UNDS INFTOD	57,000.00	57,000.00	57,000.00		0.00
62-990-200-241-00-62-060-000	PENSN-OTHR-REG UNDS INFTOD	76,000.00	76,000.00	76,000.00		0.00
62-990-200-250-00-62-060-000	UNEMPLOYMENT INFANT TODDLER	2,300.00	2,300.00	2,300.00		0.00
62-990-200-260-00-62-060-000	WORKER'S COMP UNDS INFTOD	3,100.00	3,100.00	3,100.00		0.00
62-990-200-270-00-62-060-000	HEALTH BENS UNDS INFTOD	218,912.00	218,912.00	218,912.00		0.00
62-990-200-441-00-62-060-000	RENTAL-LAND/BLDGS UNDS INFTOD	112,180.00	112,180.00	112,179.36		0.64
62-990-200-490-00-62-060-000	PUR PROP SRV,LEASE UNDS INFTOD	4,570.00	4,570.00	4,393.55		176.45
62-990-200-520-00-62-060-000	INSUR-GEN UNDS INFTOD	5,200.00	5,200.00	5,200.00		0.00
62-990-200-530-00-62-060-000	COMMUNIC/TEL UNDS INFTOD	800.00	800.00	600.00		200.00
62-990-200-610-00-62-060-000	SUPL UNDS INFTOD	8,826.00	8,826.00	5,797.13		3,028.87
62-990-200-890-00-62-060-000	MISC EXP-DUES/RFND UNDS INFTOD	9,800.00	9,800.00	9,400.00		400.00
62998999999999999999	Infant-Toddle Fund	1,250,034.00	1,258,758.55	1,255,007.90	(55,664.05)	59,414.70

Account Number	Description	Original Anticipated Revenues	Adjusted Budget	Expended and Encumbered	Estimated Additional Revenues/(Shortfall)	Excess Revenues/(Shortfall)
62-1310-000-00-000-000	Infant Toddler Tuition Individual Revenues-Infant-Toddler Fund	1,250,034.00 1,250,034.00	1,258,758.55 1,258,758.55	805,327.00 805,327.00	(52,500.00) (52,500.00)	(505,931.55) (505,931.55)

- Professional Development Day – No School for Students
- Opening & Closing Day for Students
- Schools Closed
- Minimum Day
- Schools will be closed per grid below **

August						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
30 Convocation – All Staff Professional Dev.						

Revised
Approved 5/4/20

September						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

2 Labor Day – Schools Closed
 3 Opening Day for Students – minimum day
 29 Rosh Hashanah begins sundown
 30 Rosh Hashanah – Schools Closed

October						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

8 Yom Kippur begins sundown
 9 Observance of Yom Kippur
 14 Professional Development Day (Columbus Day)

November						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

6 Professional Development Day
 7-8 NJEA Convention
 27 Minimum Day
 28-29 Thanksgiving Recess

December						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

10 1st Day of Hanukkah
 23 December Recess – Schools Closed

January						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1 New Year's Day
 20 MLK Day – schools closed

February						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

17-19 February Recess (includes Presidents' Day)

March						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

6-10 April Recess
 12 Easter
 8 1st Day of Passover

May						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

25 Memorial Day - Schools Closed

June						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

17 Last Day of Instruction (Minimum Day Gr K-12)
 17 RHS Graduation
 18 Closing Day for Teachers
 19 Professional Development Day

Days In Session		
	Students	Teachers
	0 - August	1 - August
	19 - September	19 - September
	21 - October	22 - October
	16 - November	17 - November
	15 - December	15 - December
	21 - January	21 - January
	17 - February	17 - February
	22 - March	22 - March
	17 - April	17 - April
	20 - May	20 - May
	13 - June	15 - June
	181	186

**BOARD OF EDUCATION
MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION**

**Ridgewood Public Schools
Bergen County, New Jersey**

May 7, 2020

Due to the Governor's Executive Order 104 citing the CDC's recommendation for cancellation or postponement of gatherings of fifty or more people, the Regular meeting will be held utilizing videoconferencing.

Minutes of the Regular Public Meeting of the Board of Education held on May 7, 2020, at 4:30 p.m., utilizing videoconferencing.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Mr. Jeffrey Merlino, Board Attorney

Visitors:

Not applicable

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

At 4:30 p.m. the public meeting opened.

IV. COMMENTS FROM THE PUBLIC

Ms. Smith Wilson started the meeting by requesting submitted public comments be read.

Michael Yannone, 320 Kenilworth Rd, At Monday's meeting, the Board voted to postpone the removal of the rubberized floor of Gym 3 at the high school. The current floor contains mercury. While the level of mercury is not deemed by the state to be of a level that requires immediate remediation, I am requesting that the Board reconsider and vote to have this floor replaced this summer. Mercury vapor can damage the central nervous system, kidneys, lungs, skin and eyes and is especially harmful to children. Some research indicates that the danger may be more acute for women. This gym is constantly in use and in the Fall is used after school by our girl's gymnastics team. In the winter it is used by our dance and cheer teams as well as the community for basketball practices and games

No level of mercury exposure should be permissible by this Board. Especially when the Board is aware of its presence. With the Board's decision, it appears as if they are putting money ahead of the safety and well-being of students, staff, and the community. Please remediate this gym floor.

Saurabh Dani, 390 Bedford Road, Why is the administration using the taxpayer-funded email system to send out emails with links to a Facebook group, which are promoting and endorsing specific candidates for the board election? I have made the administration aware of this fact in the past and they seem unhinged and keep including those links?

V. MOTION TO GO INTO EXECUTIVE SESSION

Ms. Smith Wilson advised that she had received some questions when notification of today's meeting went out. She explained that the board has two matters to discuss in executive session and one of the matters may require action to be made by the board in public, therefore the meeting was opened in public.

Ms. Smith Wilson made a motion to go into executive session pursuant to NJSA 10:4-12 to discuss matters pertaining to litigation and pupil personnel. The minutes from the closed session will be released when the confidentiality no longer exists. No action on the litigation issue will be taken during the executive session. Action can be taken with regard to pupil personnel in the executive session.

Ms. Brogan seconded the motion to go into executive session.

Mr. Morgan opposed the motion and requested to read a statement.

He began with the explanation that regarding the pupil personnel issue, he has no objection to discuss that part of the agenda in the executive session since it is supported by state law for that topic to be discussed in executive session.

Mr. Morgan added that as it pertains to the second agenda item regarding litigation concerning a settlement proposal by a candidate running for a seat for the Board of Education in next week's election. This settlement proposal was not sought by the

board and originated from the candidate's attorney. Based on reading of the lawsuit, knowledge of the facts and advice of attorneys, the board opposed the lawsuit and argued that sought materials did not exist .

In mid-March at a hearing in Hackensack the judge asked for additional information that was properly supplied. To date the judge has not issued an opinion on the lawsuit, when the opinion has been filed the board will have an opportunity to appeal.

There may be certain points that will require appellate court attention, serious questions remain about the future of this case.

In this type of litigation the OPRA law permits the plaintiff's attorneys to request the district to pay their legal fees, if the board is found to be in violation of the law.

The district has not been ordered to pay these fees at this time. It is far from certain if fees will be awarded in the legal process. The board has been approached by the candidate's attorney, on behalf of his client, that the proposed OPRA claims be dismissed if the district agrees to pay the candidate's attorney fees of \$6,674.65, even before a decision has been made by the court. This offer was intended to make sure the candidate does not have pending litigation against the board which would disqualify the candidate from taking a seat on the board.

State regulations prevent board members from suing the board that they serve on. Since the litigation is directly related to a candidate in next week's election, Mr. Morgan believes it should be discussed in public session since the board cannot take any action in executive session regarding litigation and would need to discuss the issue in public session again.

He believes that there is no reason to go to an interim step to go into a confidential session. The public has an interest in hearing from its representatives and how it decides to spend Ridgewood's limited resources.

For these reasons Mr. Morgan opposed going into the executive session to discuss litigation and made a motion to amend the original motion.

Mr. Kaufman seconded the amended motion.

Ms. Brogan confirmed that she seconded the original motion made by Ms. Smith Wilson and added that she believes that litigation is a subject to go into executive session, but requested to hear the opinion of the board attorney.

Mr. Merlino replied that litigation is a permissible reason for executive session, it is one of the nine opportunities to go into a private session that is not with the public. Since

there was an original motion and a second to the motion, he advised that a roll call vote would need to be taken on the amended motion.

The following roll call vote was taken on the amended motion:

AYES: Mr. Kaufman, Mr. Morgan

NAYS: Mr. Mahmoud, Ms. Brogan, Ms. Smith Wilson

Ms. Smith Wilson advised that the board would leave the public meeting and go into executive session.

VI. RECONVENED PUBLIC MEETING

At 6:05 Ms. Smith Wilson made a motion to reconvene the public meeting.

Ms. Brogan seconded the motion.

Present:

Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Mr. Jeffrey Merlino, Board Attorney

Ms. Wilson stated that no action will be taken at this time.

VIII. COMMENTS FROM THE PUBLIC

There were no additional comments submitted.

IX. ADJOURNMENT

At 6:08 p.m., on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Board Secretary

**BOARD OF EDUCATION
Ridgewood, New Jersey**

**May 18, 2020
Videoconference**

**Regular Public Meeting
7:00 p.m.**

**Minutes

Due to the Governor's Executive Order 104 citing the CDC's recommendation for cancellation or postponement of gatherings of fifty or more people, the Regular meeting was held utilizing videoconferencing.

Minutes of the Regular Public Meeting of the Board of Education held on May 18, 2020, at 7:00 p.m., utilizing videoconferencing.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Laurence Fine, Student Representative

Visitors:

Not applicable

At 6:30pm Ms. Smith Wilson made a motion to go into executive session pursuant to NJSA 10: 4-12 to discuss matters pertaining to litigation and personnel. The minutes from the closed session will be released when the confidentiality no longer exists.

Mr. Kaufman seconded the motion

Ms. Brogan advised she was not going to participate in the litigation part of the Executive Session.

Mr. Morgan stated that he believes the litigation part of the executive session agenda should be discussed in public, since it involves a candidate for the Board of Education. He stated that he will vote no on the litigation part of the agenda and yes on the Personnel matter.

Mr. Morgan made a motion to amend Ms. Wilson's motion. Executive session closed hearing

for Personnel and public session for the litigation.

No second motion was made by a Board member, the motion failed.

The following roll call vote was taken on Ms. Wilson's original motion to go into Executive Session:

AYES: Ms. Brogan will attend the Executive session for the Personnel discussion, but will leave during the litigation discussion, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYS: none

Ms. Smith Wilson advised that the board would leave the public meeting and go into executive session.

At 7:05pm the board reconvened.

Ms. Smith Wilson stated pursuant to NJSA 10: 4-12 the Ridgewood Board of Education has been meeting to discuss matters pertaining to legal and personnel. The minutes from the closed session will be released when the confidentiality no longer exists. Ms. Smith Wilson asked for a roll call.

Present:

Ms. Jennie Smith Wilson, President; Mr. James Morgan, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Muhammad Mahmoud

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Smith Wilson led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Smith Wilson announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings

At 7:06 p.m. the public meeting opened.

IV. PRESENTATIONS

A. K-5 MATH CURRICULUM STUDY

Jeannie O'Neill, supervisor of elementary education, presented the findings and recommendations of the K-5 Math Curriculum Study. Ms. O'Neill provided an overview of the research process, which is conducted in the first year of the study and includes an evaluation of current issues and trends, a comparison of methods to comparable surrounding school districts, an examination of popular math programs, and a review of surveys.

She thanked the math curriculum team for their work during the year and the curriculum writing that will take place over the summer.

Next, Ms. O'Neill explained the focus of the district's elementary math program, which stresses collaboration, the application of concepts, and an emphasis on self-reflection. When presenting student data, she explained that each of our elementary schools scored at least 30 points above the state average, and district scores have remained consistent for the past three years.

An analysis of the New Jersey Student Learning Assessment (NJSLA) data for grades 3-5 during the years 2017-2019 indicates that our scores have risen in comparison to the state average. Ms. O'Neill described community perceptions of the program based on 553 parent/guardian responses to the survey, indicating that 84% of parents surveyed feel their child enjoys his or her math experience. She pointed out that attitudes toward math can affect overall achievement in math. Eighty-two percent of the teachers surveyed feel the current math program is effective, and they appreciate the opportunities for students to talk and write about their math knowledge.

Ms. O'Neill presented recommendations for the program, which included flexible professional development opportunities for teachers, investigation of supplies and manipulatives for the classroom, increased parent communication, redesigned performance assessments, and a streamlined language component.

Ms. Brogan asked what the qualifying questions are.

Ms. O'Neill replied that those are practice questions that are not counted.

Ms. Brogan questioned that for a long time parents have asked for enhanced activities for students who they perceive to be very good in math, what do they look like, or are you still researching those?

Ms. O'Neill replied that we are doing both, our format has problem based activities with performance based tasks and some more fluency activities for students. We also have a lot more research to do and there are some good things in store.

Ms. Smith Wilson asked a question regarding the remote learning lag that parents have been concerned about. She understands that it is something we are looking at across the entire curriculum, but was asking if we will be giving parents advice for how they can help in advance of the summer, or will we wait to evaluate in the fall?

Ms. O'Neill explained that there are committees that have been created and are developing ideas and methods on how to measure the possible lag. We will measure at

the end of the year and then measure again in September and set benchmarks from there and progress according to the knowledge base that exists in September.

Ms. Poelstra thanked Ms. O'Neill, the team of teachers who dug into the math curriculum and the people who participated in the surveys. She stated that priorities were made based on a lot of data received and she appreciates everyone's efforts on the math study.

Mr. Mahmoud added that in the future maybe they can survey teachers in the higher grades.

Ms. O'Neill advised that yes they have been involved including Mr. O'Donnell who is the math supervisor.

The presentation can be found on the district website:
Our District - Board Presentations- 2019-2020 School Year.

B. RESOLUTION OF APPRECIATION FOR OUTGOING STUDENT REP

Dr. Fishbein read the following resolution of appreciation for the outgoing student representative, Laurence Fine.

It is recommended that the Board approve the following resolution of appreciation in honor of Laurence Fine.

WHEREAS, Laurence has served as the student representative to the Board of Education during the 2019-2020 school year; and

WHEREAS, It has been his responsibility to voice the student perspective to the Board at their public meetings and he has been diligent and conscientious in attending the Board of Education meetings; and

WHEREAS, Laurence has conducted himself with poise and courtesy while listening attentively to many lengthy discussions pertaining to the governance of the school district; and

WHEREAS, Laurence has presented thoughtful and informative reports to the Board of Education on issues and events at the high school; and

WHEREAS, Laurence is a member of the student government, Model UN and is on the cross country and track and field teams and

WHEREAS, Laurence is the founder and leader of Students Demand Action, Bergen County, an organization with the mission of ending gun violence, and

WHEREAS, Laurence has led a high school voter registration campaign to empower student voices, registering almost 600 voters in Bergen County high schools, and

WHEREAS, Laurence, one of 30 chosen students from across the country, served as a US Senate student page last summer, and

WHEREAS, Laurence is recognized and appreciated for his genuine interest in the democratic process and his recognition of the importance of students as stakeholders in the district; and

WHEREAS Laurence's passion for this process elevated the role of the student representative on the Board, therefore, be it

RESOLVED, That the members of the Ridgewood Board of Education express their gratitude and appreciation to Laurence Fine for his service to the student body and the Board of Education and send him their best wishes for success in all future endeavors; and be it further

RESOLVED, That this resolution be entered into the official minutes of the Board of Education meeting held on the 18th day of May, 2020.

Dr. Fishbein thanked Laurence for his service and participation in the Board of Education meetings.

The Board members echoed the sentiments of Dr. Fishbein and thanked Laurence for his lively participation and contributions to discussions.

C. INTRODUCTION OF NEW STUDENT REPRESENTATIVE

- Zoe Kovac

Laurence introduced the incoming student representative to the Board of Education, Zoe Kovac. Zoe is currently a sophomore at Ridgewood High School, where she is involved in speech and debate, as well as the Democrat's Club, Students Demand Action, and other activities.

Zoe stated that she has a lot of respect for Laurence and when she entered the High School struggled to find clubs and people who have the same interest as she does and thanked him for introducing him to this position.

Dr. Fishbein welcomed Zoe and advised that school is the priority and she can feel free to leave a meeting if it runs late.

D. RESOLUTION HONORING JENNIE SMITH WILSON

Whereas, Jennie Smith Wilson has served as a trustee of the Ridgewood Board of Education for four and a half years of service to the community, the staff, the administration, and most importantly, the students of the Ridgewood Public Schools; and

Whereas, Jennie Smith Wilson served with distinction as President of the Ridgewood Board of Education during the 2019-2020 and the second half of the 2018-2019 school years.

Whereas, during her tenure on the Board, Jennie Smith Wilson was a member of the Communications, Curriculum, Fields, Green Ridgewood, Finance, Facilities, Negotiations, and Technology committees.

Whereas, Jennie Smith Wilson served as Liaison to Federated Home and School Association and the Garden State Coalition of Schools, Delegate and alternate Delegate to New Jersey School Boards Association, as well as Delegate to the Bergen County School Boards Association; and

Whereas, as Jennie Smith Wilson completes her tenure and leaves her formal services to our schools, we express the hope that she will continue to remember us, visit us, and share with us, whenever possible, her experience and knowledge; and

Whereas, the Board and district are proud of the accomplishments the district has made during her tenure, Jennie Smith Wilson has earned a heartfelt thank you and goodbye, and the Board and district wish her well in her future endeavors; now, therefore, be it

Resolved, that this resolution be entered into the official minutes of the Board of Education meeting held on the 18th day of May, 2020.

Dr. Fishbein read the resolution honoring Jennie Smith Wilson and thanked her for her service and leadership of the Board of Education. He understands it has been challenging but hopes it was rewarding.

Ms. Smith Wilson shared that it has been an incredible honor to serve on the Ridgewood Board of Education and to work with the outstanding administrative team that leads our school district.

Ms. Kelly thanked Ms. Smith Wilson for her leadership and support and has enjoyed working with her on numerous committees.

E. RESOLUTION HONORING JAMES MORGAN

Whereas, James Morgan has served as a trustee of the Ridgewood Board of Education for eight years of service to the community, the staff, the administration, and most importantly, the students of the Ridgewood Public Schools; and

Whereas, James Morgan served with distinction as Vice President of the Ridgewood Board of Education during the 2019-2020, 2018-2019, and the 2017-2018 school years.

Whereas, during his tenure on the Board, James Morgan was a member of the Policy, Finance, Facilities, Ridgewood Education Foundation, Parks and Recreation, and Negotiations committees

Whereas, James Morgan served as liaison to the Garden State Coalition of Schools, and

Whereas, as James Morgan completes his tenure and leaves his formal services to our schools, we express the hope that he will continue to remember us, visit us, and share with us, whenever possible, his experience and knowledge; and

Whereas, the Board and district are proud of the accomplishments the district has made during his tenure, James Morgan has earned a heartfelt thank you and goodbye, and the Board and district wish him well in his future endeavors; now, therefore, be it

Resolved, that this resolution be entered into the official minutes of the Board of Education meeting held on the 18th day of May, 2020.

Dr. Fishbein thanked Mr. Morgan for his service and leadership. His hope is that his experience has been rewarding.

Mr. Morgan summarized his experience over the past eight years, highlighting that he has been most proud that the Board has kept the tax increase to 2% or less, which he said is unique among boards of education in the area. He also noted improvements to financial reporting and oversight during this time, as well as work with the food service vendor to increase the lunch program's profitability which contributes to the capital resources.

Mr. Morgan thanked the administrators and the staff, recognizing the extraordinary leadership of Dr. Fishbein and the creative and committed teachers. He thanked the Village of Ridgewood for trusting him with this incredible responsibility during the last eight years.

F. RESOLUTION HONORING MUHAMMAD MAHMOUD

Whereas, Muhammad Mahmoud has served as a trustee of the Ridgewood Board of Education for eight months of service to the community, the staff, the administration, and most importantly, the students of the Ridgewood Public Schools; and

Whereas, Muhammad Mahmoud served with distinction as a board trustee of the Ridgewood Board of Education during the 2019-2020 school year.

Whereas, during his tenure on the Board, Muhammad Mahmoud was a member of the Finance and Facilities committees.

Whereas, as Muhammad Mahmoud completes his tenure and leaves his formal services to our schools, we express the hope that he will continue to remember us, visit us, and share with us, whenever possible, his experience and knowledge; and

Whereas, the Board and district are proud of the accomplishments the district has made

during his tenure, Muhammad Mahmoud has earned a heartfelt thank you and goodbye, and the Board and district wish him well in his future endeavors; now, therefore, be it

Resolved, that this resolution be entered into the official minutes of the Board of Education meeting held on the 18th day of May, 2020

Dr. Fishbein read the resolution honoring Muhammad Mahmoud and thanked him for his service and for stepping forward when there was an opening.

Mr. Mahmoud said that as a newcomer to town and a new board member, he is very proud to have children in the district. He recognized the administrative team for their professionalism, as well as the other board members for the service. Mr. Mahmoud also said that Ms. Smith Wilson has done a phenomenal job leading the Board and offers a huge thanks to everyone.

Ms. Brogan added that it has been an honor serving with all three members and although they have not agreed on all topics all the time, they have respected each other. Being a member of the Board is not an easy job, but it is very rewarding. She added that it is the best volunteer service we can do in the community.

Mr. Kaufman added that this is a thankless job and it is nice to feel appreciated. Although the board members have not always agreed on every topic, he knows that all three of the members leaving always think about their decisions before making them, and he added that he will sorely miss the members.

G. QSAC

- Dr. Fishbein

Dr. Fishbein presented the New Jersey Quality Single Accountability Continuum (QSAC) rating from the state, which indicates that Ridgewood has been designated as a high performing district. The district underwent the QSAC process in the 2018-2019 school year. Dr. Fishbein volunteered the district to undergo the review again in 2019-2020 to help balance the number of districts reviewed annually by the county.

For fiscal management, governance, and personnel, the district received a perfect score of 100%.

In the area of instruction and program, a score of 92% was awarded, which is a great score. Points were deducted when a subgroup did not meet testing standards.

The operations score was 98%; the points that were deducted resulted from an NJSMART report that was not acknowledged as being submitted on time.

Dr. Fishbein expressed that everyone should be honored for being designated as a high performing district because this is a team effort.

The presentation can be found on the Ridgewood Public School Website :

Our District - Board Presentations- 2019-2020 School Year.

Ms. Brogan congratulated everyone and added that there are many rules that go into compiling the QSAC work.

V. COMMITTEE OF THE WHOLE REPORTS

- Finance
 - April Financial Reports

Ms. Kelly reviewed the April financial reports.

There were no questions regarding the transfer reports,

Ms. Kelly added that cash on hand as of today is 12.8 million, the district has received the tax payment on Friday and all tax payments are now up to date. June 1 will be the last payment for the school year.

Dr. Fishbein explained the process regarding the failed budget vote. The district has submitted the required documentation to the Village Council. A tentative meeting has been scheduled with the Village Council for Thursday, May 21 at 5:30 p.m. By that time, the new Board of Education will have been sworn in so that they can be involved in that discussion.

At the May 27 reorganization meeting, a public swearing-in ceremony will take place for the three new board members.

Mr. Morgan asked if we have gotten word on what the state aid will be for next year?

Dr. Fishbein confirmed we have not, but should hear something during the summer. By August 21, the governor will make a statement. Usually in February we have never seen a reduction, we usually know our state aide by February. This year it will hopefully be in August but most likely August or September since the legislature has to pass their budget.

Dr. Fishbein anticipates cuts in state aid.

Ms. Kelly added that the state has changed their fiscal year to end in September.

Dr. Fishbein explained the process regarding the failed budget vote. We have submitted documentation to the village council. A tentative meeting has been scheduled with the Village Council for Thursday, May 21 at 5:30 p.m. By that time, the new Board of Education will have been sworn in so that they can be involved in that discussion. At the May 27 reorganization meeting, a public swearing-in ceremony will take place for the three new board members.

Dr. Fishbein confirmed that the budget is due to the State on June 9.

Mr. Morgan commented that he believes during the negotiations meeting with the Village

Council, the council can make suggestions if they want to reduce the property tax, they cannot instruct us, but the next board will have to decide if they want to accept their recommendations. However, if they cannot come to an agreement does that go to Trenton?

Dr. Fishbein answered it goes to the County Superintendent.

Mr. Morgan added that in 2010, when Governor Christie campaigned against local budgets we reached an agreement with the Village Council pretty quickly with a small \$100,000 cut. He urged the village council and the new Board to tread carefully, since the only certain thing is that there is no certainty on what will happen during the next school year. We have talked about the classrooms that were designed for 20 plus children over 50 years ago and they make a significant challenge to accommodate social distancing. Parents are genuinely concerned about the potential for unique childhood infections for the new syndrome that has been identified with covid-19. If the current classrooms cannot be made adequate to meet the new guidelines, there may be additional costs there. Ridgewood could go to split sessions which would also be expensive. This is coupled with the cut in State aid, the defeated school budget assumed that full amount would be paid.

The state is facing a huge reduction in sales and income tax. The pandemic response has caused the state a lot of money, it would be prudent that the Council and Board keep the numbers where they are. Since we have a second problem closer to home, the recession can impact the village to collect property tax. There may be a funding issue with the Village, looking forward to the fall the property tax collection may be a problem. Any cut in the budget may be regretted. School budgets can be allocated but we cannot restore taxes once they are cut, it could dramatically impact our schools.

VI. COMMENTS FROM THE PUBLIC

Michael Yannone, 320 Kenilworth Road, I would like to thank Mr. Morgan, Ms. Smith-Wilson, and Mr. Mahmoud for their service with the Ridgewood Board of Education. While I might not have agreed on every decision, I never faltered in my belief that the three of you held a strong commitment to the betterment of the Ridgewood Public School System. I thank you for the long and thankless hours that this commitment required of you. I wish you the best and trust that you will continue to be staunch advocates for our great schools.

Deidre, Byrnes, 360 Westfield Ave, On May 12, the YWCA sent a notice stating that Ridgewood picked another vendor for Before and After Care programs. After sending a concerned email to Dr. Fishbein, it was clear that no parent input was sought in making this decision and that the long relationship with a local provider, the YWCA, was not taken into account. Further, parents have received NO communication from the BOE or the schools. Please address the following:

What is BOE going to do to ensure continuity for our children with a new vendor starting this year?

What will BOE do to ensure parent input in the selection of vendors with which our children can spend upwards of 6 hours a day with?

Does this vendor offer similar LOCAL programs for vacation day and summer camps, which the YWCA does? Was this taken into account?

How will BOE work with this vendor, and others, to ensure social distancing moving forward?

Will BOE be releasing an annual Request for Proposals for Before and After Care?

When will BOE be sending communication to parents about this switch?

If asked about my experience with the YWCA over the last 2 years, I would have shared that they always had games and activities for the kids. The staff was engaged, positive, and energetic. For the last 2 years at Travell, there was a long waiting list for kids who wanted to join the program, but it would fill up every year. It felt like they tried their best to become an integral part of the school experience.

Dr. Fishbein answered that a letter will go out shortly to the parents that will introduce them to the new vendor. This was an open public process for other vendors to submit proposals. We looked at their client based, meaning their school districts that employ them since we could not access their parents within their programs.

They will do the vacation days, the summer camps will be up to them, but the Y will also continue to offer those programs. Our main concern was the vacation days and before/after school care.

WE will work with the vendor and they will be required to ensure any social distancing requirements, if schools open for instruction in September.

Our release of proposals and bids are done publicly, they are advertised in the newspaper and they are posted on our website.

Ms. Kelly added that the evaluation report is on our website, the proposals are not posted on the website but anyone who would like a copy can request one from the Business Office. Also on our website is the link to the vendor including the welcome letter. The principals were asked to distribute the letter to their school communities, if they have not done that already, it will go out shortly.

Mary Micale, 239 Heights Rd, I'd like to thank Muhammad Mahmoud for his service on the BOE. Your willingness to step in and approach issues with an open mind, intelligence, and practical insight has been of benefit to this community.

I'd like to thank Jim Morgan for his service on the BOE. Jim -- you remain unafraid to state your mind and tackle hard issues. You never stopped working for what you believe is in the best interests of the schools and the community, even when it made you unpopular. Thank you for standing up and doing the hard work of a public servant for so long. Your selfless dedication to our community is very much appreciated!

Finally, I'd like to thank Jennie Smith Wilson for her tireless efforts on behalf of our schools. Jennie -- you approached your tenure on the BOE with one simple agenda: to do what is best for our schools and by extension, our entire community. From day 1 on this board, you dove in headfirst, learning everything you could. You have approached fiscal challenges, ever-changing educational and governmental standards, infrastructure issues and

opportunities for growth and improvement with equal parts intelligence, pragmatism and creativity. You consistently approach your colleagues on the Board, Ridgewood educators, administrators, and staff with respect, and you face the community with optimism and grace. Thank you for all you have done. Our schools and our community are better for your efforts.

Stacey Loscalzo, 174 N. Pleasant Ave., I want to express my family's thanks to Ms. Wilson, Mr. Morgan, and Mr. Mahmoud for their service. I really wish that we could all be together for their last meeting so that they could see how grateful our community is to them.

Mr. Mahmoud- in your short time on the board you asked important questions and brought about meaningful change. I am disappointed that you will not be able to continue and it is my hope that we see you on the board of ed again in the future.

Mr. Morgan- I so appreciate all the time and work you did to ensure an amazing school experience for all Ridgewood children. Your wisdom will be missed.

And Ms. Wilson- How incredibly lucky our community and our children especially were to have you on the board of ed. You always took the time to listen to me and others and took our feedback into consideration when making important decisions. I am so sad to see you leave your seat and want you to know how much we all appreciated all the work you have done for us over the years.

Lynn Benson, 117 John St. Taking note that this is Ms. Smith Wilson's, Mr. Mahmoud's and Mr. Morgan's last BOE meeting, I'd like to take a moment and thank them for the great deal of time, dedication and energy they have given to our community. Although I may not have always agreed with all their positions on various matters, I have a great deal of appreciation and respect for them and their service. In particular, I'd like to thank Ms. Smith Wilson who I feel went above and beyond. In addition to her commitment to elevating academic achievements, she has also been a true champion for our district's social-emotional learning initiatives, including safety and well-being. Plus - over the years, she has been super accessible, approachable, and has shown on numerous levels how deeply devoted she's been to strengthen and support our district. Thank you!

Dear Board of Ed,

In addition to the email I sent you regarding Gym 3 at RHS, I also feel compelled to submit this through public comment. I am a parent of two RHS students and asking the Board to please reconsider the decision with regards to the rubberized floor in Gym 3. Now more than ever - safety, health and wellness must be prioritized. When listening online to the previous Board of Ed meeting, I was struck by the comments of Mr. Yannone and wholeheartedly agree with the concerns regarding Gym 3 and the need to have it replaced THIS SUMMER. Although the current mercury vapor levels don't require immediate remediation per the state, the levels will obviously only get worse which is deeply concerning. To add to this, I believe the levels were checked last spring, yet mercury levels could easily be higher in the summer. Our gyms don't have AC, and fans don't adequately offer the ventilation which can be helpful. This worsens the concerns of mercury vapors. Students and staff are utilizing this gym during parts of the summer and the gym is extremely hot and muggy during the month of September as well. Even without the hotter weather concerns, students and staff spend a great deal of time in that gym.

Some may argue that the gym won't likely be used for sports/activities this school year due to

this pandemic; however, the reality is, the gym space will be extremely beneficial and even necessary to help provide needed additional class space to enable social distancing. As our district continues to elevate and prioritize safety, health and wellness, please re-visit the concerns of Gym 3 and replace the gym floor this summer.

Anne Loving, 342 South Irving Street, Some students receive food subsidies. What compensation is being provided for these individuals during homeschooling?

Dr. Fishbein answered that we have been providing lunches for these students and we continued to do it during april break which normally does not happen. We will continue to provide lunches through the end of June, which normally ends when school finishes. We regularly check in with all families who qualify to see if they would like to continue and to the families who did not initially participate if they would like to start.

Laura McKenna, 861 Bingham Road, Last week, Dr. Fishbein said he did not know how much time students were spending in live online classes per week. Is there a plan to survey parents and students to find out this information?

Dr. Fishbein answered that there is a plan to survey parents, the older students and the staff.

Laura McKenna, 861 Bingham Road, have any decisions been made regarding summer school to make up for the lack of education this spring?

Dr. Fishbein answered that the extended school year will be offered for the students who qualify. We are also looking at the enrichment programs. We have not received any guidance from the state regarding extended school year. At this point, we will have extended school year sessions remotely since we have to plan. These are some of our most vulnerable students and it is important for the students and parents to know what we will do this summer so that they can make their plans.

As said earlier, we will evaluate the students early in the school year to see what gaps may have occurred and make sure we have a plan in place based on that assessment. If needed to catch students up by the end of 2021.

Zoe Kovac asked if the survey will go out only to older students.

Dr. Fishbein replied that it is going to grades 6-12 students, but all parents K-12.

VII. CONSENT ITEMS

Dr. Fishbein presented Consent Items A - Attendance at Conferences, B - Administration, C - Curriculum & Instruction, D - Human Resources and E - Finance, for approval.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**.

B. ADMINISTRATION

i. **Approval: Continuation of Position of Student Representative to the Board**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the continuation of the position of student representative to the Board under the terms and conditions contained in Policy 0143.2, Pupil Representative to the Board of Education, as shown on **Attachment B**. The original proposal was approved on May 16, 1977. It is recommended that the student may leave at 10:00 p.m.

ii. **Resolution Opposing Senate Bill 2392/Assembly Bill 3969. Legislation Affecting Transmission of Property Tax Revenue to School Districts**

WHEREAS, Senate Bill 2392 and Assembly Bill 3969, currently pending in the state Legislature, would authorize the Department of Community Affairs to permit municipalities to delay or alter the transmission of property tax revenue to school districts during gubernatorial-declared emergencies; and

WHEREAS, New Jersey's public schools are highly dependent on property tax revenue to support education programs; and

WHEREAS, on average, local property taxes constitute close to 60% of public school revenue, with the percentage even greater in a significant number of districts; and

WHEREAS, delaying or altering the transmission of property tax revenue from municipalities would result in a financial crisis for school districts, seriously disrupting the educational process; and

WHEREAS, although public school buildings are closed during the current health emergency, the education of our students is taking place through remote instruction and, therefore, continued timely transmission of all property tax revenue due to the school district is critical for the educational process to continue without interruption; and

WHEREAS, under our state's current structure, municipalities are designated as the authorities to collect property taxes, but those taxes are levied for specific purposes—e.g., municipal, school, county, fire district—and these obligations must continue to be met; and

WHEREAS, municipal governing bodies are empowered under current law to borrow in order to ensure that full payments to school districts are made;

WHEREAS, the Ridgewood Board of Education recognizes the impact of the current public health emergency on the state and local governments, as well as local school districts, but believes that this legislation would only worsen the situation for our communities; and

WHEREAS, while S-2392/A-3969 would require a municipality to pay a percentage of the revenue due to a school district based on consultation between the state Departments of Community Affairs and Education, the amount of taxes collected at the time and the financial condition of the municipality and school district, it does not address subsequent payment to the school district to make up the full shortfall amount; and

WHEREAS, as currently written, S-2392/A-3969, which is designed to ease a financial burden on municipalities, would place a severe strain on school districts and the students and families that they serve.

NOW, THEREFORE, BE IT RESOLVED that the Ridgewood Board of Education urges the State Legislature and Governor to oppose S-2392/A-3969; and be it further

RESOLVED, that this resolution be delivered to Governor Philip D. Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin, and the 40th Legislative District's representatives in the state Senate and General Assembly; and be it further

RESOLVED, that a copy of this resolution be forwarded to the New Jersey School Boards Association.

iii. **Approval: Revised 2019-2020 Board Meeting Schedule**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revised 2019-2020 Board Meeting Schedule, as listed on **Attachment C**.

iv. **Approval: Updated Ridgewood Public Health-Related School Closure Preparedness Plan**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the updated Ridgewood Public Health-Related School Closure Preparedness Plan.

The Plan is posted on the homepage of the Ridgewood Public School Website <https://www.ridgewood.k12.nj.us/>

The Board has received background information.

C. CURRICULUM & INSTRUCTION

- i. **Approval: Field Trips**
None at this time

D. HUMAN RESOURCES

i. **Approval: 2021-2022 Holiday Calendar for 12-Month Employees**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2021-2022 Holiday Calendar for 12-Month Employees, as listed on **Attachment D**.

ii. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, if required.

Administrator

ROSS, Brian – Principal (tenure track), Travell School, effective July 18, 2020, or as soon after as possible, through June 30, 2021, pending verification of employment as outlined by Chapter 5.

Mr. Ross's credentials are as follows:

- Principal, J. Spencer Smith School (K-5), Tenafly, NJ – 2016 to Present
- K-12 English Language Arts Supervisor, Tenafly, NJ – 2012-2016
- Ramsey High School: Teacher of English, Ramsey, NJ – 2005-2012
- Arthur L Johnson High School: Teacher of English, Clark, NJ – 2002-2005
- Bernard Hodes Group: Advertising Account Executive, Saddle Brook, NJ

Education:

- Seton Hall University, South Orange, New Jersey, Masters of Art Degree, Major: Education Leadership – 2007-2009
- William Paterson University, Wayne, New Jersey, Masters of Art Degree, Major: English – 2004-2007
- Rutgers College, New Brunswick, New Jersey, Bachelor of Art Degree, Major: English – 1995-1999

Possesses the following New Jersey Standard Certificates:

- Superintendent
- Principal
- Supervisor
- Teacher of English

Account# 11-000-240-103-00-06-019-000

Teachers

BARBA, Allison – School Psychologist (tenure track), George Washington Middle School, effective September 1, 2020 through June 24, 2021. Ms. Barba possesses an NJDOE Standard Certificate as a School Psychologist.

Account# 11-000-219-104-00-09-019-000

CATTANI, Paige – Kindergarten Teacher (tenure track), Travell School, effective September 1, 2020 through June 24, 2021. Ms. Cattani possesses an NJDOE Provisional Certificate as an Elementary School Teacher in Grades K-6. Ms. Cattani will be enrolled into the NJDOE Provisional Teacher Program.

Account# 11-110-100-101-11-06-019-000

FONTANA, Elisabeth – Art Teacher (tenure track), Benjamin Franklin Middle School, effective September 1, 2020 through June 24, 2021. Ms. Fontana possesses an NJDOE Standard Certificate as a Teacher of Art.

Account# 11-130-100-101-04-08-019-000

GOLDBERG, Sarah – Learning Disabilities Teacher-Consultant (tenure track), Hawes School, effective September 1, 2020 through June 24, 2021. Ms. Goldberg possesses an NJDOE Standard Certificate as a Learning Disabilities Teacher-Consultant, Elementary School Teacher, and Teacher of Students with Disabilities.

Account# 11-000-219-104-00-02-019-000

KOROPCHAK, Sabrina – First Grade Teacher (tenure track), Somerville School, effective September 1, 2020 through June 24, 2021. Ms. Koropchak possesses an NJDOE Provisional Certificate as an Elementary School Teacher in Grades K-6. Ms. Koropchak will be enrolled into the NJDOE Provisional Teacher Program.

Account# 11-120-100-101-09-05-019-000

LIM, Christina – Leave of Absence Replacement Third Grade Teacher (non-tenure track), Travell School, effective September 1, 2020 through June 24, 2021 pending verification of employment as outlined by Chapter 5. Ms. Lim possesses an NJDOE Standard Certificate as an Elementary School Teacher in Grades K-5.

Account# 11-120-100-101-09-06-019-000

THURLOW, Patrick - Social Studies Teacher (tenure track), Ridgewood High School, effective September 1, 2020 through June 24, 2021. Mr. Thurlow possesses an NJDOE Standard Certificate as a Teacher of Social Studies.

Account# 11-140-100-101-05-10-019-000

VAN TREUREN, Ryan – Science Teacher (tenure track), Ridgewood High School, effective September 1, 2020 through June 24, 2021 pending verification of employment as outlined by Chapter 5. Mr. Van Treuren is pending issuance of a Certificate of Eligibility with Advance Standing as a Teacher of Physics. Mr. Van Treuren will be enrolled into the NJDOE Provisional Teacher Program.

Account# 11-140-100-101-02-10-019-000

Revision: Spring 2020 Coaching Assignments, approved by the Board at its meeting on October 7, 2019

Assistant Boys Track Coach

Remove: **TBD**

Replace: **Torrance Watson**

Account# 11-402-100-101-00-10-034-001

iii. Change of Assignment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignment, as listed below

BAILEY, David – **from** Guidance Counselor, Ridgewood High School, **to** Assistant Principal, George Washington Middle School, July 1, 2020 through June 30, 2021.

Mr. Bailey's credentials are as follows:

- Guidance Counselor, Ridgewood High School – October 2010 to Present

Education:

- Montclair University, Masters of Art, Major: Educational Leadership - 2016
- Montclair University, Masters of Art, Major: School Counseling – 2010
- Penn State University, Bachelors of Art, Major: Psychology – 2007

Possesses the following New Jersey Certificates:

- Certificate of Eligibility as a Principal
- Standard Certificate as a Director of School Counseling Services
- Standard Certificate as a School Counselor

Account# 11-000-240-103-00-09-019-000 (\$102,400)

Account# 11-130-100-101-02-09-019-000 (\$12,800)

Account# 11-130-100-101-03-09-019-000 (\$12,800)

iv. Leave of Absences

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

Revision: EMPLOYEE # 6558 – Special Education Teacher, George Washington Middle School, **from** effective June 15, 2020 through June 24, 2020; and September 1, 2020 through December 14, 2020, with a reinstatement date of December 15, 2020, approved by the Board at its meeting on March 2, 2020, **to** effective September 1, 2020 through December 14, 2020 with a reinstatement date of December 15, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

STOLARZ, Nicole – Kindergarten Teacher, Ridge School, effective September 1, 2020 through June 24, 2021, with a reinstatement date of September 1, 2021, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

v. Supplemental Pay Beyond Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Residency Officer Services for Shared Service Agreement with Oradell

- **Michael Reinke**, not to exceed 16.50 hours, at an hourly rate of \$30.00 (\$495).

Account# 11-000-266-104-00-20-020-001

Ridge School**Cambodia Club**

- **Michele Coppola**, not to exceed 10 hours, at an hourly rate of \$40.17 (\$401.70).
- **Karen Feder**, not to exceed 10 hours, at an hourly rate \$17.16 (\$171.60).

Account# 11-401-100-101-00-04-004-001

Somerville School**Debate Club**

- **Kathryn Bielicky** and **Elizabeth Mariotti**, each at a total stipend of \$450.

Account# 11-401-100-101-00-05-005-001 (\$200)

Account# 20-025-100-101-00-05-005-002 (\$88.10)

Account# 20-030-100-101-00-05-005-003 (\$161.90)

Travell School**IEP Instruction**

- **Melissa Finucane**, not to exceed 8 hours, at an hourly rate of \$60.02 (\$480.16).

Account# 11-120-100-101-00-06-006-001

Ridgewood High School

Revision: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year, approved by the Board at its meeting on September 23, 2019

Winter Color Guard

- **Jennifer Sanchez**, **from** \$1,282 stipend **to** \$2,563 stipend.

Account# 11-401-100-101-00-10-010-001

E. FINANCE**Dr. Fishbein****i. Acceptance of Restricted Donations:**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year, to be used as indicated.

Donor	Amount	Use	Account Number
Ridgewood High School Class of 2022 Student Activity Account	\$696.45	To be used for the payment of chaperone timecards for the sophomore semi-formal	20-030-100-101-00-10-010-017 (\$642.72) 20-030-200-220-00-10-010-017 (\$53.73)
Somerville Student Activity Account	\$175.44	To be used for club stipend	20-030-100-101-00-05-005-003 (\$161.90) 20-030-200-220-00-05-005-003 (\$13.54)
Somerville HSA	\$1,150.00	To be used for fifth grade graduation signs	20-025-100-610-05-005-004
Willard Student Activity Account	\$683.35	To be used for Willard Chess Club timecards	20-030-100-101-00-07-007-006 (\$630.63) 20-030-200-220-00-07-007-006 (\$52.72)
Willard Student Activity Account	\$316.95	To be used for Willard Geology Club timecards	20-030-100-101-00-07-007-003 (\$292.50) 20-030-200-220-00-07-007-003 (\$24.45)

ii. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **April 2020** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

iii. Approval: Secretary's Line Item Certification

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the Report of the Secretary for the month of **April 2020**,

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of

the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and Be it Further Resolved, in compliance with N.J.A.C. 6:20-A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20-2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

The Board has received background information.

iv. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of **April 2020**; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

Mr. Morgan moved approval of Consent Items A - Attendance at Conferences, B-Administration, C - Curriculum & Instruction, D- Human Resources, and E - Finance.

Mr. Kaufman seconded the motion.

The motion to approve Consent Items A - Attendance at Conferences, B - Administration, C - Curriculum & Instruction, D - Human Resources and E - Finance, carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Ms. Smith Wison, Mr. Morgan,

NAYS: None

Ms. Smith Wilson read the donations into record and thanked the responsible parties.

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
May 7	Columbia Bank On-Line	097924-097961	593,849.41	C. Kaufman
May 13	Columbia Bank On-Line	097962-097983	131,558.33	C. Kaufman
May 12	Payroll	P30624	3,194,428.02	C. Kaufman
April 6	Electronic Transfers	R30612-30613; R30616-30617	694,582.63	C. Kaufman
April 30	Electronic Transfers	C30619-30620	24,384.48	C. Kaufman
April 30	Electronic Transfers	F30618; F30623	15,933.22	C. Kaufman
May 5	Electronic Transfer	H30571	1,162,611.74	C. Kaufman
May 5	Electronic Transfer	R30570	5,512.23	C. Kaufman
May 11	Electronic Transfers	R30614-30615	34,941.00	C. Kaufman
May 13	Food Service	620196	6,039.82	C. Kaufman
May 5	Columbia Bank Void Check	097242	(550.00)	C. Kaufman
May 12	Columbia Bank Void Check	R30612	(622.06)	C. Kaufman

TOTAL			5,862,668.82	
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Mr. Kaufman moved approval of all bills reviewed by him between April 6 and May 13.

Ms. Brogan seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Mahmoud, Mr. Morgan, Ms. Smith Wilson

NAYES: none

VII. BOARD MEMBER ANNOUNCEMENTS

There were none.

VIII. BOARD COMMITTEE REPORTS

There were none.

IX. COMMENTS FROM THE PUBLIC

There were no additional comments from the public

X. DISCUSSION ITEMS

Ms. Smith Wilson noted that a public discussion regarding the Executive Session litigation matter must take place. She advised that two board members recused themselves from the executive session discussion due to a conflict. The board discussed the next steps with regards to the recent litigation matter.

Mr. Mahmoud proposed a motion to appeal the current court case and continue to fight it in court and not settle.

Mr. Kaufman seconded the motion.

The motion was carried by the following roll call vote:

Ms. Brogan and Mr. Morgan recused.

AYES: Mr. Kaufman, Mr. Mahmoud, Ms. Smith Wilson

NAYES: none

Ms. Smith Wilson questioned if there should be discussion regarding the Gym floor as per the public comment suggestion.

Dr. Fishbein added that he will allow for discussion regarding the gym floor at the next

public meeting when we have the bids.

XI. ACCEPTANCE OF MINUTES

- May 4, 2020 Regular Public Meeting
- May 4, 2020 Executive Session Meeting
- May 7, 2020 Regular Public Meeting
- May 7, 2020 Executive Session Meeting

Ms. Brogan moved the Acceptance of Minutes. Mr. Morgan seconded the motion, which was unanimously approved.

XII. OTHER BUSINESS

There was none.

XV. ADJOURNMENT

At 8:26pm, on a motion made by Ms. Smith Wilson, seconded by Ms. Brogan unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Business Administrator/Board Secretary

2019 – 2020 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Mark Syvret	AP Capstone Summer Institute Teacher Training Virtual session from Fordham University, NY August 3-7	Professional Development	\$ 1175.00	0
Patricia Hans	AP Capstone Summer Institute Teacher Training Virtual session from Fordham University, NY August 3-7	Professional Development	\$ 1175.00	0
Sandra Kunzle	AP Capstone Summer Institute Teacher Training Virtual session from Fordham University, NY August 3-7	Professional Development	\$ 1175.00	0
Stacy Casatelli	AP Capstone Summer Institute Teacher Training Virtual session from Fordham University, NY August 3-7	Professional Development	\$ 1175.00	0

The total cost for these conferences is \$4,700.00. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2019-20 will be \$145,112.00 leaving a balance of \$46,120.

The total cost of substitutes for these conferences is \$0. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2019-20 will be \$20,700.

0143.2 PUPIL REPRESENTATIVES TO THE BOARD OF EDUCATION

The Board recognizes that pupils are the primary reason for the existence of the school district. It considers the experience gained by pupils in the district to be a valued source for improving the operation of the school district. The Board is also desirous of furthering the experience of pupils in the governance process and providing opportunities for pupils to contribute to the future direction of the school district. To this end, the Board authorizes the appointment of one pupil representative to the Board.

Term

Pupil representatives to the Board shall serve a term of one year.

Each pupil representative shall be appointed by the High School Principal.

Appointment shall occur at least four weeks prior to the organizational meeting of the Board.

Pupil representatives shall attend all public meetings of the Board and shall be entitled to speak at the discretion of the Board President on all matters before the Board except as may be prohibited by New Jersey Statute or Code. Pupil representatives shall not be entitled to vote. All confidential information obtained by virtue of membership shall be held as such by pupil representatives. Pupil representatives shall be held to the same code of ethics as elected and appointed members of the Board.

Duties and Responsibilities

Pupil representatives:

1. Attend all public Board meetings.
2. Shall be excluded from executive sessions of the Board.
3. Represent the views of the student body.
4. Suggest through appropriate channels Board agenda items.
5. Participate in Board discussions and deliberations at the discretion of the Board President.

6. Serve on Board committees and attend committee meetings at the discretion of the Committee Chairperson.
7. Shall be excluded from sensitive and confidential discussions and communications (e.g. matters involving personnel, grievances, negotiations, litigation, real property purchase and other sensitive matters).
8. Receive all Board public agendas.
9. May attend the Board orientation sponsored by the New Jersey School Boards Association.
10. Perform such duties as determined by the Board President in consultation with the Superintendent.

Pupil representatives are expected to adhere to all bylaws, policies and regulations of the Board in their role. The Board in no way relinquishes any of its authority, powers, prerogatives or responsibilities but rather adds to its membership a non-voting pupil representative(s) for the mutual benefit of the Board, student body, and the school district.

Adopted: 7 December 2009

OFFICIAL NOTICE
Schedule of the Public Meetings
for the Village of Ridgewood Board of Education
July 2019 – June 2020

Pursuant to the requirements of the Open Public Meetings Act, Chapter 231, P.L. 1975, notice is hereby given of the schedule of Public Meetings of the Ridgewood Board of Education to be held from July 2019 through June 2020. All meetings will be held on Mondays at **7:00 p.m.** unless otherwise noted.

Executive Sessions will be held before the scheduled Regular Public Meetings at 6:00 pm or 6:30 pm if necessary. If needed, hearings related to Harassment, Intimidation, and Bullying will be held at these Executive Sessions and no action will be taken at these meetings.

	July 29, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
	August 26, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
	September 9, 2019 *5:00 p.m. start time	Regular Public Meeting	Education Center
	September 23, 2019	Regular Public Meeting	Education Center
	October 7, 2019	Regular Public Meeting	Education Center
	November 4, 2019	Regular Public Meeting	Education Center
	November 18, 2019	Regular Public Meeting	Education Center
	December 2, 2019	Regular Public Meeting	Education Center
	December 16, 2019	Regular Public Meeting	Education Center
	January 6, 2020	Regular Public Meeting	Education Center
	January 27, 2020	Regular Public Meeting	Education Center
	February 10, 2020	Regular Public Meeting	Education Center
	February 24, 2020	Regular Public Meeting	Education Center
	March 2, 2020	Regular Public Meeting	Education Center
Cancel	March 16, 2020	Regular Public Meeting	Education Center
Add	March 23, 2020	Regular Public Meeting & Public Hearing for Budget	Education Center
	April 13, 2020	Regular Public Meeting	Videoconference
	April 21, 2020	Regular Public Meeting	Videoconference
Cancel	April 27, 2020	Regular Public Meeting	Education Center
	May 4, 2020	Regular Public Meeting	Videoconference
	May 18, 2020	Regular Public Meeting	Videoconference
Add	May 27, 2020 *5:00 pm start time	Reorganization Meeting	Videoconference
	June 1, 2020	Regular Public Meeting	Videoconferencing
	June 29, 2020 *5:00 p.m. start time	Regular Public Meeting	Education Center

2021-2022 Holiday Calendar

12 Month Employees

Monday, July 5th, 2021	Independence Day (observed)
Monday, September 6, 2021	Labor Day
Tuesday, September 7, 2021	Rosh Hashanah
Thursday, September 16, 2021	Yom Kippur
Thursday, November 4, 2021	NJEA Convention
Friday, November 5, 2021	NJEA Convention
Wednesday, November 24, 2021	Minimum Day - Education Center closes at 1:30 pm
Thursday, November 25, 2021	Thanksgiving Day
Friday, November 26, 2021	Thanksgiving Recess
Thursday, December 23, 2021	Minimum Day - Education Center closes at 1:30 pm
Friday, December 24, 2021	Christmas Eve
Monday, December 27, 2021	Christmas Day (alternate)
Thursday, December 30, 2021	New Year's Day (alternate)
Friday, December 31, 2021	New Year's Eve
Monday, January 17, 2022	Martin Luther King Jr. Day
Monday, February 1, 2022	Lunar New Year
Monday, February 21, 2022	President's Day
Friday, April 15, 2022	Good Friday
Monday, May 30, 2022	Memorial Day

**BOARD OF EDUCATION
Ridgewood, New Jersey**

**May 27, 2020
Videoconference**

**Reorganization Meeting
5:00 p.m.**

Minutes

*** * * * ***

Due to the Governor's Executive Order 104 citing the CDC's recommendation for cancellation or postponement of gatherings of fifty or more people, the Regular meeting was held utilizing videoconferencing.

Minutes of the Reorganization Public Meeting of the Board of Education held on May 27, 2020, at 5:00 p.m., utilizing videoconferencing

The meeting was called to order by Ms. Antoinette Kelly, Business Administrator.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Sheila Brogan, Mr. Saurabh Dani, Mr. Christopher Kaufman, Ms. Hyunju Kwak, Mr. Michael Lembo

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources

Absent: None

Visitors: Not applicable

I. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kelly led those present in the Pledge of Allegiance.

II. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kelly announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings

At 5:00pm the public meeting opened.

III. OFFICIAL SCHOOL BUDGET ELECTION RESULTS

Ms. Kelly read the results of the school election into record.

Budget Question

Yes: 1,877

No: 2,004

Total Votes Cast: 3,881

IV. OFFICIAL RESULTS OF SCHOOL ELECTION**Candidates for Board - Three Year Term**

- Saurabh Dani : 2,973
- Michael Lembo : 3,919
- Dan Creed: 2,385

Candidates for Board - Unexpired One Year Term

- HyunJu Kwak : 2,780
- Muhammad Mahmoud : 2,002

Results pending final certification.

V. SWEARING IN OF ELECTED BOARD MEMBERS

- Saurabh Dani
- Michael Lembo
- HyunJu Kwak

Ms. Kelly administered the Oath of Office to newly elected Board members Saurabh Dani, HyunJu Kwak, and Michael Lembo in alphabetical order.

ROLL CALL**Present:**

Ms. Sheila Brogan, Mr. Saurabh Dani, Mr. Christopher Kaufman, Ms. Hyunju Kwak, Mr. Michael Lembo

Absent: None

VI. NOMINATIONS AND ELECTION OF BOARD PRESIDENT

Ms. Kelly asked for any nominations for Board President.

Ms. Kwak nominated Mr. Michael Lembo for Board president.

Mr. Kaufman nominated Ms. Sheila Brogan for Board President.

Nominations were closed.

Ms. Kelly began a roll call vote for Mr. Lembo:

Ms. Brogan explained that this is very difficult and believes that at this time, experience

makes a difference. She believes that Mr. Lembo is ready to lead, but her vote is no at this point in time.

Mr. Dani voted yes. He added that he has known Mr. Lembo during the last few months during the campaign the people of RIDgewood had a vote of support for Mr. Lembo. He had a landslide win and appreciates the way that he will lead.

Mr. Kaufman agrees with Mr. Dani, he believes that Mr. Lembo will be a great leader in the future, but with the current trying times he believes that Ms. Brogan's experience is what we need right now. Mr. Lembo will make a phenomenal vice president leading up to his role as president in the future. He voted no for the moment.

Ms. Kwak voted yes, she added that Mr. Lembo has the mandate of the people. Has experience in terms of budgeting and we need someone who can look at the budget with a fresh perspective. He has her resounding support.

Mr. Lembo said that he appreciates all the comments from both sides. His vote is yes. He feels that the experience of the entire board is going to help him. He humbly accepted the votes from the people and looks forward to working with Dr. Fishbein and the team.

Mr. Lembo was elected Board President by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo

Nays: Ms. Brogan, Mr. Kaufman

IX. NOMINATIONS AND ELECTIONS OF VICE PRESIDENT

Ms. Kelly asked for nominations for Vice President.

Mr. Dani nominated Ms. Hyunju Kwak for Vice President.

Mr. Kaufman nominated Ms. Sheila Brogan for Vice President.

Ms. Kelly began a roll call vote for Ms. Kwak:

Ms. Brogan stated that this is very difficult and believes that experience should be considered. She added that she has enjoyed working with Ms. Kwak on the committee, and believes that she is very gifted. Ms. Brogan's vote is no.

Mr. Dani voted yes, he has worked with Ms. Kwak and has full confidence in her abilities. He stated that Ms. Brogan does have more experience and hopes to get her mentorship and guidance while on the board.

Mr. Kaufman believes that everyone on the board is very qualified and appreciates what Ms. Kwak brings to the table. He added that it's not just about the budget and the community, but it is about the students and believes that someone who has been on the

board for so long deserves a position of authority to a certain extent. His vote is no at this time.

Ms. Kwak added that she respects Ms. Brogan and has learned a lot while serving on the committee with her, she added that she is offering to be part of the effort to provide the best education for every student in the village. It is an honor to be on the board and can serve the village in this capacity. Ms. Kwak voted yes.

Mr. Lembo stated that this is a board of five members and each one can come together and be a great board. He added that Ms. Kwak brings a lot of experience and knowledge and looks forward to working with her. Ms. Bogan also has a lot of experience and knowledge that can be used by the board.

Nominations were closed and Ms. Kwak was elected Vice President by the following roll-call vote:

AYES: Mr. Dani, Mr. Lembo, Ms. Kwak

NAYES: Ms. Brogan, Mr. Kaufman

Mr. Lembo assumed the chair and thanked his colleagues for their confidence in him. He reiterated that this is a board of five and each one has an important voice. He added that he has big shoes to fill, but knows that he is more than capable to do that. To the residents he said that he knows that our lives are in a different place than a few months ago, he has been tasked to guide this board through an extraordinary time into the unknown. He knows that many have demanded change and he assures everyone that positive changes are coming. He wants to remind everyone that our schools are great and that he only wants the best for our children and providing them with the best possible education. Serving the community is the highest honor for him and the road ahead will be difficult. He is confident that because of the great other 4 people on the board, the excellent administrative staff with Dr. Fishbein, the students, teachers and parents will succeed. He quoted "with public sentiment nothing can fail but without it nothing can succeed." He looks forward to getting down to business.

Ms. Kwak thanked everyone for the opportunity and added that she is eager to work with the whole board and the administration. It is an honor and privilege for the chance to help out.

XII. COMMENTS FROM THE PUBLIC

Ms. Kelly read the comments submitted by the public:

Laura McKenna, 861 Bingham Road, When we will be able to directly ask questions or make comments to the school board? I would be happy to use a phone, if your IT department is unable to find a solution using modern technology. At the minimum, I

would like to have my comments read to the school board, just as I have written them. The public has the right to participate in these proceedings with as few filters as possible.

Dr. Fishbein answered there are plans to have phone in comments at the next meeting.

With a six-month break from the classroom, experts are predicting a COVID slide not just with academics, but with behaviors. Students with special needs and young children might not be able to return to the classroom, after such a long break, without major remediation. What is your plan for that?

Dr. Fishbein answered that upon returning to the classroom we will begin assessing students to identify where they are and make plans to catch them up.

Mary Micale, 239 Heights Road, Congratulations to Mr. Dani, Ms. Kwak and Mr. Lembo on your election to the BOE, and thank you for stepping up to serve your community. I am confident that each of you brings the best of intentions to the position and it is my hope that you are able to work constructively with our fantastic administration to serve our schools and allow them to continue to provide Ridgewood students with an excellent education.

Laurie Weber, 235 South Irving Street, Congratulations to our three new Board of Education trustees, Ms. Kwak, Mr. Dani, and Mr. Lembo. They certainly hit the ground running, already participating in a joint meeting with the Village Council regarding the failed school budget.

I question the inclusion of many items on tonight's Consent Agenda that should include the input of our new trustees.

I also request that the board consider using the same video conferencing method used by the Village Council at the recent joint meeting with the Board of Education. They seem to have found a secure way to run the meeting smoothly while allowing the public to participate and speak for themselves during the public comment portions of the meeting.

No further comments.

XIII. CONSENT ITEMS

Mr. Dani requested to make a motion to remove the following items from the Consent Items and requested to vote for them separately.

A. Administration:

- i. Adoption: Current Board Policy Manual
- iv. Approval: Appointment of Architect
- v. Appointment of Auditor
- vi. Appointment of General Board Counsel
- vii. Appointment of Bond Counsel
- viii. Appointment of Special Education Counsel
- ix. Appointment of Conflict Special Education Counsel
- x. Appointment of Financial Advisor
- xi. Appointment of Continuing Disclosure Agent and Independent Registered Municipal Advisor of Record for the 2020-2021 School Year

B. Finance:

- vi. Authorization for the Superintendent of Schools to Make Budgetary Line-Item Transfers
- viii. Authorization for the Business Administrator/Board Secretary to Award Bids During the Summer
- xii. Approval of RAMM Environmental Services as Right-to-Know Consultant, xiii. Approval of ERMNJ as Environmental Consultant
- xvi. Approval: Renewal of Contract for Facility Energy Management System
- xvii. Approval: Renewal of Contract with Edvocate Associates for Monitoring Services Related to the Custodial, Maintenance, Grounds, Management, Landscaping, Snow Plowing and Snow Removal Services Contract
- xix. Approval: Renewal of Agreement for Refuse and Recycling Removal Services Agreement
- xx. Approval of Renewal Agreement with Pomptonian Food Service for the 2020-2021 School Year

Ms. Brogan added that it may be helpful to go a little slower when reviewing the items tonight and go through the different sections for the benefit of the new board members. Since they may have some questions regarding why items are on the agenda and by law what we have to do.

Ms. Kwak added that there are a lot of the consent items and we do not have to go through each one, she wants to just vote for the items without additional discussion, except for the items that were excluded.

Dr. Fishbein asked if the board would like to move the consent items, except the ones that Mr. Dani removed, vote on them and then discuss the items that were pulled out.

The board members agreed.

Dr. Fishbein presented for consideration the area of A. Administration, except for the items that were pulled out for separate discussion.

Mr. Lembo moved approval of those Administration items.

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Board members read the NJSBA Code of Ethics into record.

Dr. Fishbein asked the board to sign the code of ethics and return them to Ms. Kelly.

Dr. Fishbein presented for consideration B. Curriculum & Instruction.

Ms. Brogan moved approval.

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration C. Human Resources for approval.

Mr. Dani moved approval.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration D. Finance excluding the items that were removed.

Ms. Dani moved approval.

Ms. Kwak seconded the motion, followed by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Ms. Kwak requested to move to table the items that were removed until the next meeting because she requested additional supporting documents. She said she has not had a chance to review everything in detail and does not feel comfortable discussing or voting at this time.

Mr. Lembo asked if there were additional documents that were needed.

Ms. Kelly answered that the board has received all of the documents and there are no additional documents that need to be provided at this time. She understands if further review is required by the board.

Conversation ensued regarding the time that will be required to review the materials.

Ms. Kwak added that on June 1 she may make a motion to table the items again if they have not had enough time to review.

Mr. Dani added that on June 1 he may request that RFP's be considered for the items that were removed from the Consent Items. He said he wants to understand all of the items before he can vote.

Ms. Brogan suggested that questions can be submitted in advance to allow the Administration an opportunity to provide answers.

Ms. Kwak motioned to table all agenda items excluded from the consent agenda and Mr. Kaufman seconded, followed by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Ms. Brogan asked if it is a possibility to move the August 24 meeting to August 31. Ms. Kwak could not answer and wants to check her calendar and will vote on it at the next meeting.

A. ADMINISTRATION

ii. **Adoption: NJSBA Code of Ethics**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the adoption of the NJSBA Code of Ethics as listed on **Attachment A**.

iii. **Approval: Designation of Official Newspapers**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves The Record and The Ridgewood News as official newspapers for all legal advertisements and notices for the 2020-2021 school year.

xii. **Approval: Continuation of Insurance Broker of Record for Property/Casualty Insurance and Risk Manager**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the continuation of The Burton Agency, Westwood, NJ, to be the insurance broker of record for property/casualty insurance and risk manager for the period July 1, 2020 through June 30, 2021.

xiii. **Appointment of Board Secretary**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of Antoinette Kelly as Secretary to the Ridgewood Board of Education for the period July 1, 2020 through June 30, 2021.

xiv. Approval: Appointment of Qualified Purchasing Agent

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of Antoinette Kelly as the Qualified Purchasing Agent for the Ridgewood Public Schools, effective July 1, 2020 through June 30, 2021 in accordance with N.J.A.C. 5:35-5 et. seq.

xv. Appointment of Public Agency Compliance Officer

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Board Secretary as the Public Agency Compliance Officer for the period July 1, 2020 through June 30, 2021.

xvi. Appointment of Treasurer of School Monies

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of Angelo DeSimone as Treasurer of School Monies at a rate of \$5,000 for the 2020-2021 school year. There is no increase from the 2019-20 school year.

xvii. Approval: Open Public Meetings Act

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Open Public Meetings Act as follows:

Section 1. Except as provided in Section 7b of the Act, all meetings of the Board shall be open to the public at all times

Section 2. At every Regular Public Meeting, the public may actively participate during the time or times designated for that purpose in Order of Business and the Board might take formal action.

Section 3. At every meeting, the public may participate or be heard subject to the rules outlined in Policy #0162 of the Board, as shown on **Attachment C**.

Section 4. All public meetings, as set forth in the Annual Meeting Schedule below, shall be held in the designated location as indicated below. All meetings will be held on Mondays at 7:00 p.m., unless noted.

Official action may be taken at any public meeting to hold an executive session to handle matters which by law may be discussed in closed session. Such matters include negotiations, personnel, security, real estate, litigation, investments, residency hearings, and Harassment, Intimidation, and Bullying hearings.

The Board may take action in public session at any meeting scheduled as a public meeting for executive session.

Public comments are permitted at the beginning of the meeting and just prior to adjournment. At the discretion of the presiding officer, public comments may be

permitted at other times.

All Regular Public Meetings will be aired live on television, Optimum Channel 77 and FIOS Channel 33, and streamed via the “Link in Live” tab on the district website at www.ridgewood.k12.nj.us

Executive Sessions will be held before the scheduled Regular Public Meetings at 5:30 p.m., 6:00 p.m., or 6:30 p.m. if necessary. *Based upon updates made to the Governor’s Executive Order 104 citing the CDC’s recommendations for cancellation or postponement of public gatherings, the Regular Public Meetings may be held utilizing videoconferencing or at the Education Center.*

June 1, 2020	Regular Public Meeting	Videoconference
June 29, 2020	Regular Public Meeting	Videoconference/Ed Center
*6:00 p.m. start time		
July 27, 2020	Regular Public Meeting	Videoconference/Ed Center
*6:00 p.m. start time		
August 24, 2020	Regular Public Meeting	Videoconference/Ed Center
*6:00 p.m. start time		
September 14, 2020	Regular Public Meeting	Videoconference/Ed Center
October 5, 2020	Regular Public Meeting	Videoconference/Ed Center
October 19, 2020	Regular Public Meeting	Videoconference/Ed Center
November 2, 2020	Regular Public Meeting	Videoconference/Ed Center
November 16, 2020	Regular Public Meeting	Videoconference/Ed Center
December 7, 2020	Regular Public Meeting	Videoconference/Ed Center
December 21, 2020	Regular Public Meeting	Videoconference/Ed Center
January 11, 2021	Regular Public Meeting	Videoconference/Ed Center
January 25, 2021	Regular Public Meeting	Videoconference/Ed Center
February 8, 2021	Regular Public Meeting	Videoconference/Ed Center
February 22, 2021	Regular Public Meeting	Videoconference/Ed Center
March 8, 2021	Regular Public Meeting	Videoconference/Ed Center
March 22, 2021	Regular Public Meeting	Videoconference/Ed Center
April 12, 2021	Regular Public Meeting	Videoconference/Ed Center
April 26, 2021	Regular Public Meeting	Videoconference/Ed Center
May 10, 2021	Regular Public Meeting	Videoconference/Ed Center
May 24, 2021	Regular Public Meeting & Reorganization Meeting	Videoconference/Ed Center
June 14, 2021	Regular Public Meeting	Videoconference/Ed Center
June 28, 2021	Regular Public Meeting	Videoconference/Ed Center
*5:00 pm start time		

Section 5. Within 7 days following the adoption of this resolution and any

revising or modifying resolution,

- a. A copy shall be filed with the Ridgewood Public Library.
- b. A copy shall be mailed to The Record and The Ridgewood News
- c. A copy shall be filed with the Village Clerk of the Village of Ridgewood.

xvii. Approval: District Organization Chart

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the District Organization Chart as listed on **Attachment D**.

xviii. Appointment: Affirmative Action Officer

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Superintendent of Schools as the Affirmative Action Officer for the Ridgewood Public Schools for the 2020-2021 school year.

xix. Appointment: Equal Education Officers

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Equal Education Officers for the Ridgewood Public Schools for the 2020-2021 school year, as follows:

- Shauna Stovell, elementary schools
- Gregory Wu, middle schools
- Meredith Yannone, high school

xx. Appointment: Title II ADA/Section 504 Coordinator

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Director of Special Programs as the Title II ADA/Section 504 Coordinator for the Ridgewood Public Schools for the 2020-2021 school year.

xxi. Appointment: Homeless Children Liaison

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Director of Special Programs as the Homeless Children Liaison for the Ridgewood Public Schools for the 2020-2021 school year.

xxii. Appointments: Civil Rights Coordinators for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Coordinators for the 2020- 2021 school year, as listed below:

- Title IX: Manager of Human Resources
- Title IX – Student Athletic Issues: Athletic Director
- Title IX – Student Curricular Issues: Director of Special Programs
- Employee Disabilities Issues (Americans with Disabilities Act): Manager of Human Resources

- xxiii. Appointment: AHERA Coordinator**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the AHERA Coordinator for the 2020-2021 school year.
- xxiv. Appointment: Chemical Hygiene Officer**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Supervisor of Science as the Chemical Hygiene Officer for the 2020-2021 school year.
- xxv. Appointment: Custodian of Records**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Business Administrator/Board Secretary and the Manager of Human Resources as Custodians of Records for the Ridgewood Public Schools for the 2020-2021 school year.
- xxvi. Appointment: Data Coordinator**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of Georgia Abrunzo as the Data Coordinator for the 2020-2021 school year.
- xxvii. Appointment: Indoor Air Quality Designee**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the Indoor Air Quality Designee for the 2020-2021 school year.
- xxviii. Appointment: Integrated Pest Management Coordinator**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the Integrated Pest Management Coordinator for the 2020-2021 school year.
- xxix. Appointment: Right to Know Officer**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the Right to Know Officer for the 2020-2021 school year.
- xxx. Appointment: School Safety Specialists**
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Superintendent of Schools and the School Safety Security Officer as the School Safety Specialists for the 2020-2021 school year.

xxxi. Appointment: Substance Awareness Coordinator

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Supervisor of Wellness as the Substance Awareness Coordinator for the 2020- 2021 school year.

xxxii. Appointment: Toxic Hazard Preparedness Officer

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the Toxic Hazard Preparedness Officer for the 2020-2021 school year.

xxxiii. Approval: Authorization for the Superintendent to Hire Employees During the Summer Months

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the authorization for the Superintendent to hire employees during the summer months with the approval of two Board members.

B. CURRICULUM & INSTRUCTION**i. Approval: Ridgewood Middle Schools New Courses for the 2020-2021 School Year**

Approval of Ridgewood Middle Schools new courses for the 2020-2021 school year as listed below.

VISUAL AND PERFORMING ARTS**Addition of New Course:**

- Soundology

ii. Approval: Existing Curriculum for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Resolved, that the Board of Education does hereby approve continuation of existing curriculum for RHS, the Middle Schools Program of Studies, and existing Elementary Curriculum, as per the courses of study listed on **Attachment E**, for the 2020-2021 school year, in accordance with N.J.S.A. 18A:33-1 and the T&E requirements; and be it further

Resolved, that the curriculum may be modified on the recommendation of the Superintendent of Schools and the approval of the Board of Education.

iii. Approval: Textbooks for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Resolved, that the Board of Education does hereby approve the continuation of the existing textbooks and new textbooks as listed on **Attachment F**, for the 2020-2021 school year, in accordance with N.J.S.A. 18A:33-1 and the T&E requirements; and be it further

Resolved, that the textbook list may be modified on the recommendation of the Superintendent of Schools and the approval of the Board of Education.

iv. Approval: Comprehensive Guidance & Academic Counseling Program

The Ridgewood Board of Education, upon the Recommendation of the Superintendent of Schools, approves the Comprehensive Guidance & Academic Counseling Program.

v. Approval: Renewal of District Membership in the TMI Professional Learning Consortium for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the renewal of the district membership in the TMI Professional Learning Consortium for the 2020-2021 school year, in the amount of \$4,450.

The Board had received background information.

C. HUMAN RESOURCES**i. Approval: Reaffirmation of Existing Job Descriptions for the 2020-2021 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the reaffirmation of existing job descriptions for the 2020-2021 school year.

D. FINANCE**i. Approval: Student Activity Fee**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the student activity fee of \$100 at the middle schools and \$150 at the high school for those students who participate

in any co-curricular activity for the 2020-2021 school year.

ii. Approval: Substitute Rates of Pay

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves substitute rates of pay for the 2020-2021 school year as listed below:

Teachers <i>(1st five days of one consecutive assignment)</i>	\$100 per diem
Daily/Permanent Teachers <i>(6th day of consecutive assignment in system)</i>	\$125 per diem
Long-term	Determined by administration after evaluation of educational background and experience.
Nurse	\$150 per diem
Secretaries	\$12.50 per hour
Former RAES/REAS members	\$13.25 per hour
Long-term	\$17.00 per hour

iii. Approval of Depositories of School Funds Including State of New Jersey Cash Management

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following banking institutions as depositories of school funds: Columbia Bank, Morgan Stanley, and authorizes the Board Secretary to invest idle funds of the Board of Education in said depository and to transfer funds in and out of the accounts listed below.

The following are the authorized accounts and the required signatures:

Depository	Required # of Signatures
<i>Columbia Bank</i>	Three: Board President and

General Funds	Business Administrator or Assistant Business Administrator and Treasurer of School Monies
<i>Columbia Bank</i> Salary Funds	One: Treasurer of School Monies
<i>Columbia Bank</i> Salary Deduction Funds	One: Treasurer of School Monies
<i>Columbia Bank</i> RHS Memorial Fund and other scholarship funds	Three: Board President and Business Administrator or Assistant Business Administrator and Treasurer of School Monies
<i>Columbia Bank</i> Ridgewood Public Schools Cafeteria Fund	Three: Board President and Treasurer of School Monies and Business Administrator or Assistant Business Administrator
<i>Columbia Bank</i> Employees' Share of State Unemployment Insurance Contributions	Three: Board President and Business Administrator or Assistant Business Administrator and Treasurer of School Monies
<i>Columbia Bank</i> RHS Athletic Department for Athletic Events	Two: Athletic Director and/or Business Administrator and Supervisor of Wellness
<i>Columbia Bank</i> RHS Athletic Department Hall of Fame Funds	Two of three: Business Administrator and/or Assistant Principal and/or Athletic Director
<i>Columbia Bank</i> Referendum Funds	Three: Business Administrator and Assistant Business Administrator and Treasure of School Monies
<i>Columbia Bank</i> Capital Reserve Account	Three: Board President and Business Administrator or Assistant Business Administrator and Treasurer of School Monies
<i>Columbia Bank</i> Employees' Flexible Spending Plan	Three: Board President and Business Administrator or Assistant Business Administrator and Treasure of School Monies
<i>Columbia Bank</i> Ridgewood High School Association	Two: Principal and/or Assistant Principal for Guidance and/or

Funds	Assistant to the Principal
<i>Columbia Bank</i> BFMS Association Funds	Two: Principal and Secretary
<i>Columbia Bank</i> BFMS Association Funds	Two: Principal and Secretary
<i>Columbia Bank</i> GWMS Association FUNds	Two: Principal and Secretary
<i>Columbia Bank</i> Hawes School Association Funds	Two: Principal and Secretary
<i>Columbia Bank</i> Orchard School Association Funds	Two: Principal and Secretary
<i>Columbia Bank</i> Ridge Schools Association Funds	Two: Principal and Secretary
<i>Columbia Bank</i> Somerville Schools Association Funds	Two: Principal and Secretary
<i>Columbia Bank</i> Travell Schools Association Funds	Two: Principal and Secretary
<i>Columbia Bank</i> Willard Schools Association Funds	Two: Principal and Secretary

That Morgan Stanley be named administrator for the trust funds for the William E. Remington Memorial Scholarship Fund and the Kurth Scholarship Fund. Duties of the bank include safekeeping of all securities, income collection, disposition of income as directed, maintaining all records, and investment counseling. The bank's fee for the service is 1% of market value annually, based on the first day of each calendar quarter charged at .25%.

BNY Mellon will act as Trustee for the Kraft Scholarship Fund.

iv. Authorization of Petty Cash Columbia Bank Checking Accounts

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following maximum amounts for petty cash Columbia Bank checking accounts with the following account signatories:

School/Department	Amount	Required # of Signatures
Benjamin Franklin Middle School	\$1,000	Two: Principal or Assistant Principal and School Secretary
Hawes School	\$500	Two: Principal and School Secretary
Orchard School	\$500	Two: Principal and School Secretary
Infant Toddler Program	\$500	Two: Business Administrator and Director of Special Programs
Ridge School	\$500	Two: Principal and School Secretary
Ridgewood High School	\$1,000	Two: Principal or Assistant Principal and Secretary
Travell School	\$500	Two: Principal and School Secretary
Willard School	\$500	Two: Principal and School Secretary
Central Business Office	\$500	One: Business Administrator or Assistant Business Administrator

v. **Authorization to Use State and County Contracts and NJ and National Cooperative Purchasing Agreements**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the Business Administrator to use New Jersey and Bergen County Purchasing Contracts and NJ and National Cooperative Purchasing Agreements whenever it is determined that this method of purchasing is in the best interest of the school district, as listed below and on **Attachment G**.

New Jersey Cooperatives

- Hunterdon County Educational Services Commission
- Educational Data Services
- Educational Services Commission of New Jersey Cooperative
- Somerset County Purchasing

- Sterling High School Shared Services (SJTP)

National Cooperatives

- BuyBoard National Purchasing Cooperative
- E&I Cooperative Services
- Keystone Purchasing Network
- National IPA (an OMNIA Partner)
- U.S. Communities (an OMNIA Partner)
- Sourcewell Cooperative Purchasing
- PEPPM Purchasing
- The Interlocal Purchasing System (TIPS)

vii. Authorization for the Business Administrator/Board Secretary to Make Payments to Contractors

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the Business Administrator/Board Secretary to make payments to contractors between June 30, 2020 through August 24, 2021 after review by the Business Administrator and with approval of the Superintendent and one member of the Finance Committee.

ix. Authorization to Invest Idle School Funds

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the Business Administrator and/or the Assistant Business Administrator to invest idle school funds in instruments authorized by statute.

x. Authorization to Secure Bids, Contracts, and Quotations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the Business Administrator, as the district's purchasing agent, to secure all bids, contracts, and quotations in compliance with Chapter 440, Law of 1999, and New Jersey Statute 18A:18A.

xi. Approval: Bid and Quote Threshold for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the bid threshold of \$40,000 and quote threshold of \$6,000 in awarding contracts in accordance with N.J.S.A. 18A:18A-3a and N.J.A.C. 5-34.5 for the 2020-2021 school year.

xiv. Approval: Tax Shelter Annuity Brokers for the 2020-21 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Tax Shelter Annuity Brokers for the 2020-2021 school year as listed below:

- Ameritas (Union Central)
- Equitable
- Franklin Templeton
- Lincoln Investment
- Omni Financial Group
- Prudential
- Security Benefit
- VALIC/AIG

xv. **Approval: Renewal of Contract with Educational Data Services for Bidding and Purchase Services**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the renewal of cooperative bidding services for the district with Educational Data Services, Inc., Saddle Brook, NJ, for the 2020-2021 school year, for a fee of \$19,590. There is no increase from the 2019-20 school year.

xviii. **Approval: Rental Fees for Use of Facilities**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves rental fees for the use of facilities for the 2020-2021 school year, as listed on **Attachment H**.

xxi. **Approval: Additional Insured for General Liability**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves all Ridgewood Board of Education Home and School Associations to be considered as Additional Insured under the district's General Liability Policy from July 1, 2020 through June 30, 2021 for activities they perform on behalf of and authorized by the school district.

xxii. **Approval: Report of Awarded Contracts**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution: Pursuant to PL 2015, Chapter 47, the Village of Ridgewood Board of Education intends to renew, award, or permit to expire the contracts previously awarded by the Board of Education. These contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in New Jersey Title 18A:18, et. seq., N.J.A.C. Chapter 23, and Federal Procurement

Regulations 2CFR Part 200.317 et. seq.

The board has received background information.

xxiii. Approval: New Jersey School Boards Association Membership

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves membership in the New Jersey School Boards Association for the 2020-2021 school year, at the rate of \$26,662.70. There is no increase in fee from the 2019-2020 school year.

xxiv. Approval: Garden State Coalition of Schools Membership

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves membership in the Garden State Coalition of Schools for the 2020-2021 school year.

xxv. Approval: Toilet Room Facilities for Early Intervention, Pre-Kindergarten and Kindergarten Classrooms at Glen and Willard Schools for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the use of the alternate method of compliance in accordance with N.J.A.C. 6A:26-6.3(h) 4ii and iii by providing toilet rooms adjacent to or outside the classroom in lieu of individual toilet rooms in each classroom for the Early Intervention, Pre-Kindergarten and Kindergarten Classrooms at Glen and Willard Schools.

XIV. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan shared information on the financial outlook for the state, as outlined in a report by the state treasurer, which is available online. Additionally, Ms. Brogan and Dr. Fishbein attended a Garden State Coalition of Schools meeting earlier in the day, where they heard from some legislators. The state is struggling financially with their response to COVID-19, and there is a huge unknown for the financial outlook of the state and how schools will be impacted. The recommendations outlined in the report appeared to indicate that there will be a cut of new state aid for the district. The current recommendation is to flat fund the 2020-2021 school year at the amount of the 2019-2020 school year. This impacts the \$654,000 of new state aid that we anticipated, and it is likely that there will be additional state aid cuts.

On top of cuts, there will be a delay in state aid payments to the district from September

to October, as well as a delay in extraordinary aid payments, which the district budgeted at \$1.5 million. Extraordinary aid is reimbursement for high special education costs based on an application that the district completes in the spring. Typically, extraordinary aid is granted by the state in July, but this year, it is being postponed until October, which will be the next budget year. These are significant unknowns and concerns because we rely on our state aid.

Dr. Fishbein added that the treasurer made it very clear in her report that the new aid is off the table. Extraordinary aid is currently delayed so any projections we made about funds through the end of the year are in jeopardy, and we won't have this information until September, which impacts auditing. Our two June payments of state aid have been delayed into July. More state aid is at risk beyond the \$654,000 that we know we will not be receiving.

Ms. Brogan added that there may be an opportunity for Federal funds as a COVID response. She added that there is much to think about and we can all learn together how to address the budget shortfalls that we will be facing.

Ms. Brogan stated that the governor announced that in-person graduations can happen in July. Specific guidance regarding graduations has not yet been provided.

Dr. Fishbein has a county roundtable meeting for superintendents, and graduation ceremonies are an agenda item to be discussed. With social distancing, we still face significant hurdles, having a graduating class of approximately 440 students. Managing crowds is also something that must be evaluated to determine the best way to hold graduation that is both special for the Class of 2020 and safe. It will be difficult to control crowds.

Another concern is in the area of liability, as pandemics are not covered by our insurance policy. Some states that opened early and held graduation ceremonies saw that some people became sick after the ceremony. All of these factors are being carefully considered.

Ms. Brogan added that it would be awful if people became sick from a planned ceremony, but we will proceed with caution and adhere to the guidelines.

Dr. Fishbein stated that we will try to make it special and it will not look normal, but it will be special.

Mr. Kaufman congratulated the new Board members, as well as Mr. Lembo for being

appointed president and Ms. Kwak for being appointed vice president. We are extremely lucky with members who are willing to step up and take the time needed to commit. We will do a great job together.

XV. COMMENTS FROM THE PUBLIC

Ms. Kelly read the following comments submitted by the public:

Shivani Bhogra, 361 Walthery Avenue, Want to congratulate the existing and new board members - looking forward to some positive movements

Aditya Singh, 182 Mountain Ave, Congratulations to Mr. Lembo as the new President and Ms. Kwak as the new Vice President and thank you Mr. Dani for bringing more transparency by moving the motion to remove the select items from the consent agenda. Hope next week public comments will be online or on call as Dr. Fishbein mentioned. Thank you everyone.

No further comments were submitted.

XVI. DISCUSSION ITEMS

There were no discussion items.

XVII. OTHER BUSINESS

There was no other business.

XX. ADJOURNMENT

At 6:04pm, on a motion made by Ms. Brogan , seconded by Ms. Kwak and unanimously approved, the meeting adjourned.

Respectfully submitted,

Antoinette Kelly
Business Administrator/Board Secretary

NJSBA CODE OF ETHICS

1. I will uphold and enforce all laws, state board rules and regulations, and court orders pertaining to schools. Desired changes should be brought about only through legal and ethical procedures.
2. I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools which meet the individual needs of all children regardless of their ability, race, creed, sex or social standing.
3. I will confine my board action to policymaking, planning, and appraisal, and I will help to frame policies and plans only after the board has consulted those who will be affected by them.
4. I will carry out my responsibility, not to administer the schools, but together with my fellow board members, to see that they are well run.
5. I will recognize that authority rests with the board of education and make no personal promises nor take any private action which may compromise the board.
6. I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or the gain of my friends.
7. I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. But in all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations to the community for its schools.
8. I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
9. I will support and protect school personnel in proper performance of their duties.
10. I will refer all complaints to the chief administrative officer and will act on such complaints at public meetings only after failure of an administrative solution.

BYLAWS
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Notice of Board Meetings

0162 NOTICE OF BOARD MEETINGS

The Board of Education will give notice of all meetings in accordance with law.

Public Notice

The Board Secretary shall notify, in writing and no later than forty-eight hours in advance of the meeting, each Board member and each person who has duly requested such notification of the time, date, location, and, to the extent it is known, the agenda of any regular, special, or rescheduled meeting. Forty-eight hour notice shall also be posted in a public place reserved for such announcements, delivered to two newspapers designated by the Board, and filed with the clerk of the municipality, except that forty-eight hour notice is not required where the time, date, and location of the meeting has been published in the annual list of meetings approved by the Board in accordance with law.

Upon the affirmative vote of three-quarters of the members present, the Board may meet in the absence of adequate notice, provided that discussion and action is limited to specific and unforeseen or unforeseeable matters of such urgency and importance that delay for the provision of notice would be likely to result in substantial harm to the public interest and that notice is given as soon as possible after the call of the meeting in accordance with the provisions of law and this bylaw.

Personal Notice of Meeting

The Board shall provide personal notice in writing to an adult pupil, the parent(s) or legal guardian(s) of a minor pupil, an employee or officer of this district, or a prospective employee whose privacy may be invaded or whose employment may be affected by the Board's deliberations in private session. Such personal notice will include the date and time of the private meeting, the subject or subjects scheduled for discussion at the private meeting, and the right of the individual given notice to request that the discussions be conducted at a public meeting. Personal notice will be given no less than two days in advance of the private meeting.

A written request for public discussion must be signed by the person making the request and must be submitted to the Board Secretary prior to the commencement of the meeting. Any such properly submitted request will be granted. In the event that one or more, but fewer than all, of a group of persons whose employment will be discussed request a public meeting, the discussion regarding the person or persons who have submitted the request will be severed from the rest and will be conducted publicly.

A discussion held in public by reason of the written request of an individual will be conducted at a regularly scheduled meeting for which annual notice has been given or at a meeting for which adequate public notice has been given in accordance with law.

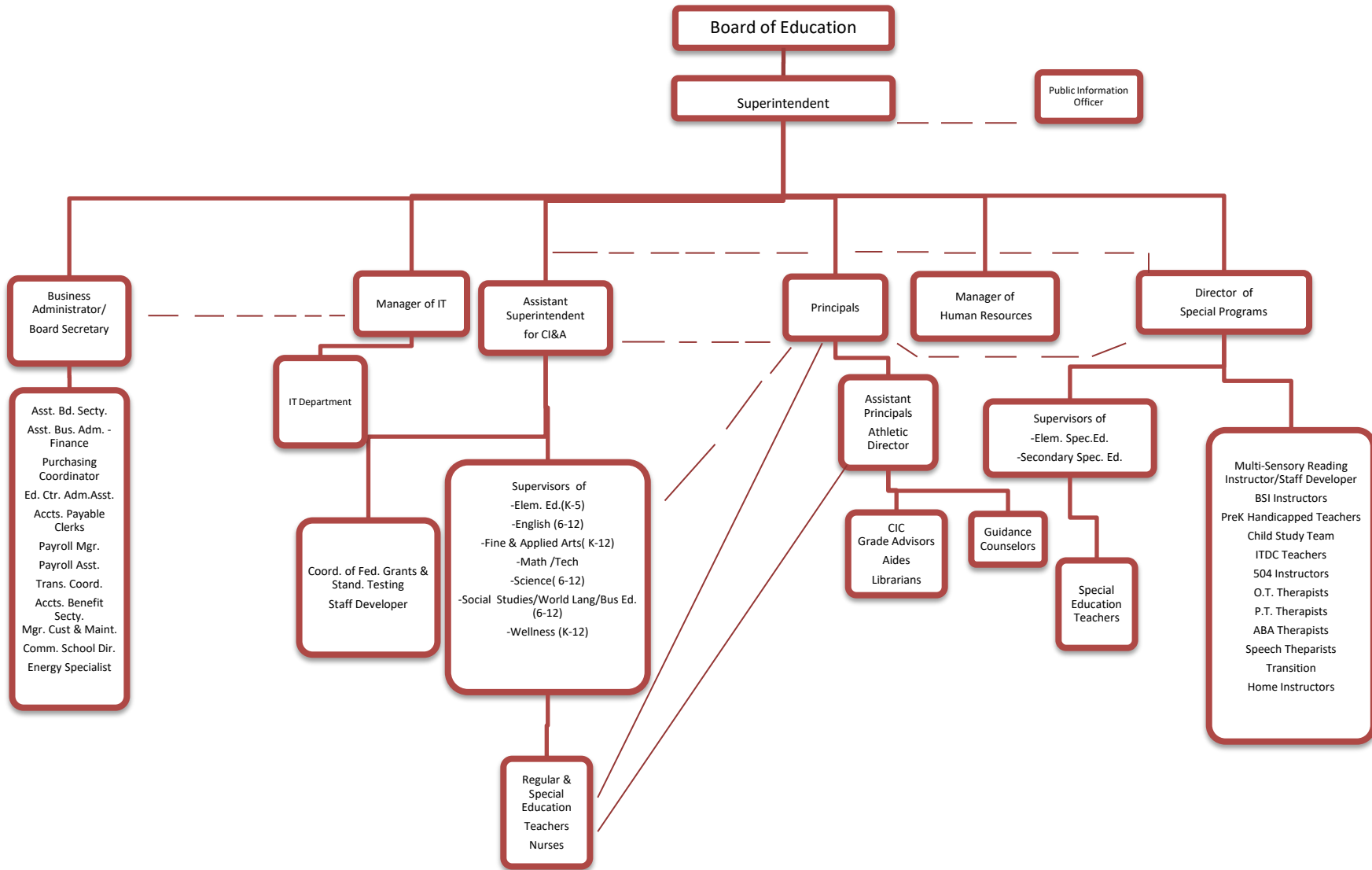
Nothing in this bylaw will permit an employee to request or the Board to grant the public discussion of tenure charges or permit the public disclosure of information regarding a disabled pupil.

N.J.S.A. 10:4-6 et seq.; 10:4-8d; 10:4-9b

N.J.S.A. 18A:6-11; 18A:10-6

N.J.A.C. 6A:32-3.1

Adopted: 7 December 2009



**RIDGEWOOD PUBLIC SCHOOLS
Elementary Program of Study
2020-2021**

Language Arts

Mathematics

Science

Social Studies

Spanish

Library

Music

Art

Physical Education

Health

Open Circle

English as a Second Language

SUBJECT	COURSE	GRADE	DURATION
Art			
Required	Art	6 and 7	quarter
Elective	2D Art	8	quarter
Elective	3D Art	8	quarter
Elective	Apprentice to Master I	8	quarter
Elective	Apprentice to Master II (Public Art)	8	quarter
Elective	Digital Imaging	8	quarter
English/Language Arts			
Required	English	6, 7 and 8	year
Required	Literary Analysis	6	quarter
Required	Word Study	6	quarter
Elective	A Study of Poetry	8	quarter
Elective	Creative Writing	7 or 8	quarter
Elective	Journalism and Newspaper Production	7 and 8	quarter
Elective	Mythology	7	quarter
Elective	Public Speaking	7 or 8	quarter
Elective	Shakespeare	8	quarter
Elective	Speech and Debate	8	quarter
Mathematics			
Required	Mathematics 6	6	year
Required	Pre-Algebra	6 or 7	year
Required	Mathematics 8	8	year
Required	Algebra	8	year
Required	Geometry	7 or 8	year
Elective	Math Activities	7	quarter
Music			
Required	Band, Orchestra, or Chorus	6 and 7	year
Elective	Soundology	7	semester
Elective	Band	8	year
Elective	Chorus	8	year
Elective	Orchestra	8	year
Science			
Required	Science	6, 7 and 8	year
Required	Environmental Science	6	quarter
Social Studies			
Required	Social Studies	6, 7 and 8	year

SUBJECT	COURSE	GRADE	DURATION
Technology Literacy			
Elective	Digital Citizenship	6	quarter
Elective	Multimedia	8	quarter
Elective	Technology Literacy	7	quarter
Wellness			
Required	Health	6, 7, and 8	quarter
Required	Physical Education or Adaptive Physical Education	6, 7 and 8	year
World Languages			
Required	Survey of French	6	quarter
Required	Survey of Latin	6	quarter
Required	Survey of Spanish	6	quarter
Required	French, Latin, Spanish or Conversational Spanish	7 and 8	year
Interdisciplinary			
Required	Primary Source Research and Analysis (required in Grade 8 eff. 2017-18)	8	quarter
Elective	Academic Skills (required if assigned)	6, 7 and/or 8	flexible
Elective	Dramatic Expressions	7 and 8	quarter
Elective	BFTV/GWTV	8	quarter
Elective	Broadcast News/BFBN/GWBN	7 and 8	semester
Elective	Peer Leadership	8	quarter
Elective	Creating By Design	7 or 8	quarter
Elective	Systems Design	8	quarter
Learning Center			
Elective	Learning Center (required if assigned)	6, 7 and/or 8	flexible
Special Programs			
Elective	ESL (required if assigned)	6, 7 and/or 8	year
Elective	Resource Center Replacement (required if assigned)	6, 7 and/or 8	year
Elective	Social Psychology (required if assigned)	6, 7 and/or 8	flexible

BUSINESS AND MARKETING

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
BUSINESS & MARKETING DEPARTMENT							
6704BU	Accounting I	Honors	Elective	Full year	5.0	10-12	Successful completion of Geometry or Geometry H
6714BU	Accounting II	Honors	Elective	Full year	5.0	11-12	Accounting I Honors; Teacher Recommendation
6724BU	Managerial Accounting	Honors	Elective	Full year	5.0	12	Accounting I Honors, Accounting II Honors
6739BU	Advanced Marketing & Merchandising I	Honors	Elective	Full year	5.0	11-12	Intro to Marketing, or Sports/Entertainment Marketing, or Merchandising
6769BU	Advanced Marketing & Merchandising II	Honors	Elective	Full year	5.0	11-12	Advanced Marketing & Merchandising I
6702BU	Finance	College Prep	Elective	Semester	2.5	9-12	None
6719BU	Introduction to Marketing	College Prep	Elective	Semester	2.5	10-12	None
6800BU	Introduction to Business	College Prep	Elective	Semester	2.5	10-12	None
6729BU	Merchandising	College Prep	Elective	Semester	2.5	10-12	None
6789BU	Entrepreneurship	College Prep	Elective	Semester	2.5	9-12	None
6794BU	Business Management	Honors	Elective	Semester	2.5	10-12	Entrepreneurship; Teacher Recommendation; Application Process

ENGLISH

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF ENGLISH							
1104EN	English 9	College Prep		Full Year	5.0	9	None
1114EN	English 9 Literary World Views	College Prep		Full Year	5.0	9	Enrollment in History of the Modern World; Teacher recommendation from 8 th grade English and History
1204EN	English 10	College Prep		Full Year	5.0	10	English 9
1202EN	English 10	Honors		Full Year	5.0	10	English 9; teacher recommendation
1214EN	English 10 The American Experience I	College Prep		Full Year	5.0	10	English 9, teacher rec, student signature on course expectations
1246EN	AP Capstone Seminar American Studies 10	AP		Full Year	5.0	10	English 9, App Process, completion of summer work
1346EN	AP Capstone Research American Studies 11	AP		Full Year	5.0	11	Successful completion of AP Seminar
1192EN	English 10 RAHP Honors	Honors		Full Year	5.0	10	English 9, App Process, completion of Summer Work
1224EN	English 11 The American Experience II	College Prep		Full Year	5.0	11	Teacher recommendation from English and History Teacher
1304EN	English 11	College Prep		Full Year	5.0	11	English 9, 10
1302EN	English 11	Honors		Full Year	5.0	11	English 9, 10; teacher recommendation
1301EN	English Language and Composition AP	AP		Full Year	5.0	11-12	English 10 H or 11 H & teacher rec; completion of summer work
1342EN	English 11 American Studies II	Honors		Full Year	5.0	11	English 10 American Studies; Application Process
1312EN	English 11 American History & Literature w/Integrated Study in Arts II	Honors		Full Year	5.0	11	English 10 AHLISA, completion of summer work; Application Process
1322EN	English 11 RAHP Honors	Honors		Full Year	5.0	11	English 10 RAHP; Completion of Summer Work
1404EN	English 12	College Prep		Full Year	5.0	12	English 9 – 11
1402EN	English 12	Honors		Full Year	5.0	12	English 9 – 11 & teacher rec
1400EN	English 12 Literature and Comp AP	AP		Full Year	5.0	12	English 9 - 11 & teacher rec, completion of summer work
1252EN	Senior Seminar	Honors/AP		Full Year	5.0	12	English 9 – 11; teacher rec
1724EN	The Beat Generation	College Prep	Elective	Semester	2.5	12	None
1722EN	The Beat Generation	Honors	Elective	Semester	2.5	12	Teacher recommendation
1532EN	Creative Writing	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1562EN	Crime & Mystery Fiction	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1542EN	Dramatic Literature	Honors	Elective	Full Year	5.0	11-12	Teacher recommendation
1102EN	English Enrichment	College Prep	Elective	Semester	2.5	9	Teacher recommendation
0509EN	English Prep	College Prep		Semester	2.5	9-12	None
1705EN	The Female Protagonist: From Page to Stage	College Prep	Elective	Semester	2.5	12	Grade 11 College Prep English Teacher Recommendation
1706EN	The Female Protagonist: From Page to Stage	Honors	Elective	Semester	2.5	12	Grade 11 Honors English Teacher Recommendation
1774EN	Humor in Literature	College Prep	Elective	Semester	2.5	12	None
1772EN	Humor in Literature	Honors	Elective	Semester	2.5	12	Teacher recommendation
1732EN	Journalism	Honors	Elective	Full Year	5.0	12	Grade 11 English Teacher Recommendation/Successful Completion of English Grades 9-11
1552EN	Literature & Film	Honors	Elective	Full Year	5.0	11-12	Teacher recommendation
1554EN	Literature & Film	College Prep	Elective	Full Year	5.0	11-12	None

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
1701EN	Literature, Identity and Media	College Prep	Elective	Full Year	5.0	11-12	None
1702EN	Literature, Identity and Media	Honors	Elective	Full Year	5.0	11-12	Teacher recommendation
1622EN	Myth, Legend & the Bible	Honors	Elective	Full Year	5.0	11-12	Teacher recommendation
1762EN	Non-Fiction Creative Writing I	College Prep	Elective	Semester	2.5	11-12	None
1765EN	Non-Fiction Creative Writing II	College Prep	Elective	Semester	2.5	11-12	Non-Fiction Creative Writing I
1764EN	Non-Fiction Creative Writing I	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1763EN	Non-Fiction Creative Writing II	Honors	Elective	Semester	2.5	11-12	Non-Fiction Creative Writing I & teacher recommendation
1582EN	Philosophy & Literature	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1612EN	Shakespeare I	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1712EN	Shakespeare II	Honors	Elective	Semester	2.5	11-12	Teacher recommendation
1522EN	Young Adult Literature	College Prep	Elective	Semester	2.5	11-12	None

ESL – ENGLISH AS A SECOND LANGUAGE

The English as a Second Language (ESL) Program prepares students with limited English proficiency for full-time participation in the regular educational program. Its primary goal is to ensure that English Language Learners develop sufficient fluency in all areas of English to facilitate their active participation in all academic courses and school activities. The program, delivered through small group instruction by a certified ESL teacher, focuses on grade-level academic content and skills introduced through the use of materials appropriate to language proficiency levels. While developing their oral and written communication skills, students receive support in the mastery of curriculum content from their social studies, science, mathematics and other courses. Students' mainstream courses are planned on an individual basis in response to individual language needs and personal interests. Eligibility for the English as a Second Language Program is determined by scores on the WIDA-APT. Students' English proficiency and growth are monitored frequently using a variety of formal and informal assessments. Students will exit the program based on a variety of criteria including, but not limited to, teacher recommendation, State of NJ WIDA-ACCESS score, and grades in core content courses.

ESL – English as a Second Language

0104FL

This course provides newly arrived, non-English speaking students with a basic introduction to English. It offers intensive practice and support in the development of listening and speaking skills, vocabulary acquisition and reading comprehension. Students are “eased” into the American culture. ESL enables the student to become language proficient and achieve in mainstream classes. Enrollment in ESL classes may last six months to three years. English credit will be awarded upon successful completion of this course.

ESL – Advanced English as a Second Language

0104FL3

This course provides more advanced level second language learners with an introduction to high level writing instruction, including how to write academic, literary and persuasive essays and how to use more complex grammatical structures, such as advanced verb tenses. It offers intensive practice and support in the development of discussion and debating skills based on reading comprehension of more complex books and articles. Students listen to authentic audio materials and discuss current issues that relate to content areas. English credit will be awarded upon successful completion of this course.

High Intensity ESL

0104L2

This support course allows students extra time to complete their work for content area classes and to receive assistance from a certified ESL teacher. The teacher in this class interacts with content teachers to understand what is due and what is required for various assignments, then offers language support to complete the work that has been assigned. Students can complete tests and quizzes in addition to homework in High Intensity ESL and can receive assistance with the complex vocabulary and writing requirements, which are particularly challenging for second language learners.

FAMILY AND CONSUMER SCIENCE

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF FAMILY AND CONSUMER SCIENCE							
7979HL	Child Development I	College Prep	Elective	Semester	2.5	9-12	None
7859HL	Consumerism	College Prep	Elective	Semester	2.5	9-12	None
7829HL	Introduction to Foods & Nutrition	College Prep	Elective	Semester	2.5	9-12	None
7959HL	Interior Design	College Prep	Elective	Semester	2.5	9-12	None
7839HL	Foods of the World	College Prep	Elective	Semester	2.5	9-12	Intro to Foods & Nutrition

MATHEMATICS/COMPUTER SCIENCE

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF MATHEMATICS/COMPUTERS							
MATHEMATICS							
3134MT	Algebra I CP	College Prep		Full Year	5.0	9	Pre-Algebra; Teacher Recommendation
3124GN	Algebra I	College Prep		Full Year	5.0	9	Teacher Recommendation
3126MT	Algebra I Advanced	College Prep		Full Year	5.0	9	Teacher Recommendation
3101MT	Math Enrichment	College Prep		Semester	2.5	9	Teacher Recommendation
3334MT	Algebra II CP	College Prep		Full Year	5.0	10-12	Algebra I & Geometry; Teacher Recommendation
3334GN	Algebra II	College Prep		Full Year	5.0	11-12	Algebra I & Geometry or General Geometry, Teacher Recommendation
3333MT	Algebra II E	College Prep		Full Year	5.0	9-10	Teacher Recommendation
3302MT	Algebra II Honors	Honors		Full Year	5.0	9-10	Algebra I & Geometry Honors, Teacher Recommendation
3132MT	Math Reasoning	Honors		Full Year	5.0	9	Geometry
3534MT	Precalculus E	College Prep		Full Year	5.0	11	Algebra IIE, Teacher Recommendation
3536MT	Precalculus I	College Prep		Full Year	5.0	11	Algebra II CP, Teacher Recommendation
3538MT	Precalculus II with Statistics	College Prep		Full Year	5.0	12	Precalculus I, Teacher Recommendation
3622MT	Calculus Honors	Honors	Elective	Full Year	5.0	11-12	Precalculus E, Teacher Recommendation
3620MT	Calculus AB AP	AP	Elective	Full Year	5.0	11-12	Math Analysis, Teacher Recommendation
3630MT	Calculus CD	AP	Elective	Full Year	5.0	12	Calculus AB, Teacher Recommendation
3234MT	Geometry CP	College Prep		Full Year	5.0	9-10	Algebra I, Teacher Recommendation
3234GN	Geometry	College Prep		Full Year	5.0	10-11	Algebra I, Teacher Recommendation
3202MT	Geometry Honors	Honors		Full Year	5.0	9-12	Algebra I, Teacher Recommendation
3422MT	Math Analysis	Honors		Full Year	5.0	10-11	Algebra II Honors, Geometry Honors, Teacher Recommendation
3634MT	Probability & Statistics – Project Based	College Prep	Elective	Full Year	5.0	12	Precalculus, Teacher Recommendation
3530MT	Statistics AP	AP	Elective	Full Year	5.0	11-12	Algebra II Honors or higher and Teacher Recommendation; Concurrently enrolled in English Honors
3474MT	Advanced Mathematics Applications	College Prep	Elective	Full Year	5.0	12	Algebra I, II & Geometry, Teacher Recommendation
9309SL	Consumer Math	CPS		Full Year	5.0	11	Teacher or CST Recommendation
9312SL	Personal Finance	CPS		Full Year	5.0	12	Teacher or CST Recommendation
COMPUTER SCIENCE							
3801MT	Advanced Topics in Computer Science	Honors	Elective	Full Year	5.0	11-12	Computer Science AP or Principles of Computer Science AP; Teacher Recommendation

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
3800MT	Computer Science AP	AP	Elective	Full Year	5.0	10-12	Principles of Computer Science AP; Teacher Recommendation
3810MT	Principles of Computer Science AP	AP	Elective	Full Year	5.0	10-12	Geometry CP
3870MT	Computer Programming Honors	Honors	Elective	Full Year	5.0	9-10	Geometry; Teacher Recommendation
3860MT	Computer Applications	College Prep	Elective	Semester	2.5	9-10	Algebra; Teacher Recommendation

SCIENCE

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
SCIENCE DEPARTMENT							
4204SC	Biology CP	College Prep		Full Year	6.0	9	Teachers recommends concurrent enrollment: regular or higher Geometry CP; teacher rec
4204GN	Biology	College Prep		Full Year	6.0	10	Teacher rec
4254SC	Biology Advanced	College Prep		Full Year	6.0	9	Teacher recommends concurrent enrollment in Geometry Honors or higher; teacher rec
4232SC	Anatomy and Physiology	Honors	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry, Physics; teacher rec
4220SC	Biology AP	AP		Full Year	6.0	12	Teacher recommends Biology Honors, Chemistry Honors, Concurrent Enrollment in Physics Honors, completion of the summer assignment; teacher rec
4714SC	Environmental Science	College Prep		Full Year	6.0	9	Teacher rec
4710SC	Environmental Science AP	AP		Full Year	6.0	12	Biology; Chemistry Honors, Concurrent Enrollment in Physics Honors, teacher rec
4404GN	Chemistry	College Prep		Full Year	6.0	10-11	Teacher recommends Biology, Geometry
4404SC	Chemistry CP	College Prep		Full Year	6.0	10	Teacher recommends Biology, concurrent enrollment in Algebra II CP or higher
4402SC	Chemistry Honors	Honors		Full Year	6.0	10	Teacher recommends Biology, concurrent enrollment Algebra II E or higher; teacher rec
4420SC	Chemistry AP	AP	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry Honors, concurrent enrollment in Physics Honors or higher, completion of summer assignment; teacher rec.
4712SC	Advanced Topics in Environmental Science	College Prep	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry; teacher rec
4722SC	Forensic Science CP	College Prep	Elective	Full Year	6.0	12	Teacher recommends one of the following three-year sequences: Environmental Science, Biology, Chemistry, or Biophysical Science, Biology, Chemistry, or Biology, Chemistry, Physics; teacher rec
4724SC	Forensic Science Honors	Honors	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry CP or higher, Physics CP or higher; teacher rec
4242SC	Genetics & Biotechnology Honors	Honors	Elective	Full Year	6.0	12	Teacher recommends Environmental Science, Biology, Chemistry; teacher rec
4314GN	Physics	College Prep		Full Year	6.0	11-12	Teacher recommends Biology, Chemistry, Algebra II
4314SC	Physics CP	College Prep		Full Year	6.0	11	Teacher recommends Biology, Chemistry CP, Algebra II CP or higher
4312SC	Physics Honors	Honors		Full Year	6.0	11	Teacher recommends Biology, Chemistry Honors, concurrent enrollment in Pre-Calculus Honors or higher; teacher rec

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
4330SC	Physics I AP	AP		Full Year	6.0	11	Teacher recommends Biology CP, Chemistry Honors, concurrent enrollment in Math Analysis or higher; teacher rec; placement test
4340SC	Physics II AP	AP		Full Year	6.0	12	Teacher recommends Physics I AP or Physics Honors; teacher rec
4332SC	AP Physics C: E&M/Mechanics	AP		Full Year	6.0	12	Physics I AP; Precalculus; Concurrent enrollment in Calculus
4344SC	Physics, Engineering, & Art	Honors	Elective	Full Year	6.0	12	Teacher recommends Biology, Chemistry, Physics CP, concurrent enrollment in Pre-Calculus Honors; teacher rec
SCIENCE DEPARTMENT							
Ridgewood Academy for Health Professions (RAHP)						10-12	
4392SC	Chemistry RAHP	Honors		Full Year	6.0	10	Teacher recommends Biology, concurrent enrollment in Algebra II E or higher; teacher rec; acceptance into the RAHP program
4492SC	RAHP Seminar	Honors		Full Year	3.0	12	Chemistry RAHP
4301SC	RAHP Internship	Honors		Full Year	3.0	11	Chemistry RAHP, Concurrent Enrollment in a Math Course Higher than Algebra II; Acceptance into the RAHP Program
AP Capstone Program – To be implemented in the 2020-2021 school year							
4494SC	AP Seminar RAHP	AP		Full Year	3.0	11	Enrollment in the RAHP Program; Co-enrollment in Anatomy & Physiology Honors RAHP
4496SC	AP Research RAHP	AP		Full Year	3.0	12	Enrollment in the RAHP Program; Successful Completion of AP Seminar
Career Pathways in Medicine Program (CPM)							
4354SC	Ridgewood Career Pathways in Medicine Program I (CPM Program)	College Prep		Full Year	3.0	10-11	Successful Admittance to the CPM Program
4356SC	Ridgewood Career Pathways in Medicine Program II (CPM Program)	College Prep		Full Year	3.0	11	Successful Completion of CPM I

SOCIAL STUDIES

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
SOCIAL STUDIES DEPARTMENT							
2104SS	World History	College Prep		Full Year	5.0	9	None
2114SS	History of the Modern World	College Prep		Full Year	5.0	9	Enrollment in English 9 Literary World Views; Grade 8 English and Social Studies Teacher Recommendation
2304SS	United States History I	College Prep		Full Year	5.0	10	World History
2314SS	United States History I - The American Experience I	College Prep		Full Year	5.0	10	World History, Rec from grade 9 English and World History Teachers
2302SS	United States History I	Honors		Full Year	5.0	10	World History; Teacher Recommendation
2342SS	United States History I American Studies I	Honors		Full Year	5.0	10	Application Process; Summer Work
2312SS	United States History I American History & Literature w/Integrated Study in the Arts I	Honors		Full Year	5.0	10	Application Process; Summer Work
2310SS	United States History I AP	AP		Full Year	5.0	10	World History; Teacher Recommendation
2404SS	United States History II	College Prep		Full Year	5.0	11	United States History I
2324SS	United States History II - The American Experience II	College Prep		Full Year	5.0	11	United States History I teacher rec if not enrolled in American Experience I
2402SS	United States History II	Honors		Full Year	5.0	11	United States History I; Teacher Recommendation
2452SS	United States History II American Studies II	Honors		Full Year	5.0	11	United States History I; American Studies I; Summer Work
2412SS	United States History II American History & Literature w/Integrated Study in the Arts II	Honors		Full Year	5.0	11	United States History I AHLISA, Summer Work
2400SS	United States History II AP	AP		Full Year	5.0	11	U.S. History I H/AP; Teacher Recommendation
2900SS	American Government & Politics AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation
2954SS	The Power of One: Reflections on the Holocaust & the 21 st Century	College Prep	Elective	Semester	2.5	11-12	None
2962SS	The Power of One: Reflections on the Holocaust & the 21 st Century	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2932SS	Classical Foundations of America	Honors	Elective	Semester	2.5	11-12	Successful completion of a Level III language; Teacher Recommendation
2702SS	Contemporary Issues in Social Science	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2210SS	European History AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation
2754SS	Film as History: The 20 th Century	College Prep	Elective	Semester	2.5	12	None
2712SS	Global Economics	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2520SS	The Global Citizen	College Prep	Elective	Full Year	5.0	11-12	None
2521SS	The Global Citizen	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2744SS	History of American Society & Culture	College Prep	Elective	Full Year	5.0	11-12	None
2514SS	Human Geography	College Prep	Elective	Full Year	5.0	11-12	None
2512SS	Human Geography	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2516SS	Human Geography AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation
2882SS	Law – Criminal	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2892SS	Law – Constitutional	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2830SS	Micro/Macro-Economics AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
2202SS	Modern European History	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2852SS	Western/Non-Western Philosophy	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2624SS	Psychology	College Prep	Elective	Full Year	5.0	11-12	None
2622SS	Psychology	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2600SS	Psychology AP	AP	Elective	Full Year	5.0	11-12	Teacher Recommendation
2942SS	Revenge, Justice & Social Mores in Greek Tragedy	Honors	Elective	Semester	2.5	11-12	Successful completion of a Level III language; Teacher Recommendation
2732SS	Ridgewood in History	Honors	Elective	Semester	2.5	12	Teacher Recommendation
2502SS	Sociology	Honors	Elective	Full Year	5.0	11-12	Teacher Recommendation
2252SS	Senior Seminar	Honors/AP	Elective	Full Year	5.0	12	Teacher Recommendation
2822SS	The Stock Market & the Economy	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
2952SS	The Trojan War	Honors	Elective	Semester	2.5	11-12	Teacher Recommendation
9212SL	Civics	CPS		Full Year	5.0	12	Teacher Recommendation

FINE AND APPLIED ARTS

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF ART AND DESIGN							
VISUAL ARTS							
7469FA	Advertising Art	College Prep	Elective	Semester	2.5	9-12	None
7479FA	Advanced Advertising Art	College Prep	Elective	Semester	2.5	9-12	Advertising Art
6419PA	Architectural Design I	College Prep	Elective	Full Year	5.0	9-12	None
6429PA	Architectural Design II	College Prep	Elective	Full Year	5.0	10-12	Architectural Design I
7310FA	Art History AP	AP	Elective	Full Year	5.0	11-12	Completion of summer project and Teacher Recommendation
7539FA	Ceramics I	College Prep	Elective	Semester	2.5	9-12	None
7549FA	Ceramics II	College Prep	Elective	Semester	2.5	9-12	Ceramics I
6509PA	Digital Arts	College Prep	Elective	Semester	2.5	9-12	None
6439PA	Digital Photography I	College Prep	Elective	Semester	2.5	9-12	None
6449PA	Digital Photography II	College Prep	Elective	Semester	2.5	9-12	Digital Photography I
6579PA	Advanced Digital Photography	College Prep	Elective	Semester	2.5	10-12	Digital Photography I & II
7429FA	Fundamental Drawing	College Prep	Elective	Semester	2.5	9-12	None
7409FA	Introduction to Studio Art	College Prep	Elective	Semester	2.5	9-12	None
7419FA	Intermediate Studio Art	College Prep	Elective	Full Year	5.0	9-12	Previous Art Class
7519FA	Jewelry and Metal Design I	College Prep	Elective	Semester	2.5	9-12	None
7529FA	Jewelry and Metal Design II	College Prep	Elective	Semester	2.5	9-12	Jewelry and Metal Design I
7507FA	Painting I	College Prep	Elective	Semester	2.5	9-12	None
7509FA	Painting II	College Prep	Elective	Semester	2.5	9-12	Painting I
7569FA	3D Design	College Prep	Elective	Semester	2.5	9-12	None
7410FA	Studio Art I AP	AP	Elective	Full Year	5.0	10-12	Previous Art Class and Teacher Recommendation
7430FA	Studio Art II AP	AP	Elective	Full Year	5.0	11-12	Studio Art I AP and Teacher Recommendation
7619FA	Advanced Portfolio Development	College Prep	Elective	Semester	2.5	10-12	Adv. Artistic Standing, Teac Rec
7629FA	Advanced Portfolio Development	College Prep	Elective	Full Year	5.0	10-12	Adv. Artistic Standing, Teac Rec
7719FA	TV Production	College Prep	Elective	Semester	2.5	9-12	None
7729FA	Video Production	College Prep	Elective	Semester	2.5	9-12	TV Production or approval
7739FA	Advanced Video Production	College Prep	Elective	Semester	2.5	10-12	TV/Video Production or approval
TECHNOLOGY EDUCATION / APPLIED ARTS							
6109PA	Graphic Arts I	College Prep	Elective	Semester	2.5	9-12	None
6169PA	Graphic Arts II	College Prep	Elective	Semester	2.5	9-12	Graphic Arts I
6139PA	Graphic Arts III	College Prep	Elective	Full Year	5.0	10-12	Graphic Arts I & II
6149PA	Graphic Arts IV	College Prep	Elective	Full Year	5.0	11-12	Graphic Arts I, II, & III
6249PA	Introduction to Media Technology	College Prep	Elective	Semester	2.5	9-12	None
6315PA	Innovating Through Design Thinking	College Prep	Elective	Semester	2.5	9-12	None
6525PA	Design Thinking Studio: Experiences in Design & Rapid Prototyping	College Prep	Elective	Semester	2.5	9-12	None
6535PA	Building and Design I	College Prep	Elective	Semester	2.5	9-12	None
6545PA	Building and Design II	College Prep	Elective	Semester	2.5	9-12	Building and Design I
6550PA	Building and Design III	College Prep	Elective	Full Year	5.0	10-12	Building and Design I & II
6555PA	Interactive Design I	College Prep	Elective	Semester	2.5	9-12	None
6558PA	Interactive Design II	College Prep	Elective	Semester	2.5	9-12	Interactive Design I
6565PA	Robotics I	College Prep	Elective	Semester	2.5	9-12	Interactive Design
6568PA	Robotics II	College Prep	Elective	Semester	2.5	9-12	Robotics I
6575PA	Real World Engineering	College Prep	Elective	Full Year	5.0	9-12	None
6489PA	Yearbook Production I	College Prep	Elective	Semester	2.5	10-12	None
6499PA	Yearbook Production II	College Prep	Elective	Semester	2.5	10-12	Yearbook Production I
6498PA	Yearbook Production II	Honors	Elective	Semester	2.5	10-12	Yearbook Production I & Teacher Recommendation
6492PA	Yearbook Management I	Honors	Elective	Full Year	5.0	11-12	Application Process
6494PA	Yearbook Management II	Honors	Elective	Full Year	5.0	12	Yearbook Management I
6329PA	Journalism Production I	College Prep	Elective	Full Year	5.0	10-12	None

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
INTERDISCIPLINARY COURSES							
7319FA	American History and Literature with Integrated Study in the Arts	College Prep		Full Year	1.0	10-11	Application process
DEPARTMENT OF MUSIC							
7099MU	Introduction to 21 st Century Music Production	College Prep	Elective	Semester	2.5	9-12	None
7090MU	Advanced 21 st Century Music Production	College Prep	Elective	Semester	2.5	9-12	Introduction to 21 st Century Music Production
7089MU	Music Rewind	College Prep	Elective	Semester	2.5	9-12	None
7140MU	Music Theory AP	AP	Elective	Full year	5.0	12	Teacher Recommendation
7009MU	Symphonic Band	College Prep	Elective	Full year	5.0	9-12	None
7019MU	Concert Band	College Prep	Elective	Full year	5.0	9-12	Teacher Recommendation
7029MU	Wind Ensemble	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7219MU	Chorale	College Prep	Elective	Full year	5.0	9-12	None
7239MU	Concert Choir	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7269MU	Treble Choir	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7249MU	Chamber Choir	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7049MU	Symphonic Orchestra	College Prep	Elective	Full year	5.0	9-12	None
7039MU	Concert Orchestra	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
7059MU	Chamber Orchestra	College Prep	Elective	Full year	5.0	9-12	Auditions/Teacher Recommendation
INDEPENDENT STUDY							
7259MU	Music Mentors Honors	College Prep	Elective	Full year	1.25	10-12	Teacher Recommendation
DEPARTMENT OF DANCE & THEATRE							
7149DT	Dance I	College Prep	Elective	Semester	2.5	9-12	None
7129DT	Dance II	College Prep	Elective	Semester	2.5	9-12	Gr. 9 w/Prior Approval; Gr. 10-12 & Dance I
7139DT	Advanced Dance	College Prep	Elective	Semester	2.5	9-12	Dance II
7189DT	Acting I	College Prep	Elective	Semester	2.5	9-12	None
7199DT	Advanced Acting	College Prep	Elective	Semester	2.5	9-12	Acting I
7187DT	Stagecraft	College Prep	Elective	Summer Semester	2.5	9-12	Teacher Recommendation
7185DT	Theater History	College Prep	Elective	Quarter	1.75	12	Teacher Recommendation

WELLNESS

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF WELLNESS							
Health/Physical Education							
Wellness 9		College Prep		Full Year		9	
	• Health 9A			1 Qtr	1.25		
	• Freshmen Fitness			1 Qtr	1.25		
	• Health 9B			1 Qtr	1.25		
	• Project Adventure I			1 Qtr	1.25		
Wellness 10		College Prep		Full Year		10	
	• Driver's Education			1 Qtr	1.25		
	• Strength and Conditioning I			1 Qtr	1.25		
	• Health 10			1 Qtr	1.25		
	• Project Adventure II			1 Qtr	1.25		
Wellness 11		College Prep		Full Year		11	
	• Health 11			1 Qtr	1.25		
	• Junior Physical Ed Activities			1 Qtr	1.25		
	• Yoga & Stress Management			1 Qtr	1.25		
	• Strength & Conditioning II			1 Qtr	1.25		
Wellness 12		College Prep		¾ Year		12	
	• First Aid & Safety			1 Qtr	1.25		
	• Senior Physical Ed Activities			1 Qtr	1.25		
	• Senior Wellness			1 Qtr	1.25		

WORLD LANGUAGES

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
DEPARTMENT OF WORLD LANGUAGES							
MODERN							
5154FL	Chinese I	College Prep		Full Year	5.0	9-12	None
5254FL	Chinese II	College Prep		Full Year	5.0	10-12	Chinese I; Admission by Placement Test
5352FL	Chinese III	Honors		Full Year	5.0	10-12	Chinese II; Admission by Placement Test
5452FL	Chinese IV	Honors		Full Year	5.0	11-12	Chinese III Honors; Admission by Placement Test
5124FL	French I	College Prep		Full Year	5.0	9-12	None
5224FL	French II	College Prep		Full Year	5.0	9-12	French I; Admission by Placement Test
5322FL	French III	Honors		Full Year	5.0	10-12	French II; Admission by Placement Test
5422FL	French IV	Honors		Full Year	5.0	11-12	French III Honors; Admission by Placement Test
5522FL	French V	Honors		Semester	2.5	11-12	French IV Honors; Admission by Placement Test
5520FL	French V AP	AP		Full Year	5.0	11-12	French IV Honors; Admission by Placement Test
5144FL	German I	College Prep		Full Year	5.0	9-12	None
5244FL	German II	College Prep		Full Year	5.0	9-12	German I; Admission by Placement Test
5342FL	German III	Honors		Full Year	5.0	10-12	German II; Admission by Placement Test
5442FL	German IV	Honors		Full Year	5.0	11-12	German III Honors; Admission by Placement Test
5134FL	Spanish I	College Prep		Full Year	5.0	9-12	None
5234FL	Spanish II	College Prep		Full Year	5.0	9-12	Spanish I; Admission by Placement Test
5334FL	Spanish II Advanced	College Prep		Full Year	5.0	9-12	Gr. 8/Spanish I Teacher Rec; Spanish Level I HS Teacher Rec
5331FL	Spanish III	College Prep		Full Year	5.0	10-12	Spanish II; Admission by Placement Test
5332FL	Spanish III	Honors		Full Year	5.0	10-12	Spanish II Teacher Rec; Admission by Placement Test
5434FL	Spanish IV	College Prep		Full Year	5.0	11-12	Spanish III CP or Spanish III Honors Teacher Rec
5432FL	Spanish IV	Honors		Full Year	5.0	11-12	Spanish III Honors Teacher Rec; Admission by Placement Test
5532FL	Spanish V	Honors		Full Year	5.0	11-12	Spanish IV Honors; Admission by Placement Test
5530FL	Spanish V AP	AP		Full Year	5.0	11-12	Spanish IV Honors; Admission by Placement Test
5911FL	Spanish Cultures and Conversation I	College Prep		Full Year	5.0	10-11	None
5912FL	Spanish Cultures and Conversation II	College Prep		Full Year	5.0	11-12	Spanish Cultures and Conversation I
CLASSICAL							
5114FL	Latin I	College Prep		Full Year	5.0	9-12	None

ATTACHMENT E

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
5214FL	Latin II	College Prep		Full Year	5.0	9-12	Latin I; Admission by Placement Test
5312FL	Latin III	Honors		Full Year	5.0	10-12	Latin II; Admission by Placement Test
5412FL	Latin IV	Honors		Full Year	5.0	11-12	Latin III Honors; Admission by Placement Test
5510FL	Latin V	AP		Full Year	5.0	11-12	Latin IV Honors; Admission by Placement Test
5362FL	Classical Cinema	Honors		Full Year	5.0	11-12	Successful Completion (C+) of Latin III Honors

ALTERNATIVE PROGRAMS

School to Careers (6009PA)

This is a vocational-technical education program by which students receive work-based instruction through written cooperative arrangements between the Ridgewood school district and employers. This instruction includes required academic courses and related vocational and technical education instruction, by alternation of study in school with paid employment in an occupational field. This alternation is planned and supervised by the district and employer so that each contributes to the education and employability of the individual. Students enrolled in the program receive up to 10 credits for employment and 5 credits for a required related class. Under this program, students attend school classes for half a day and are employed at least 15 to 34 hours per week under supervised conditions at state approved work stations. (Enrollment by permission of program coordinator and guidance counselor for students in grades 11 and 12, Elective 10-15 credits.)

Structured Learning Experience (SLE)

Structured Learning Experiences are experiential, supervised educational activities designed to provide students with exposure to the requirements and responsibilities of specific job titles or job groups, and to assist them in gaining employment skills and making career and educational decisions. A structured learning experience may be either paid or unpaid, depending on the type of activities in which the student is involved. Structured learning experiences may include, but are not limited to:

- (1) Apprenticeships;
- (2) Community service;
- (3) Cooperative education;
- (4) Internships;
- (5) Job shadowing;
- (6) School-based enterprises;
- (7) Volunteer activities;
- (8) Vocational student organizations; and
- (9) Work Experience Career Exploration Program (WECEP)

Satellite AM (0619SP) or PM (0629SP)

This program at Bergen County Technical Education Center in Paramus, offers a half-day, shared time program in technical education for students who have expressed an interest in developing specific work skills for entrance into the workplace or a post-secondary education trade based program. Students interested in the Satellite program have typically demonstrated a preference for hands-on learning experiences. Interested students usually begin the Satellite program in ninth or tenth grade but may enter into *some* areas as late as eleventh grade. The program begins with career exploration during which students rotate through a variety of shop experiences in areas, such as culinary arts, information technology, graphic design, automotive technology, collision repair, healthcare, landscaping, cosmetology, skincare, green building trades, small animal care, and graphic design. As they continue into eleventh and twelfth grade, students are placed in specific shops as majors. Students attend Satellite up to half of each school day; the remainder is spent at Ridgewood High School for academic instruction. Bergen County Technical Education Center offers a competency-based curriculum developed by experienced trade teachers and advisory committees, and is designed to provide students with marketable skills.

TRANSITIONAL PROGRAM

The Transitional Program at Ridgewood High School addresses the transition needs of special education and mainstream students. It consists of a number of support services that assist the student in achieving success and independence in school, at home, in career, and in the community. A study skills course, career education classes, career-counseling sessions, interest inventories, career fairs, job shadowing internship, self-advocacy groups, and workshops serve to better prepare students for the success in school as well as the adult professional world.

Academic Enrichment (9039SP)

Academic Enrichment is a semester, elective course for ninth grade students. The course will offer instruction in study skills, organization strategies, goal setting, and time management techniques. Students will gain strategies to be successful in their core academic courses. There will be a focus on test-taking, note-taking, and general study techniques. Overall, students will acquire and implement skills to be effective life-long learners.

SPECIAL PROGRAMS

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades
SPECIAL EDUCATION						
RESOURCE CENTER*						
9039SP	Academic Enrichment	College Prep	Semester	2.5	9	
9326SP	Algebra I	Survey	Full Year	5.0	9-12	
9336SP	Geometry	Survey	Full Year	5.0	10-12	
9346SP	Algebra II	Survey	Full Year	5.0	11-12	
9348SP	Advanced Mathematics Applications	Survey	Full Year	5.0	12	
9428SP	Biology	Survey	Full Year	5.0	10-12	
9438SP	Chemistry	Survey	Full Year	5.0	10-12	
9458SP	Physics	Survey	Full Year	5.0	10-12	
9116SP	English 9	Survey	Full Year	5.0	9	
9414SP	Environmental Science	Survey	Full Year	5.0	9-10	
9126SP	English 10	Survey	Full Year	5.0	10	
9136SP	English 11	Survey	Full Year	5.0	11	
9146SP	English 12	Survey	Full Year	5.0	12	
9808SP	Adapted Physical Education	Survey	Full Year	5.0	9-12	
9236SP	United States History I	Survey	Full Year	5.0	10-12	
9246SP	United States History II	Survey	Full Year	5.0	11-12	
9216SP	World History	Survey	Full Year	5.0	9-12	
SUPPLEMENTAL						
	Grades 9-12		Fall Semester		9-12	
	Grades 9-12		Spring Semester		9-12	

*Courses are structured as customary programs with modifications in accordance with students' Individual Educational Plans.

PREP PROGRAM

PRACTICAL, REAL-LIFE EDUCATION AND PREPATION

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
Grade 9							
9039SL	Academic Enrichment	Survey		Full Year	5.0	9	
9106SL	English 9	Survey		Full Year	5.0	9	
9206SL	World History I	Survey		Full Year	5.0	9	
9306SL	Algebra I	Survey		Full Year	5.0	9	
9412SL	Environmental Science	Survey		Full Year	5.0	9	
Grade 10							
9107SL	English 10	Survey		Full Year	5.0	10	
9207SL	US History I	Survey		Full Year	5.0	10	
9407SL	Biology	Survey		Full Year	5.0	10	
9307SL	Geometry	Survey		Full Year	5.0	10	
Grade 11							
9889SP	21 st Century Work Skills 11	Survey		Full Year	5.0	11	
9108SL	English 11	Survey		Full Year	5.0	11	
9208SL	US History II	Survey		Full Year	5.0	11	
9309SL	Consumer Math	Survey		Full Year	5.0	11	
9408SL	Chemistry	Survey		Full Year	5.0	11	
Grade 12							
9898SP	21 st Century Work Skills 12	Survey		Full Year	5.0	12	
9112SL	English 12	Survey		Full Year	5.0	12	
9212SL	Civics	Survey		Full Year	5.0	12	
9312SL	Personal Finance	Survey		Full Year	5.0	12	

*Courses are structured as customary programs with modifications in accordance with students' Individual Educational Plans.

RISe

Course Code	Course Title	Course Weight	Elective	Term Duration	Credit	Open to Grades	Prerequisite
9002RI	Social Psychology	Survey		Full Year	5.0	9-11	
Grade 9							
9039RI	Academic Enrichment	Survey		Full Year	5.0	9	
9106RI	English 9	Survey		Full Year	5.0	9	
9206RI	World History I	Survey		Full Year	5.0	9	
9306RI	Math 9	Survey		Full Year	5.0	9	
9416RI	Environmental Science	Survey		Full Year	5.0	9	
9802RI	Adapted Physical Education 9	Survey		Full Year	5.0	9	
9872RI	21 st Century Work Skills 9	Survey		Full Year	5.0	9	
9882RI	Work and Study Skills 9	Survey		Full Year	5.0	9	
Grade 10							
9107RI	English 10	Survey		Full Year	5.0	10	
9207RI	United States History I	Survey		Full Year	5.0	10	
9308RI	Math 10	Survey		Full Year	5.0	10	
9408RI	Biology	Survey		Full Year	5.0	10	
9803RI	Adapted Physical Education 10	Survey		Full Year	5.0	10	
9874RI	21 st Century Work Skills 10	Survey		Full Year	5.0	10	
9884RI	Work and Study Skills 10	Survey		Full Year	5.0	10	
Grade 11							
9108RI	English 11	Survey		Full Year	5.0	11	
9208RI	United States History II	Survey		Full Year	5.0	11	
9309RI	Consumer Math	Survey		Full Year	5.0	11	
9873RI	21 st Century Work Skills II	Survey		Full Year	5.0	11	
9889RI	Work and Study Skills II	Survey		Full Year	5.0	11	
	Adapted Physical Education 11	Survey		Full Year	5.0	11	
Grade 12							
9404RI	English 12	Survey		Full Year	5.0	12	
9702RI	Personal Finance	Survey		Full Year	5.0	12	
9804RI	Adapted Physical Education 12	Survey		Full Year	5.0	12	
9878RI	21 st Century Work Skills 12	Survey		Full Year	5.0	12	
9880RI	Work and Study Skills 12	Survey		Full Year	5.0	12	

BUSINESS

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	Accounting I H	<i>Accounting: Real-World Application and Connections & Workbook</i>	Guerrieri, Haber, Hoyt, Turner	Glencoe/McGraw Hill	2012	4/23/2012
Y	Accounting II H	<i>Accounting: Real-World Application and Connections & Workbook</i>	Guerrieri, Haber, Hoyt, Turner	Glencoe/McGraw Hill	2012	4/23/2012
Y	Advanced Marketing & Merchandising I Honors	<i>Buy-ology</i>	Lindstrom, Martin	Broadway Books	2010	5/5/2014
		<i>A Case Study Approach Business Ethics</i>	Henn, Stephen	Wiley	2009	5/5/2014
		<i>Marketing Essentials (4th Edition) & Workbook</i>	Farese, Kimbrell, Woloszyk	Glencoe/McGraw Hill	2006	8/25/2008
Y	Advanced Marketing & Merchandising II Honors	<i>A Case Study Approach Business Ethics</i>	Henn, Stephen	Wiley	2009	5/5/2014
		<i>Marketing Essentials (4th Edition) & Workbook</i>	Farese, Kimbrell, Woloszyk	Glencoe/McGraw Hill	2006	8/25/2008
S	Entrepreneurship	<i>Entrepreneurship: Building a Business</i>	Allen, Miller	Glencoe/McGraw Hill	2011	5/3/2010
S	Finance	<i>Business and Personal Finance (Supp.)</i>	Kapoor, Diabay, Hughes	Glencoe/McGraw Hill	2005	5/18/2009
		<i>NEFE H.S Financial Planning Program</i>		National Endowment for Financial Education	2006	5/18/2009
S	Introduction to Marketing	<i>Marketing Essentials (4th Edition) & Workbook</i>	Farese, Kimbrell, Woloszyk	Glencoe/McGraw Hill	2006	5/21/2018
S	Introduction to Business	<i>Glencoe Introduction to Business</i>	McGraw Hill Education	McGraw Hill	2016	5/21/2018
S	Business Management	<i>Marketing Essentials (Student Activity Workbook, 3rd Edition)</i>	Farese, Kimbrell, Woloszyk	Glencoe/McGraw Hill	2002	8/25/2008

ENGLISH

Y	Language Arts/English 6-8	<i>Grammar for Writing</i>		Sadlier	2014	5/21/2018
Y	Language Arts 6	<i>Fever 1793</i>	Laure Halse Anderson	Simon & Schuster	2002	5/21/2018
		<i>The Wednesday Wars</i>	Gary Schmidt	HMH Books for Young Readers	2009	5/21/2018
Y	Language Arts 7	<i>The Giver</i>	Lois Lowry	HMH Books for Young Readers	2002	5/21/2018
Y	Language Arts 8	<i>The Outsiders</i>	S.E. Hinton	Speak, Platinum Edition	2006	5/21/2018
		<i>A Midsummer Night's Dream</i>	Shakespeare	Simon & Schuster	2004	2/6/2017
		<i>I am Malala: The Girl Who Stood Up for Education</i>	Malala Yousafzai & Christina Lamb	Back Bay Books	2015	2/6/2017
		<i>Maus I: A Survivor's Tale: My Father Bleeds</i>	Art Spiegelman	Pantheon	1986	2/6/2017
		<i>Animal Farm</i>	George Orwell	Signet	1996	2/6/2017

ENGLISH						
	Course	Textbook	Author	Publisher	Copyright	Approved
Q	Literary Analysis 7 or 8	<i>A Wizard of Earthsea (Supp.)</i>	Le Guin	Bantam	1984	5/9/2011
		<i>Black Ships Before Troy: The Story of the Iliad (Supp.)</i>	Sutcliff	Laurel Leaf Books	1993	5/9/2011
		<i>Great Expectations (Supp.)</i>	Dickens	Puffin	1995	5/9/2011
		<i>O. Henry (Supp.)</i>	Hollander, ed	Sterling	2005	5/9/2011
		<i>The Canterbury Tales (Supp.)</i>	Chaucer	Penguin Classics	2003	5/9/2011
		<i>The Old Man and The Sea (Supp.)</i>	Hemingway	Scribners	1952	5/9/2011
		<i>The Outsiders (Supp.)</i>	Hinton	Penguin Books	1995	5/9/2011
		<i>The Pearl (Supp.)</i>	Steinbeck	Penguin Books	1992	5/9/2011
		<i>The Sword and the Circle (Supp.)</i>	Sutcliff	Puffin	1994	5/9/2011
		<i>The Wind in the Willows (Supp.)</i>	Grahame	Puffin Classics	2008	5/9/2011
Q	Primary Source Research and Analysis 8	<i>Doing History: A Strategic Guide to Document Based Questions (MS Level E-F (Supp.)</i>	Tidd Tidd	Great Source Ed Group	2002	5/9/2011
		<i>Doing History: A Strategic Guide to Document-Based Questions (Global Studies Edition)(Supp.)</i>	Jensen	Great Source Ed Group	2002	5/9/2011
		<i>Primary Edition (Supp.)</i>	Tait	Weigl	2008	5/9/2011
Q	A Study of Poetry 8	<i>American's Favorite Poems(Supp.)</i>	Pinsky, Dietz, ed	W.W. Norton	1999	5/9/2011
		<i>Poetry in Motion: 100 Poems for the Subways and Buses (Supp.)</i>	Peacock, Paschen, Neches, ed.	W.W. Norton	1996	5/9/2011
		<i>The Invisible Ladder: An Anthology of Contemporary Poems for Young Readers (Supp.)</i>	Rosenberg, ed.	Holt	1996	5/9/2011
		<i>The Random House Book of Poetry for Children (Supp.)</i>	Prelutsky, ed.	Random House	1983	5/9/2011
S	Creative Writing 7, or 8	<i>13: Thirteen Stories that Capture the Agony and Ecstasy of Being Thirteen (Supp.)</i>	Howe, ed	Athenenum	2006	5/9/2011
		<i>Guys Write for Guys Read (Supp.)</i>	Scieszka, ed.	Viking	2005	5/9/2011
		<i>Little Worlds: A Collection of Short Stories for the Middle School (Supp.)</i>	Guthrie, Page, ed	Wayside	1985	5/9/2011
		<i>Shelf Life: Stories by the Book (Supp.)</i>	Paulsen, ed.	Simon & Schuster	2003	5/9/2011
		<i>The Invisible Ladder: An Anthology of Contemporary Poems for Young Readers (Supp.)</i>	Rosenberg, ed.	Holt	1996	5/9/2011
		<i>When I was Your Age: Vol. 1 (Supp.)</i>	E Ehrlich, ed	Candlewick Press	2001	5/9/2011
		<i>Mastering the Mechanics</i>	L. Hoyt, L. Brent	Scholastic	2011	5/2/2016
Q	Shakespeare 8	<i>As You Like It (Supp.)</i>	Shakespeare	Washington Square Press	1997	5/9/2011
		<i>Henry IV: Part II (Supp.)</i>	Shakespeare	Penguin	1970	5/9/2011
		<i>Poetry for Young People: William Shakespeare (Supp.)</i>	Kastan, Kastan, ed.	Sterling	2000	5/9/2011
Q	Word Study 6	<i>Scholastic Dictionary of Idioms (Supp.)</i>	Terban, ed	Scholastic	1996	5/18/2009

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	Course	Textbook	Author	Publisher	Copyright	Approved
Y	English 9	<i>A Walk in My World: International Short Stories about Youth (Supp.)</i>	Mazar	Persea	1998	5/18/2009
		<i>Animal Farm (Supp.)</i>	Orwell	Signet	1996	8/25/2008
		<i>Antigone</i>	Sophocles	Harcourt Brace	1997	8/25/2008
		<i>Ellen Foster (Supp.)</i>	Gibbons	Random House, Vintage	1998	5/18/1992
		<i>Gilgamesh: A Verse Narrative (Supp.)</i>	Mason	Mariner	2003	8/25/2008
		<i>Jack (Supp.)</i>	Homes	Vintage Books	1989	7/26/1999
		<i>Multicultural Perspective (Supp.)</i>	Foote, et al.	McDougal, Littell	1993	5/18/2009
		<i>Of Mice and Men (Supp.)</i>	Steinbeck	Penguin	1993	8/25/2008
		<i>"Prayer for the Days of Awe" (Supp.)</i>	Wiesel	NY Times	1997	8/25/2008
		<i>Romeo and Juliet (Media Supp.)</i>	Shakespeare	Dover	1993	8/25/2008
		<i>The Dark Child (Supp.)</i>	Caara Lave	Farrar, Straw & Giroux	2000	8/25/2008
		<i>The Midwife's Apprentice (Supp.)</i>	Cushman	Harper Collins	1995	8/25/2008
		<i>Things Fall Apart</i>	Achebe	Fawcett	1959	8/25/2008
		<i>Waterworld (Media Supp.)</i>				8/25/2008
		<i>"What Makes Us Moral" (Supp.)</i>	Kluger	Time Magazine	2007	8/25/2008
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
		<i>House on Mango Street</i>	Cisneros, Sandra	Vintage	1984	5/5/2014
		<i>Grammar for Writing</i>	Beverly Ann Chin	Sadlier	2014	5/2/2016
		<i>Currents in Literature: Genre Volume</i>	Dennis, et al.	Amsco	2007	5/18/2009
		<i>Focus on Writing</i>	Kirsznner, Mandell	Random House, Vintage	2009	5/3/2010
		<i>Night</i>	Wiesel	Hill & Wang	1986	8/25/2008
		<i>The Boy Who Harnessed the Wind</i>	Wm. Kambwamba, Bryan Mealer	Wm. Morrow	2010	5/21/2018
		<i>Shakespeare's Restless World: A Portrait on an Era in Twenty Objects</i>	Neil MacGregor	Viking	2008	5/21/2018
		<i>The Language of Literature, Interactive Reader (Supp)</i>	Bermudez/Applebee	McDougal Little	2006	8/24/2009
Y	English 9 Literary World Views	<i>Antigone</i>	Sophocles	Harcourt Brace	1977	8/25/2008
		<i>Canterbury Tales (Supp.)</i>	Chaucer	Dove	1994	8/25/2008
		<i>Gilgamesh: A Verse Narrative</i>	Mason	Mariner	2003	8/25/2008
		<i>Night</i>	Wiesel	Hill & Wang	1986	8/25/2008
		<i>Romeo and Juliet (Supp.)</i>	Shakespeare	Folger	1993	8/25/2008
		<i>The Bible</i>	Richardson, ed	Harper Collins	1984	8/25/2008
		<i>The Odyssey</i>	Homer (Fagles, trans.)	Penguin	1996	8/25/2008
		<i>The Road (Supp.)</i>	McCarthy	Vintage	2006	5/18/2009
		<i>House on Mango Street</i>	Cisneros, Sandra	Vintage	1984	5/5/2014
		<i>One Man's Meat</i>	White, E.B.	Tilbury	1994	5/5/2014
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014

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	Course	Textbook	Author	Publisher	Copyright	Approved
Y	English 9 World History and Cultures	<i>Balzac and the Little Chinese Seamstress</i>	Dai Sijie	Anchor	2002	5/2/2016
		<i>Behind the Beautiful Flowers</i>	David Hare	Farrar, Straus & Giroux	2015	5/2/2016
		<i>Chinese Cinderella: The True Story of an Unwanted Chinese Girl</i>	Adeline Yen Mah	Ember	2010	5/2/2016
		<i>City of Thieves</i>	David Benioff	Penguin	2009	5/2/2016
		<i>Gulliver's Travels</i>	Jonathon Swift	Penguin	2003	5/2/2016
		<i>Persepolis: The Story of a Childhood</i>	Marjane Satrapi	Pantheon	2004	5/2/2016
		<i>Sunflower and the Secret Fan</i>	Lisa See	Random House	2009	5/2/2016
		<i>The Good Earth</i>	Pearl S. Buck	Washington Square Press	2004	5/2/2016
		<i>The Lovers: Afghanistan's Romeo and Juliet</i>	Rod Nordland	Ecco	2016	6/2/2016
		<i>Things Fall Apart</i>	Chinua Achebe	Anchor	1994	5/2/2016
		<i>Julius Caesar</i>	Shakespeare	Folger	1992	8/25/2008
		<i>Lord of the Flies</i>	Golding	Signet	1966	8/25/2008
		<i>Points of Departure (short stories)</i>	Various	Mentor	1999	8/25/2008
		<i>Taming of the Shrew (Supp.)</i>	Shakespeare	Folger	1992	8/25/2008
		<i>To Kill a Mockingbird</i>	Lee	Warner Books	1960	8/25/2008
Y	English 10	<i>1984</i>	Orwell	Signet	1950	8/25/2008
		<i>A Midsummer Night's Dream (Supp.)</i>	Shakespeare	Folger	1993	8/25/2008
		<i>A Separate Place</i>	Knowles	Scribner	1987	8/25/2008
		<i>I Know why the Caged Bird Sings</i>	Angelou	Bantam	1969	8/25/2008
		<i>Julius Caesar</i>	Shakespeare	Folger	1992	8/25/2008
		<i>Lord of the Flies</i>	Golding	Signet	1966	8/25/2008
		<i>Points of Departure (short stories)</i>	Various	Mentor	1999	8/25/2008
		<i>Taming of the Shrew (Supp.)</i>	Shakespeare	Folger	1992	8/25/2008
		<i>To Kill a Mockingbird</i>	Lee	Warner Books	1960	8/25/2008
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014
		<i>Kitchen House</i>	Grisson, Kathleen	Touchstone	2010	5/5/2014
		<i>Grammar for Writing</i>	Beverly Ann Chin	Sadlier	2014	5/21/2018
		<i>Shakespeare's Restless World: A Portrait on an Era in Twenty Objects</i>	Neil MacGregor	Viking	2008	5/21/2018
		<i>Face the Issues (Supp.)</i>	Munrich	Person	2007	5/3/2010
		Y	English 10 H	<i>1984</i>	Orwell	Signet	1950	8/25/2008
<i>A Midsummer Night's Dream (Supp.)</i>	Shakespeare			Folger	1993	8/25/2008
<i>A Separate Place</i>	Knowles			Scribner	1987	8/25/2008
<i>Ethan Frome (Supp.)</i>	Wharton			Scribner	1939	8/25/2008
<i>Fences</i>	Wilson				1990	8/25/2008
<i>Frankenstein</i>	Shelley			Bantam	1991	8/25/2008
<i>I Know why the Caged Bird Sings</i>	Angelou			Bantam	1969	8/25/2008
<i>Julius Caesar</i>	Shakespeare			Folger	1992	8/25/2008

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Course	Textbook	Author	Publisher	Copyright	Approved	
Y English 10 H Cont'd	<i>Lord of the Flies</i>	Golding	Signet	1966	8/25/2008	
	<i>Ordinary People (Supp.)</i>	Guest	Penguin	1976	8/25/2008	
	<i>Points of Departure (short stories)</i>	Various	Mentor	1999	8/25/2008	
	<i>Taming of the Shrew (Supp.)</i>	Shakespeare	Folger	1992	8/25/2008	
	<i>To Kill a Mockingbird</i>	Lee	Warner Books	1960	8/25/2008	
	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014	
	<i>Kitchen House</i>	Grisson, Kathleen	Touchstone	2010	5/5/2014	
	<i>Grammar for Writing</i>	Beverly Ann Chin	Sadlier	2014	5/2/2016	
	Y English 10 American Studies	<i>A Narrative of the Life of Mary Jemison</i>	Seavers	Syracuse Univ. Press	1990	8/25/2008
		<i>Adventures of Huckleberry Finn</i>	Twain	Bantam	1981	8/25/2008
<i>Benito Cereno</i>		Melville	Dover	1995	8/25/2008	
<i>Billy Budd</i>		Melville	Signet	1998	8/25/2008	
<i>Civil Disobedience</i>		Walden	Signet	1960	8/25/2008	
<i>Civil Was Poetry and Prose</i>		Whitman	Dover	1995	8/25/2008	
<i>Fahrenheit 451</i>		Bradbury	Ballantine	1992	8/25/2008	
<i>Our Town</i>		Wilder	Perennial	1998	8/25/2008	
<i>The Crucible</i>		Miller	penguin	1982	8/25/2008	
<i>The Lottery</i>		Jackson	Fawcett	1977	8/25/2008	
<i>The Norton Anthology of American Literature</i>		Ed. Nina Baym et al.	W.W. Norton & Co.	1995	8/25/2008	
<i>The Scarlett Letter</i>		Hawthorne	Bantam	2003	8/25/2008	
<i>The Tempest</i>		Shakespeare	Folger	1961	8/25/2008	
<i>Walden</i>		Thoreau	Dover	1995	8/25/2008	
<i>The Art of Voice: Language and Composition</i>		Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014	
Y English 10 AHLISA		<i>Daisy Miller</i>	James	Dover	1995	5/2/2016
		<i>Julius Caesar</i>	Shakespeare	Folger	1992	8/25/2008
	<i>Narrative of the Life of Frederick Douglass</i>	Douglass	Signet	1968	8/25/2008	
	<i>Points of Departure (short stories)</i>	Various	Mentor	1999	8/25/2008	
	<i>The Age Innocence</i>	Wharton	Collier	1968	8/25/2008	
	<i>The Crucible</i>	Miller	Penguin	1982	8/25/2008	
	<i>The Scarlett Letter</i>	Hawthorne	Bantam	1965	8/25/2008	
	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014	
	<i>Grammar for Writing</i>	Beverly Ann Chin	Sadlier	2014	5/2/2016	
	Y English 10 RAHP	<i>The Immortal Life of Henrietta Lacks</i>	Skoot, Rebecca	Crown	2011	6/2/2016
<i>Cutting for Stone and Better</i>		Verghese, Abraham	Knoph Doubleday	2009	5/5/2014	
<i>A Separate Place</i>		Knowles	Scribner	1987	8/25/2008	
<i>Flowers for Algernon</i>		Keyes	Harcourt	1984	8/25/2008	
<i>Frankenstein</i>		Shelley	Bantam	1991	8/25/2008	
<i>Lord of the Flies</i>		Golding	Signet	1966	8/25/2008	
<i>Ordinary People (Supp.)</i>		Guest	Penguin	1976	8/25/2008	

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Course	Textbook	Author	Publisher	Copyright	Approved	
English 10 RAHP Cont'd	<i>Points of Departure (short stories)</i>	Various	Mentor	1999	8/25/2008	
	<i>To Kill a Mockingbird</i>	Lee	Warner Books	1960	8/25/2008	
	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014	
	<i>Cutting for Stone and Better</i>	Verghese, Abraham	Knoph Doubleday	2009	5/5/2014	
	<i>Better: A Surgeons Notes on Performance</i>	Gawande, Atul	Picador	2007	5/5/2014	
	<i>Grammar for Writing</i>	Beverly Ann Chin	Sadlier	2014	5/2/2016	
	<i>The Radium Girls: The Dark Story of America's Shining Women</i>	Kate Moore	Source Books	2018	5/20/2019	
	Y English 11	<i>Macbeth</i>	Shakespeare	Folger	1992	8/25/2008
		<i>Paul's Case (Supp.)</i>	Cather	Dover	1996	8/25/2008
		<i>Poems: American Themes</i>	Bassel, ed.	Amsco	1995	8/25/2008
<i>Points of View</i>		Various	Mentor	1995	8/25/2008	
<i>The Bedford Reader</i>		Kennedy	Bedford Books	1997	8/25/2008	
<i>The Catcher in the Rye</i>		Salinger	Little, Brown & Co.	1951	8/25/2008	
<i>The Color Purple</i>		Walker	Harcourt	2003	8/25/2008	
<i>The Great Gatsby</i>		Fitzgerald	Scribner	1953	8/25/2008	
<i>The Mentor Book of Major American Poets</i>		Williams, Oscar & Honig, eds	Mentor	1962	8/25/2008	
<i>Their Eyes were Watching God</i>		Hurston	Harper & Row	2014	5/5/2014	
<i>The Art of Voice: Language and Composition</i>		Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014	
<i>Thousand Splendid Suns</i>		Hosseini, Khalad	Riverhead Books	2007	5/5/2014	
<i>Kite Runner</i>		Hosseini, Khalad	Riverhead Books	2003	5/14/2014	
<i>Breath, Eyes, Memory</i>		Danticat, Edwidge	Vintage	1994	5/5/2014	
<i>A Fine Balance</i>		Mistry Rohinton	Vintage	1995	5/5/2014	
<i>Namesake</i>		Lahiri, Jhumpa	Mariner	2003	5/5/2014	
<i>Shakespeare's Restless World: A Portrait on an Era in Twenty Objects</i>		Neil MacGregor	Viking	2008	5/21/2018	
<i>Sing, Unburied, Sing a Novel</i>		Jesmyn Ward	Scribner	2017	5/21/2018	
<i>The Killers of the Flower Moon: The Osage Murders and the Birth of the FBI</i>		David Grann	Doubleday	2017	5/21/2018	
Y English 11 H		<i>A Farewell to Arms (Supp.)</i>	Hemingway	MacMillan	1957	8/25/2008
		<i>Adventures of Huckleberry Finn (Supp.)</i>	Twain	Bantam	1981	8/25/2008
		<i>Babylon Revisited (Supp.)</i>	Fitzgerald	MacMillan	1960	8/25/2008
		<i>Billy Budd</i>	Melville	McGraw Hill	1960	8/25/2008
		<i>Black Boy (Supp.)</i>	Wright	Perennial	1991	8/25/2008
		<i>Classic Slave Narratives (Supp.)</i>	Gates	Mentor	1987	8/25/2008
		<i>Different Seasons, Rita Hayworth and the Shawshank Redemption</i>	King	Signet	1982	8/25/2008
		<i>Four American Novels (Supp.)</i>	Various	Harcourt Brace	1959	8/25/2008
		<i>Goodbye Columbus (Supp.)</i>	Roth	Houghton Mifflin	1989	8/25/2008

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Course	Textbook	Author	Publisher	Copyright	Approved	
English 11 H Cont'd	<i>Great American Short Stories</i>	Stegner, Wallace	Dell	1985	8/25/2008	
	<i>Macbeth</i>	Shakespeare	Folger	1992	8/25/2008	
	<i>Maggie (Supp.)</i>	Crane	Airmont	1968	8/25/2008	
	<i>Narrative in the Life of Frederick Douglass (Supp.)</i>	Douglass	Anchor	1973	8/25/2008	
	<i>Plays of the 1950's (Supp.)</i>	Strasberg	Dell	1962	8/25/2008	
	<i>Poems: American Themes (Supp.)</i>	Bassell	Amsco	1995	8/25/2008	
	<i>Points of View</i>	Moffett	Mentor	1995	8/25/2008	
	<i>Ragged Dick</i>	Alger	Macmillan	1962	8/25/2008	
	<i>Six Modern American Plays</i>	Halline	Random House	1967	8/25/2008	
	<i>The American Dream (Supp.)</i>	Albee	Signet	1991	8/25/2008	
	<i>The Bedford Reader</i>	Kennedy	Bedford Books	1997	8/25/2008	
	<i>The Bridge of San Luis Rey (Supp.)</i>	Wilder	Harcourt Brace	1959	8/25/2008	
	<i>The Catcher in the Rye</i>	Salinger	Little, Brown & Co.	1951	8/25/2008	
	<i>The Glass Menagerie</i>	William	Penguin	1970	8/25/2008	
	<i>The Great Gatsby</i>	Fitzgerald	Scribner	1953	8/25/2008	
	<i>The Mentor Book of American Poets</i>	William Honig	Mentor	1962	8/25/2008	
	<i>The Red Badge of Courage (Supp.)</i>	Melville	Signet	1980	8/25/2008	
	<i>The Snows of Kilimanjaro</i>	Hemingway	Simon & Schuster	1964	8/25/2008	
	<i>The Things They Carried (Supp.)</i>	Obrien	Houghton Mifflin	1990	8/25/2008	
	<i>The Zoo Story (Supp.)</i>	Albee	Signet	1991	8/25/2008	
	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014	
	<i>Their Eyes Were Watching God</i>	Hurston	Harper & Row	1990	8/25/2008	
	<i>Washington Square (Supp.)</i>	James	Signet	1980	8/25/2008	
	<i>Winesburg, Ohio (Supp.)</i>	Anderson	Penguin	1960	8/25/2008	
	<i>Kite Runner</i>	Hosseini, Khalad	Riverhead Books	2003	5/5/2014	
	<i>Thousand Splendid Suns</i>	Hosseini, Khalad	Riverhead Books	2007	5/5/2014	
	<i>Breath, Eyes, Memory</i>	Danticat, Edwidge	Vintage	1994	5/5/2014	
	<i>A Fine Balance</i>	Mistry, Rohinton	Vintage	1995	5/5/2014	
	<i>Namesake</i>	Lahiri, Jhumpa	Mariner	2003	5/5/2014	
	<i>The Killers of the Flower Moon: The Osage Murders and the Birth of the FBI</i>	David Grann	Doubleday	2017	5/21/2018	
	<i>Sing, Unburied, Sing a Novel</i>	Jesmyn Ward	Scribner	2017	5/21/2018	
	English 11/12 AP Language & Composition	<i>Invisible Man</i>	Ralph Ellison	Vintage	1995	5/4/2015
		<i>On Writing: A Memoir of the Craft</i>	Stephen King	Pocket Books	2000	5/4/2018
	<i>They Say, I Say: The Moves That Matter in Academic</i>	Graff & Birkenstein				
	<i>Sing, Unburied, Sing a Novel</i>	Jesmyn Ward	Scribner	2017	5/21/2018	

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Course	Textbook	Author	Publisher	Copyright	Approved	
English 11 American Studies	<i>A Farewell to Arms</i>	Hemingway	MacMillan	1957	8/25/2008	
	<i>A Lesson before Dying</i>	Gaines	Vintage	1993	8/25/2008	
	<i>Babylon Revisited</i>	Fitzgerald	MacMillan	1960	8/25/2008	
	<i>Beloved</i>	Morrison	Blume	1988	8/25/2008	
	<i>Ethan Frome</i>	Wharton	Scribner	1970	8/25/2008	
	<i>Invisible Man</i>	Ellison	Random House	1980	8/25/2008	
	<i>Long Day's Journey Into Night</i>	O'Neill	Yale University Press	1984	8/25/2008	
	<i>Maggie: A Girl of the Streets</i>	Crane	Bantam	1986	8/25/2008	
	<i>Native Son</i>	Wright	Perennial	1966	8/25/2008	
	<i>The Age Innocence</i>	Wharton	Signet	1962	8/25/2008	
	<i>The Great Wall</i>	Fitzgerald	Scribner	1962	8/25/2008	
	<i>The Heart is a Lonely Hunter</i>	McCuller	Bantam	1968	8/25/2008	
	<i>The Norton Anthology of American Literature</i>	Hack	W.W. Norton & Co.	1995	8/25/2008	
	<i>The Things They Carried</i>	O'Brien	Houghton Mifflin	1990	8/25/2008	
English 11 AHLISA	<i>The Yellow Wallpaper</i>	Gilman	Dover	1997	8/25/2008	
	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014	
	<i>Fences</i>	Wilson	Wilson	1990	8/25/2008	
	<i>Macbeth</i>	Shakespeare	Folger	1992	8/25/2008	
	<i>Points of View (Short Stories)</i>	Various	Mentor	1956	8/25/2008	
	<i>The Catcher in the Rye</i>	Salinger	Little, Borwon & Co.	1951	8/25/2008	
	<i>The Great Gatsby</i>	Fitzgerald	Scribner	1962	8/25/2008	
	<i>The Things They Carried</i>	O'Brien	Houghton Mifflin	1990	8/25/2008	
	<i>The Yellow Wallpaper</i>	Gilman	Dover	1997	8/25/2008	
	<i>To Kill a Mockingbird</i>	Lee	Warner Books	1960	8/25/2008	
	<i>Namesake</i>	Lahiri, Jhumpa	Mariner	2003	5/5/2014	
	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014	
	English 11 RAHP	<i>The Interpreter of Maladies</i>	Lahiri, Jhumpa	Houghton Mifflin	2003	8/25/2008
		<i>Different Seasons - Rita Hayworth & The</i>	King	Signet	1982	8/25/2008
<i>Shawshank Redemption</i>						
<i>Macbeth</i>		Shakespeare	Folger	1992	8/25/2008	
<i>My Sister's Keeper</i>		Picoult	Atria	1997	2/4/2008	
<i>One Flew Over the Cuckoo's Nest</i>		Kesey	Signet	1962	8/25/2008	
<i>Points of View (Short Stories)</i>		Various	Mentor	1956	8/25/2008	
<i>The Catcher in the Rye</i>		Salinger	Little, Borwon & Co.	1951	8/25/2008	
<i>The Things They Carried</i>		O'Brien	Houghton Mifflin	1990	8/25/2008	
<i>The Yellow Wallpaper</i>		Gilman	Dover	1997	8/25/2008	
<i>The Art of Voice: Language and Composition</i>		Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014	
<i>The Soul of a Doctor</i>		Poris, Jain, Harper	Alonquin	2006	5/21/2018	
<i>The Lost City of the Monkey God</i>		Douglas Preston	Grand Central	2017	5/21/2018	

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Course	Textbook	Author	Publisher	Copyright	Approved	
English 11 RAHP Cont'd	<i>Sing, Unburied, Sing a Novel</i>	Jesmyn Ward	Scribner	2017	5/21/2018	
	<i>The Radium Girls</i>	Kate Morre	Sourcebooks	2018	5/20/2019	
English 12	<i>Empire Falls (Supp.)</i>	Russo	Vintage	2001	5/9/2011	
	<i>Hamlet</i>	Shakespeare	Folger	1992	8/25/2008	
	<i>Ordinary People</i>	Guest	Penguin	1976	8/25/2008	
	<i>Points of View (Short Stories)</i>	Various	Mentor	1956	8/25/2008	
	<i>Sound & Sense</i>	Perine ed.	Perine	1978	8/25/2008	
	<i>The Bedford Reader</i>	Kennedy	Bedford Books	1977	8/25/2008	
	<i>Talk Talk (Supp.)</i>	Boyle	Viking	2006	5/9/2011	
	<i>The Death of a Salesman</i>	Miller	Penguin	1977	8/25/2008	
	<i>The Help (Supp.)</i>	Stockett	Putnam	2009	5/9/2011	
	<i>The Natural</i>	Malamud	Avon	1952	8/25/2008	
	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014	
	<i>Twelve Years a Slave</i>	Northup, Solomon	Createspace	2013	5/5/2014	
	<i>Kitchen God's Wife</i>	Tan, Amy	Penguin	1991	5/5/2014	
	<i>Bailey's Café</i>	Naylor, Gloria	Vintage	1992	5/5/2014	
	<i>Lean In: Women, Work and the Will to Learn</i>	Sandberg, Sherly	Knopf	2013	5/5/2014	
	<i>Bird by Bird: Some Instruction on Writing & Life</i>	Anne Lamott	Anchor Books	1995	5/5/2014	
	<i>Shakespeare's Restless World: A Portrait on an I</i>	Neil MacGregor	Viking	2008	5/21/2018	
	<i>Drown</i>	Junot Diaz	Riverhead	1996	5/21/2018	
	Y English 12 Honors	<i>A Doll's House</i>	Ibsen	Bantam	1965	8/25/2008
		<i>Hamlet</i>	Shakespeare	Folger	1992	8/25/2008
		<i>In the Lake of the Woods</i>	O'Brien	Penguin	1994	8/25/2008
		<i>Oedipus the King</i>	Sophocles	Harourt	1977	8/25/2008
		<i>Sound & Sense</i>	Perine ed.	Perine	1978	8/25/2008
<i>The Bedford Reader</i>		Kennedy	Bedford Books	1977	8/25/2008	
<i>The Death of a Salesman</i>		Miller	Penguin	1977	8/25/2008	
<i>The Stranger</i>		Camus	Vintage	1988	8/25/2008	
<i>The Art of Voice: Language and Composition</i>		Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014	
<i>Twelve Years a Slave</i>		Northup, Solomon	Createspace	2013	5/5/2014	
<i>Kitchen God's Wife</i>		Tan, Amy	Penguin	1991	5/5/2014	
<i>Bailey's Café</i>		Naylor, Gloria	Vintage	1992	5/5/2014	
<i>Lean In: Women, Work and the Will to Learn</i>		Sandberg, Sherly	Knopf	2013	5/5/2014	
<i>Emerging: Contemporary Readers for Writers</i>		Barrios Barclay	Bedford St. Martin	2015	5/2/2016	
Y English Literature and Composition AP		<i>A Doll's House</i>	Ibsen	Bantam	1965	8/25/2008
		<i>Beloved</i>	Morrison	Blume	1988	8/25/2008
		<i>The Death of a Salesman</i>	Miller	Penguin	1977	8/25/2008
		<i>Hamlet</i>	Shakespeare	Folger	1992	8/25/2008
		<i>Heart of Darkness</i>	Conrad	Dover	1990	8/25/2008

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ENGLISH						
Course	Textbook	Author	Publisher	Copyright	Approved	
	English Literature and Composition AP Cont'd	<i>Medea</i>	Euripedes	Dover	1993	5/21/2008
		<i>Oedipus the King</i>	Sophocles	Harcourt	1977	8/25/2008
		<i>Pride and Prejudice</i>	Austen	Signet	1980	8/25/2008
		<i>The Sun Also Rises</i>	Hemingway	Simon & Schuster	1954	8/25/2008
		<i>Waiting for Godot</i>	Becket	Grove Weidenfeld	1994	8/25/2008
		<i>Woman Warrior</i>	Kingston	Random House	1989	8/25/2008
		<i>Rosencrantz and Guildenstern are Dead</i>	Stoppard	Grove Press	1967	8/25/2008
		<i>The Awakening</i>	Chopin	Dover	1993	8/25/2008
		<i>The Bedford Reader</i>	Kennedy	Bedford Books	1977	8/25/2008
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
Y	Journalism	<i>Thank You for Arguing: What Aristotle, Lincoln &</i>	Jay Heinrichs	Three Rivers Press	2017	5/20/2019
		<i>The New, New Journalism</i>	Robert Boyton	Vintage	2015	5/20/2019
		<i>News, The Politics of Illusion</i>	W. Lance Bennett	Pearson	2011	5/20/2019
		<i>The New Media</i>	Anderson & Downie	Oxford University Press	2016	5/20/2019
S	Beat Generation Poetry	<i>The Portable Beat Reader</i>	Charters, Ann	Penguin	1992	5/5/2014
S	Comedy & Literature	<i>Big Trouble</i>	Dave Barry	Brilliance Audio	7/2/1905	5/5/2014
		<i>Hitchhiker's Guide to the Galaxy</i>	Adams, Douglas	Random House	2002	5/5/2014
S	Creative Writing Honors	<i>Poetry: An Introduction, 5th Edition</i>	Meyer	Bedford St, Martin	2007	8/25/2008
		<i>Writing Down the Bones</i>	Goldberg	Schambhela	2005	8/25/2008
S	Crime & Mystery Honors	<i>A Pocket Full of Rye</i>	Christie	Signet	2000	8/25/2008
		<i>A Study of Scarlet</i>	Doyle	Berkley Vintage	1994	8/25/2008
		<i>Death on the Nile</i>	Christie	Collins	1978	8/25/2008
		<i>Evil Under the Sun (Media)</i>	Christie			8/25/2008
		<i>Five Minute Mysteries</i>	Weber	Running Press	1991	8/25/2008
		<i>Mousetrap and Other Plays(Supp.)</i>	Christie	Signet	1978	8/25/2008
		<i>Murders in the Rue Morgue</i>	Poe	Internet	1977	8/25/2008
		<i>The Big Sleep</i>	Chandler	Vintage Crime	1958	8/25/2008
		<i>The Glass Key (Supp.)</i>	Hammett	Vintage Crime	1958	8/25/2008
		<i>The Hound of Baskerville (Media)</i>	Doyle			8/25/2008
		<i>The Locked Room (Supp.)</i>	Sjowall & Wahloo	Vintage Crime	1973	8/25/2008
		<i>The Maltese Falcon</i>	Hammett	Vintage Crime	1957	8/25/2008
		<i>The Sign of Four</i>	Doyle	Berkley Vintage	1994	8/25/2008
		<i>Midnight in the Garden of Good & Evil</i>	John Berendt	Vintage	1999	5/21/2018
		<i>Little Fires Everywhere</i>	Celeste Ng	Penguin Press	2017	5/21/2018
Y	Literature & Film	<i>A Streetcar Named Desire</i>	Williams		1988	8/25/2008
		<i>The Diving Bell and the Butterfly (Supp.)</i>	Dauby	Vintage	1998	8/25/2008
		<i>The Stranger</i>	Camus	Vintage	1988	8/25/2008
		<i>Frankenstein</i>	Shelley	Bantam	1991	8/25/2008

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ENGLISH						
Course	Textbook	Author	Publisher	Copyright	Approved	
	Literature & Film Cont'd	<i>The Strange Case of Dr. Jekyll & Mr. Hyde & other stories</i>	Stevenson	B&N	2004	5/9/2011
		<i>The Diving Bell and the Butterfly</i>	Dauby	Vintage	1998	5/9/2011
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
Y	Literature & Film Honors	<i>Death of a Salesman</i>	Miller	Penguin	1977	8/25/2008
		<i>Frankenstein</i>	Shelley	Bantam	1991	8/25/2008
		<i>One Flew Over the Cuckoo's Nest</i>	Kesey	Signet	1962	8/25/2008
		<i>The Diving Bell and the Butterfly</i>	Dauby	Vintage	1998	5/9/2011
		<i>The Metamorphosis and Other Stories</i>	Kafka	Dover	1996	5/9/2011
Y	Literature, Identity & Media	<i>Brave New World (Supp.)</i>	Huxley	Harper Perennial Classics	1998	5/9/2011
		<i>Fahrenheit 451 (Supp.)</i>	Bradbury	DelRay Books	1953	5/9/2011
		<i>Frankenstein</i>	Shelley	Bantam	1991	5/9/2011
		<i>Looking Backward (Supp.)</i>	Bellamy	Penguin Classics	1986	5/9/2011
		<i>One Flew Over the Cuckoo's Nest</i>	Kesey	Signet	1962	5/9/2011
		<i>The Handmaid's Tale (Supp.)</i>	Atwood	Ballantine	1986	5/9/2011
Y	Literature, Identity & Media Honors	<i>Brave New World (Supp.)</i>	Huxley	Harper Perennial Classics	1998	5/9/2011
		<i>Fahrenheit 451 (Supp.)</i>	Bradbury	DelRay Books	1953	5/9/2011
		<i>Frankenstein</i>	Shelley	Bantam	1991	5/9/2011
		<i>Looking Backward (Supp.)</i>	Bellamy	Penguin Classics	1986	5/9/2011
		<i>One Flew Over the Cuckoo's Nest</i>	Kesey	Signet	1962	5/9/2011
		<i>The Handmaid's Tale (Supp.)</i>	Atwood	Ballantine	1986	5/9/2011
		<i>News is a Verb</i>	Hamill	Ballantine	1998	5/9/2011
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
Y	Literature and Psychology	<i>A Primer of Freudian Psychology</i>	Hall	World Publishing	1954	7/26/1999
		<i>A Primer of Jungian Psychology</i>	Hall, Nordby	Penguin	1973	7/26/1999
		<i>Equus</i>	Shaffer	Penguin	1973	8/25/2008
		<i>Hamlet</i>	Shakespeare	Folger	1993	8/25/2008
		<i>In the Lake of the Woods</i>	O'Brien	Penguin	1994	1/25/1996
		<i>King Lear</i>	Shakespeare	Folger	1993	8/25/2008
		<i>Oedipus</i>	Sophocles	Harcourt	1977	8/25/2008
		<i>Paul's Case</i>	Cather	Dover	1996	8/25/2008
		<i>Song of Solomon (Supp.)</i>	Morrison	Vintage	2004	8/25/2008
		<i>Story and Structure</i>	Perrine	Harcourt Press	2002	8/25/2008
		<i>The Bell Jar</i>	Plath	Perennial	1996	8/25/2008
		<i>We Have Always Lived in the Castle (Supp.)</i>	Jackson	Penguin	1962	8/25/2008
		<i>Yellow Raft in Blue Water</i>	Dorris	Warner	1987	8/25/2008

ENGLISH							
	Course	Textbook	Author	Publisher	Copyright	Approved	
Y	Myth, Legend and the Bible	<i>Beowulf</i>	Healey	Norton	1987	39685	
		<i>Best Loved Folktales of the World</i>	Cole, ed.	Anchor Press	1982	39685	
		<i>Gilgamesh</i>	Mason	Houghton Mifflin	2003	39685	
		<i>Sir Gawain and the Green Knight</i>	Stone	Penguin	1974	39685	
		<i>Siddharta</i>	Hesse	Bantam	1971	39685	
		<i>The Bible</i>	Richardson, ed.	Harper	1984	39685	
		<i>Three Short Novels</i>	Faulkner	Vintage	1996	39685	
		<i>Me Talk Pretty One Day</i>	Sedaris	Little, Brown & Co.	2000	41022	
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	41764	
S		Non-Fiction Creative Writing	<i>I am Scout</i>	Shields	Henry Holt & Co.	2008	41022
	<i>Me Talk Pretty One Day</i>		Sedaris	Little, Brown & Co.	2000	41022	
	<i>The Fourth Genre: Contemporary Writer of/on C</i>		Root, Jr., Steinberg	Longman	2010	41022	
Y	Philosophy and Literature Honors	<i>Travels with Charley (Supp.)</i>	Steinbeck	Bantam Books	1961	41022	
		<i>Arcadia</i>	Stoppard	Faber	1993	39685	
		<i>Major British Poets</i>	Williams, ed	Mantor	1963	39685	
		<i>Patterns of Religion</i>	Schmidt	Wadsworth	1999	37375	
		<i>Song of Innocence and Songs of Experience</i>	Blake	Dover	1992	39685	
		<i>The Flies</i>	Sartre	Vintage	1976	39685	
		<i>The Fountainhead</i>	Rand	Signet	1993	39685	
		<i>The Illiad of Homer</i>	Homer	Univ of Chicago	1951	39685	
		<i>The Mentor Book of Major American Poets</i>	Williams, ed.	Mentor	1962	39685	
		<i>The Oresteia</i>	Aeschylus	Dover	1996	39685	
		<i>The Republic</i>	Plato	Dover	2000	39685	
		<i>The Tempest</i>	Shakespeare	Folger	1993	39685	
		<i>Walden</i>	Thoreau	Dover	1995	39685	
		<i>Zen and the Art of Motorcycle Maintenance</i>	Robert Pirsig	Harpertourch	2006	43241	
S	Shakespeare I / II Honors	<i>The Movie Goer</i>	Waler Percy	Ivy Books	1989	43241	
		<i>King Lear</i>	Shakespeare	Folger	1993	39685	
		<i>Much Ado About Nothing</i>	Shakespeare	Folger	1995	39685	
		<i>Othello</i>	Shakespeare	Folger	1993	39685	
		<i>The Merchant of Venice</i>	Shakespeare	Folger	1992	39685	
		<i>The Tempest</i>	Shakespeare	Folger	1994	39685	
		<i>Twelfth Night</i>	Shakespeare	Folger	1993	39685	
		ELA 10 Extended School Closing	<i>Catch-22</i>	Heller	Simon & Schuster	1994	6/29/2009
		ELA 11 Extended School Closing	<i>Nine Stories</i>	Salinger	Little Brown & Co.	1991	6/29/2009
		ELA 12 Extended School Closing	<i>Angela's Ashes</i>	McCourt	Scribner	1996	6/29/2009

FAMILY & CONSUMER SCIENCES

	Course	Textbook	Author	Publisher	Copyright	Approved
S	Child Development	<i>The Developing Child - A Guide to Childhood and Parenting</i>		Glenco	1989	8/25/2008
S	Consumerism	<i>Culinary Essentials</i>	Guggenmos, McVety	Glenco/McGraw Hill	2010	4/23/2012
		<i>Culinary Essentials Workbook</i>	Guggenmos, McVety	Glenco/McGraw Hill	2010	4/23/2012
		<i>Consumer Education & Economics</i>	Lowe, Malouf & Jacobsen	Glenco/McGraw Hill	2008	1/13/2014
S	Food of the World	<i>The World of Food</i>	Medved	Prentice Hall	1990	8/25/2008

MATHEMATICS/COMPUTER SCIENCE

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	K-5 Mathematics	<i>EnVision Mathematics 2.0</i>	Scott Foresman, Addison Wesley	Pearson	2016	5/4/2015
Y	Grade 6 Mathematics	<i>Big Ideas Math Modeling Real Life</i>	Ron Larsen, Laurie Boswell	Big Ideas/Cengage	2019	5/6/2019
Y	Grade 7 / Grade 8 Mathematics	<i>Discovering Geometry</i>	Michael Serra	Kendall Hunt	2015	5/6/2019
Y	Grade 7 Mathematics	<i>Big Ideas Math Modeling Real Life Accelerated</i>	Ron Larsen, Laurie Boswell	Big Ideas/Cengage	2019	5/6/2019
Y	Grade 8 Mathematics	<i>Big Ideas Math Modeling Real Life</i>	Ron Larsen, Laurie Boswell	Big Ideas/Cengage	2019	5/6/2019
Y	Math Reasoning H	<i>The Art of Problem Solving</i>	Richard Rusczyk	AoPS Incorporated	2015	5/2/2016
Y	Algebra I Advanced	<i>Big Ideas Algebra I</i>	Larson	Cengage	2018	5/27/2020
Y	Algebra I & Algebra I CP	<i>Algebra I: Common Core</i>	Charles, Hall, Kennedy, Bellman, Bragg, Handlin, Murphy, Wiggins	Pearson	2012	4/22/2013
Y	Advanced Math	<i>Advanced Mathematics: Pre-Calculus with Discrete Mathematics and Data Analysis</i>	Brown	Houghton Mifflin	1992, 1994	5/24/1993
Y	Algebra II CP	<i>Algebra II, Common Core</i>	Charles, Hall, Kennedy, Bellman, Bragg, Handlin, Murphy, Wiggins	Pearson	2012	4/22/2013
Y	Algebra II	<i>Algebra II: An Integrated Approach</i>	Larson, Kanold, Stiff	Heath/McDougal/Little	2007	5/22/2006
Y	Algebra II H	<i>Algebra and Trig 10th Edition</i>	Larson	Cengage	2018	5/6/2019
Y	Geometry	<i>Geometry: Concepts and Skills</i>	Larson, Boswell, Stiff	McDougal Littell	2003	8/18/2003
Y	Geometry CP	<i>Geometry: Big Ideas</i>	Larson & Boswell	Cengage	2015	5/4/2015
Y	Geometry H	<i>Geometry: Big Ideas</i>	Larson & Boswell	Cengage	2015	5/4/2015
Y	Math Analysis H	<i>Pre-Calculus with Limits: A Graphing Approach 3rd Edition</i>	Larson, Hostetler, Edwards	Houghton Mifflin	2001	6/16/2003
Y	Precalculus E and Precalculus I	<i>Open Stax</i>	Jay Abramson	Open Stax	2017	5/21/2018
Y	Precalculus II with Statistics	<i>Open Stax</i>	Jay Abramson	Open Stax	2017	5/21/2018
Y	Probability & Statistics - Project Based	<i>Elementary Statistics: A Step by Step Approach</i>	Bluman	Glencoe/McGraw Hill	2012	4/23/2012
Y	Calculus CD	<i>Calculus: Early Transcendentals</i>	Rogawski	Freeman	2008	5/3/2010
Y	Calculus H	<i>Calculus Concepts & Applications</i>	Foerster	Key Curriculum	2005	7/23/2007
Y	AP Statistics	<i>The Practice of Statistics 5th Edition</i>	Starnes, Tabor, Yates, Morroe	W.H Freeman	2014	5/5/2014

MATHEMATICS/COMPUTER SCIENCE						
	Course	Textbook	Author	Publisher	Copyright	Approved
Y	Calculus AB (AP)	<i>Calculus of a Single Variable: Early Transcendental Functions</i>	Larson, Hosteller, Edwards	Houghton Mifflin/Harcourt	2011	5/3/2010
Y	Consumer Math Personal Finance	<i>Mathematics for Business & Personal Finance</i>	Lange, Rousos	Glencoe/McGraw Hill	2011	4/23/2012
Y	Computer Programming H	<i>A Guide to Programming in Java</i> <i>Python Programming in Context</i> <i>Simply Java Programming An Application Driven Approach</i>	Brown Miller & Ranum Deitel, Deitel	Lawrenceville Jones & Bartlett Prentice Hall	2005 2014 2004	 5/4/2015 7/16/2012
Y	Computer Science AP	<i>Java Concepts for AP Comp Science</i>	Hortsmann	Joh Wiley	2008	6/2/2008
Y	Computer Applications	<i>Web Development & Design Foundations with HTML</i>	Felke-Morris	Pearson	2013	4/23/2012

SCIENCE						
	Course	Textbook	Author	Publisher	Copyright	Approved
Y	K - Physical Science	<i>Measurement, Motion & Forces</i>	William Banko, MD Dario Capasso, Ph.D.	Knowing Science LLC	2017	5/22/2017
	Life Science	<i>Living Things, Sensational Senses</i>				
	Earth Science	<i>Weather, Sunlight & Energy</i>				
Y	Grade 1 - Physical Science	<i>Measurement, Light & Sound</i>	William Banko, MD Dario Capasso, Ph.D.	Knowing Science LLC	2017	5/22/2017
	Life Science	<i>Inspired by Nature, Parents & Heredity</i>				
	Earth Science	<i>Earth's Patterns</i>				
Y	Grade 2 - Physical Science	<i>Matter & Measurement</i>	William Banko, MD Dario Capasso, Ph.D.	Knowing Science LLC	2017	5/22/2017
	Life Science	<i>Ecosystems, Habitats & Interactions</i>				
	Earth Science	<i>Earth's Land & Water</i>				
Y	Grade 3 - Physical Science	<i>Forces & Interactions</i>	William Banko, MD Dario Capasso, Ph.D.	Knowing Science LLC	2017	5/22/2017
	Life Science	<i>Life Cycle & Traits</i>				
	Earth Science	<i>Weather & Climate</i>				
Y	Grade 4 - Physical Science	<i>Energy, Waves & Properties</i>	William Banko, MD Dario Capasso, Ph.D.	Knowing Science LLC	2017	5/22/2017
	Life Science	<i>Structure & Function</i>				
	Earth Science	<i>Earth System Processes</i>				
Y	Grade 5 - Physical Science	<i>Structure, Properties & Interactions of Matter</i>	William Banko, MD Dario Capasso, Ph.D.	Knowing Science LLC	2017	5/22/2017
	Life Science	<i>Matter & Energy in Organisms & Ecosystems</i>				
	Earth Science	<i>Earth Surface Processes</i>				

SCIENCE						
Course	Textbook	Author	Publisher	Copyright	Approved	
Y	Grade 6 - Science	<i>Exploring Properties of Matter</i>	Smithsonian/National Science Center Resources	Carolina Curriculum	2012	4/23/2012
		<i>Exploring Respiration and Circulation</i>			2012	4/23/2012
		<i>Investigating Digestion and Motion</i>			2012	4/23/2012
		<i>Understanding Weather & Climate</i>			2013	4/23/2012
Y	Grade 7 - Science	<i>Experimenting with Mixtures, Compounds & Elements</i>	Smithsonian/National Science Center Resources	Carolina Curriculum	2012	4/23/2012
		<i>Studying the Development and Reproduction of Organisms</i>			2012	4/23/2012
		<i>Investigating Biodiversity and Interdependence</i>			2013	4/23/2012
		<i>Experimenting with Forces and Motion</i>			2012	4/23/2012
Y	Grade 8 - Science	<i>Exploring Planetary Systems</i>	Smithsonian/National Science Center Resources	Carolina Curriculum	2013	4/23/2012
		<i>Researching the Sun-Earth-Moon System</i>			2013	4/23/2012
		<i>Exploring Plate Tectonics</i>			2012	4/23/2012
		<i>Electricity, Waves & Information Transfer</i>			2015	5/2/2016
Y	Anatomy & Physiology	<i>Essentials of Anatomy & Physiology 3rd Edition</i>	Sager, et. al.	Holt	2001	8/20/2001
Y	Anatomy & Physiology H	<i>Essentials of Anatomy & Physiology H</i>	Maireb & Keller	Pearson	2018	5/21/2018
Y	Biology	<i>Biology</i>	Miller, Levine	Pearson	2019	5/27/2020
Y	Biology Advanced 9	<i>Campbell: Biology Concepts & Connections</i>	Reece, Taylor, Simon, Dickey, Hogan	Pearson	2015	5/2/2016
Y	Biology AP	<i>Principles of Life</i>	Heller, Hillis, Price, Sadava	WH Freeman & Co.	2012	4/23/2012
Y	Chemistry	<i>Chemistry: Matter and Change</i>		Glenco, McGraw Hill	2000	4/7/2008
Y	Chemistry CP	<i>Chemistry</i>	Myers, Oldham, Tocci	Holt	2006	5/3/2010
Y	Chemistry Honors	<i>Pearson Chemistry</i>	Wilbraham, Staley, Matta, Waterman	Pearson	2017	5/21/2018
Y	Chemistry RAHP	<i>Chemistry</i>	Wilbraham, Staley, Matta, Waterman	Prentice Hall/Addison-Wesley	2002	3/24/2003
Y	Chemistry AP	<i>Chemistry, The Central Science, 14 AP Edition</i>	Brown, Lemay, Bursten, Murthy, Woodward	Pearson	2018	4/22/2013
Y	Environmental Science	<i>Environmental Science</i>	Jay Withgott	Pearson	2011	5/2/2016
Y	Environmental Science AP	<i>Environmental Science AP, 2nd Edition</i>	Friedland & Relyea	Bedford, Freeman & Worth	2015	5/2/2016
Y	Genetics	<i>Human Genetics: Concepts and Application</i>	Lewis	McGraw Hill	2015	5/21/2018
Y	Physics	<i>Conceptual Physics</i>	Hewitt	Pearson	2015	5/21/2018
Y	Physics CP	<i>Physics: Principles and Problems</i>	Johnson, et al.	Zitzewitz, et al.	2009	5/2/2016
Y	Physics Honors	<i>Physics</i>	Giancoli	Pearson	2014	5/2/2016

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	Course	Textbook	Author	Publisher	Copyright	Approved
Y	Physics RAHP	<i>Physics</i>	Giancoli	Pearson	2014	5/2/2016
Y	Integrated Physics & Art	<i>OCR Physics for A2</i>	Mee, et al.	Hodder	2009	5/3/2010
Y	AP Physics 1 & 2	<i>Physics 9th Edition</i>	Cutnell & Johnson	John Wiley & Son	2012	5/5/2014
Y	AP Physics C: E&M Mechanics	<i>Fundamentals of Physics</i>	Halliday & Resnick, Jearl Walker	Wiley	2014	5/21/2018
Y	Planetary & Earth Science	<i>Astronomy Today</i>	Chaisson	Prentice Hall	2002	5/17/2014
Y	Forensic Science 12	<i>Science - Fundamentals and Investigations</i>	Anthony J Bertino	South Western Cengage	2012	5/4/2015
Y	Forensic Science 12 H	<i>Forensic Science: An Introduction, 3rd Edition</i>	Richard Saferstein	Pearson	2016	5/27/2020
Y	AP Seminar RAHP	<i>The Craft of Research, 4 Edition</i>	Booth, Colomb, Williams, Bizup, Fitzgerald	Chicago Press	2016	5/27/2020
	Career Pathways in Medicine	<i>Introduction to Health Care</i>	Mitchell & Haroun	Cengage	2017	5/22/2017
		<i>Medical Terminology for Health Professionals</i>	Ehrlich, Schroeder, Ehrlich	Cengage	2017	5/22/2017

SOCIAL STUDIES

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	Grade 1 - Social Studies	<i>My School & Family: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2010	4/22/2013
Y	Grade 2 - Social Studies	<i>My Community: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2010	4/22/2013
Y	Grade 3 - Social Studies	<i>Our Community and Beyond: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2010	4/22/2013
Y	Grade 4 - Social Studies	<i>Regions of Our Country: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2010	4/22/2013
Y	Grade 5 - Social Studies	<i>America's Past: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2010	4/22/2013
Y	Grade 6 - Social Studies	<i>A History of US: Liberty For All? 1820-1860 (Supp.)Hakim</i>	Hakim	Oxford University Press	2005	5/22/2006
		<i>A History of US: The New Nation 1789-1850 (Supp.)</i>	Hakim	Oxford University Press	2005	5/22/2006
		<i>Abraham Lincoln: Great American President (Supp.)</i>	Haugen	Compass Point Books	2006	5/22/2006
		<i>Elizabeth Caddy Stanton: Social Reformer (Supp.)</i>	Burgan	Compass Point Books	2006	5/22/2006
		<i>Frederick Douglass: Slave, Writer, Abolitionist (Supp.)</i>	Haugen	Compass Point Books	2005	5/22/2006
		<i>History Alive! The United States Through Industrialism</i>	Bower, Lobdell	TCI	2005	5/22/2006
		<i>Robert E. Lee: Commander of the Confederate Army (Supp.)</i>	Gillis	Compass Point Books	2006	5/22/2006
Y	Grade 7 - Social Studies	<i>Geography Alive! Regions and People</i>	Bower, Lobdell	TCI	2006	5/22/2006
		<i>Globalize It! The Stories of the IMF, the World Bank, the WTO, and Those Who Protest (Supp.)</i>	January	21st Century Books	2003	5/22/2006
		<i>The Choices Program: Current Issues Series</i>	Varied	Brown University	2017	5/21/2018
Y	Grade 8 - Social Studies	<i>World History Volume 1</i>	Ellis, Gaynor, Esler	Pearson, Prentice Hall	2008	6/18/2007

SOCIAL STUDIES

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	American Government and Politics AP	<i>American Government - Reading & Cases 15th Edition</i>	Wolf	Pearson - Longman	2004	8/25/2008
S	Contemporary Issues in Social Science	<i>American Public Policy: An Introduction</i>	Cochan, Mayer, Carr	Thompson/Wadsworth	2006	4/7/2008
Y	European History AP	<i>Western Civilization (3rd Edition)</i>	Spielvogel	West Publishing 1997	1997	8/25/2008
Y	Human Geography	<i>An Introduction to Human Geography: The Cultural Landscape</i>	James M. Rubenstein	Pearson, Prentice Hall	2014	5/24/2015
Y	Human Geography Honors	<i>An Introduction to Human Geography: The Cultural Landscape</i>	James M. Rubenstein	Pearson, Prentice Hall	2014	5/24/2015
Y	Human Geography AP	<i>An Introduction to Human Geography: The Cultural Landscape</i>	James M. Rubenstein	Pearson, Prentice Hall	2014	5/24/2015
Y	Microeconomics/Macroeconomics AP	<i>Principles of Economics</i>	Mankiw	South Western Cengage	2009	5/3/2010
Y	History of the Modern World	<i>World History: The Modern Era</i>	Ellis, Gaynor, Esler	Pearson	2007	5/3/2010
Y	Modern European History	<i>Civilization in the West 6th Edition</i>	Kishlansky, Geary, O'Brien	Pearson	2006	8/25/2008
Y	Western/Non-Western Philosophy	<i>Ultimate Questions: Thinking About Philosophy</i>	Rauhut	Penguin	2007	5/5/2008
Y	Psychology / Psychology Honors	<i>Thinking About Psychology: A science of Mind & Behavior</i>	Blair-Broekner, Ernst	Worth	2008	5/3/2010
Y	Psychology AP	<i>Myer's Psychology for AP 2nd Edition</i>	David Myers	Bedford, St Martins	2014	2/6/2017
Y	Senior Seminar	<i>The Origins of the Modern World 2nd Edition</i>	Marks	Roman & Littlefield	2007	5/5/2008
Y	Sociology	<i>The Real World: An Introduction to Sociology</i>	Ferris, Stein	Norton	2008	5/3/2010
Y	Classical Foundations of America	<i>Greeks & Romans Bearing Gifts</i>	Carl J. Richard	Roman & Littlefield	2008	5/23/2013
		<i>Ancient Rome and Modern America</i>	Margaret Malamud	Wiley-Blackwell	2009	4/23/2013
Y	The Trojan War	<i>The Iliad</i>	Homer; Translated by Robert Fables	Penguin	1990	4/22/2013
Y	US History I / US History I Honors / US History I AP / US History I American Studies/ US History I AHLISA	<i>A People and a Nation, 6th Edition</i>	North	Houghton Mifflin	2001	8/25/2008
		<i>America: Pathways to the Present</i>	Cayton, Perry, Reed, Winkler	Pearson Prentice Hall	2007	5/22/2006
		<i>The American Pageant 13th Edition (Supp.)</i>	Bailey	Houghton Mifflin	2006	8/25/2008
Y	US History II/ US History II Honors / US History II AP / US History II American Studies/ US History II AHLISA	<i>A People and a Nation, 6th Edition</i>	North	Houghton Mifflin	2001	8/25/2008
		<i>America: Pathways to the Present</i>	Cayton, Perry, Reed, Winkler	Pearson Prentice Hall	2007	5/22/2006
		<i>The American Pageant 13th Edition (Supp.)</i>	Bailey	Houghton Mifflin	2006	8/25/2008

SOCIAL STUDIES

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	World History	<i>World History: The Modern Era</i>	Ellism, Gaynor, Esler	Pearson Prentice Hall	2007	6/8/2007
Y	Civics	<i>Building Citizenship: Civics & Economics</i>	Remy, Patrick, Safnell, Clayton	Genco McGraw Hill	2009	4/23/2012
S	Criminal Law	<i>Street Law, A Course in Practical Law 5th Edition</i>	Arbetman, O'Brien, McMahon	West Publishing	1994	8/25/2008
S	Constitutional Law	<i>Street Law, A Course in Practical Law 5th Edition</i>	Arbetman, O'Brien, McMahon	West Publishing	1994	8/25/2008
Y	Global Citizen	<i>Global Issues: An Introduction</i>	Kristen A. Hite & John L. Steitz	John Wiley & Sons	2016	5/27/2020
	World History Grade 9 Extended School Closing	<i>Longitude</i>	Sobel	Penguin	1996	6/29/2009
	World History Grade 10 Extended School Closing	<i>The Killer Angels</i>	Shaara	Ballentine	2003	6/29/2009
	World History Grade 11 Extended School Closing	<i>To America</i>	Ambrose	Simon & Schuster	2002	6/29/2009

FINE AND APPLIED ARTS

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	K - 5 General Music	<i>Share the Music</i>	Bond et al.	McGraw Hill	2000	2/26/2001
Y	Grade 5 - Instrumental Music	<i>Standard of Excellence, Vol.1</i>	Pearson, Bruce	Neil Kjos	1999	8/25/2008
		<i>Essential Elements for Strings, Book 1</i>	Allen, Gillespie, Hayes	Hal Leonard	1994	4/22/2013
Y	Grade 6 - Band	<i>Ed Sueta Books 1, 2</i>	Sueta	Macie	1982	8/25/2008
		<i>Essential Elements, Books 1 and 2</i>	Lautzenheiser, et al.	Hal Leonard	2001	8/25/2008
		<i>Rubank Elementary Method</i>	Rubank	Hal Leonard	1960	8/25/2008
		<i>Standard of Excellence, 1, 2</i>	Pearson, Bruce	Neil Kjos	1999	8/25/2008
		<i>Standard of Excellence 1, Music Theory & History Workbook</i>	Elledge, Yarbrough, Pearson	Neil Kjos	1993	4/22/2013
Y	Grade 6 - Orchestra	<i>All for Strings 1, 2</i>	Anderson, Frost	Neil Kjos	1986	8/25/2008
		<i>Essential Elements 2000 for Strings 2</i>	Allen, Gillespie, Hayes, Tellejohn	Hal Leonard	2004	4/22/2013
		<i>Wohlfahrt Etudes, Op 45</i>	Wohlfahrt	G. Schirmer	1905	8/25/2008
Y	Grade 6 - Chorus	<i>Sing at First sight: Foundation in Choral Sight Singing, Level 1</i>	Beck, Surmani, Lewis	Alfred Publishing Co.	2004	4/22/2013
Y	Grade 7 - Band	<i>Standard of Excellence, 1, 2</i>	Pearson, Bruce	Neil Kjos	1999	4/22/2013
		<i>Standard of Excellence 1, Music Theory & History Workbook</i>	Elledge, Yarbrough, Pearson	Neil Kjos	1993	4/22/2013

FINE AND APPLIED ARTS						
	Course	Textbook	Author	Publisher	Copyright	Approved
Y	Grade 7 - Orchestra	<i>All for Strings 1, 2</i> <i>Essential Elements 2000 for Strings 2</i>	Anderson, Frost Allen, Gillespie, Hayes, Tellejohn	Neil Kjos Hal Leonard	1986 2004	8/25/2008 4/22/2013
Y	Grade 7 - Chorus	<i>Wohlfahrt Etudes, Op 45</i> <i>Sing at First sight: Foundation in Choral Sight Singing, Level 1</i>	Wohlfahrt Beck, Surmani, Lewis	G. Schirmer Alfred Publishing Co.	1905 2004	8/25/2008 4/22/2013
Y	Grade 8 - Band	<i>Essential Technique Book 3</i> <i>Standard of Excellence 2</i> <i>Standard of Excellence 2, Music Theory & History Workbook</i>	Lautzenheiser, et al. Pearson, Bruce Elledge, Yarbrough, Pearson	Hal Leonard Neil Kjos Neil Kjos	1999 1999 1999	8/25/2008 8/25/2008 8/25/2008
Y	Grade 8 Orchestra	<i>All for Strings 1, 2</i> <i>Wohlfahrt Etudes, Op 45</i> <i>Essentials for Strings, A Systematic Approach to Technical Development</i> <i>Techniques for Strings, Putting Pieces Together</i>	Anderson, Frost Wohlfahrt Gerald Anderson Jim Probasco	Neil Kjos G. Schirmer Neil Kjos Heritage Music	1986 1905 1985 2002	8/25/2008 8/25/2008 4/22/2013 4/22/2013
Y	Grade 8 - Chorus	<i>Sing at First sight: Foundation in Choral Sight Singing, Level 1</i> <i>Essential Elements for Choir, Book One: Essential Musicianship</i>	Beck, Surmani, Lewis Crocker, Leavitt	Alfred Publishing Co. Hal Leonard	2004 1985	4/22/2013 4/22/2013
Y	Art History AP	<i>Gardiner's Art Through the Ages, 16th Edition</i>	Fred S. Kleiner	Cengage	2020	5/27/2020
Y	Studio Art I & II AP	<i>Art History</i> <i>Launching the Imagination</i>	Stokstad, Cothren Stewart	Pearson McGraw Hill	2014 2006	4/22/2013 7/7/2007
Y	Innovating Through Design Thinking	<i>Creative Confidence</i> <i>That Used to Be Us</i> <i>A Whole New Mind: Why Right Brainers Will Rule the Future</i> <i>101 Design Methods: A Structured Approach for Driving Innovation in Your Organization</i>	Tom Kelley, David Kelly Friedman & Mandelbaum David Pink Vijay Kumar	Crown Picador Riverhead Books Wiley	2013 2012 2006 2012	5/4/2015 5/4/2015 5/4/2015 5/4/2015
Y	Music Theory AP	<i>Tonal Music with an Introduction to 20th Century Music 5th Edition</i> <i>Student Workbook for Tonal Music with an Introduction to 20th Century Music 5th Edition</i>	Kostka, Pyne Kostka, Pyne	McGraw Hill McGraw Hill	2004 2004	7/22/2005 7/22/2005
Y	Symphonic Band	<i>Auralia (v.2.1.1) Software</i> <i>Sibelius (v.3) Software</i> <i>I Recommend</i>	James D. Ployhar	Rising Software Sibelius Software Byron-Douglas		8/25/2008 8/25/2008 1972 5/2/2016

WORLD LANGUAGE						
	Course	Textbook	Author	Publisher	Copyright	Approved
Y	K - 5 Spanish	<i>Middlebury Interactive Languages</i>		Middlebury		5/2/2016
Q	Grade 6 - Survey of French, Latin, Spanish	<i>Invitation to Languages</i>	Shelter, ed.	Shelter, ed.	2007	5/3/2010
		<i>Workbook, Audio, Audio Activities Booklet for Invitation to</i>	Shelter, ed.	Shelter, ed.	2007	5/3/2010
Y	Grade 7 - Spanish	<i>iBuen Viaje 1</i>	Schmitt, Woodford	Glenco McGraw Hill	2008	6/23/2008
		<i>Descubre 1A</i>	Jose Blanco	Vista	2017	2/6/2017
Y	Grade 8 - Spanish	<i>iBuen Viaje 1</i>	Schmitt, Woodford	Glenco McGraw Hill	2008	6/23/2008
		<i>Descubre 1B</i>	Jose Blanco	Vista	2017	2/6/2017
Y	Grade 7 - French	<i>Bien Dit! French I</i>	Champeny, DeMado, Ponterio	Houghton Mifflin Harcourt	2018	5/20/2019
Y	Grade 8 - French	<i>Bien Dit! French I</i>	Champeny, DeMado, Ponterio	Houghton Mifflin Harcourt	2018	5/27/2020
Y	Grade 7 - Latin	<i>Cambridge Latin Unit 1</i>	Cambridge University Classics	Cambridge University Press	2015	5/2/2016
Y	Grade 8 - Latin	<i>Cambridge Latin Unit 2</i>	Cambridge University Classics	Cambridge University Press	2015	5/2/2016
Y	Spanish I	<i>Descubre I</i>	Jose Blanco	Vista	2016	5/21/2018
Y	Spanish II	<i>Descubre I / II</i>	Jose Blanco	Vista	2016	5/21/2018
Y	Spanish III, Spanish III Honors, Spanish IV	<i>Descubre II</i>	Jose Blanco	Vista	2016	5/21/2018
Y	Spanish V Honors	<i>Revista 5e</i>	Jose Blanco	Vista	2016	5/2/2016
Y	Spanish V AP	<i>AP Spanish: Preparing for the Language Exam</i>	Diaz, Leicher-Prieto, Nissenberg	Pearson Prentice Hall	2007	8/25/2008
		<i>Galeria de arte y vida</i>	Adey, Albini	Glenco McGraw Hill	1997	8/25/2008
		<i>Rosaura a las diez</i>	Denevi	Prentice Hall	1964	8/25/2008
		<i>Trangulo A Proposito</i>	Gatski, McMullan	Wayside	2006	8/25/2008
Y	Chinese I	<i>Step Up With Chinese I</i>	Chen, Zang, Wang, Huang	Cengage	2012	5/2/2016
Y	Chinese II	<i>Step Up With Chinese II</i>	Chen, Zang, Wang, Huang	Cengage	2012	5/2/2016
Y	Chinese III Honors, Chinese IV Honors	<i>Chinese Primer</i>	Chen, Link, Tai, Tang	Princeton University Press	2007	8/25/2008
		<i>Step Up With Chinese III</i>	Chen, Zang, Wang, Huang	Cengage	2016	5/2/2016
Y	French I	<i>Bien Dit! French I</i>	Champeny, DeMado, Ponterio	Houghton Mifflin Harcourt	2018	5/27/2020
Y	French II	<i>Bon Voyage 2</i>	Schmitt, Lutz	Glenco McGraw Hill	2002	6/24/2002
Y	French III	<i>Bon Voyage 2</i>	Schmitt, Lutz	Glenco McGraw Hill	2002	6/24/2002
Y	French IV	<i>Bon Voyage 2</i>	Schmitt, Lutz	Glenco McGraw Hill	2002	6/24/2002
		<i>Le Petit Prince</i>	Antione de Saint-Exupery	Harcourt	1971	6/24/2002
Y	French V	<i>Dans le vent</i>	Maley	Homson, Heinie	1999	8/25/2008
Y	French V AP	<i>Themes 1e AP French Language and Culture</i>	Delfosse, Kurbegov, Draggett	Vista Higher Learning	2016	5/21/2018
		<i>AP French: Preparing for the Language Examination 2 Edition</i>	Ladd, Girard	Prentice Hall	1998	8/25/2008
		<i>Drole de mission</i>	Szeps Fralin	EMC	1984	8/25/2008
		<i>L'Etanger</i>	Camus	Prentice Hall	1955	8/25/2008
		<i>Panache Litteraire 3rd Edition</i>	Baker, Cauvin	Heinie & Heinie	1995	8/25/2008

WORLD LANGUAGE

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	German I	<i>Deutsch Aktuell 1, 7th Edition</i> <i>Komm Mit I</i>	Kraft, Wolf Winkler	EMC Holt Rinhart Winkler	2017 1996	5/20/2019 1/2/1997
Y	German II	<i>Deutsch Aktuell 2, 7th Edition</i>	Specht, Jarvis, Kraft	EMC	2017	5/27/2020
Y	German III Honors, German IV Honors	<i>Deutsch Aktuell 3, 7th Edition</i> <i>Komm Mit II</i>	Specht, Jarvis, Kraft Winkler	EMC Holt Rinhart Winkler	2017 1996	5/20/2019 1/2/1997
Y	Latin I	<i>Cambridge Latin Units 1 and 2</i>	Cambridge University Classics	Cambridge University Press	2015	5/2/2016
Y	Latin II	<i>Cambridge Latin Unit 3</i>	Cambridge University Classics	Cambridge University Press	2015	5/2/2016
Y	Latin III Honors	<i>Cambridge Latin Unit 4</i>	Cambridge University Classics	Cambridge University Press	2015	5/2/2016
Y	Latin IV Honors	<i>Horace: Selected Odes and Satire & Workbook</i> <i>Our Latin Heritage Book IV</i>	Ancona Hines, Howard	Bolchazy - Carducci Harcourt Brace	2004 1969	8/25/2008 8/25/2008
Y	Latin V AP	<i>Vergil's Aeneid: Selected Reading from Books 1, 2, 4, 6, 8, 10, 12</i> <i>Caesar: Selections from his Commentarii De Bello Gallico</i> <i>A Song of War: Readings in Vergils Aeneid</i>	Barbara Welden Boyd Hans Friedrich Mueller LaFleur, McKay	Bolchazy - Carducci Bolchazy - Carducci Pearson Prentice Hall	2013 2013 2004	5/20/2019 5/20/2019 6/29/2009

WELLNESS

	Course	Textbook	Author	Publisher	Copyright	Approved
	Driver Education	<i>Drivers Education Manual</i>		NJ Motor Vehicle Commission	2017	5/21/2018
	First Aid	<i>First Aid & Heart Saver</i> <i>First Aid/CPR/AED Student Workbook</i>	American Heart Association American Heart Association	First American Heart First American Heart	2016 2016	5/21/2018 5/21/2018

New Jersey State Contracts by National Institute of Governmental Purchasings Class

APPLIANCE AND EQUIPMENT FOR HOUSEHOLDS

Contract/Blankets 1#	Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
89798		T3027 - PLUMBING & HEATING SUPPLIES/ EQUIPMENT -STATEWIDE	Atlantic Plumbing Supply		10/31/2015	10/30/2020
89796		T3027 - PLUMBING & HEATING SUPPLIES/ EQUIPMENT -STATEWIDE	Central Jerrey Supply Co	6	10/31/2015	10/30/2020
17-FOOD-00175		T1715 - FOODS/NON-FOODS: DOC CANTEEN COMMISSARY THROUGH DSS	Keefe Group, LLC	1	7/3/2015	7/2/2020

COMPUTER HARDWARE AND PERIPHERALS

Contract/Blankets 1# Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
89982	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Transource Services Corp	18	10/1/2015	7/31/2021
89980	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Panasonic	18	10/1/2015	7/31/2021
89976	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Howard Technology Solutior	18	10/1/2015	7/31/2021
89975	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Hitachi Data Systems Corpor	18	10/1/2015	7/31/2021
89974	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	HP Inc.	18	10/1/2015	7/31/2021
89972	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Fujitsu America Inc.	18	10/1/2015	7/31/2021
89966	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	CISCO Systems	18	10/1/2015	7/31/2021
89964	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Ace Technology Partners LLC	18	10/1/2015	7/31/2021
89000	T2970 - PUBLIC INFORMATION VIDEO SYSTEM WITH CUSTOMER QUEUE SYSTEM- MVC	RNS Communications Inc.db	3	6/24/2015	6/23/2020
84092	M7008 - INMATE KIOSKS SYSTEMS	Jpay	19	2/1/2013	7/31/2020
83473	G2007 - CRIME SCENE MAPPING EQUIPMENT FOR NJSP	LEICA GEOSYSTEMS INC	1	2/7/2013	2/6/2021
76035	T2466 - ENHANCED DIGITAL DRIVERS LICENSE (EDDL) AND CENTRAL ISSUANCE	IDEMIA IDENTITY & SECURIT	1	1/31/2010	1/30/2021
71414	T1628 - ENHANCED MOTOR VEHICLE INSPECTION/ MAINTENANCE SYSTEM	Parsons Commercial Techno	3	5/6/2008	11/5/2020
42967	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Oracle America Inc.	18	2/1/2017	7/31/2021
40166	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Microsoft Corporation	18	11/5/2015	7/31/2021
40121	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Lenovo US	18	11/5/2015	7/31/2021
40116	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Hewlett Packard Enterprise (	18	11/1/2015	7/31/2021
40047	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	IBM	18	10/1/2015	7/31/2021
19-TELE-00656	M0483 - COMPUTER EQUIPMENT, PERIPHERALS & RELATED SERVICES	Dell Marketing L.P.	18	10/1/2015	7/31/2021
18-TELE-00671	18DPP00218 T3083 - 10 PRINT LIVE SCAN SYSTEM	IDEMIA IDENTITY & SECURIT	7	1/31/2019	1/30/2022
18-TELE-00374	M0483 Computer Equipment, Peripherals and Related Services	ByteSpeed LLC	18	5/17/2018	7/31/2021
17-TELE-00036	T2904 - WIC SYSTEM-WEB BASED ELECTRONIC DATA PROCESSING SYSTEM	Currier McCabe and Associa	1	6/25/2013	6/24/2021

ATTACHMENT G

CLOTHING ACCESSORIES

Contract/Blankets 1# Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
89072	T1817 - COMMODITIES COUNCIL DEPT. OF HUMAN SERVICES	ACCSES NJ	27	9/1/1999	6/30/2021
86389	T0448 - UNIFORMS - CLASS "A", "B" AND SECURITY OFFICER, AND SHOES CLASS "A" - NJSP	Atlantic Tactical Inc	2	5/1/2014	1/30/2021
86388	T0448 - UNIFORMS - CLASS "A", "B" AND SECURITY OFFICER, AND SHOES CLASS "A" - NJSP	SOMES UNIFORMS INC	2	5/1/2014	1/30/2021
86351	T1781 - VARIOUS MEN & WOMEN CLOTHING ITEMS FOR USE IN DOC CANTEEN/COMMISSARY LOCATIOI	Centric Group	1	5/1/2014	1/30/2021
84996	T1291 - UNDERGARMENTS AND SLEEPWEAR, VARIOUS MENS'S AND WOMEN'S	Garden State Outfitters Inc.	6	11/15/2013	11/14/2020
84995	T1291 - UNDERGARMENTS AND SLEEPWEAR, VARIOUS MENS'S AND WOMEN'S	NET JOY AND CO	6	11/15/2013	11/14/2020
83476	T0025 - CLOTHING AND COATS - WOMEN, GIRLS, MEN, AND BOYS (VARIOUS AGENCIES)	Garden State Outfitters Inc.	6	4/1/2013	11/30/2020
83474	T0025 - CLOTHING AND COATS - WOMEN, GIRLS, MEN, AND BOYS (VARIOUS AGENCIES)	NET JOY AND CO	6	4/1/2013	11/30/2020
20-FOOD-00904	T0046 Protective Clothing and Footwear	Galls LLC	6	4/21/2017	4/20/2021
19-FOOD-00801	T0448 - UNIFORMS - CLASS "A", "B" AND SECURITY OFFICER, AND SHOES CLASS "A" - NJSP	Galls LLC	2	5/1/2014	1/30/2021
17-FOOD-00175	T1715 - FOODS/NON-FOODS: DOC CANTEEN COMMISSARY THROUGH DSS	Keefe Group, LLC	1	7/3/2015	7/2/2020
16-FOOD-00112	16DPP00020 T0046 Protective Clothing and Footwear	Keyport Army and Navy	6	4/21/2017	4/20/2021
16-FOOD-00110	16DPP00020 T0046 Protective Clothing and Footwear	ANCHORTEX CORPORATION	6	4/21/2017	4/20/2021
16-FOOD-00109	16DPP00020 T0046 Protective Clothing and Footwear	Fit-Rite Uniform Co. Inc.	6	4/21/2017	4/20/2021

ATTACHMENT G

EQUIPMENT MAINTENANCE AND REPAIR

Contract/Blankets 1# Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
81165	T1786 - EQUIPMENT ACQUISITION & INSTALLATION FOR MARKED AND UNMARKED POLICE VEHICLES	Chas s Winner Inc	4	4/2/2012	4/1/2021
80736	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	WASHINGTON COLLISION CENTER LLP	2	2/1/2012	8/31/2020
80735	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Port Murray Auto Sales	2	2/1/2012	8/31/2020
80734	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	t masters collision & service	2	2/1/2012	8/31/2020
80733	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	gj auto repair and service	2	2/1/2012	8/31/2020
80732	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Valtek Inc	2	2/1/2012	8/31/2020
80730	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	John Appello dba John's Main Auto Body	2	2/1/2012	8/31/2020
80729	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	International Auto Body	2	2/1/2012	8/31/2020
80728	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Colormycar Inc.	2	2/1/2012	8/31/2020
80727	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Lusamer Auto Body Corp	2	2/1/2012	8/31/2020
80726	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Newark Motor Corporation	2	2/1/2012	8/31/2020
80724	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Guaru Corporation	2	2/1/2012	8/31/2020
80723	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	A Lembo Car & Truck Collision Inc	2	2/1/2012	8/31/2020
80722	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Pro-Line Collision Inc.	2	2/1/2012	8/31/2020
80721	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Maaco Auto Body and Painting	2	2/1/2012	8/31/2020
80720	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Hainesport Enterprises Inc	2	2/1/2012	8/31/2020
80719	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	Olessi and Groft LLC	2	2/1/2012	8/31/2020
80718	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	R&R Auto Body and Glass	2	2/1/2012	8/31/2020
80717	T0704 - VEHICLE COLLISION REPAIRS FOR NEW JERSEYDEPT. OF TREASURY AND STATE POLICE ONLY	ROCCOS COLLISION CENTER INC	2	2/1/2012	8/31/2020
71414	T1628 - ENHANCED MOTOR VEHICLE INSPECTION/ MAINTENANCE SYSTEM	Parsons Commercial Technology	3	5/6/2008	11/5/2020
41509	T3039 - OFF-ROAD DIESEL RETROFIT DEVICE AND INSTALLATION	Ward Clean Air Products	1	6/1/2016	5/31/2021
41507	T3039 - OFF-ROAD DIESEL RETROFIT DEVICE AND INSTALLATION	FOLEY INCORPORATED	1	6/1/2016	5/31/2020
41048	T0126 - OEM & NON-OEM MAINTENANCE & REPAIR SERVICES FOR LIGHT/MEDIUM DUTY VEHICLES	t masters collision & service	4	3/18/2016	3/17/2021
40866	T0126 - OEM & NON-OEM MAINTENANCE & REPAIR SERVICES FOR LIGHT/MEDIUM DUTY VEHICLES	American Hose & Hydraulics	4	3/18/2016	3/17/2021
40865	T0126 - OEM & NON-OEM MAINTENANCE & REPAIR SERVICES FOR LIGHT/MEDIUM DUTY VEHICLES	Belair Services / Belair Auto Repairs	4	3/18/2016	3/17/2021

FURNITURE: OFFICE

Contract/Blankets 1# Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
86311	T0415 - T0415 PARTIAL REBID-KEYBOARD TRAYS & ACCOUSTICAL PRIVACY PANELS-DEPTCO	Krueger International Inc.	1	3/1/2014	1/30/2021
86310	T0415 - T0415 PARTIAL REBID-KEYBOARD TRAYS & ACCOUSTICAL PRIVACY PANELS-DEPTCO	Concord Products Company Inc	1	3/1/2014	1/30/2021
85299	T0415 - FURNITURE - UNASSEMBLED, UNFINISHED INCLUDING COMPONENTS - DEPTCOR	Greene Manufacturing Inc.	1	11/1/2013	1/30/2021
85298	T0415 - FURNITURE - UNASSEMBLED, UNFINISHED INCLUDING COMPONENTS - DEPTCOR	Leggett and Platt Work Furniture Group	1	11/1/2013	1/30/2021
85297	T0415 - FURNITURE - UNASSEMBLED, UNFINISHED INCLUDING COMPONENTS - DEPTCOR	Krueger International Inc.	1	11/1/2013	1/30/2021
85296	T0415 - FURNITURE - UNASSEMBLED, UNFINISHED INCLUDING COMPONENTS - DEPTCOR	Norix Group Inc.	1	11/1/2013	1/30/2021
81910	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Trinity Furniture	11	7/30/2012	4/30/2021
81732	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Via Inc	11	7/30/2012	4/30/2021
81731	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Ditto Sales Inc.	11	7/30/2012	4/30/2021
81729	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Safco Products Co.	11	7/30/2012	4/30/2021
81726	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Office Master Inc.	11	7/30/2012	4/30/2021
81722	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	GROUPE LACASSE LLC	11	7/30/2012	4/30/2021
81721	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	National Office Furniture Inc	11	7/30/2012	4/30/2021
81720	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Krueger International Inc.	11	7/30/2012	4/30/2021
81718	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Jasper Seating Company Inc.	11	7/30/2012	4/30/2021
81716	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Haskell Office	11	7/30/2012	4/30/2021
81715	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	The Gunlocke Company LLC	11	7/30/2012	4/30/2021
81714	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	GROUPE LACASSE LLC	11	7/30/2012	4/30/2021
81711	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Exemplis Corporation	11	7/30/2012	4/30/2021
81710	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Encore Seating Inc.	11	7/30/2012	4/30/2021
81708	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	DARRAN Furniture	11	7/30/2012	4/30/2021
81707	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Bush Industries Inc.	11	7/30/2012	4/30/2021
81706	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Arcadia Chair Company	11	7/30/2012	4/30/2021
81702	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	9TO5 SEATING	11	7/30/2012	4/30/2021
81642	G2004 - FURNITURE: OFFICE, LOUNGE AND SYSTEMS - STATEWIDE	Trendway Corporation	11	7/30/2012	4/30/2021

ATTACHMENT G

PLUMBING EQUIPMENT, FIXTURES, FITTINGS

Contract/Blankets 1# Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
89801	T3027 - PLUMBING & HEATING SUPPLIES/ EQUIPMENT -STATEWIDE	Raritan Group Inc.	6	10/31/2015	10/30/2020
89800	T3027 - PLUMBING & HEATING SUPPLIES/ EQUIPMENT -STATEWIDE	Harrys Supply LLC	6	10/31/2015	10/30/2020
89798	T3027 - PLUMBING & HEATING SUPPLIES/ EQUIPMENT -STATEWIDE	Atlantic Plumbing Supply		10/31/2015	10/30/2020
89796	T3027 - PLUMBING & HEATING SUPPLIES/ EQUIPMENT -STATEWIDE	Central Jerrey Supply Co	6	10/31/2015	10/30/2020
41501	T3027 - PLUMBING & HEATING SUPPLIES/ EQUIPMENT -STATEWIDE	Crosstown Plumbing Supply	6	5/24/2016	10/30/2020
19-FLEET-00678	M0002 CUSTOM ORDERS Facilities Maintenance and Repair & Operations (MRO) and Industrial Supplies	Fastenal	19	10/1/2018	6/30/2023
19-FLEET-00677	M0002 CUSTOM ORDERS Facilities Maintenance and Repair & Operations (MRO) and Industrial Supplies	GRAINGER	19	10/1/2018	6/30/2023
19-FLEET-00566	M0002 Facilities Maintenance and Repair & Operations (MRO) and Industrial Supplies	GRAINGER	19	10/1/2018	6/30/2023

PUBLIC WORKS AND RELATED SERVICES

Contract/Blankets 1#	Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
86463		T0635 -SEWAGE SLUDGE COLLECTION SERVICES BAYSIDE STATE PRISON	Caproni Family Septic Inc	1	6/1/2014	9/30/2020
42747		T2724 - SNOW REMOVAL AND SALTING SERVICES - STATEWIDE	Winter Services Inc.	1	11/18/2016	11/17/2020
42689		T2724 - SNOW REMOVAL AND SALTING SERVICES - STATEWIDE	Charles T. Matarazzo Excavating & Masonry	1	11/18/2016	11/17/2020
42688		T2724 - SNOW REMOVAL AND SALTING SERVICES - STATEWIDE	Ninsa LLC	1	11/18/2016	11/17/2020
42687		T2724 - SNOW REMOVAL AND SALTING SERVICES - STATEWIDE	Mercer Landscape Service LLC	1	11/18/2016	11/17/2020
42686		T2724 - SNOW REMOVAL AND SALTING SERVICES - STATEWIDE	Garden State Sealing	1	11/18/2016	11/17/2020
42685		T2724 - SNOW REMOVAL AND SALTING SERVICES - STATEWIDE	Gres Paving Co. Inc.	1	11/18/2016	11/17/2020
42248		T0154 - WATER TREATMENT & MAINTENANCE SERVICES (HEATING & COOLING) - STATEWIDE	Water Dynamics Incorporated	6	10/1/2016	9/30/2020
42247		T0154 - WATER TREATMENT & MAINTENANCE SERVICES (HEATING & COOLING) - STATEWIDE	Wasak Inc.	6	10/1/2016	9/30/2020
42246		T0154 - WATER TREATMENT & MAINTENANCE SERVICES (HEATING & COOLING) - STATEWIDE	Scientific Boiler Water Cond Co. Inc.	6	10/1/2016	9/30/2020
42245		T0154 - WATER TREATMENT & MAINTENANCE SERVICES (HEATING & COOLING) - STATEWIDE	ASSOCIATED WATER CONDITIONERS, INC.	6	10/1/2016	9/30/2020
42244		T0154 - WATER TREATMENT & MAINTENANCE SERVICES (HEATING & COOLING) - STATEWIDE	CQI Water Treatment	6	10/1/2016	9/30/2020
20-GNSV2-01064		T0777 Snow Plowing and Spreading Services - NJDOT	On Point Excavation LLC	1	12/11/2019	9/30/2020
20-GNSV2-00966		T2924 - Snow Plowing Services by Area - NJDOT	STOMPER ENTERPRISES INC	1	9/25/2019	4/30/2021
20-GNSV2-00959		T0777 Snow Plowing and Spreading Services - NJDOT	A.Veniero & Sons	1	9/20/2019	9/30/2020
19-PROSV-01081	19DPP00427	T2936 Laboratory Analytical Services for Asbestos & Lead Abatement Sites	EMSL Analytical Inc	7	2/1/2020	1/31/2023
19-PROSV-00663		T0777 Snow Plowing and Spreading Services - NJDOT	EL BO INCORPORATED	1	1/11/2019	9/30/2020
19-GNSV1-01009	19DPP00334	T2171 - Vehicle Towing and Roadside Services	GJ AUTO REPAIR & SERVICE LLC	6	12/1/2019	11/30/2022
19-GNSV1-01008		T2171 - Vehicle Towing and Roadside Services	A&B Auto Repair DBA Al's Service Center	6	12/1/2019	11/30/2022
19-GNSV1-01007	19DPP00334	T2171 - Vehicle Towing and Roadside Services	City Wide Towing, Inc.	6	12/1/2019	11/30/2022
19-GNSV1-01006	19DPP00334	T2171 - Vehicle Towing and Roadside Services	P.P.T.D LLC	6	12/1/2019	11/30/2022
19-GNSV1-01005	19DPP00334	T2171 - Vehicle Towing and Roadside Services	A-1 TOWING INC.	6	12/1/2019	11/30/2022
19-GNSV1-01004	19DPP00334	T2171 - Vehicle Towing and Roadside Services	Puleios Service Center Inc	6	12/1/2019	11/30/2022
19-GNSV1-01003	19DPP00334	T2171 - Vehicle Towing and Roadside Services	t masters collision & service	6	12/1/2019	11/30/2022
19-GNSV1-01002	19DPP00334	T2171 - Vehicle Towing and Roadside Services	John Appello dba John's Main Auto Body	6	12/1/2019	11/30/2022

ATTACHMENT G

SIGNS, SIGN MATERIALS, SIGN MAINTENANCE

Contract/Blankets 1# Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
87473	T2018 - RETROREFLECTIVE FLUORESCENT ROLL-UP WARNING SIGNS	S&S Signs and Safety Equipment Inc	1	8/1/2014	6/30/2020
86462	T0136 - SIGN BLANKS - ALUMINUM	Garden State Highway	4	5/1/2014	3/31/2021
49131	TSU01 - MACS GENERATED FOR PIMS/OTHER T-NOS FARM OPERATIONS, MEAT CONTRACT	Marie H. Katzenbach School f/t Deaf		6/1/1996	6/30/2022

TRUCKS, INCLUDING, DIESEL, GASOLINE

Contract/Blankets 1#	Bid #	Description	Vendor Name	Type Code	Begin Date	End Date
88759		T2101 - VEHICLES, TRUCKS, CLASS 3, PICKUP/ UTILITY/DUMP, WITH SNOW PLOW OPTION	Hertrich Fleet Services Inc.		3/19/2015	12/18/2020
88758		T2101 - VEHICLES, TRUCKS, CLASS 3, PICKUP/ UTILITY/DUMP, WITH SNOW PLOW OPTION	Chas s Winner Inc		3/19/2015	12/18/2020
88727		T2100 - VEHICLES, TRUCKS, CLASS 2, PICKUP/ UTILITY, WITH SNOW PLOW OPTION	BEYER FORD LLC	4	3/26/2015	12/25/2020
88726		T2100 - VEHICLES, TRUCKS, CLASS 2, PICKUP/ UTILITY, WITH SNOW PLOW OPTION	Chas s Winner Inc		3/26/2015	12/25/2020
88215		T2102 - VEHICLES, TRUCKS, CLASS 4, UTILITY/DUMP,WITH SNOW PLOW OPTION	Chas s Winner Inc	4	12/12/2014	3/11/2021
88214		T2102 - VEHICLES, TRUCKS, CLASS 4, UTILITY/DUMP,WITH SNOW PLOW OPTION	BEYER FORD LLC	4	12/12/2014	3/11/2021
85825		T2856 - TRACTOR, 52,000 LB. GVWR, 80,000 LB. GCWR	Browns Hunterdon International L	1	1/24/2014	1/23/2021
83470		T2809 - DUMP TRUCK, 68,000 LB. GVWR CAB/CHASSIS W/12 CU.YD. CONVEYOR BODY & ACCESSORIES	Beyer Bros Corp	4	1/30/2013	1/29/2021
83025		T2289 - STAKE TRUCK, 15,000 LB GVWR, 12 FT. BODYWITH SIGN STORAGE COMPARTMENTS & ACCESS	Route 23 Automall LLC	4	11/2/2012	7/1/2020
83010		T2080 - TRUCKS, 26,000 LB. GVWR MAX. CABOVER/ C&C, WITH VARIOUS 18' BODIES & LIFTGATES	H.K. TRUCK SERVICES INC.	1	10/30/2012	10/29/2020
83009		T2080 - TRUCKS, 26,000 LB. GVWR MAX. CABOVER/ C&C, WITH VARIOUS 18' BODIES & LIFTGATES	Gabrielli Kenworth of NJ LLC	1	10/30/2012	10/29/2020
79123		T2787 - DUMP TRUCK, 39,000 LB. GVWR C&C, 5/7 CU. YD. 10' ALUMINUM BODY & ACCESS.	BUCKS COUNTY INTERNATIONAL I	4	6/15/2011	12/14/2020
41778		G2027 - MOBILE AGENCY UNIT(VEHICLE)	MBF Industries Inc	26	6/28/2016	6/27/2021
41772		G2027 - MOBILE AGENCY UNIT(VEHICLE)	LDV Inc.	26	6/28/2016	6/27/2021
40321		T2959 - UTILITY TRUCK, 10,600 LB. GVWR, EXT. CABSRW, GAS POWERED, 4WD, 9' BODY & ACC.	Route 23 Automall LLC	1	12/16/2015	12/15/2020
18-GNSV1-00404		G4009 - Mobile Inspection Vehicle (MCSAP) - MVC	LDV Inc.	26	7/30/2018	7/29/2020
18-FLEET-00198		G4005 Truck, 35,000 lb. GVWR Cab & Chasis With Customized Aluminum Body and Emergency Lightin	MBF Industries Inc	11	7/12/2017	7/11/2022
17-FLEET-00375	17DPP00120	T2960 Tractor, 50,000 lb. Minimum GVWR Cab & Chassis, Tandem Axle, with Rear Mounted Winch	Beyer Bros Corp	1	5/18/2018	5/17/2021
17-FLEET-00316	17DPP00154	T3082 Tractor, Minimum 50,000 lb. GVWR, 80,000 lb. GCWR Cab & Chassis with Sleeper Cab	Gabrielli Kenworth of NJ LLC		1/22/2018	1/21/2021
17-FLEET-00241	17DPP00105	Universal Truck, 19,500 lb. GVWR Crew Cab & Chassis, DRW, 4WD, with Various Bodies (T-3063)	Route 23 Automall LLC	1	8/17/2017	8/16/2020
17-FLEET-00212	17DPP00098	T-2099 Vehicles, Trucks, Pickup, Class 1	Chas s Winner Inc	1	7/28/2017	7/27/2020
17-FLEET-00211	17DPP00098	T-2099 Vehicles, Trucks, Pickup, Class 1	Beyer of Morristown LLC		7/28/2017	7/27/2020
17-FLEET-00210	17DPP00098	T-2099 Vehicles, Trucks, Pickup, Class 1	Hertrich Fleet Services Inc.	1	7/28/2017	7/27/2020

RENTAL FEES FOR USE OF FACILITIES

Classroom and Elementary Auditorium fees are not inclusive of applicable temperature control and monitoring fees.

- **Auditorium at Benjamin Franklin Middle School**
 \$760 for use of the auditorium. In the event air conditioning is installed, a separate charge will be instituted. *(tech support fee included)*

Additional fee for use of classrooms – \$63 per room per hour.

Auditorium rental fee is for a four-hour period; additional charges prorated.

Use of concert grand piano: \$252 including tuning.

- **Other Auditoriums**
 George Washington Middle School \$ 467 *(tech support fee included)*
 Elementary Auditoriums \$ 230

Auditorium rental fee is for a four-hour period; additional charges prorated.

- **Libraries**
Fee: \$263
Library rental fee is for a four-hour period; additional charges prorated.

- **Cafeterias**
 George Washington Middle School, Benjamin Franklin Middle School, and Ridgewood High School
 Fee: \$163 with auditorium rental
 \$315 without auditorium rental

Cafeteria rental fee is for a four-hour period; additional charges prorated.

All foods served from school kitchens must be prepared by the authorized food provider for the district. Arrangements may be made through the Business Office.

- **Gymnasiums**
 The rental of school gymnasiums for groups under proper supervision is on the basis of use during regular custodial working hours with no additional overtime costs and assumes a three-hour maximum use.

High School Gym #1	\$405
High School Gym #2	\$225
High School Gym #3	\$225
Benjamin Franklin Middle School	\$225
George Washington Middle School (New)	\$405
George Washington Middle school (Old)	\$225
Elementary Schools	\$163

**MINUTES OF THE
REGULAR MEETING
OF THE
BOARD OF EDUCATION**

Ridgewood Public Schools

Bergen County, New Jersey

June 1, 2020

Minutes of the Regular Public Meeting of the Board of Education held on June 1, 2020, at 7:00 p.m., utilizing videoconferencing.

The meeting was called to order by Mr. Michael Lembo, President.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Hyunju Kwak, Vice President; Ms. Sheila Brogan; Mr. Christopher Kaufman; Mr. Saurabh Dani

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Zoe Kovac, Student Representative

Visitors:

Not applicable

A. MOTION TO MOVE INTO EXECUTIVE SESSION

At 6:05 pm Mr. Lembo moved approval of the following resolution. Ms. Brogan seconded the motion, which was unanimously approved.

The Open Public Meetings Act authorizes a public body to meet in Executive Session under circumstances; and

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it Resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss matters pertaining to litigation and student personnel.

B. MOTION TO OPEN REGULAR SESSION

At 7:00 p.m. Mr. Lembo called the Regular Session to order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Mr. Lembo stated pursuant to NJSA 10: 4-12 the Ridgewood Board of Education has been meeting to discuss matters pertaining to legal and personnel. The minutes from the closed session will be released when the confidentiality no longer exists. Mr. Lembo asked for a roll call.

Present:

Mr. Michael Lembo, President; Ms. Hyunju Kwak, Vice President; Ms. Sheila Brogan; Mr. Christopher Kaufman; Mr. Saurabh Dani

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Zoe Kovac, Student Representative

Visitors:

Not applicable

FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Mr. Lembo led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Mr. Lembo reminded everyone that while the state is reopening to wear face coverings and maintain social distancing. Tonight is the first night that we have the phone lines up for calling in comments.

He added that Dr. Fishbein has sent great end of the year messages and they are posted on the website. In addition, the parent survey has been sent out via email and he asked everyone to fill it out.

IV. PRESENTATIONS**A. STUDENT REPRESENTATIVE REPORT**

Zoe provided the following student representative report:

Athletics:

- Several of the RHS athletes have been working out to stay in shape for the time being. Baseball players have been hitting off of the tee to keep their game up and football players have continued to lift to remain strong. - The RHS track team has communicated via Google Classroom to the runners explaining the workouts and exercises each athlete should complete for the given week. Although the runners are not competing in track meets at the moment, each track event coach posts different workouts based on your event.

Arts:

- While this year's Memorial Day Remembrance Ceremony was cancelled due to

COVID-19, that did not stop the RHS Wind Ensemble. Instead of performing live, they have produced a virtual performance of composer John Philip Sousa's, "The Stars and Stripes Forever" which is available to view on Youtube. While on the topic of Memorial Day, current sophomore, Matthew Rusch held signs that read "support our troops" throughout town to celebrate the holiday; he encouraged other RHS students to join him and take pictures because he planned on putting together a video once the day was over.

- The RHS Bands have recently held a virtual talent show in which they raised over \$1,200 to be donated to the Center for Food Action. The Center for Food Action is a non-profit organization that provides emergency aid to NJ families in need.
- The Ridgewood Public Schools Art and Design Program have coordinated a "Neighborhood Art Walk". Although students have not been present in school, they have not stopped creating stunning artwork which is why they will be displaying their artwork in their windows, doors, front porches, or yards from June 1st - June 5th. This is a great way to not only support the community's artistic achievements, but it is a great way to bring some publicity to your creations.
- Ridgewood's ARTBeat as well as the RHS Recording Studio held an Album Listening Party on May 29th where they listened to the ARTBeat Album and held live Q&As and interviews with RHS Student musicians.

Academics:

- The RHS RAHP Program which stands for the Ridgewood Academy for Health Professions made a virtual induction ceremony for the incoming freshman. The video included several different RHS teachers and faculty who are involved with RAHP describing what the program entails as well as showing the new faces of the RAHP class of 2023.
- The RHS NTHS (National Technical Honor Society) also held an induction ceremony. The NTHS program serves over 100,000 members in over 4,500 schools and has a footprint in all 50 states. This program honors the achievements of leading career and technical education students as well as providing numerous college scholarships.

Activities:

- The RHS TV Club has continued with their news reports, but virtually of course; these can be viewed on the RHS TV Youtube Channel.
- The RHS Deca Chapter has been holding virtual competitions as well as virtual ceremonies for the seniors who are graduating.
- The RHS Speech and Debate team have signed off the members who are graduating.
- The RHS High Times which is the school newspaper has continued to publish the monthly issues. This month's issue not only included numerous articles but it also included an online art gallery that showcased many of the RHS students' artwork.

Miscellaneous:

- Current juniors and members of the RAHP program at RHS, Lia Horkenbach and Sonya Matthews are working on an awesome project they call, “Snacks for a Cause” where they collect and donate snacks to the staff at Valley Hospital. So far they have collected enough donations to make over 800 snacks for the brave staff working at Valley.
- The RHS Alumni Association has put up 436 banners to congratulate the graduation seniors. The banners can be seen hanging around the RHS field, George Washington Middle School, Benjamin Franklin Middle School, and even Graydon Pool.

Zoe added one issue that was not part of the student report. She stated that the news has many reports regarding riots, violence and other tragedies happening throughout the country. Ridgewood is a town that is sort of isolated from the issues and her concerns are that none of her teachers have discussed these issues in her class today. She would like to see Ridewood become experts on these topics and show a united front.

Dr Fishbein added that administrators have discussed these topics and they are making plans for discussions with students.

Ms. Brogan thanked Zoe for bringing up the topic about the tragedy of events including the peaceful protests and the riots.

V. COMMITTEE OF THE WHOLE REPORTS

None at this time

VI. COMMENTS FROM THE PUBLIC

Charles Riley, 448 N. Maple Ave, he congratulated Chuck Johnson upon his retirement from the Ridgewood Public Schools, Chuck has been an inspiration to the children of Ridgewood to achieve excellence. He’s inspired children to give their all. He thanked him and wished him the best as he continues on his endeavors.

There were no additional comments.

VII. CONSENT ITEMS

Dr. Fishbein presented for consideration A. Attendance at Conferences.

Ms. Brogan moved approval of A. Attendance at Conferences.

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**.

B. ADMINISTRATION

Dr. Fishbein presented for consideration B. Administration.

The Board discussed the process on how to make a motion and remove items for consent.

Ms. Kwak stated that she would like to remove iv: Appointment of Architect and vi. Appointment of General Board Counsel.

Mr. Dani stated he would like to remove iii: Adoption of Current Board Policy Manual and stated he will recuse himself from vi: Appointment of General Board Counsel.

Ms. Brogan made a motion to approve B: Administration, with the exception of the following items:

iii: Adoption of Current Board Policy Manual, iv: Appointment of Architect, and vi. Appointment of General Board Counsel

Mr. Kaufman seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

The board discussed how to go through each item that was removed.

i. Approval: Settlement Agreement SE#9/2019-2020

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#9/2019-20 between the parents of Student #903912 and the Ridgewood Board of Education.

The Board has received background information.

ii. Approval: Continuation of Subscription Agreements with Frontline Education

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the continuation of the Subscription Agreement with Frontline Education to provide the Ridgewood Public Schools with the Stronge Effectiveness Performance Evaluation System ("SEPES") for teachers, educational specialists and principals for use with a web-based online educator observation and appraisal

management system (OASYS) through the website of My Learning Plan (“MLP”), at the annual fee of \$17,958.32 and continuation of the Absence and Substitute Management System (AESOP) and Applicant Tracking System, at the annual fee of \$18,497.82.

v. Appointment of Auditor

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, the Ridgewood Board of Education requires the professional services of an Auditor, and

WHEREAS, the nature of the services to be performed meet the definition of “professional services” set forth in the Public School Contract Law, and

WHEREAS, funds are available to obtain such professional services, and

WHEREAS, the Public School Contract Law N.J.S.A. 18A:18A-5 authorizes the awarding of contracts for professional services by resolution of the Board of Education without publicly advertised competitive bids;

NOW, THEREFORE, BE IT RESOLVED by the Ridgewood Board of Education as follows:

ACCORDINGLY, the Ridgewood Board of Education, at the public meeting held on June 1, 2020, authorizes the award of the following professional services appointment and contract:

That the Board Secretary is hereby authorized and directed to execute an agreement with the firm of Lerch, Vinci & Higgins, Fair Lawn, NJ, to serve as Board of Education Auditor and provide accounting services to the Board for the period July 1, 2020 through June 30, 2021 and to conduct the 2019-2020 audit of the Ridgewood Board of Education for a fee not to exceed \$54,000.

Hourly rates if needed are as follows:

Partners: \$150 - \$175 per hour

Managers: \$125 - \$140 per hour

Senior Accountants/Supervisors: \$90 - \$115 per hour Staff Accountants: \$75 - \$85 per hour

Other Personnel: \$45 per hour

This professional services contract is made and awarded without competitive bidding as the services will be rendered by persons experienced in the practice of a process requiring specialized knowledge and resources.

vii. Appointment of Bond Counsel

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, the Ridgewood Board of Education requires the professional services of Bond Counsel, and

WHEREAS, the nature of the services to be performed meet the definition of “professional services” set forth in the Public School Contract Law, and

WHEREAS, funds are available to obtain such professional services, and

ACCORDINGLY, the Ridgewood Board of Education, at the public meeting held on June 1, 2020, authorizes the award of the following professional services appointment and contract:

McManimon, Scotland, & Baumann, LLC, Roseland, NJ, be appointed Bond Counsel for the period July 1, 2020 through June 30, 2021, at the rate of \$215 per hour for attorney time and \$135 per hour for legal assistant time. There is no increase in the hourly rate from the 2019-2020 school year.

This professional services contract is made and awarded without competitive bidding as the services will be rendered by the persons experienced in the practice of a process requiring specialized knowledge and resources

viii. Appointment of Special Education Counsel

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, the Ridgewood Board of Education requires the professional services of Special Education Counsel, and

WHEREAS, the nature of the services to be performed meet the definition of “professional services” set forth in the Public School Contract Law, and

WHEREAS, funds are available to obtain such professional services, and

ACCORDINGLY, the Ridgewood Board of Education, at the public meeting held on June 1, 2020, authorizes the award of the following professional services appointment and contract:

That David B. Rubin, Esq., P.C., of David B. Rubin, P.C. and The Busch Law Group, Metuchen, NJ, be appointed Special Education Counsel for the period July 1, 2020 through June 30, 2021, at the rate of \$180 per hour. There is no increase in the hourly rate from the 2019- 2020 school year.

These professional services contracts are made and awarded without competitive

bidding as the services will be rendered by the persons experienced in the practice of a process requiring specialized knowledge and resources

ix. Appointment of Conflict Special Education Counsel

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, the Ridgewood Board of Education requires the professional services of a Conflict Counsel for Special Education, and

WHEREAS, the nature of the services to be performed meet the definition of “professional services” set forth in the Public School Contract Law, and

WHEREAS, funds are available to obtain such professional services, and

ACCORDINGLY, the Ridgewood Board of Education, at the public meeting held on June 1, 2020, authorizes the award of the following professional services appointment and contract:

That Isabel Machado, Esq., of the Machado Law Group, Springfield, NJ, be appointed Conflict Counsel for Special Education for the period July 1, 2020 through June 30, 2021, at the rate of \$180 per hour. There is no increase in the hourly rate from the 2019-2020 school year.

These professional services contracts are made and awarded without competitive bidding as the services will be rendered by the persons experienced in the practice of a process requiring specialized knowledge and resources.

The Board has received background information.

x. Appointment of Financial Advisor

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, the Ridgewood Board of Education requires the professional services of a Financial Advisor to advise the Board in connection with the issuance of Bonds and Notes and other matters relating to Fiscal Management, and

WHEREAS, the nature of the services to be performed meet the definition of “professional services” set forth in the Public School Contract Law, and

WHEREAS, funds are available to obtain such professional services, and

ACCORDINGLY, the Ridgewood Board of Education, at the public meeting held on June 1, 2020, authorizes the award of the following professional services appointment and contract:

That Phoenix Advisors LLC, 4 West Park Street, Bordentown, NJ, be appointed Financial Advisor for the period July 1, 2020 through June 30, 2021 at the following

compensation:

For Debt Issuance Advisory Services:

Bond Issuance

\$0.75 per \$1,000 of Bonds Issued, Minimum of \$12,500 No Additional Charge for Out of Pocket Expenses Fees are contingent upon a closing of the Bonds

Note Issuance \$1,500 plus \$0.20 per \$1,000 issued For Lease Financing Services:
\$2,000 per Lease Financing up to \$1,000,000 Financed \$3,500 per Lease Financing over \$1,000,000 Financed

There is no increase in fee from the 2019-2020 school year.

These professional services contracts are made and awarded without competitive bidding as the services will be rendered by the persons experienced in the practice of a process requiring specialized knowledge and resources.

xi. Appointment of Continuing Disclosure Agent and Independent Registered Municipal Advisor of Record for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointment of Phoenix Advisors, LLC as the Continuing Disclosure Agent and Independent Registered Municipal Advisor of Record for the 2020-2021 School Year, at a base fee of \$1,000 and a \$200 initial setup fee for each new bond issue set up during the year.

There is no increase in fee from the 2019-2020 school year.

The board discussed the items that were removed.

iii. Adoption: Current Board Policy Manual

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the adoption of the current Board Policy Manual.

The Board discussed making revisions to two policies, which were added to the agenda as discussion items, and then approving the Board Policy Manual at a later date.

Dr. Fishbein explained that the current bylaws are in place. The annual adoption is an affirmation that we have bylaws, policies, and administrative regulations, and that we will abide by them. It is a customary practice to adopt the Board Policy Manual at the Reorganization Meeting; however, it is not required.

Dr. Fishbein explained the process for policy revision. Mr. Lembo will convene the policy committee, and revisions of the policies will be drafted. The revised policies will then be presented in public. Revisions to board policies are typically made two to four times per year.

Existing policies remain in place until this process is complete, and revised policies

are approved.

Mr. Dani made a motion to table the adoption of the current board policy manual.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: Ms. Brogan

This item was tabled.

iv. **Approval: Appointment of Architect**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, the Ridgewood Board of Education requires the professional services of an Architect, and

WHEREAS, the nature of the services to be performed meet the definition of “professional services” set forth in the Public School Contract Law, and

WHEREAS, funds are available to obtain such professional services, and

WHEREAS, the Public School Contract Law N.J.S.A. 18A:18A-5 authorizes the awarding of contracts for professional services by resolution of the Board of Education without publicly advertised competitive bids;

ACCORDINGLY, the Ridgewood Board of Education at the public meeting held on June 1, 2020, authorizes the award of the following professional services appointment and contract:

That the firm of LAN Associates, Midland Park, NJ, be appointed Board of Education Architect for the period July 1, 2020 through June 30, 2021, at fees negotiated for each individual project, and as per the rates listed on **Attachment B**.

This professional services contract is made and awarded without competitive bidding as the services will be rendered by persons experienced in the practice of a process requiring specialized knowledge and resources.

Dr. Fisbein explained that the architect works on an as-needed basis, and the district has worked with the current firm for many years. He added that he believes they do a very good job.

The Board discussed going out to RFP for this professional services contract.

Ms. Brogan commented that the district went out to RFP for these services in

approximately 2015, and another vendor was used for a year or so before returning to LAN. She added that the district was not as satisfied with the other architectural firm.

Mr. Dani commented that there are no summer projects approved except for Orchard, therefore we do not currently need to approve the architect.

Dr. Fishbein stated that the firm is already contracted for any already approved projects such as Orchard Field.

There was a discussion about using separate design firms and construction firms for projects.

Ms. Brogan urged the board members to look at the summer projects to ensure that the district is ready for when the students return in September. She believes that the GW bathrooms should be part of the discussion, since they are in very bad shape.

The Board held a discussion on how to amend and/or decline iv. approval of architect.

Mr. Lembo made a motion to not approve the appointment of an architect and to go out to RFP for architectural services.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

The Board did not approve the appointment of the architect and will go out to RFP for architectural services.

vi. Appointment of General Board Counsel

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, the Ridgewood Board of Education requires the professional services of Board Counsel, and

WHEREAS, the nature of the services to be performed meet the definition of “professional services” set forth in the Public School Contract Law, and

WHEREAS, funds are available to obtain such professional services, and

ACCORDINGLY, the Ridgewood Board of Education, at the public meeting held on June 1, 2020, authorizes the award of the following professional services appointment and contract:

Jeffrey R. Merlino, Esq., of Sciarrillo, Cornell, Merlino, McKeever & Osborne,

Westfield, NJ, be appointed Board Counsel for the period July 1, 2020 through June 30, 2021, at the rate of \$170 per hour. There is no increase in the hourly rate from the 2019-2020 school year.

This professional services contract is made and awarded without competitive bidding as the services will be rendered by the persons experienced in the practice of a process requiring specialized knowledge and resources.

Dr. Fishbein presented the appointment of the General Board Counsel. Jeff Merlino and his firm have been the General Board Counsel since before Dr. Fishbein's arrival twelve years ago. This firm has represented the Board of Education very well in the areas of general board counsel work, litigation, contracts, and negotiations, which will be coming up next year.

Additionally, fees for general board counsel are typically between \$170 and \$185. The firm's rate of \$170 per hour comes in at the low end of that scale and did not increase from the 2019-2020 school year.

The Board discussed the possibility of going to RFP for General Board Counsel.

Ms. Brogan commented that Mr. Merlino has done excellent work for the district. He knows the district and has worked with the Board President on many issues and believes he deserves our support for another year.

Ms. Kwak would like the opportunity to see if there is another firm that could represent the district.

Dr. Fishbein added that if the Board goes in this direction, we need to have an attorney in between the end of the current contract and the conclusion of the RFP process. The current contract expires June 30, 2020.

Mr. Kaufman was curious if there was something that instigated a desire to change attorneys, since Mr. Merlino has been fantastic and doesn't understand the benefit of changing, especially within a month of his contract expiring. Based on Mr. Merlino's history with the district and the challenges we may face in the near future; he believes this is the perfect time to retain this contract since we are facing many uncertainties and challenging times.

Ms. Kwak added that this has been a contract for decades and we may be able to research and find other options for attorneys.

Mr. Lembo asked if this is a question of performance or price.

Ms. Kwak said she does not know the answer, but the RFP process may validate Mr. Merlino and also give the school district an option to look at other attorneys. She added that she does not know what legal challenges any attorney couldn't handle.

Dr. Fishbein added that a new attorney would need extra time, resources and district

money to get up to speed with legal issues pertaining specifically to the district.

Ms. Brogan added that we should take into consideration the workload, RFPs take time and there are many changes that need to take place, including summer school, Orchard Field. We need to be cognizant of our staff and the workload.

Further discussion continued regarding approval of the General Board Counsel.

Ms. Kelly suggested to appoint the attorney now and then we can go out for RFP throughout the school year. We do not have to retain them for the duration of the year, if that is what the Board decides during the RFP process. She added that general attorneys cannot work with the district, it must be an attorney that is knowledgeable on school laws.

Ms. Kelly reviewed the steps and timeline of the RFP process.

Ms. Brogan made a motion to approve the appointment of General Board Counsel as written.

Mr. Kaufman seconded the motion, followed by a roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman,

NAYS: Ms. Kwak, Mr. Lembo

ABSTAIN: Mr. Dani

The Board was split on the appointment of General Board Counsel.

Ms. Kwak made a motion to approve the appointment of General Board Counsel from July 1, 2020 through December 31, 2020 and to go out to RFP for the professional services .

Mr. Lembo seconded the motion, followed by a roll-call vote:

AYES: Ms. Kwak,

NAYS: Ms. Brogan, Mr. Kaufman, Mr. Lembo

ABSTAIN: Mr. Dani

Dr. Fishbein recommended that the board approve the General Board Counsel for twelve months, but if that is not an option then six months will be necessary to ensure that we have Counsel representation for the district.

Mr. Lembo made a motion to approve the appointment of General Board Counsel from July 1, 2020 through December 31, 2020.

Mr. Kaufman seconded the motion, followed by a roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Mr. Lembo

NAYS: Ms. Kwak

ABSTAIN: Mr. Dani

After further discussion, the Board approved the appointment of General Board Counsel for the period of July 1, 2020 through December 31, 2020.

Mr. Lembo made a motion to go out to RFP for the professional services of General Board Counsel.

Ms. Kwak seconded the motion, followed by a roll-call vote:

AYES: Ms. Kwak, Mr. Lembo

NAYS: Ms. Brogan, Mr. Kaufman

ABSTAIN: Mr. Dani

The second motion to go out to RFP for the professional services contract was not approved since the board was split. This item will need to be revisited.

C. CURRICULUM & INSTRUCTION

Dr. Fishbein presented for consideration C: Curriculum & Instruction.

Ms. Brogan moved approval of C: Curriculum & Instruction.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

i. Approval: Field Trips

None at this time

ii. Approval: 2020 Preschool Special Needs Summer Virtual Learning Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Preschool Special Needs Summer Program for students currently in the Preschool Special Needs Program.

The summer program will be held two hours per day, from 9:00 a.m. to 11:00 p.m.,

five days per week, for four weeks, from June 29, 2020 through July 24, 2020.

The program will be held remotely through virtual learning, if In-Person Learning is not permissible.

This program is tuition free.

iii. **Approval: 2020 Elementary K-5 Special Needs Summer Virtual Learning Program**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Elementary K-5 Special Needs Summer Program for students currently in Kindergarten through Grade 5 in self-contained programs during the school year at Hawes and Willard Schools.

The summer program will meet two hours per day, from 9:00 a.m. to 11:00 a.m., five days per week, for four weeks, June 29, 2020 through July 24, 2020.

This program will be held remotely through virtual learning, if In-Person Learning is not permissible.

This program is tuition free.

iv. **Approval: 2020 Middle School Grades 6-8 Special Needs Summer Virtual Learning Program**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Middle School Grades 6-8 Special Needs Summer Program for students currently in Grades 6 through 8 in self-contained programs during the school year at BFMS and GWMS.

The summer program will be held two hours per day, from 9:00 a.m. to 11:00 a.m., five days per week, for four weeks, June 29, 2020 through July 24, 2020.

This program will be held remotely through virtual learning, if In-Person Learning is not permissible.

This program is tuition free.

v. **Approval: 2020 Middle School Grades 6-8 Math and English Enrichment Summer Virtual Learning Program**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Middle School Grades 6-8 Math and English Enrichment Summer Program for students currently in Grades 6 through 8 in pull-out resource placement programs during the school year at BFMS and GWMS.

The Math enrichment summer program will be held one hour per day, five days per week, for two weeks, June 29, 2020 through July 10, 2020.

The English enrichment summer program will be held one hour per day, five days per week, for two weeks, June 29, 2020 through July 10, 2020.

The programs described above will be held remotely through virtual learning, if In-Person Learning is not permissible.

This program is tuition free.

v. **Approval: 2020 Summer RISE Program/SAIL Virtual Learning Program**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Summer RISE Program/SAIL Program for students who are currently in the RISE Program/SAIL Program.

Classes for the summer Pre-K RED RISE program will be held five days per week, from 9:00 a.m. – 12:00 p.m., for six weeks, June 29, 2020 through August 7, 2020.

Classes for the summer elementary ABA RISE program will be held five days per week, from 9:00 a.m. to 12:00 p.m., for six weeks, June 29, 2019 through August 7, 2019.

Classes for the summer elementary SAIL program will be held five days per week, from 9:00 a.m. to 12:00 p.m., for five weeks, June 29, 2020 through July 31, 2020.

Classes for the summer middle school RISE program will be held five days per week, from 9:00 a.m. to 12:00 p.m., for five weeks, June 29, 2020 through July 31, 2020.

Classes for the summer Ridgewood High School RISE program will be held five days per week, from 9:00 a.m. to 12:00 p.m., for five weeks, June 29, 2020 through July 31, 2020.

The programs described above will be held remotely through virtual learning, if In-Person Learning is not permissible.

This program is tuition free.

vi. **Approval: 2020 Summer Multisensory Reading Virtual Learning Program**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Multisensory Reading Program.

The summer K-5 Multisensory Reading Program will be held four days per week (45 minutes each session/per student), Monday through Thursday, from 9:15 a.m. - 12:00 p.m., for four weeks, June 29, 2020 through July 23, 2020.

The summer 6-12 Multisensory Reading Program will be held four days per week (45 minutes each session/per student), Monday through Thursday, from 9:15 a.m. - 12:00 p.m., for four weeks, June 29, 2020 through July 23, 2020.

The programs described above will be held remotely through virtual learning, if In-Person Learning is not permissible.

This program is tuition free.

vii. Approval: 2020 Summer NOVA Virtual Learning Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Summer NOVA Program for students who are currently in the NOVA Program.

Classes for the summer elementary NOVA program will be held five days per week, from 9:00 a.m. to 11:00 a.m., for four weeks, June 29, 2020 through July 24, 2020.

The program described above will be held remotely through virtual learning, if In-Person Learning is not permissible.

This program is tuition free.

viii. Approval: 2020 Preschool Special Needs Summer In-Person Learning Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Preschool Special Needs Summer program for students currently in the Preschool Needs Program.

The summer program will be held three hours per day, from 9:00 a.m. to 12:00 p.m., five days per week, for four weeks, from June 29, 2020 through July 24, 2020.

The program described above will be held at Glen School, if In-Person learning is permissible.

This program is tuition free.

ix. Approval: 2020 Elementary K-5 Special Needs Summer In-Person Learning Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Elementary K-5 Special Needs Summer Program for students currently in Kindergarten through Grade 5 in self-contained programs during the school year at Hawes and Willard Schools.

The summer program will be held three hours per day, from 8:30 a.m. to 11:30 a.m., five days per week, for four weeks, June 29, 2020 through July 24, 2020.

The program described above will be held at Ridge School, if In-Person learning is permissible.

This program is tuition free.

x. **Approval: 2020 Middle School Grades 6-8 Special Needs Summer In-Person Learning Program**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Middle School Grades 6-8 Special Needs Summer Program for students currently in Grades 6 through 8 in self-contained programs during the school year at BFMS and GWMS.

The summer program will be held three hours per day, from 8:30 a.m. to 11:30 a.m., five days per week, for four weeks, June 29, 2020 through July 24, 2020.

The program described above will be held at Ridgewood High School, if In-Person learning is permissible.

This program is tuition free.

xi. **Approval: 2020 Middle School Grades 6-8 Math and English Enrichment Summer In-Person Learning Program**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Middle School Grades 6-8 Math and English Enrichment Summer Program for students currently in Grades 6 through 8 in pull-out resource replacement programs during the school year at BFMS and GWMS.

The Math enrichment summer program will be held two hours per day, five days per week, for two weeks, June 29, 2020 through July 10, 2020.

The English enrichment summer program will be held two hours per day, five days per week, for two weeks, June 29, 2020 through July 10, 2020

The programs described above will be held at Ridgewood High School, if In-Person learning is permissible.

This program is tuition free.

xii. **Approval: 2020 RISE Program/SAIL Summer In-Person Learning Program**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Summer RISE Program/SAIL Program for students who are currently in the RISE Program/SAIL Program.

The summer Pre-K RED RISE program will be held five days per week, from 9:00 a.m. – 1:00 p.m., for six weeks, June 29, 2020 through August 7, 2020.

The program described above will be held at Glen School School and is tuition free, if In-Person learning is permissible.

This program is tuition free.

The summer elementary ABA RISE program will be held five days per week, from

8:30 a.m. to 12:30 p.m., for six weeks, June 29, 2020 through August 7, 2020.

The summer elementary SAIL program will be held five days per week, from 8:30 a.m. to 12:30 p.m., for five weeks, June 29, 2020 through July 31, 2020.

The programs described above will be held at Ridge School, if In-Person learning is permissible.

This program is tuition free.

The summer middle school RISE program will be held five days per week, from 8:30 a.m. to 12:30 p.m., for five weeks, June 29, 2020 through July 31, 2020.

The summer Ridgewood High School RISE program will be held five days per week, from 8:30 a.m. to 12:30 p.m., for five weeks, June 29, 2020 through July 31, 2020.

The programs described above will be held at Ridgewood High School, if In-Person learning is permissible.

This program is tuition free.

xiii. Approval: 2020 Multisensory Reading Summer In-Person Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Multisensory Summer Reading Program.

The summer K-5 Multisensory Reading Program will be held four days per week (1.25 hours each session/per student), Monday through Thursday, from 9:15 a.m. – 12:00 p.m., for four weeks, June 29, 2020 through July 23, 2020.

The summer 6-12 Multisensory Reading Program will be held four days per week (1.25 hours each session/per student), Monday through Thursday, from 9:15 a.m. – 12:00 p.m., for four weeks, June 29, 2020 through July 23, 2020.

The program described above will be held at Ridgewood High School, if In-Person learning is permissible.

This program is tuition free.

xiv. Approval: 2020 Summer NOVA In-Person Learning Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Summer NOVA Program for students who are currently in the NOVA Program. The programs are tuition free.

The summer elementary NOVA program will be held five days per week, from 8:30 a.m. to 12:30 a.m., for four weeks, June 29, 2020 through July 24, 2020.

The program described above will be held at Ridge School, if In-Person learning is

permissible.

This program is tuition free.

xv. Approval: 2020 Elementary Summer Enrichment Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Elementary Summer Enrichment Program (Summer Adventure 2020) for Pre-Kindergarten through Grade 5 students. Classes to be offered include reading, writing, mathematics, science, children's theater, dance, computers, cooking, sporting activities, art and more.

The program will run five days a week from 8:00 a.m. to 4:00 p.m. for six weeks, June 29, 2020 through August 7, 2020, at Ridge School. There will be three sessions; each session is two weeks in duration.

The program is offered through the Ridgewood Community School. This is a tuition-based program.

xvi. Approval: 2020 Elementary Summer Enrichment Virtual Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020 Elementary Summer Enrichment Virtual Program (Virtual Summer Adventure 2020) for Pre-Kindergarten through Grade 5 students. Classes to be offered include reading, writing, mathematics, science, children's theater, dance, computers, cooking, sporting activities, art and more.

The program will run five days a week from 9:00 a.m. to 1:00 p.m. for five weeks, July 6, 2020 through August 7, 2020. There will be five sessions; each session is one week in duration.

The program is offered through the Ridgewood Community School. This is a tuition-based program.

D. HUMAN RESOURCES

Dr. Fishbein presented for consideration D: Human Resources.

Ms. Brogan moved approval of D: Human Resources.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Ms. Brogan thanked and wished Mr. Johnson joy on his retirement. She appreciates his service to the Ridgewood School District for 35 years. She anticipates seeing him at the football games in the fall if we are able to resume.

Ms. Brogan asked if we have information regarding summer school.

Dr. Fishbein replied that he has not received guidance at this time, but at some point we will have to make a decision.

i. Creation of Positions for the 2020-2021 School Year and Job Descriptions

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of positions for the 2020-2021 school year and job descriptions, as listed below.

- Executive Confidential Administrative Assistant to the Superintendent of Schools and Assistant Board Secretary, as listed on **Attachment C**.
- Assistant to the Business Administrator and Manager of Information Technology, as listed on **Attachment D**.

ii. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, if required.

Teachers

GORMAN, Michelle – Special Education Teacher (tenure track), Ridgewood High School, effective September 1, 2020 through June 24, 2021, pending verification of employment as outlined by Chapter 5. Ms. Gorman possesses an NJDOE Standard Certificate as a Teacher of Students with Disabilities, Teacher of English, and Elementary School Teacher in Grades K-5.
Account# 11-212-100-101-00-10-019-000

MANERI, Jessica – School Psychologist (tenure track), Hawes School and Travell School, effective September 1, 2020 through June 24, 2021, pending verification of employment as outlined by Chapter 5. Ms. Maneri possesses an NJDOE Standard School Psychologist.
Account# 11-000-219-104-00-02-019-000 (50%)
Account# 11-000-219-104-00-06-019-000 (50%)

POLAY, Jessica – Speech Language Therapist (tenure track), Ridge School, effective September 1, 2020 through June 24, 2021, pending verification of employment as outlined by Chapter 5. Ms. Polay possesses an NJDOE Standard Certificate as a Speech Language Specialist.
Account# 11-000-216-104-00-04-019-000

SCAPPI, Caitlin – Leave of Absence Replacement First Grade Teacher (non-tenure track), Hawes School, effective September 1, 2020 through June 24, 2021. Ms. Scappi possesses a NJDOE Standard Certificate as an Elementary School Teacher Grades K-6 and a Teacher of Students with Disabilities.

Account# 11-120-100-101-09-02-019-000

TAHAN, Ellen - Leave of Absence Replacement Art Teacher (non-tenure track), Ridge School, effective September 1, 2020 through January 4, 2021. Ms. Tahan possesses an NJDOE Provisional Certificate as an Art Teacher. Ms. Tahan will be enrolled into the NJDOE Provisional Teacher Program.

Account# 11-140-100-101-04-10-019-000

2020 Summer School Special Programs Staffing

As listed on **Attachment E**

2020 Ridgewood High School Summer School Staffing

As listed on **Attachment F**

2020 Summer Special Programs Personnel

On an as-needed basis, as listed on **Attachment G**

Technology Innovation Specialists for the 2020-2021 School Year

As listed on **Attachment H**

iii. Change of Assignments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignment, as listed below

ACOSTA, Kathleen – **from** Learning Disabilities Teacher-Consultant, Hawes School, **to** Learning Disabilities Teacher-Consultant, Willard School, effective September 1, 2020 through June 24, 2021.

Account# 11-000-219-104-00-07-019-000

FINK, Susan – **from** Social Worker, Travell School and Willard School, **to** Social Worker, Hawes School, effective September 1, 2020 through June 24, 2021.

Account# 11-000-219-104-00-02-019-000

GERALD, Jane – **from** Social Worker, Hawes School and Somerville School, **to** Social Worker, Willard School, effective September 1, 2020 through June 24, 2021.

Account# 11-000-219-104-00-07-019-000

KILLBY, Kate – **from** School Psychologist, Travell School and Willard School, **to** School Psychologist, Somerville School, effective September 1, 2020 through June 24, 2021.

Account# 11-000-219-104-00-05-019-000

MARCHIONI, Alicen - **from** Third Grade Teacher, Travell School, **to** Fifth Grade Teacher, Somerville School, effective September 1, 2020 through June 24, 2021.

Account# 11-120-100-101-09-05-019-000

SABATINO, Robert - **from** Fifth Grade Teacher, Somerville School, **to** Third Grade

Teacher, Travell School, effective September 1, 2020 through June 24, 2021.
Account# 11-120-100-101-09-06-019-000

iv. Resignation for the Purpose of Retirement

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation for the purpose of retirement listed below.

Teacher

JOHNSON, Charles – Physical Education, Ridgewood High School, effective July 1, 2020, with thirty-five years of service.

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

Revision: STEWART, Nicola – Art Teacher, Ridge School, **from** effective March 4, 2020 through June 24, 2020, with a reinstatement date of September 1, 2020, approved by the Board at its meeting on February 24, 2020, **to** effective March 4, 2020 through June 19, 2020; and September 1, 2020 through December 23, 2020 with a reinstatement date of January 4, 2021, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

vi. Supplemental Pay Beyond Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Elementary Schools

The Social Place Advisor

- **Stephanie Dodd**, for a stipend of \$716
Account #11-401-100-101-00-02-002-001
Account #11-401-100-101-00-03-003-001
Account #11-401-100-101-00-04-004-001
Account #11-401-100-101-00-05-005-001
Account #11-401-100-101-00-06-006-001
Account #11-401-100-101-00-07-007-001

Hawes School

2020 Summer Hours – Nurse

- **Linda Goldberg**, not to exceed 20 hours, at an hourly rate of \$61.03 (\$1,220.60).
Account# 11-000-213-104-00-02-002-001

2020 Summer Secretarial Support

- **Patricia Higgins**, not to exceed 10 hours, at an hourly rate of \$35.55 (\$355.50).

Account# 11-000-240-105-00-02-002-001

Moving Classrooms, each not to exceed 12 hours, each at an hourly rate of \$40.17, each to receive \$482.04 (\$964.08)

- **Jennifer Osenbruck**
- **Leanne Pospischil**

Account# 11-120-100-101-00-02-002-001

Orchard School

2020 Summer Hours – Nurse

- **Erica Moya**, not to exceed 20 hours, at an hourly rate of \$40.46 (\$809.20).

Account# 11-000-213-104-00-03-003-001

2020 Summer Secretarial Support

- **Hae Jin Yook**, not to exceed 7 hours, at an hourly rate of \$30.30 (\$212.10).

Account# 11-000-240-105-00-03-003-001

Moving Classrooms, each not to exceed 12 hours, each at an hourly rate of \$40.17, each to receive \$482.04 (\$964.08)

- **Katherine Fischer**
- **Leigh Porod**

Account# 11-120-100-101-00-03-003-001

Ridge School

2020 Summer Hours – Nurse

- **Colleen Manke**, not to exceed 20 hours, at an hourly rate of \$69.89 (\$1,397.80).

Account# 11-000-213-104-00-04-004-001

2020 Summer Secretarial Support

- **Julianne Brunner**, not to exceed 12 hours, at an hourly rate of \$29.45 (\$353.40).

Account# 11-000-240-105-00-04-004-001

Moving Classrooms, each not to exceed 6 hours, each at an hourly rate of \$40.17, each to receive \$241.02 (\$482.04)

- **Dana Higgins**
- **Victoria Scire-Banchitta**

Account# 11-120-100-101-00-04-004-001

Additional: Clubs and Activities for the 2019-2020 School Year**After School Play**

- **Stephanie Dodd**, for a total stipend of \$325.90.
- **Deirdre Tobin**, for a total stipend of \$585.

Account# 11-401-100-101-00-04-004-001

Somerville School**2020 Summer Hours – Nurse**

- **Moira Correll**, not to exceed 20 hours, at an hourly rate of \$61.03 (\$1,220.60).

Account# 11-000-213-104-00-05-005-001

2020 Summer Secretarial Support

- **Carla Nebbia**, not to exceed 10 hours, at an hourly rate of \$34.86 (\$348.60).

Account# 11-000-240-105-00-05-005-001

Travell School**IEP Instruction**

- **Revision: Melissa Finucane, from** not to exceed 8 hours, at an hourly rate of \$60.02 (\$480.16), approved by the Board at its meeting on May 18, 2020, **to** not to exceed 40 hours, at an hourly rate of \$60.02 (\$2,400.80).

Account# 11-120-100-101-00-06-006-001

Additional: Clubs and Activities for the 2019-2020 School Year**Kindness Club Grades 3-5**

- **Jason Boshart**, not to exceed 8 hours, at an hourly rate of \$40.17 (\$321.36).

Account# 11-401-100-101-00-06-006-001

2020 Summer Hours – Nurse

- **Lisa Grabinski**, not to exceed 20 hours, at an hourly rate of \$43.46 (\$869.20).

Account# 11-000-213-104-00-06-006-001

Willard School**2020 Summer Hours – Nurse**

- **Bonnie Lowicki**, not to exceed 25 hours, at an hourly rate of \$52.54 (\$1,313.50).

Account# 11-000-213-104-00-07-007-001

2020 Summer Secretarial Support

- **Jane Parigi**, not to exceed 10 hours, at an hourly rate of \$31.21 (\$312.10).

Account# 11-000-240-105-00-07-007-001

Benjamin Franklin Middle School

2020 Summer Hours – Nurse

- **Kerriann Reilly**, not to exceed 60 hours, at an hourly rate of \$63.12 (\$3,787.20). Account# 11-000-213-104-00-08-008-001

George Washington Middle School

Additional: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-20 BA Maximum of \$91,542), approved by the Board at its meeting on September 23, 2019

The Social Club Advisor

- **Suzanne Simone**, for a total stipend of \$732. Account# 11-401-100-101-00-09-009-001

2020 Summer Hours – Nurse

- **Julie Stadulis**, not to exceed 55 hours, at an hourly rate of \$53.60 (\$2,948). Account# 11-000-213-104-00-09-009-001

Ridgewood High School

Revision: Co-curricular Activity Advisors and Stipends for the 2019-2020 School Year (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2019-20 BA Maximum of \$91,542), approved by the Board at its meeting on September 23, 2019

The Social Club Advisor

Remove: TBD

Replace: **Stephanie Dodd** and **Suzanne Simone**, each to receive a total stipend of \$366.

Account# 11-401-100-101-00-10-010-001

World Languages Virtual Honor Society Induction Ceremony – May 14, 2020

- **Christine Lee** and **Ruth Parks**, each not to exceed 4 hours, each at an hourly rate of \$40.17 (321.36). Account# 11-140-100-101-00-10-010-001

2020 Summer Hours – Nurse

- **Suzanne Donovan**, not to exceed 40 hours, at an hourly rate of \$35.84 (\$1,433.60).

- **Maureen Morgan**, not to exceed 40 hours, at an hourly rate of \$70.51 (\$2,820.40).

Account# 11-000-213-104-00-10-010-001

2020 Summer Secretarial Support (\$5,458.36)

- **Jennifer Kazmierczak**, not to exceed 60 hours, at an hourly rate of \$30.39(\$1,823.40).
Account #11-000-218-105-00-10-010-001
- **Skye Philbrick**, not to exceed 35 hours, at an hourly rate of \$29.90 (\$1,046.50).
Account #11-000-221-105-00-10-010-001
- **Rosanna Griffith**, not to exceed 21 hours, at an hourly rate of \$28.43 (\$597.03).
Account #11-000-221-105-00-10-010-001
- **Judith Tringali**, not to exceed 40 hours, at an hourly rate of \$34.86 (\$1,394.40).
Account #11-000-219-105-00-10-010-001
- **Nicole Wehmeyer**, not to exceed 21 hours, at an hourly rate of \$28.43 (\$597.03).
Account #11-000-221-105-00-10-010-001

Guidance Department – 2020 Summer Hours (\$11,584.49)

- **Christopher Fabish**, not to exceed 63 hours, at an hourly rate of \$61.76 (\$3,890.88).
- **Lauren Klein-Hellman**, not to exceed 53 hours, at an hourly rate of \$56.45 (\$2,991.85).
- **Dana Kneis**, not to exceed 15 hours, at an hourly rate of \$44.66 (\$669.90).
- **John Maye**, not to exceed 10 hours, at an hourly rate of \$75.70 (\$757.00).
- **Christine McGovern**, not to exceed 15 hours, at an hourly rate of \$52.01 (\$780.15).
- **Rebecca Turano**, not to exceed 53 hours, at an hourly rate of \$47.07 (\$2,494.71).

Account# 11-000-218-104-00-10-010-001

Special Programs

2020 Summer Hours - Handle/Maintain Online Registrations

- **Nadine Macolino**, not to exceed 20 hours, at an hourly rate of \$27.89 (\$557.80).

Account# 11-000-219-105-00-01-024-001

Curriculum, Instruction & Assessment

2020 Summer Curriculum Writing

Staff members as listed on **Attachment I**, at the curriculum hourly rate of \$53.33.
Account# 11-000-221-104-00-22-022-001

E. FINANCE

Dr. Fishbein presented for consideration E: Finance.

Ms. Kwak requested to remove:

- x. Rejection of bids for Ridgewood High School gym floor #3 replacement
- xiii. Approval of Proposal for Environmental Remediation Oversight/Case Closure-Orchard Elementary School.

Mr. Dani requested to remove:

- vi. Approval: Renewal of Agreement for Refuse and Recycling Removal Services Agreement

Ms. Brogan has concerns about the following items:

- ii. Authorization for the Superintendent of Schools to Make Budgetary Line-Item Transfers
- iii. Authorization for the Business Administrator/Board Secretary to Award Bids During the Summer

Ms. Kwak questioned the items that were removed from the agenda that had been tabled from the last meeting.

Dr. Fishbein answered that those items were taken off because they are items that are not being considered due to the budget cuts and therefore not added for approval. He confirmed to the Board that the items would not be added without approval.

Ms. Brogan motioned the approval of E. Finance with the exception of ii., iii., vi., x., and xiii.

Mr. Kaufman seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Mr. Dani thanked the Administration for renegotiating the bus contract.

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year, to be used as indicated.

Acceptance of a gift in kind from the Ridge Home and School Association of
playground/recess equipment, valued at \$4,000.

Mr. Lembo thanked the Ridge Home and School Association for the donation.

iv. **Approval of RAMM Environmental Services as Right-to-Know Consultant**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves RAMM Environmental Services, Fair Lawn, NJ, as the district's right-to-know consultant, for the 2020-2021 school year.

The Board has received background information.

v. **Approval of ERMNJ as Environmental Consultant**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves ERMNJ, Glen Rock, NJ, as the district's environmental consultant, for the 2020-2021 school year.

The Board has received background information.

vii. **Approval of Renewal Agreement with Pomptonian Food Service for the 2020-2021 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Be it resolved that the District (Local Education Agency) approves an agreement with Pomptonian Food Service (Food Service Management Company) for the 2020-2021 school year. This represents the third year of a maximum of 5 allowed number of years to award to one vendor.

The Food Service Management Company shall receive, in addition to the costs of operation, a fee of \$0.2545 per meal equivalent to compensate the Food Service Management Company for administrative and management costs. This fee shall be billed monthly as a cost of operation. The Local Education Agency guarantees the payment of such costs and fee to the Food Service Management Company Cash receipts shall be divided by \$4.23 to arrive at an equivalent meal count.

The per meal management fee of \$0.2545 will be multiplied by total meal equivalents.

The Food Service Management Company guarantees the Local Education Agency a minimum profit of two hundred thousand dollars (\$200,000.00) for the school year 2020-2021.

The student price list is included in **Attachment J**.

viii. **Approval: Revenue Share Agreement for Before and After School Program Services**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement between the Ridgewood Board of Education and AlphaBest Education, Inc. for Revenue Share for Before and Aftercare Program Services for the 2020-2021 school year in the amount of \$150,000.

ix. **Approval: Agreement Between First Presbyterian Church and the Ridgewood Board of Education for Use of Their Parking Lot**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement between First Presbyterian Church and the Ridgewood Board of Education to permit enrolled Ridgewood High School (RHS) students to park a maximum of seventy-two (72) automobiles in the parking lot, Monday through Friday, during which RHS is in session from September 1, 2020 to June 30, 2021, from 7:00 a.m. to 5:00 p.m., at a cost of \$38,500.

That is a 1.3% increase in fee from the 2019-2020 school year. The fee is paid for by the students.

The Board has received background information.

Ms. Kelly commented that the increase is not an increase in the rental, but an increase because an additional space was added since last year.

xi. **Renewal of Contract with Computer Solutions, Inc. for HR, Payroll, and Budget Software Support**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the renewal of the contract with Computer Solutions, Inc for Human Resources, Payroll and Budget Software Support for the 2020-2021 school year.

The Board has received background information.

xii. **Approval of Amendment of the Transportation Contract with Durham Transportation**

WHEREAS, on March 13, 2020, the President of the United States of America declared a national emergency due to the COVID-19 outbreak; and

WHEREAS, in an attempt to combat the spread of the COVID-19 virus, the Governor of New Jersey, per Executive Order 104 (2020) and Executive Order 107 (2020), ordered the closure of all public elementary and secondary schools in New Jersey, beginning on March 18, 2020 and on May 4, 2020 extended that closure for the remainder of the 2019/2020 school year; and

WHEREAS, on April 14, 2020, New Jersey S337/A3904 was signed into law by the Governor as an amendment to Title 18A of the New Jersey Statutes by adding Sections (b)-(f) to N.J.A.A 18A:7F-9 to provide that schools shall continue to make payments of benefits, compensation and emoluments pursuant to the terms of a contract with a contracted service provider in effect on the date of the closure as if the service for such benefits, compensation and emoluments had been provided and as if the school facilities had remained open; and

WHEREAS, in order to ensure operations/service continuity and preserve the labor force during any Closure Period, District and Contractor wish to amend the Contract to ensure that during any such Closure Period, Contractor is paid for certain operations/service expenditures including, but not limited to, compensation of school bus drivers, monitors, administrators, as well as other operational fixed costs. Now, THEREFORE BE IT RESOLVED, the parties mutually agree that the rates of compensation payable to the Contractor during the Closure Period (from March 16, 2020 through the end of the 2019-2020 school year as defined in the original contract) shall be 51.6% of the amount provided in the Contract. The compensation provided for in the above paragraph shall cease upon the start of the 2020/2021 school year, at which time the payment obligations shall revert back to those set forth in the original Contract. In the event that the Closure Period continues into subsequent school years during the Term of the Contract, the Parties shall attempt to renegotiate an equitable adjustment in compensation. Contractor shall not lay off, terminate or furlough its school bus drivers, monitors or administrators during any Closure Period provided the District continues to pay the compensation, set forth in this Amendment, which amounts to 51.6% of Contractor's Contract rate.

xiv. Approval Agreement with Bergen County Special Services School District for Services to Non-Public Schools Chapters 192-193 for the 2020-2021 School Year

The Ridgewood Board of Education, Upon the recommendation of the Superintendent, approves an agreement between the Bergen County Special Services School District (BCSSSD) and the Ridgewood Public Schools, for services to non-public schools Chapters 192-193 for the 2020-2021 school year as listed below, at rates to be determined by the New Jersey Department of Education.

- A minimum of 30 minutes per week of compensatory education
- A minimum of 30 minutes per week of ESL instruction
- A minimum of 30 minutes per week of speech correction
- A minimum of 30 minutes per week of supplemental instruction
- Evaluation and Determination of eligibility as deemed necessary by the Child Study Team.
- Annual Review services deemed necessary by the Child Study Team.
- Maintenance/Mobile Vans
- Home Instruction

The Board has received background information.

The Board discussed the items that were removed.

ii. **Authorization for the Superintendent of Schools to Make Budgetary Line-Item Transfers**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the Superintendent to make budgetary line-item transfers with the exception of transfers pertaining to restricted funds and/or reserve accounts, and/or in excess of \$40,000 in order to avoid overspending said line items subject to Board approval at its next meeting.

Dr. Fishbein presented the authorization for the Superintendent of Schools to make budgetary line-item transfers. He explained that by code, we are not allowed to have budgetary lines in deficit, and budgetary transfers occur throughout the school year. Additionally, Board policy and regulation 6442 Budget Transfers details what the Superintendent of Schools is allowed to do by code.

The Board process that is currently in place is that the Board receives background information on all transfers that occur during the month, and every transfer is approved in public. Dr. Fishbein explained that the \$40,000 limitation could impact the operations of the district. One such example is in the event of a facility emergency that could be in excess of \$40,000. The policy and code are designed to account for possible eventualities.

Finance is a highly regulated area, and if a line-item needs to be increased by more than ten percent, it not only needs Board approval but also County Superintendent approval. Right now, there is no dollar amount limitation in the policy.

This item was previously included on the agenda of the Reorganization Meeting without limitations on transfers. It has been a customary practice to give this authorization annually; however, since Dr. Fishbein has the authority to make transfers by state statute and code.

Ms. Brogan made a motion to remove E. Finance item ii. Authorization for the Superintendent of Schools to Make Budgetary Line-Item Transfers.

Mr. Kaufman seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

The Board removed this item from the agenda.

iii. **Authorization for the Business Administrator/Board Secretary to Award Bids During the Summer**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the Business Administrator/Board Secretary to award bids during the months of July and August to the lowest responsive bidder as needed, for projects not to exceed \$40,000. All awards will be placed on the next agenda for ratification.

Dr. Fishbein presented the Authorization for the Business Administrator/Board Secretary to award bids during the summer to the lowest responsible bidder.

This item was previously presented at the Reorganization Meeting without the qualifier of projects not to exceed \$40,000. Dr. Fishbein explained that Ms. Kelly is a qualified purchasing agent, and because she has the additional credential, we do quotes above \$6,000 and bids over \$40,000. Therefore, we do not have any bids under \$40,000. Additionally, all bids are approved by the Board.

The Board discussed scenarios for reviewing and approving bids, including holding a Special Public Meeting when necessary.

Ms. Brogan provided an example when a pipe burst at the High School and the district needed to conduct an emergency repair since there was no heat, this scenario involved a repair that was over \$40,000.

Dr. Fishbein explained that in this situation, the district went to the County

Superintendent with the emergency, in this case the County Superintendent allowed the district to move forward.

Ms. Brogan added that she does not want to tie the Business Administrator's hands, if an emergency situation happens between meetings. She further added that there is a process in place where the board is always informed and involved in the decisions.

Mr. Dani added that if the situation arises we can conduct a special meeting or go to the County Superintendent for approval in an emergency.

Dr. Fishbein explained if this item does not pass, then we would have to bring together the board for any bid.

Mr. Lembo commented that the Board is here to oversee things, but he does not want to hinder the Business Administrator from doing her job.

Ms. Kwak made a motion to accept E. Finance item, iii. Authorization for the Business Administrator/Board Secretary to Award Bids During the Summer, as written.

Mr. Dani seconded the motion, followed by the roll call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Kaufman

NAYS: Ms. Brogan, Mr Lembo

The authorization for the Business Administrator/Board Secretary to award bids during the summer, as written, was approved.

Later in the meeting, Mr. Kaufman requested to amend his vote on this item and made a motion to amend approving Authorization for the Business Administrator/Board Secretary to award bids during the summer, as written. He added that Ms. Kelly has been doing this work for a long time, and she should have our trust. The capital improvements are already in the budget and should not need additional oversight.

Mr. Kaufman made a motion to accept E. Finance item, iii. Authorization for the Business Administrator to award bids during the summer, as written.

Ms. Brogan seconded the motion followed by the roll call vote:

AYES: Mr. Dani, Ms. Kwak,

NAYS: Ms. Brogan, Mr. Kaufman, Mr. Lembo

The item was not approved.

After receiving clarification that authorization would be needed for the Business Administrator to authorize summer projects, Ms. Brogan made a motion to authorize the Business Administrator/Board Secretary to award bids during the summer.

The Board discussed summer projects that would need to be authorized and the process.

Dr. Fishbein made a statement to confirm that this agenda item is not a “work around” for getting projects approved without board approval or public meetings. After further discussion, there was no second to Ms. Brogan’s motion.

vi. **Approval: Renewal of Agreement for Refuse and Recycling Removal Services Agreement**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the renewal option for year three of the Refuse and Co-mingled Recycling Removal Services agreement with Interstate Waste Services of New Jersey, Inc., in the amount of \$50,000 and special pickups/cost per pickup and co-mingled recycling costs as per bids approved on May 21, 2018, for the period July 1, 2020 through June 30, 2021.

There is no increase in fee from the 2019- 2020 school year.

The Board has received background information.

Dr. Fishbein presented the renewal agreement for refuse and recycling removal services, explaining that this is the third year of a three-year contract with this vendor.

Mr. Dani discussed talking to the village about refuse and recycling removal services.

Dr. Fishbein explained that the village used to pick up our garbage at no cost. When they decided to charge us, we went out to bid. The Village bid and was not successful because their cost was nearly double.

The second discussion item was about whether this contract was renegotiated due to COVID-19. Ms. Kelly said that this contract has not been renegotiated, and Dr.

Fishbein shared that we continue to have regular garbage removal as buildings are being cleaned.

Mr. Dani made a motion to accept E. Finance, item, vi. Approval: Renewal of Agreement for Refuse and Recycling Removal Services Agreement

Ms. Kwak seconded the motion, which was carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

The Board approved the renewal of the agreement.

x. Rejection of bids for Ridgewood High School gym floor #3 replacement

WHEREAS, the Ridgewood Board of Education (hereinafter referred to as the "Board") advertised for bids for the Replacement of the Gym#3 Floor at Ridgewood High School (hereinafter referred to as "the Project"); and

WHEREAS, on May 14, 2020 the Board received the following three bids for the Project, as reflected in the attached bid tabulation sheet; and

WHEREAS, the lowest bid was submitted by Abacus Sports Installation with a base bid in the amount of Sixty-Six Thousand Two Hundred and Twenty-Eight Dollars (\$66,228); and

WHEREAS, the bid submitted by Abacus Sports Installation is materially defective insofar as it does not possess the proper DPMC prequalification as per the bid specifications which is a material, non waivable defect; and

WHEREAS, the next lowest bid was submitted by Mathusek, Inc. with a base bid in the amount of Eighty-Four Thousand Seven Hundred Sixty-Six Dollars (\$84,766); and

WHEREAS, the bid submitted by Mathusek, Inc. is materially defective insofar as it failed to provide all of the required documentation as per the bid specifications which is a material, non waivable defect; and

WHEREAS, the next lowest bid was submitted by Northeastern Interiors with a base bid in the amount of One Hundred Forty Thousand Five Hundred Dollars (\$140,500); and

WHEREAS, the bid submitted by Northeastern Interiors is substantially above the allowable budget for this project and therefore rejected;

NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. The bid submitted by Abacus Sports Installation is hereby rejected as it doesn't possess the proper DPMC prequalification which is a material, non waivable defect.
1. The bid submitted by Mathusek, Inc. is hereby rejected as it failed to provide the Contractor's Qualification Statement AIA, their total amount of uncompleted projects, and their Disclosure of Investment Activities in Iran document which is a material, non waivable defect.
2. The bid submitted by Northeastern Interiors is hereby rejected as their based bid of \$140,500 substantially exceeds the allowable budget.

BE IT FURTHER RESOLVED, that the Board Secretary/Business Administrator is hereby authorized to re-advertise the project consistent with the needs and desires of the school district.

Dr. Fishbein presented the rejection of bids for the replacement of the Ridgewood High School gym #3 floor.

Ms. Kwak pulled this item for discussion because she stated that the previous Board decided not to approve this project, and is concerned that this item is on the agenda.

Dr. Fishbein explained that this project was originally approved by the Board, the money was transferred into Capital based upon Board approval. It was after the district started the bidding project that they changed their mind on the project, that is the reason that the district went out to receive bids. He added that a letter with information was sent to the district regarding this project in February.

Dr. Fishbein explained that he feels that this is an appropriate project for the Board to address now because the floor has a known hazardous chemical in it. Although the levels are currently below the standard for removal, those levels can change. Also, there is wear and tear on the floor.

Mr. Dani requested a public presentation and discussion on the project.

Mr. Kaufman commented that he wants to address this project because of the hazardous material and it resembles the Orchard issue. He added that although he voted it down previously, he does not feel that the board talked about it enough.

Ms. Kwak made a motion to accept E. Finance, item, x. Rejection of bids for Ridgewood High School gym floor #3 replacement, with the exclusion of the last paragraph.

Ms. Brogan seconded the motion, which was carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

The Board rejected the bids and excluded the last paragraph of the item authorizing the Board Secretary/Business Administrator to re-advertise the project.

A presentation regarding the Gym Floor will be made in June.

xiii. Approval of Proposal for Environmental Remediation Oversight/Case Closure-Orchard Elementary School

The Ridgewood Board of Education, Upon the recommendation of the Superintendent, approves the proposal from WSP USA for Environmental Remediation Oversight and Case Closure for the soil remediation project at Orchard Elementary School as per the following fee schedule:

Task	Cost
Task 1: Pre-Mobilization/Project Management	\$7,425
Task 2: Remediation Contractor Oversight	\$107,863
Task 3: LUR Closeout Documentation	\$9,900
Task 4: Remedial Action Report/Soil Remedial Action Permit Application/Response Action Outcome Preparation	\$20,960
Total	\$146,148

Ms. Kwak removed this item for discussion because she asked for clarification on the cost of the oversight proposal for the Orchard Elementary School soil remediation project.

Dr. Fishbein explained that the LSRP is a specialized certification because the state doesn't have enough people to oversee these projects. WSP will have people on-site daily to monitor the work being done including dust monitoring, testing of the soil, checking that elevations are correct, as well as handling significant paperwork involved with the project to make it a site that then needs annual or bi-annual inspections.

Dr. Fishbein added that the professional services costs were submitted late although the district has been asking for the documentation for several months. It appears the company is working remotely and may not be running as smoothly as other companies working offsite.

Ms. Kelly explained that the purchase order for \$29,000 was for the bid specs for the project and documentation, it is separate from this item.

Ms. Brogan made a motion to accept E. Finance, item, xiii. Approval of Proposal for Environmental Remediation Oversight/Case Closure-Orchard Elementary School

Mr. Kaufman seconded the motion, which was carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

The Board approved the proposal.

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
May 13	Columbia Bank On-Line	097985	15,061.10	S. Brogan
May 20	Columbia Bank On-Line	097986-098057	142,481.91	S. Brogan
May 27	Columbia Bank On-Line	098058-098107	536,195.07	S. Brogan
May 13	Electronic Transfers	R30656	69,933.70	S. Brogan
May 20	Electronic Transfers	L30732	286,156.00	S. Brogan

May 27	Food Service	620197	14,809.61	S. Brogan
May 18	Columbia Bank Void Check	097355	(1,525.00)	S. Brogan
May 27	Columbia Bank Void Check	097163	(1,000.00)	S. Brogan
May 27	Columbia Bank Void Check	097379	(590.00)	S. Brogan
TOTAL			1,061,522.39	

Ms. Brogan moved approval of all bills reviewed by her.

Ms. Kwak seconded the motion.

Approval of Bills carried by the following roll-call vote

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYES: none

VII. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan provided a Legislative Report, starting with the Federal CARES Act. Recently, there have been reports about the CARES Act Elementary and Secondary School Emergency Relief Funds (ESSERF) allocated by Congress. According to a memo from the NJDOE, ESSER Funds are for school districts “to address the areas most impacted by the disruption and closure of schools caused by COVID-19. “By accepting this funding, states agree that they will 1) maintain their funding for education equal to their average support for the preceding three years so the states can’t use this federal funding to cover budget shortfalls and 2) school districts receiving these funds must follow regulations as outlined by the states.

Out of the \$13.2 billion ESSER Funds approved by Congress, New Jersey will receive \$310 million dollars. From this, NJDOE will allocate \$279,334,092 to the school districts that in 2019-2020 received Title 1A funding. The ESSER relief funds are allocated in the same proportion as those funds received under Title 1A.

NJDOE released the ESSER Funds allocations for school districts. Ridgewood will be eligible for \$115,912. ESSER Funds may be used for costs accrued back to March 13, 2020 when schools closed and must be spent prior to September 30, 2022.

The CARES Act also granted money for education through the Governor’s Emergency Education Relief Fund. GEER is funded by the Federal government in the amount of \$3 billion for direct, flexible education funding for governors to provide to school districts, higher

education, early childhood education, and other education entities. New Jersey is to receive \$69 million, and Governor Murphy has proposed focusing this money on NJ's colleges and universities, as their need is also great as they plan for reopening or providing both in-person and remote learning opportunities for their students.

Ms. Brogan discussed State Aid for the 2020-21 School Year.

She stated there was an article in the The Record, Saturday, May 30, 2020, "*Murphy Cutting Funds for Schools.*" " In the absence of bonding and or Federal cash assistance, a lot of things we hold dear we will not be able to fund," Murphy said. Asked if further cuts to school funding were possible, Murphy said: "Everything is on the table."

Last week, the NJ Treasurer released a report that stated funding would be flat for 2020-21 and that the proposed \$336 million dollar increase for school districts would not be funded.

For Ridgewood, the loss of state aid would be \$654,822. Furthermore, the report said that September state aid payments would be delayed until October and that Extraordinary Aid funding payments would also be delayed until October. There was no word on exactly what the amount of Extraordinary Aid will be.

New information was released from the NJDOE late last week, and the aid reduction could be \$446,728.

This said, it is likely that we won't know the exact state aid numbers or the amount of extraordinary aid until late August or mid-September when Governor Murphy makes his recommendations to the legislature and the legislature crafts the 2021 fiscal year budget in September to be implemented for the 9-month fiscal year – October 2020 through June 30, 2021.

VIII. BOARD COMMITTEE REPORTS

Ms. Kwak shared that the Budget Committee has had constructive, collaborative discussions with the Village Council on the defeated budget. They are thankful to Dr. Fishbein and Ms. Kelly for identifying opportunities that will allow us to continue to deliver programming and address the curricular needs of the students. She thanked everyone who has been involved in this process.

Ms. Brogan noted that the Village Council will be discussing the budget at their meeting on Wednesday.

Dr. Fishbein added that some of the areas identified for reductions included capital and maintenance. Since some of the maintenance budget would have been used for the additional expenses related to the reopening of schools, other areas of the budget will need to cover those costs.

Discussion on how capital reserves can be used ensued.

IX. COMMENTS FROM THE PUBLIC

Marisol Romero, 258 Stylan Ave, thanked the board for listening to her. She has some concerns and although she respects some board members being fiscally responsible, her concern is as per the saying: "don't bite your nose, to spite your face." When the board was discussing the issue with Jeff Merlino, she does not understand why there was so much time spent going back and forth regarding the contract term. Why not renew him for the year and work on finding someone else who can provide equal or better services.

In regards to the basketball courts and the hazardous material issue. She feels that things like this topic, the concern is the health of the students and she does not want this to drag on because some people want to hear public presentations.

After listening to the discussion about the cuts, her question is where would the cuts be taken from, what does the Board want to cut first? Everyone has the students best interest in mind, but will the cuts be with academics, curriculum? She thanked the board members and added that she understands that everyone wants to be fiscally responsible, but does not feel it necessary to be going tit for tat on everything. If we have confidence in the administration then let them make the decisions. It does not need to turn into a four hour meeting arguing.

Laurie Weber, 235 South Irving Street, She was listening to the previous caller and the question as to why to question Mr. Merlino. Her answer is that as per the May 7 meeting, Mr. Merlino sat back and allowed ethics violations take place. He was in a position to stop what was happening and correct wrong information and he chose not to. She has a big problem with that and questions Mr. Merlino's judgement. She is glad that other attorneys will be considered. She found the meeting interesting tonight, different than usual but we have new board members with fresh ideas. She expects that a few meetings will be like this, when certain standards have been in place for a long time. She finds the exchange of ideas refreshing.

No additional comments from the public.

Mr. Dani wanted to respond to the caller regarding her comment about unnecessary conversation. If he feels that information should be presented to the residents and all he is asking for is a public presentation, if he feels that there is a work around being done instead of having a public discussion. He feels that is why he was elected.

Mr. Lembo added that this is an unusual board meeting since we have three new members learning and trying to make sure everyone gets their voice heard.

Mr. Dani added that he wants to ensure we are doing the proper bidding process.

Dr. Fishbein confirmed that we always follow the proper bidding process.

X. DISCUSSION ITEMS

- Bylaw 0164 Conduct of Board Meetings
- Bylaw 0169.02 Board Member Use of Social Networks
- Amend Board Meeting Calendar 2020-2021
- Lease Purchase of Technology Equipment

Ms. Kwak discussed Bylaw 0164 Conduct of Board Meetings, moving the first public comment period to the beginning of the meeting and the second public comment period to the end of the meeting, with no business being discussed after the last public comment period. By making this change, it would standardize when the Board hears from the residents.

Setting a time limit on the first public comment was also discussed. It was also discussed that student presentations and outside consultants be allowed to present at the start of the meeting.

Once the Policy Committee is established, further review and discussion will take place.

Mr. Dani proposed that the agenda be available five days before the board meeting.

The Board discussed having the Policy Committee review bylaw 0169.02 regarding responding to inquiries related to Board matters. Mr. Lembo believes that there may need to be more explanation on this policy. The board has a right to talk to residents, but not represent the board in the communications.

Mr. Dani stated that currently the way the policy is written the board cannot respond on board matters. He believes that the policy should be updated.

The Board discussed moving the August Regular Public Meeting from August 24, 2020 to August 31, 2020. A revised calendar will be presented at the next meeting.

Dr. Fishbein explained that, since we are behind in the budget process, we would like to include the lease purchase of technology equipment on the Special Public Meeting Agenda for Thursday, June 4, 2020 when the budget is approved. This would be the second agenda item after the budget is approved to ensure that we have time to get the equipment before the start of school.

Ms. Kelly clarified that this would be for the authorization to go out to bid for the financing to purchase the equipment. It was clarified that only a budget summary, not a list of individual items, is needed for this authorization.

Ms. Kelly confirmed with the County Business Administrator that both items can be included on the agenda.

It was also discussed that bid specs be available online when we go out for bid and to extend the length of the bid process.

XI. ACCEPTANCE OF MINUTES

- April 23, 2020 Executive Session Meeting

Ms. Brogan approved the minutes, Mr. Kaufman seconded carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYES:

ABSTAIN: Mr. Dani

XII. OTHER BUSINESS

No other business was discussed.

XIII. ADJOURNMENT

At 10:17 p.m., on a motion made by Mr. Lembo, seconded by Mr. Kaufman and unanimously approved, the meeting adjourned.

Respectfully submitted,

Lucy Papamichael
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2020-2021 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Cynthia DeTora	AP Capstone Summer Institute Teacher Training Virtual session from Fordham University, NY August 3-7	Professional Development	\$ 1,175.00	0

The total cost for this conference is \$1,175.00. Upon Board approval of this conference, the total expenditure for travel and conferences for 2020-2021 will be \$5,875.00 leaving a balance of \$194,125.

The total cost of substitutes for these conferences is \$0. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2020-2021 will be \$0.

HOURLY RATE SCHEDULE FOR 2020

<u>Job Description</u>	<u>(\$)/Hour</u>
Senior Principal	295
Principal	240
Assistant Vice President	190
Senior Associate Architect/Engineer/Scientist	180
Associate Architect/Engineer/Scientist	170
Senior Architect/Engineer/Scientist	150
Architect/Engineer/Scientist	135
Job Captain/Construction Administrator	125
Senior Designer/Specialist	105
Designer/Specialist	90
Office Manager	90
Senior Draftsperson/Technician	80
Administrative Assistant	60
Draftsperson/Technician	55
Intern	45

Notes:

1. Hourly rates include direct labor, computer costs, overhead, general and administrative costs, local travel, and profit. Out-of-pocket expenses such as reproduction costs, laboratory analysis, sampling and testing, etc. will be billed at actual cost, plus an 18% markup.
2. Costs for professional sub-contractors are subject to an 8% markup.
3. Travel out of the metropolitan area (CT, NY, NJ) including plane, hotel, and lodging is subject to a 12% markup. Local travel and routine document reproduction are included in the above hourly rates.
4. For forensic services or professional testimony, a separate proposal and hourly rate(s) will apply.
5. Payment is due within thirty (30) days. Invoices aged in excess of thirty (30) days are subject to a 1-1/2% markup per month. Invoices over ninety (90) days old are subject to attorney review for collection. The client will be responsible for all legal fees necessary to collect the account.
6. Hourly rates are subject to change annually.

Proposal # _____

Accepted by:

Date:

JOB DESCRIPTION

I. Title: Executive Confidential Administrative Assistant to the Superintendent of Schools and Assistant Board Secretary

II. Qualifications

- A. Minimum of a high school diploma or its equivalent. Bachelor's degree preferred.
- B. Prior office management and/or executive level support experience preferred.
- C. Effective time-management, problem-solving, organizational, human relations, and written and verbal communication skills.
- D. Ability to maintain confidentiality, communicates, and works effectively with staff and administrators.
- E. Ability to manage multiple, complex projects simultaneously, anticipate deadlines, and set benchmarks in order to meet firm deadlines.
- F. Ability to effectively address unexpected issues, adjust readily to interruptions, and reorganize workload, as needed.
- G. Ability to function independently, as appropriate, analyze a situation accurately, and adopt and implement an effective course of action.
- H. Ability to work effectively as a team member and to collaborate on group projects to ensure their successful completion.
- I. Extensive experience with computer applications, e.g., Microsoft Office, as well as familiarity with the Google suite and other web-based applications.
- J. Knowledge of operations and functions of the Board of Education and the Superintendents' Office.
- K. Ability to quickly learn and adapt to new procedures, computer applications, and software systems, including those currently used and ones adopted by the district.
- L. Such alternatives to the above qualifications, as may be allowed by law and acceptable to the Board.

III. Position Summary

To serve as the superintendent's confidential administrative assistant; supervise all administrative secretarial duties in the superintendent's office, and coordinate school-level and district-wide administrative activities. Assists and supports the Superintendent, Business Administrator/Board Secretary, and Board of Education in meeting the goals and objectives in all matters of school business. Establishes and maintains accurate and complete school district records, including minutes, agendas, and other correspondence.

IV. Reports to: Superintendent of Schools and the Business Administrator/Board Secretary

V. Major Duties and Responsibilities

- A. Provides primary administrative support to the Superintendent.
- B. Supervises and coordinates the efficient workflow of the school system relative to the responsibilities of the Superintendent.

- C. Supervises, prepares, and maintains district-wide HIB incident reports, correspondence and Executive Session HIB Hearings.
- D. Performs all secretarial and confidential work, as assigned by the Superintendent.
- E. Assists in the preparation of all correspondence and reports emanating from the superintendent's office.
- F. Maintains monthly student enrollment reports.
- G. Coordinates annual All-Staff Convocation, Ashby Award and special projects and events as directed by the Superintendent.
- H. Processes incoming correspondence.
- I. Researches issues, as needed.
- J. Creates and distributes annual district-wide school calendars.
- K. Places and receives telephone calls, and records messages for the Superintendent.
- L. Maintains a schedule of appointments for the Superintendent, and makes arrangements for conferences, meetings, and interviews.
- M. Assists the superintendent in the preparation and distribution of all Board of Education confidential information packets.
- N. Serves as a Notary Public for official documents signed by the Superintendent, administration, Board members, applicants applying for substitute teaching positions, and members of the staff and community members who require the service.
- O. Acts as a liaison between the Superintendent and administrative staff in screening and routing inquiries and requests.
- P. Assists the superintendent in compiling data and preparing annual and bi-annual reports required by law, administrative code, and Board Policy (e.g., HIB-ITP, HIB Self-Evaluation, and QSAC).
- Q. Organize, attend, and take minutes at various committee meetings.
- R. Oversees physical arrangements for annual district-wide Administrative Retreat.
- S. Coordinates annual Board of Education Reception for retiring staff members.
- T. Coordinates approval distribution of all publications, flyers, HSA notices, etc.
- U. Maintains regular filing system, as well as a set of locked confidential files.
- V. Attends and takes minutes of all public meetings of the Board of Education.
- W. Prepares and distributes minutes in accordance with Board policy, administrative needs, and the laws governing meetings of public bodies.
- X. Accepts and responds to requests from the public for copies of Board policies, statements, and other informational items in accordance with policy.
- Y. Handles correspondence/communications, as directed by the Superintendent or Board Secretary.
- Z. Prepares outline of Board Meeting agendas.
- AA. Maintains Board Meeting planning calendar.
- BB. Prepares agendas for Board of Education meetings; coordinates preparation of background information for the Board (packets).
- CC. Assists in preparation of Superintendent's weekly "Notes" to the Board.
- DD. Oversees physical arrangements for Board of Education meetings.
- EE. Prepares agendas and minutes for executive sessions.
- FF. Responsible for maintaining, binding, and securing original minutes, financial reports, bill lists, and Board packets.
- GG. Advertises special, regular, and executive session meetings
- HH. Oversees ongoing update and distribution of additions/revisions of the Board Policy Manual.
- II. Performs other related duties, as may be assigned by the Superintendent and Board Secretary.

VI. Terms of Employment: Twelve months

VII. Evaluation: In accordance with Board policy on evaluation of staff.

Daniel Fishbein, Ed.D
Superintendent of Schools

Approved by Board: 06/01/2020

JOB DESCRIPTION

I. Title: Assistant to the Business Administrator and Manager of Information Technology

II. Qualifications:

- A. Minimum of a high school diploma or its equivalent. Bachelor's degree preferred.
- B. Prior office management and/or executive level support experience preferred.
- C. Effective time-management, problem-solving, organizational, human relations, written and verbal communication skills, and stenographic skills.
- D. Excellent interpersonal and customer service skills necessary for the handling of highly confidential information and providing high quality service both internally and externally.
- E. Ability to manage multiple, complex projects simultaneously, anticipate deadlines, and set benchmarks in order to meet firm deadlines.
- F. Ability to effectively address unexpected issues, adjust readily to interruptions, and reorganize workload, as needed.
- G. Ability to function independently, as appropriate, analyze a situation accurately, and adopt and implement an effective course of action.
- H. Ability to work effectively as a team member and to collaborate on group projects to ensure their successful completion.
- I. Experience with computer applications, e.g., Microsoft Office, as well as familiarity with the Google suite and other web-based applications.
- J. Knowledge of operations and functions of the Board of Education, the Business Office and the Information Technology Office.
- K. Ability to quickly learn and adapt to new procedures, computer applications, and software systems, including those currently used and ones adopted by the district.
- L. Such alternatives to the above qualifications, as may be allowed by law and acceptable to the Board.

III. Position Summary:

Assists and supports, The School Business Administrator, The Manager of Information Technology and Board of Education in meeting the goals and objectives in all matters of school business. Establishes and maintains accurate and complete school district records and well documented business records, and other correspondence. Coordinate day-to-day operations of the Information Technology department. Maintain IT department budget, contracts, and confidential personnel records.

IV. Reports to: Business Administrator and Manager of Information Technology

V. Major Duties and Responsibilities:

- A. Ensures compliance for mandated training for Board members.
- B. Posts, updates, and maintains district website for Board of Education, Business Office, Parent, Student, Community Policy Notifications, and any other pages, as needed.

- C. Collects and reviews all Professional Day and travel reimbursement requests to ensure compliance with law, Board Policy, and procedures.
- D. Coordinates arrangement for all-staff opening-day Convocation.
- E. Sends e-blasts via the electronic notification system for busing issues and school closings, as a back-up when needed.
- F. Enters changes to student accounts for food service charges in Skyward.
- G. Assists with referendum projects, including bidding, tracking project costs and processing change orders.
- H. Enters users and events and approves events in School Dude, as a back-up when needed.
- I. Assists the Business Administrator with input of district budget and submission to NJDOE.
- J. Assists with the development of bid specifications and requests for proposals, as well as with the advertisement of all bids and RFPs.
- K. Assists with the preparation of all contracts in the name of the Board.
- L. Maintains files and storage of required forms and contracts for the Board of Education in compliance with the NJDOE Record Retention Guidelines.
- M. Assists in the completion of the Facilities section of the annual QAAR.
- N. Researches issues, as needed.
- O. Collects all requests for approval for overnight field trips or co-curricular activities to ensure compliance with Board policy and procedures, and places on Board agenda, when appropriate.
- P. Maintains the IT operating budget.
- Q. Responsible for IT purchase orders, including creating requisitions, receiving orders in the budgetary accounting systems, and running reports.
- R. Administers Federal E-Rate program, which includes solicitation of bids (Form 470), Acceptance of bids (Form 471), and Application for Reimbursement (Form 472-BEAR).
- S. Handles helpdesk and respond to all issues in a timely manner.
- T. Provides first level response for Ed Center IT issues.
- U. Assists with communication of IT related information.
- V. Other tasks and duties, as assigned by the Business Administrator or Manager of Information Technology.

VI. Terms of Employment:

Twelve months. Confidential status; not a member of the bargaining unit.

VII. Evaluation: In accordance with Board policy on evaluation of staff.

Daniel Fishbein, Ed.D
Superintendent of Schools

Approved by Board: 06/01/2020

Teacher	Assignment	2019-20 Salary	Sum.School Full Salary	Hourly Rate	Sum. School Salary
<i>Glen School</i>					
Grudzien, Jaimee (135 Hrs.)	RISe Program	\$91,542	\$8,239	\$54.93	\$7,415
DeRienzo, Kristen (79 Hrs.)	RED Program	\$70,838	\$6,375	\$42.50	\$3,358
McCann, Eileen (79 Hrs.)	RED Program	\$102,932	\$9,264	\$61.76	\$4,879
Rosenfeld, Patricia (79 Hrs.)	RED Program	\$99,612	\$8,965	\$59.77	\$4,722
<i>Classroom Aides</i>					
Amaral, Carla	RED RISe Program			\$20.81	T/C
Blau, Maryann	RED RISe Program			\$20.81	T/C
<i>Ridge School</i>					
Williams, Jennifer (135 Hrs.)	RISe Program - K-2 Grades	\$71,880	\$6,469	\$43.13	\$5,822
Mager, Elyse (135 Hrs.)	RISe Program - 3-5 Grades	\$74,225	\$6,680	\$44.54	\$6,012
<i>Classroom Aides</i>					
King, Sean	RISe Program			\$20.81	T/C
Sunden, Kristi	RISe Program			\$20.81	T/C
Meyer, Maureen	RISe Program			\$20.81	T/C
Hudon, Lauren	RISe Program			\$20.81	T/C
Brophy, Dan	RISe Program			\$20.81	T/C
Schierloh, Lauren	RISe Program			\$20.81	T/C
<i>Ridge School</i>					
Osenbruck, Jennifer (66 Hrs.)	LLD Special Needs - K-3 Grades	\$70,675	\$6,361	\$42.41	\$2,799
Daidone, Brittany (66 Hrs.)	LLD Special Needs - 4-5 Grades	\$79,685	\$7,172	\$47.81	\$3,156
<i>Classroom Aides</i>					
<i>Ridge School</i>					
Pospischil, Leanne (112 Hrs.)	SAIL Program - K-3 Grades	\$65,236	\$5,871	\$39.14	\$4,384
Vasi, Gilda (112 Hrs.)	SAIL Program - 4-6 Grades	\$76,460	\$6,881	\$45.88	\$5,138
<i>Classroom Aides</i>					
Crawford, Ryan	SAIL Program			\$20.81	T/C
Brandes, Melissa	SAIL Program			\$20.81	T/C
Callejas, Paola	SAIL Program			\$20.81	T/C
<i>Ridge School</i>					
DeAraujo, Christie (80 Hrs.)	Multisensory Reading Program	\$90,311	\$8,128	\$54.19	\$4,335
Macri, Elizabeth (70 Hrs.)	Multisensory Reading Program	\$102,932	\$9,264	\$61.76	\$4,323
Pollitt, Ashley (70 Hrs.)	Multisensory Reading Program	\$74,235	\$6,681	\$44.54	\$3,118
Keppel, Katherine (70 Hrs.)	Multisensory Reading Program	\$79,685	\$7,172	\$47.81	\$3,347
<i>Ridgewood High School</i>					
Simone, Suzanne (18 Hrs.)	ELA Enrichment - Grades 6-8	\$67,125	\$6,041	\$40.28	\$725
<i>Ridgewood High School</i>					
DiStefano, Alissa (18Hrs.)	Math Enrichment - Grades 6-8	\$83,860	\$7,547	\$50.32	\$906

		2019-20	Sum.School	Hourly	Sum. School
Teacher	Assignment	Salary	Full Salary	Rate	Salary
<i>Ridgewood High School</i>					
Romano, Odalys (66 Hrs.)	Special Needs - Grades 6-8	\$102,932	\$9,264	\$61.76	\$4,076
Classroom Aides					
<i>Ridgewood High School</i>					
Donnelly, Trecia (66 Hrs.)	Special Needs - Grades 9-12	\$102,932	\$9,264	\$61.76	\$4,076
Classroom Aides					
<i>Ridgewood High School</i>					
Redmond, Nicole (112 Hrs.)	RISe Program Grades 6-8	\$59,688	\$5,372	\$35.81	\$4,011
Classroom Aides					
Oliver, Jo'elle	RISe Program			\$20.81	T/C
Bushnauskas, Thomas	RISe Program			\$20.81	T/C
Crabbe, Joseph	RISe Program			\$20.81	T/C
Rabin, Rachel	RISe Program			\$20.81	T/C
<i>Ridgewood High School</i>					
Bray, Ariana (112 Hrs.)	RISe Program Grades 9-12	\$70,127	\$6,311	\$42.08	\$4,713
Classroom Aides					
Driscoll, Patrick	RISe Program			\$20.81	T/C
Wilson, Alison	RISe Program			\$20.81	T/C
Beyer, James	RISe Program			\$20.81	T/C
McCann, Eileen	Glen School Coordinator	---	---	---	\$600
Lora, Cindy (60 Hrs.)	BCBA	\$88,380	\$7,954	\$53.03	\$3,182
Aday, Doug	Principal	---	---	---	\$12,534
Calculated at Summer School hourly rate: Annex 13 REA Agreement					
MA Max \$102,932					

Name	Assignment- TBD	Instructional Hrs	Prep Hours	# Classes	2019-2020 Salary	Full SS Salary	Summer School Salary
Anderson, Christine	Geometry (Remedial)	60	15	0.5	81,629	7,347	3,673.50
Bailey, David	College Boot Camp (Enrich) Sec 1	10.5	9	0.12	87,322	7,859	943.08
Bodiwala, Tulsi	SAT Biology (Test Prep)	9	6	0.1	74,235	6,681	668.10
Bodiwala, Tulsi	MS (Enrich)	12	7.5	0.12	74,235	6,681	801.72
Bray, Natalie	Adventures in the Kitchen (Enrich) PM	12	7.5	0.12	78,438	7,059	847.08
Bray, Natalie	Adventures in the Kitchen (Enrich) AM	12	7.5	0.12	78,438	7,059	847.08
Musso, Caitlin	World History (Remedial)	60	15	0.5	76,135	6,852	3,426.00
Cheplic, Matt	ACT-Verbal (Test Prep)	16	5	0.14	84,410	7,597	1,063.58
Cheplic, Matt	SAT-Verbal (Test Prep)	16	5	0.14	84,410	7,597	1,063.58
Conteras, Colleen	English 11/12, (Remedial)	60	15	0.5	83,635	7,527	3,763.50
Conteras, Colleen	College Essay Writing (Enrich) #2	12	7.5	0.12	83,635	7,527	903.24
Coyman, Mallory	Chemistry (Remedial)	60	15	0.5	65,236	5,871	2,935.50
Coyman, Mallory	Become a Scientist (Enrichment) AM	12	7.5	0.12	65,236	5,871	704.52
Coyman, Mallory	Become a Scientist (Enrichment) PM	12	7.5	0.12	65,236	5,871	704.52
Coyman, Mallory	ACT-Science (Test Prep)	8	4	0.08	65,236	5,871	469.68
Coyman, Mallory	SAT Chemistry (Test Prep)	9	6	0.1	65,236	5,871	587.10
Fabish, Chris	College Boot Camp (Enrich) Sec 3	10.5	9	0.12	98,820	8,894	1,067.28
Gordon, Julie	Writing Enrichment (Enrichment)	12	7.5	0.12	97,972	8,817	1,058.04
Gordon, Julie	Become a Journalist (Enrich)	12	7.5	0.12	97,972	8,817	1,058.04
Gordon, Julie	Strategic Reading & Writing (Enrich)	12	7.5	0.12	97,972	8,817	1,058.04
Gordon, Julie	College Essay Writing (Enrich) #1	12	7.5	0.12	97,972	8,817	1,058.04
Gyulay, Joe	Geometry Honors (New Credit)	72	18	0.6	94,172	8,475	5,085.00
Manke, Jennifer	Perfect Painting	12	7.5	0.12	102,932	9,264	1,111.68
Manke, Jennifer	Cartoon Creations	12	7.5	0.12	102,932	9,264	1,111.68
Kabash, Vanessa	Rising Voices (Enrichment)	12	7.5	0.12	102,932	9,264	1,111.68
Kase, Sean	Financial Literacy (New Credit)	30	7.5	0.25	74,460	6,701	1,675.25
Kase, Sean	Entrepreneurship (New Credit)	30	7.5	0.25	74,460	6,701	1,675.25
Kase, Sean	Honors Buisness Man (New Credit)	30	7.5	0.25	74,460	6,701	1,675.25
Kay, James	Introduction to Chemistry (Enrich)	12	7.5	0.12	102,932	9,264	1,111.68
Kay, James	Construction Challenge (Enrichment)	12	7.5	0.12	102,932	9,264	1,111.68
Klein-Hellman, Lauren	College Boot Camp (Enrich) Sec 4	10.5	9	0.12	90,319	8,129	975.48
Manke, Jennifer	Bracelet Making	12	7.5	0.12	102,932	9,264	1,111.68
Kuiken, Diane	FTC Robotics (Enrichment) PM	12	7.5	0.12	102,932	9,264	1,111.68
Manke, Jennifer	Clay Creations	12	7.5	0.12	102,932	9,264	1,111.68
Kuiken, Diane	MindStorm Legos (Enrichment) PM	12	7.5	0.12	102,932	9,264	1,111.68
Musso, Caitlin	US History 1 (Remedial)	60	15	0.5	76,135	6,852	3,426.00
Musso, Caitlin	US History 2 (Remedial)	60	15	0.5	76,135	6,852	3,426.00
Luo, Miles	Create Your Own Games (Enrich)	12	7.5	0.12	67,288	6,056	726.72
Luo, Miles	Biology (Remedial)	60	15	0.5	67,288	6,056	3,028.00
Luo, Miles	Introduction to Biology (Enrich)	12	7.5	0.12	67,288	6,056	726.72
Murtha, Tim	Financial Literacy (New Credit)	30	7.5	0.25	88,960	8,006	2,001.50
Mendez, Karen	Marketing (New Credit)	30	7.5	0.25	88,960	8,006	2,001.50
Mitchell, Chris	Intro to AP Physics 1	27.5	10	0.25	102,932	9,264	2,316.00
Nyhuis, Philip	Algebra 1, (Remedial)	60	15	0.5	78,075	7,027	3,513.50
Nyhuis, Philip	Algebra II (Remedial)	60	15	0.5	78,075	7,027	3,513.50

				#	2019-2020	Full	Summer
Name	Assignment- TBD	Instructional Hrs	Prep Hours	Classes	Salary	SS Salary	School Salary
Pinches, Katharine	English 9/10, (Remedial)	60	15	0.5	102,932	9,264	4,632.00
Rosenfeld, Lauren	Introduction to Algebra 1 (Enrichment)	27.5	10	0.25	102,082	9,187	2,296.75
Rosenfeld, Lauren	Introduction to Geometry (Enrichment)	12	7.5	0.12	102,082	9,187	1,102.44
Rosenfeld, Lauren	Introduction to Algebra 2 (Enrichment)	27.5	10	0.25	102,082	9,187	2,296.75
Scevola, Adam *	Algebra 2 Honors (Audit)	60	15	0.5	74,525	6,707	3,353.50
Scevola, Adam *	Algebra 2 Honors (New Credit)	60	15	0.5	74,525	6,707	3,353.50
Siok, Susan	SAT- Math (Test Prep)	16	5	0.14	99,612	8,965	1,255.10
Siok, Susan	Intro to Pre- Algebra (Enrichment)	12	7.5	0.12	99,612	8,965	1,075.80
Siok, Susan	Intro to PreCalculus (Enrichment)	27.5	10	0.25	99,612	8,965	2,241.25
Turano, Rebecca	College Boot Camp (Enrich) Sec 6	10.5	9	0.12	75,312	6,778	813.36
Van Hise, Brian	Geometry Honors (New Credit/Audit)	48	12	0.4	86,310	7,768	3,107.20
Walker, Christine	Introduction to Middle School(Enrich)	12	7.5	0.12	102,932	9,264	1,111.68
Mancinelli, Samantha	Algebra 1 Honors (New Credit/Audit)	120	30	1	63,738	5,736	5,736.00
TBD-MM	Geometry CP (New Credit)	120	30	1	77,785	7,001	7,001.00

NAME	POSITION	HOME SCHOOL(s)	Hourly Rate	# of hours	Total
CHILD STUDY TEAM					
Amanda Valeri	Coordinator	RHS	\$52.28	150	\$7,842.00
Jennifer Ajosa	School Psych	BF	\$57.17	50	\$2,858.50
Susan Fink	Social Worker	Elementary	\$71.89	100	\$7,189.00
Allison Barba	School Psych	GWMS	\$46.70	100	\$4,670.00
Jessica Maneri	School Psych	Elementary	\$47.03	75	\$3,527.25
Sarah Goldberg	LDT/C	Hawes	\$44.70	75	\$3,352.50
Courtney Weiss-Chromeck	LDT/C	GWMS	\$46.82	50	\$2,341.00
RELATED SERVICE PROVIDERS					
Marisa Martell	PT	Glen	\$80.21	50	\$4,010.50
Laura Murphy	OT	Somerville/Hawes	\$75.25	50	\$3,762.50
Jessica Vasquez	PT	Hawes	\$52.96	25	\$1,324.00
Wendy Padykula	SLP	Middle School	\$70.51	50	\$3,525.50
Deidre Azzopardi	OT	Glen	\$80.21	50	\$4,010.50

Cell: A4

Comment: Just testing
-Danielle Wood

Cell: A9

Comment: Just testing
-Danielle Wood

Staff Member	Location	To
Ann Brown	George Washington Middle School	\$120,697 (\$113,582 + \$300 CP + \$6,815 ratio) Class MA+45, Step 18
Lauren Carr	Somerville School	\$97,059 (\$91,565 + \$5,494 ratio) Class MA, Step 15
Stacy Casatelli	Ridgewood High School	\$98,779 (\$92,905 + \$300 CP + \$5,574 ratio) Class MA+30, Step 14
Noreen Clarke	Benjamin Franklin Middle School	\$118,778 (\$110,262 + \$300 CP + \$1,600 longevity + \$6,616 ratio) Class MA+30, Step 18
Michele Coppola	Ridge School	\$122,197 (\$113,582 + \$300 CP + \$1,500 longevity + \$6,815 ratio) Class MA+45, Step 18
Stephanie Gigante	Ridgewood High School	\$109,069 (\$102,612 + \$300 CP + \$6,157 ratio) Class MA+45, Step 16
Mary Louise Handy	George Washington Middle School	\$122,197 (\$113,582 + \$300 CP + \$1,500 longevity + \$6,815 ratio) Class MA+45, Step 18
Molly Higgins	Orchard School	\$77,802 (\$73,115 + \$300 + \$4,387 ratio) Class MA, Step 6
Timothy Monahan	Ridgewood High School	\$120,697 (\$113,582 + \$300 CP + \$6,815 ratio) Class MA+45, Step 18
Corrina Moss-Keller	Ridgewood High School	\$83,321 (\$78,605 + \$4,716 ratio) Class MA+30, St. 8
Jerome Ong	Willard School	\$90,354 (\$85,240 + \$5,114 ratio) Class MA, Step 13
Stephen Polanin	Travell School	\$82,227 (\$77,290 + \$300 CP + \$4,637 ratio) Class MA, Step 9
Karen Rispoli	Benjamin Franklin Middle School	\$122,297 (\$113,582 + \$300 CP + \$1,600 Longevity + \$6,815 ratio) Class MA+45, Step 18
Thomas Trubac	Hawes School	\$90,354 (\$85,240 + \$5,114 ratio) Class MA, Step 13

Curriculum	New or Revised N/R	Staff Member	Total Hours	53.33	Amount Not to Exceed
ENGLISH				per hour	
American Studies AP Capstone Seminar 10	R	Patricia Hans	18		959.94
American Studies AP Capstone Research 11	R	Patricia Hans	18		959.94
LIBRARY MEDIA					
Library Media K-2	R	Thornton	9		479.97
	R	Donna Antonellis	9		479.97
	R	Michele Eng	9		479.97
Library Media 3-5	R	Jennifer Thornton	13.5		719.95
	R	Linda D'Orio	13.5		719.95
MATH					
Algebra I	R	Michelle Doris	9		479.97
		Rachel Streitman	9		479.97
Algebra I CP	R	Michelle Doris	9		479.97
		Rachel Streitman	9		479.97
Algebra I Advanced	N	Jessica Mirkovich	18		959.94
		Lauren Mele	18		959.94
Algebra II	R	Brenda Inoglia	9		479.97
		Lauren Rosenfeld	9		479.97
Algebra II CP	R	Jessica Gattoni	9		479.97
		Rebecca Gattoni	9		479.97
Algebra II E	R	Lauren Truncale	9		479.97
		Jessice Mirkovich	9		479.97
Geometry	R	Susan Siok	9		479.97
		Philip Nyhuis	9		479.97
Geometry CP	R	Christine Anderson	9		479.97
		Adam Scevola	9		479.97
Statistics AP	R	Rebecca Gattoni	9		479.97
		Laura Weinstein	9		479.97
Calculus AP	R	Sean Turkington	9		479.97
		Brian Van Hise	9		479.97

Curriculum	N/R	Staff Member	Hours		Amt. Not to Exceed
FINE & APPLIED ARTS					
5th Grade Instrumental Band	R	Jonathon Schmarak	18		959.94
5th Grade Instrumental Strings	R	Amanda Zlotkin	18		959.94
6th Grade Vocal	R	Justine Kawash	18		959.94
7th Grade Vocal	R	Laurie DeGroat	18		959.94
8th Grade Vocal	R	Stephen Borque	18		959.94
7th Grade Music Technology	N	John Luckenbill	12		639.96
		Brian Brown	12		639.96
Interior Design	R	Paul Cronk	12		639.96
Ceramics I	R	Dan DaSilva	12		639.96
Ceramics II	R	Dan DaSilva	12		639.96
Jewelry I	R	Dan DaSilva	12		639.96
Jewelry II	R	Dan DaSilva	12		639.96
Painting I	R	Athena Maxwell	12		639.96
K-5 MATH					
Math Grade K	R	Rebecca Dodd	9		479.97
		Maria Myland	9		479.97
Math Grade 1	R	Christa Valentine	9		479.97
		Nanci Catalano	9		479.97
Math Grade 2	R	Amy Schffer	9		479.97
		Carolyn Treible	9		479.97
Math Grade 3	R	Katie Bielicky	9		479.97
		Alicen Marchioni	9		479.97
Math Grade 4	R	Thomas Trubac	9		479.97
		Casey Gidich	9		479.97
Math Grade 5	R	Chuck Nebbia	9		479.97
		Nicole Graziano	9		479.97
Math SE/DIFF	R	Dana Higgins	9		479.97
		Donna Petrick	9		479.97

Curriculum	N/R	Staff Member	Hours		Amt. Not to Exceed
WORLD LANGUAGE					
German II	R	Ruth Parks	18		959.94
		Celeste Riley	9		479.97
French 8	R	Lauren Imbruglia	9		479.97
French I	R	Laura Polk	18		959.94
SOCIAL STUDIES					
		Linda Chamesian	26		1386.58
Global Citizen	N	Nicole Novack	10		533.3

PRICE LIST

APPROVED BY: _____

DATE: _____

RIDGEWOOD SCHOOL DISTRICT

ELEMENTARY

2020-2021

Student Lunch	\$4.00
Village Fresh Lunch.....	5.00
Reduced Price Lunch .....	.50
Gluten-Free Lunch.....	4.75 / 5.75 5.00-6.00
Organic Lunch	6.00 6.25
2 nd Pizzeria Pizza Slice w/ Lunch Meal.....	\$2.35 2.40
Freshly Baked Cookie .....	.60
Baked Chips, single serve	1.00
8 oz Milk, Plastic Bottle.....	.85 1.00
(Choice of Non-Fat Chocolate, Skim, 1%)	
Bottled Water.....	1.00
Apple & Eve Pure Fruit Juice, 8 oz.....	1.85
Organic Milk	2.50



PRICE LIST

RIDGEWOOD SCHOOL DISTRICT ELEMENTARY 2020-2021

Student Lunch	\$4.00
Village Fresh Lunch.....	5.00
Reduced Price Lunch .....	.50
Gluten-Free Lunch.....	5.00-6.00
Organic Lunch	6.25
2 nd Pizzeria Pizza Slice w/ Lunch Meal.....	\$2.40
Freshly Baked Cookie .....	.60
Baked Chips, single serve	1.00
8 oz Milk, Plastic Bottle.....	1.00
(Choice of Non-Fat Chocolate, Skim, 1%)	
Bottled Water.....	1.00
Apple & Eve Pure Fruit Juice, 8 oz	1.85
Organic Milk	2.50

RIDGEWOOD SCHOOL DISTRICT

MIDDLE SCHOOLS

2020-2021



POMPTONIAN
FOOD SERVICE

APPROVED BY: _____
DATE: _____

Student Breakfast.....	\$ 3.50 <u>3.75</u>
Student Lunch	4.00
Village Fresh Lunch.....	5.00
Gluten-Free Lunch.....	4.75 / 5.75 <u>5.00-6.00</u>
Reduced Price Lunch .....	.50
Faculty Lunch	4.75
Faculty Village Fresh Deli Lunch	5.25
Organic Lunch	6.00 <u>6.25</u>

LUNCH ENTRÉE:

All Hot Lunch Entrées and Bread.....	\$3.75
All Hot Lunch Entrées and Bread (faculty)	
.....	3.95 <u>4.25</u>
Pizzeria Pizza	2.35 <u>2.40</u>

BREADS & ROLLS:

Bagel w/Butter.....	\$2.00
Bagel w/Cream Cheese	2.25 <u>2.50</u>
Extra Cream Cheese.....	.75
Cereal w/Milk.....	2.00 <u>2.25</u>

DELI CENTRAL:

Boar's Head Deli Sandwich.....	5.00
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SNACK SHACK:

Fresh Fruit.....	1.00
Baked Chips.....	1.00
Assorted Snacks	1.25-1.75
David's Cookie60

FRESH FARMSTAND:

Entrée Salad Platter Specials including, Grilled Chicken Caesar, Chef's, Tuna.....	5.00
Vegetable Crudité w/Low-Fat Dip	2.25
Fresh Fruit or Melon Cup	2.25 <u>2.50</u>
Yogurt Parfait w/Fresh Fruit	3.50 <u>3.75</u>

BEVERAGES:

Milk 8 oz, plastic bottle.....	.85 <u>1.00</u>
Bottled Water, 16 oz.....	1.25
Canned Beverage	1.50 <u>1.75</u>
Apple & Eve Pure Fruit Juice, 8 oz.....	1.85
Naked Juice (varieties)	3.25 <u>3.50-4.25</u> <u>4.50</u>
Coffee/Tea, 8 oz (faculty).....	1.35 <u>1.50</u>

SOUP:

Homemade Soup, bowl, 8 oz.....	2.00 <u>2.25</u>
Homemade Soup, bowl, 12 oz.....	2.50 <u>2.75</u>

RIDGEWOOD SCHOOL DISTRICT

MIDDLE SCHOOLS

2020-2021



POMPTONIAN
FOOD SERVICE

Student Breakfast.....	\$3.75
Student Lunch	4.00
Village Fresh Lunch.....	5.00
Gluten-Free Lunch.....	5.00-6.00
Reduced Price Lunch .....	.50
Faculty Lunch	4.75
Faculty Village Fresh Deli Lunch	5.25
Organic Lunch	6.25

LUNCH ENTRÉE:

All Hot Lunch Entrées and Bread.....	\$3.75
All Hot Lunch Entrées and Bread (faculty) .	4.25
Pizzeria Pizza	2.40

DELI CENTRAL:

Boar's Head Deli Sandwich.....	5.00
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FRESH FARMSTAND:

Entrée Salad Platter Specials including, Grilled Chicken Caesar, Chef's, Tuna.....	5.00
Vegetable Crudité w/Low-Fat Dip	2.25
Fresh Fruit or Melon Cup	2.50
Yogurt Parfait w/Fresh Fruit	3.75

SOUP:

Homemade Soup, bowl, 8 oz.....	2.25
Homemade Soup, bowl, 12 oz.....	2.75

BREADS & ROLLS:

Bagel w/Butter.....	\$2.00
Bagel w/Cream Cheese	2.50
Extra Cream Cheese.....	.75
Cereal w/Milk.....	2.25

SNACK SHACK:

Fresh Fruit.....	1.00
Baked Chips.....	1.00
Assorted Snacks	1.25-1.75
David's Cookie .....	.60

BEVERAGES:

Milk 8 oz, plastic bottle.	1.00
Bottled Water, 16 oz.....	1.25
Canned Beverage	1.75
Apple & Eve Pure Fruit Juice, 8 oz.....	1.85
Naked Juice (varieties)	3.50-4.50
Coffee/Tea, 8 oz (faculty).....	1.50



RIDGEWOOD SCHOOL DISTRICT HIGH SCHOOL

APPROVED BY: _____
DATE: _____

2020-2021

Student Breakfast.....	\$4.00
Student Lunch.....	5.25
Complete Daily Meal Special.....	5.25
Village Fresh Lunch.....	5.25- 6.00 6.25
Organic Lunch.....	6.00 6.25

DELI CENTRAL:

Boar's Head Sandwiches.....	5.25
Extra 1 oz. Portion.....	1.00

FRESH FARMSTAND:

Entrée Salad Platter Specials including, Grilled Chicken Caesar, Chef's & Tuna.....	5.25
Vegetable Crudité w/Low-Fat Dip.....	2.25
Individual Garden Salad Bowl, 16 oz.....	2.50 2.75
Fresh Fruit Cup or Melon Cup.....	2.25 2.50

DAILY DISH:

Internationale Theme Bar.....	5.00 5.25- 6.00 6.25
Pasta (Semolina, Whole Wheat, or Tricolor) w/Choice of Sauce.....	4.75 4.85

SOUP:

Bowl, 8 oz.....	2.25 2.35
Bowl, 12 oz.....	2.75 2.85

BREADS & ROLLS:

Bagel w/Butter.....	2.00
Bagel w/Cream Cheese.....	2.25 2.50
Extra Cream Cheese.....	.75

BREAKFAST GRILL:

Breakfast Selections.....	3.50 3.75- 5.00 5.25
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AMERICAN GRILLE:

Vegetarian Selections.....	\$5.00 5.25- 6.00 6.25
Fresh Quarter-Pound Burgers.....	4.75
Grilled Fresh Chicken Breast Sandwich....	4.75
Hot Panini Selection.....	4.50 5.25- 6.00 6.25
Fresh Chicken Cutlet Parmesan Sandwich	4.75
All-Natural Chicken Tenders (4).....	4.75
Mozzarella Sticks (5).....	3.50 3.85
Specialty Pizza.....	3.25-3.75
Pizzeria Pizza.....	2.35 2.40
French Fries, all varieties.....	1.75 1.80

SNACK SHACK:

David's Cookie.....	.60
Whole Fresh Fruit.....	1.00
Baked Chips, single serve.....	1.00
Assorted Snacks.....	1.25-1.75
Homemade Muffins, large.....	2.00 2.25
Yogurt Parfait w/Fresh Fruit.....	3.75

BEVERAGES:

Milk, plastic bottle.....	.85 1.00
Bottled Spring Water, 16 oz.....	1.25
Canned Beverages, 12 oz.....	1.50 1.75
Diet Beverage, can (non-carbonated or carbonated)	1.50 1.75
Vitamin Water, 20 oz.....	2.25
Naked Juice (varieties).....	3.25 3.50- 4.25 4.50
Coffee or Tea, 12 oz.....	1.85
Hot Cocoa, 12 oz.....	1.75 1.85
Iced Coffee.....	2.25 2.35



RIDGEWOOD SCHOOL DISTRICT HIGH SCHOOL

2020-2021

Student Breakfast.....	\$4.00
Student Lunch	5.25
Complete Daily Meal Special	5.25
Village Fresh Lunch	5.25-6.25
Organic Lunch.....	6.25

DELI CENTRAL:

Boar's Head Sandwiches	5.25
Extra 1 oz. Portion.....	1.00

FRESH FARMSTAND:

Entrée Salad Platter Specials including, Grilled Chicken Caesar, Chef's & Tuna.....	5.25
Vegetable Crudité w/Low-Fat Dip.....	2.25
Individual Garden Salad Bowl, 16 oz.....	2.75
Fresh Fruit Cup or Melon Cup.....	2.50

DAILY DISH:

Internationale Theme Bar.....	5.25-6.25
Pasta (Semolina, Whole Wheat, or Tricolor) w/Choice of Sauce	4.85

SOUP:

Bowl, 8 oz.....	2.35
Bowl, 12 oz.....	2.85

BREADS & ROLLS:

Bagel w/Butter	2.00
Bagel w/Cream Cheese	2.50
Extra Cream Cheese.....	.75

BREAKFAST GRILL:

Breakfast Selections.....	3.75-5.25
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AMERICAN GRILLE:

Vegetarian Selections.....	\$5.25-6.25
Fresh Quarter-Pound Burgers	4.75
Grilled Fresh Chicken Breast Sandwich....	4.75
Hot Panini Selection.....	5.25--6.25
Fresh Chicken Cutlet Parmesan Sandwich	4.75
All-Natural Chicken Tenders (4).....	4.75
Mozzarella Sticks (5).....	3.85
Specialty Pizza.....	3.25-3.75
Pizzeria Pizza	2.40
French Fries, all varieties	1.80

SNACK SHACK:

David's Cookie .....	.60
Whole Fresh Fruit	1.00
Baked Chips, single serve	1.00
Assorted Snacks.....	1.25-1.75
Homemade Muffins, large	2.25
Yogurt Parfait w/Fresh Fruit	3.75

BEVERAGES:

Milk, plastic bottle.....	1.00
Bottled Spring Water, 16 oz.	1.25
Canned Beverages, 12 oz.	1.75
Diet Beverage, can (non-carbonated or carbonated)	1.75
Vitamin Water, 20 oz.....	2.25
Naked Juice (varieties)	3.50-4.50
Coffee or Tea, 12 oz... ..	1.85
Hot Cocoa, 12 oz.	1.85
Iced Coffee	2.35



RIDGEWOOD HIGH SCHOOL

FACULTY

2020-2021

APPROVED BY: _____

DATE: _____

LUNCH ENTRÉE:

Homemade Specialties \$5.25-6.50

DELI CENTRAL:

Premium Boar's Head Sandwich..... 5.25

Extra 1 oz. Portion..... 1.00

FRESH FARMSTAND:

Salad Bar (per oz) ~~40.45~~

Vegetable, Steamed..... ~~1.25~~ 1.50

Specialty..... ~~1.50~~ 1.75

SOUP:

Soup, 8 oz..... ~~2.25~~ 2.35

12 oz ~~2.75~~ 2.85

16 oz ~~3.25~~ 3.50

BREADS & ROLLS:

Bagel w/Butter..... 2.00

Bagel w/Cream Cheese ~~2.25~~ 2.50

Extra Cream Cheese..... 75

SNACK SHACK:

Baked Snacks and Chips..... \$1.00-1.75

Homemade Muffins, large ~~2.00~~ 2.25

Homemade Desserts ~~1.50~~ 1.75-2.00 2.25

Yogurt Parfait w/Fresh Fruit 3.75

BEVERAGES:

Milk, 8 oz..... ~~.85~~ 1.00

Bottled Water, 16 oz..... 1.25

Vitamin Water, 20 oz..... 2.25

Canned Beverages ~~1.50~~ 1.75

Bottled Beverage, 20 oz..... ~~1.85~~ 2.00

Coffee or Tea, 8 oz... .. ~~1.35~~ 1.50

Coffee or Tea, 12 oz. 1.85

Hot Cocoa, 12 oz. ~~1.75~~ 1.85



RIDGEWOOD HIGH SCHOOL

FACULTY

2020-2021

LUNCH ENTRÉE:

Homemade Specialties \$5.25-6.50

DELI CENTRAL:

Premium Boar's Head Sandwich..... 5.25

Extra 1 oz. Portion..... 1.00

FRESH FARMSTAND:

Salad Bar (per oz) 45

Vegetable, Steamed..... 1.50

Specialty..... 1.75

SOUP:

Soup, 8 oz..... 2.35

12 oz 2.85

16 oz 3.50

BREADS & ROLLS:

Bagel w/Butter..... 2.00

Bagel w/Cream Cheese 2.50

Extra Cream Cheese..... 75

SNACK SHACK:

Baked Snacks and Chips..... \$1.00-1.75

Homemade Muffins, large 2.25

Homemade Desserts 1.75-2.25

Yogurt Parfait w/Fresh Fruit 3.75

BEVERAGES:

Milk, 8 oz..... 1.00

Bottled Water, 16 oz..... 1.25

Vitamin Water, 20 oz..... 2.25

Canned Beverages 1.75

Bottled Beverage, 20 oz..... 2.00

Coffee or Tea, 8 oz... 1.50

Coffee or Tea, 12 oz. 1.85

Hot Cocoa, 12 oz. 1.85

**MINUTES OF THE
SPECIAL MEETING OF THE
BOARD OF EDUCATION**

Ridgewood Public Schools

Bergen County, New Jersey

June 4, 2020

Minutes of the Special Public Meeting of the Board of Education held on June 4, 2020, at 6:00 p.m. utilizing videoconferencing.

I. CALL TO ORDER AND ROLL CALL

At 6:00 p.m. Mr. Lembo called the special public meeting to order and asked for a roll call.

Mr. Lembo announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

Present:

Mr. Michael Lembo, President; Ms. Hyunju Kwak, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Saurabh Dani

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Zoe Kovac, Student Representative

Visitors:

Not applicable

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Mr. Lembo led those present in the Pledge of Allegiance.

III. COMMENTS FROM THE PUBLIC

The following comments were submitted online and read by Ms. Kelly:

Matthew Lindenberg, 165 Claremont Road, Tonight it appears you will vote on the reduced budget recommended by the Village Council in the aftermath of the budget originally defeated during the election. In the absence of public comment on the agenda before this vote, by way of this email, I implore you to reject and appeal the Council's recommendation through all means available to you.

Ridgewood's schools are one of the crown jewels of our Village. Their strength is a primary reason so many of us moved here and choose to remain here with our families. The prior

Board of Education put together a thoughtful budget that would continue to support our school programs. That budget was defeated by the slimmest of margins in an election with a tiny turnout and amid allegations of misunderstandings and misinformation. This budget has since only been made more difficult by the significant expenses we expect due to the ongoing COVID-19 pandemic, and amplified even further by reductions to the state aid we will receive. Combining the Council's recommended cut with the cut to state aid results in over \$1 million in reductions, before even considering increased costs. I know some of you were elected by maintaining a position as budget hawks. I cannot say this strenuously enough: now is not the time to be a hawk. There will be times to look for savings opportunities, times to decide to de-prioritize projects. That time is not now as part of this budget process. As our elected officials, we need you to sure up the services our schools are providing, and to ensure a safe environment while doing so. Yes, that requires small increases in our tax burden - and that is what communities do in times of need. In summary, please reject and appeal the Council's recommended budget and seek a full restoration of the original budget, plus any additional amounts needed to cover the more recently discovered gaps.

Elizabeth Meleski, 61 California Street Ridgewood, I would like to request that the BOE petition the state for relief from the budget cuts required by the Village Council. This decision by the council was irresponsible and not in the best interests of village residents. This is not the year to impose austerity on the Board of Ed. If the Village Council would like to assume the posture of being tough on budgets, perhaps they could choose a year when the school budget was less of a moral document. Our kids deserve safety AND an excellent education. I suggest creating a one-year emergency fund to cover the costs schools will incur in ensuring the safety of students when they return and also providing alternative methods of instruction for students who feel they are unable to physically be in a classroom. This is in addition to fully funding the proposed budget for the year. Perhaps the gun range could wait.

Dr. Katie Kashmanian, 144 Spencer Road, I am a resident and have also been an employee of the Ridgewood Public Schools for 16 years. Prior to that, I was the COO of IDE, an educational consulting firm, after starting my career as a teacher in Glen Ridge, New Jersey. I want to say that I believe so strongly in the Ridgewood Public Schools that I moved to Ridgewood from Glen Rock, during cancer treatment, as the single mom of a son with special needs. It wasn't easy. I did this because of the incredible level of education and commitment to excellence, from the top down, provided to all of our young people. I passionately wanted my son to attend school here and be a part of this amazing learning community. Recent events in our country have highlighted what has become an acrimonious division among the American people. As I'm sure you all know, the level of stress for all of us - from parents to teachers to administrators to children - is at an all-time high. We must be an example for our children and the community by coming together and treating each other with respect. We won't always agree. But to watch a Board meeting like the one on Monday night was, for me, not reflective of the Ridgewood I love. There is so much involved in successfully running a public school system. So much that is very different from the private sector. I know this well from my time in consulting. To the layman, however, it is not always obvious. I ask, merely, that the experience and expertise of those who have devoted their careers, their lives, and their families to this town for so long at least be considered and acknowledged.

I would like to remind the Board that, starting with Dr. Fishbein, many of those working in our

schools decided not only to spend our career here but to raise our own families here as well because our belief in the system is so strong. Over the years, we have toiled tirelessly amidst budgetary issues to save money while still providing our students with an amazing education (I know you are aware of how low our per-pupil spending is in comparison to other similar districts). It has not been easy, but we have worked together and accomplished much.

Regardless of your beliefs, I ask that you take the time to truly learn about the schools in the district you serve. Talk to the students, the parents, and the staff. Take some time to get yourself acclimated to the unique structure, policies, and procedures of public education in New Jersey. And above all, please treat each other with kindness and respect. Remember - you not only represent me and my son, you represent all of the students and families of this district. As I tell my staff, all decisions should be based, first, on what's best for the children. Thank you for your consideration

Anna Salerno, 71 N Pleasant Avenue, I am so disappointed that the Village Council voted 4-1 to cut the school budget by \$630,000. When added to the state cuts of between \$440,000-\$600,000, our Board of Education is now being asked to cut over \$1,000,000 from our school budget. That is a crippling amount of money to cut from a budget given the uncertainty of next year. Our administrators need the financial flexibility to handle many different variables for next year. I implore you to appeal this cut to the State.

Jin Lee, 561 Bennington Terrace, With the only certainties about the coming school year being that it will cost more than anticipated and that the state will be cutting its support, the VC's decision to take away additional funds is astounding. Teachers are essential workers, and we request full support for them to maintain the Ridgewood schools' tradition of excellence. Please appeal the VC's decision to the state. Thank you.

Bernadette O'Hara, 377 Chesterfield Street, Please appeal the village council's decision to reduce the school budget to the state. There is significant uncertainty about the 2020-2021 school year, but we know for sure that state aid we were expecting has been cut and that there will be costs associated with bringing students back to school safely. These two factors will necessitate making cuts that are painful to our students.

Ridgewood Public Schools run extremely efficiently on a cost per student basis as compared to other top performing districts in the area and even more so as compared to private schools. There is little more to be cut that won't directly affect the services our students expect and deserve.

I believe that some consideration should be given to the fact that this vote occurred at a time when residents were challenged with sudden changes in work and child care situations. Many were preoccupied with the immediate needs of adjusting to these conditions and keeping their families safe and healthy. There was not a mandate from the village against this budget. This was a small majority in favor with extremely low voter turnout.

Liz McCarthy, 149 N. Pleasant Ave., Please work with the Village Council to try to find a way not to make cuts to the school budget this year! The Covid-19 crisis is going to add many expenses to how we can educate our kids this school year- the budget was defeated by 127 votes during a pandemic when many voters were confused and thought the budget included the referendum! We need to make sure our kids continue to get the same high-quality education as before and now we also need to focus on extreme safety measures- not the

time to be cutting back!

Aditya Singh, 182 Mountain Ave., My comment is regarding the budget cut and I will like to thank the BOE members and Village Council to honor the mandate, there are 100's of ways to make this saving from our operational line items and we should be austere during this tough time, with two school goings kid, right now I am a net receiver from the tax system but I am invested in Ridgewood and its financial well being for the long term, I meet senior citizens and long term Ridgewood residents on a regular basis, these are the people who offset the school costs and they appreciate the sensitivity to their paying capacity and your mindfulness to make this a win-win situation for all. Thank you!

Muhammed Kashif, 625 Barnett Pl., I request that the BOE appeal the VC decision on reducing the school budget. Our schools need the \$ now more than ever.

Christine Discoll, 278 McKinley Place, Given the potential changes our schools will be required to implement the next academic year to accommodate COVID safety measures, and the cost affiliated with these requirements, a decrease in the BOE budget is not fiscally responsible.

Additionally, lack of appropriate resources because of this decrease would result in practices that would put our children and teachers at risk or limit the ability to return to the classroom. This is not the time for this budget cut, to consider this at this time is irresponsible.

Lauren Rosenfeld, 439 E. Saddle River Road, Members of the Board, I implore you to carefully consider your decision regarding the 2020-2021 school budget. As we have all been thrown into a time of significant uncertainty, we do not know what the needs of the staff and students will be as we move into the next school year. More than ever, our schools need to have access to funds that will allow Ridgewood to continue its tradition of excellence; this is not the time for the Board and Town Council to wage war on the budget. The original budget was created to meet the needs before this pandemic hit; we know that even more funds may be necessary to continue with the high level of education that this district is known to provide. It is my opinion that the voters of this town were led to believe that they were voting on the school referendum, and NOT the school budget- a fact that misled voters and their decision. As a Ridgewood resident, I found myself unsure of what my ballot addressed, and what the vote was for. As a community, we need to do what is just and fair, and ensure that the schools here in Ridgewood have the funds and staff to face the challenges of the new normal.

Jalpa Shah, 260 Oak Street, Apt 3A, Education is the pillar of strong nation-building. One should not cut the funding.

Lena Chrisinger, 184 Beechwood Road, I would please ask that you appeal the Village Council's decision to cut \$630,000 from the BOE operating budget. That amount along with the anticipated state cut of approximately \$475,000 will leave our school administration underfunded as they face the enormous task of preparing our schools to safely reopen while upholding the high educational standards we have come to expect from the Ridgewood school system. Thank you very much.

Stacey Loscalzo, 174 N. Pleasant Ave., Good Evening- Please reconsider the decision that

has been made on the budget. It is my understanding that you can appeal to the state and the budget, as it was written, can be reinstated. I am confident that the Ridgewood Public Schools will provide our children with the high-quality education to which they are accustomed while maintaining social distancing policies in the midst of a global pandemic. I am also confident that doing so will cost a great deal of money. Please give Dr. Fishbein and the administrators the financial support they will need to do this very difficult job. Thank you.

Jennifer Hamlet, 86 Heights Road, Thank you, members of the BOE for all the work you do on behalf of RPS. I implore you to do all that is your power to fight the VC's proposed cut to the school budget at this time. There are many challenges and unknowns that the district will face in the coming school year regarding Covid and keeping our children, teachers and staff safe. In light of the recent sizable cut from the state, Ridgewood cannot afford to further diminish our district's funding. It makes no sense at this time! Please appeal to the state to reinstate our budget with the \$600K reduction in funds.

Lynn Benson, 117 John St., Dear BOE,

I have written multiple letters regarding the concerns if our district's budget is cut in the midst of these unprecedented times. It is my hope that this evening you will vote to reject the Village Council's response to reduce our district's budget by 630K, and that's in addition to the state budget cuts of \$446,728. And, there might even be more state aid cuts in the pipeline. Having well over 1 million dollars cut from our budget will impact our district greatly. This pandemic will continue to create chaos, not knowing what each day will bring.

The Village Council increased their budget, going over 2% to meet the needs of our community, which as a taxpayer, I support. Meanwhile, they are engaged in complex conversations on further decisions that will impact taxpayers, such as, whether or not to open Graydon Pool, and if it's opened, it will most likely result in a loss of at least 50K. There are numerous decisions they're making where they have the OPTION of whether or not to proceed. Our district does NOT have these options. For example, our district cannot decide if they want to provide PPE, increased transportation costs due to split sessions (which will most likely be necessary), increased staffing to accommodate split sessions and virtual learning, expanded washing stations, disinfecting protocols, etc. These all will require more costs.

As mentioned in my previous letter, although the budget was defeated, most residents do not understand the vast complexities of the budget and the on-going needs of our district. Most also acknowledge they just simply don't have the time to look at the budget, let alone keep up with basic emails.

This is NOT the time to reduce our budget. These major budget cuts, part of which were recommended to be taken from the budget's capital reserves and maintenance reserves reduces our district's ability to utilize these important funds, to ensure the environment of our staff and students remains safe. As mentioned previously, for example, my understanding is if the necessity arises, although it's restrictive to pull from these reserves, our district could request an exception from the county superintendent to pay for certain needs. Our district needs the flexibility to access these funds. Ultimately if there are savings, that money goes back into capital reserves for future capital projects. I'd also like to express again that the environment in which our children learn DOES impact their instructional time, health, and well-being. Every dime you take away from this well thought out and efficient budget impacts these areas greatly.

I anticipate how most of the board will vote, and imagine it will come down to our new BOE

president which will be the deciding vote. Your decision WILL impact our students' needs. Our Village Council does not intimately understand the needs of our district. They are having a difficult enough of a time managing their own challenges. Please reject the Village Council's decision, and allow the county superintendent to weigh in on this.

Pat Rosenfeld, 439 East Saddle River Road, As both a Ridgewood resident and district teacher, I am asking the board to reject the Village Councils budget cut and appeal to the state for an adjustment. I believe that the mail-in ballot did not make it clear that the vote was for the budget and not for the referendum and this contributed to the defeat of the budget. Operating the schools safely to comply with the new normal will create financial challenges for the BOE. Combine this with the loss of state aid and the additional cuts and our tradition of excellence will be put in jeopardy. Please don't settle. Appeal and allow things to be funded appropriately.

Emily Abramenko, 312 Linwood Ave., Please appeal the Village Council's decision to cut the school budget.

Jill Feeney, 525 Stevens Avenue, We all know that school costs for the fall and possibly next spring are going to be higher than usual due to the COVID precautions we all expect to keep everyone safe. Add a deficit to the already large state cuts, and I fear these cuts will hurt the teachers and students. Please appeal the VC's decision to cut the school budget. It is not well thought out.

It should be noted that there was not a mandate against the school budget. A little over 100 votes and low voter turnout. \$1,000,000 + school budget cut will affect our kids' education. Ridgewood schools run very efficiently compared to other high performing districts, and even better when compared to expensive private schools where families pay \$40,000 or even \$50,000 a year per child.

Laura Juppe, 678 Eastern Ct., Please appeal the Village Council's vote to Reduce the 2020/2021 school Budget. Given the enormous job of protecting the health and welfare of our children and teachers the district will be in great need of these funds.

Amy Beiersdorf, 50 S Murray Ave., Please do not vote in favor of cutting the school budget. We have already lost state funding and our kids are going to have more diverse needs than ever before when we return to school. This is not the time to short change our students.

Kimberly Brady, 136 Unadilla Rd., The decrease in the 2020-2021 school budget is as unacceptable as it is ill-advised, given the unique challenges our community, our students and our schools will face in the coming year. The time to cut is NOT now.

Candace and Strati Papegeorge, 212 Hamilton Road, I am wholeheartedly against decreasing the public school budget for 2020-2021!

Dana Feeney, 621 Robert Street, Please pass the 2020-2021 Ridgewood School Budget

Oliver Beiersdorf, 50 South Murray Ave., Please do not approve the school budget cut. Our children deserve better. They benefit from the funding and there is no better investment In

our community than fully supporting our children's education. Proper funding for our schools should be our number one priority. A cut at this crucial time makes no sense.

Mary Pilla, 333 Meadowbrook Ave., This is a time of massive impacts on our children...we need to be unified and supportive of teachers and our students. Social and emotional as well as strong academic supports will be needed in September and remain throughout the year....please consider the impacts of these cuts on our most prized possessions...our children. Thank you.

Denise Kiernan, 153 Hamilton Rd., Dear Village council and Board Of Education, I am deeply concerned over the proposed tax cut to our school budget. Please reconsider this decision as it will directly impact the quality of education that our children so desperately need to reach their full potential. I admire your motivation for fiscal responsibility however the timing of such steps is unwise when there is such uncertainty over what school year will look like for the coming 2020 2021 school year.

As a mother with two daughters with learning disabilities , I am especially concerned about what impact this decrease in our school budget will have on our special education services . Class size is sure to be impacted as a result of this proposed budget cut as lines of teachers could be cut and with that the learning environment for a child with a learning disability becomes even more

Challenging

Let me also share that I am one of the many Ridgewood residents who mistakenly voted No on the school budget because I thought it was a part of the referendum vote .

The cascading effect that my No vote is having is weighing heavily on my mind.

please reconsider your decision.

thank you for taking the time to read my public commit and for your commitment to our village

The Tradition of excellence our district prides itself on rests in your hands

Laura McKenna, 861 Bingham Road, In ordinary times, I would appreciate the work of our new fiscal-minded school board members. I consider myself a thrifty person. I still own some pieces of furniture I found in a dumpster back when we were in grad school.

But these are not ordinary times. Not only do we need every penny to make up for the major deficits in education this spring. We also need the time and attention of every school board member and administrator to figure out how students will attend school full time (either in person or through live online interactions with teachers), how students will get extra education to make up for deficits in academics and behavior, how to provide trauma-based mental health support for students, among a million of other tough decisions.

At a time when you might be faced with lawsuits from special ed parents, it does not seem like a good time to consider replacing an attorney. At a time when parent's patience is running thin, you are making things more difficult.

All this time, micro-managing expenditures are a complete waste of time right now. And budget cuts are disastrous.

Lydia McCoy, 326 E. Glen Ave., Please find a way to have an IN PERSON full class graduation ceremony for the RHS Class of 2020. Even if it needs to be delayed until the original July 28th date. This is too important of a milestone. Please do not cut the budget for

2020-2021. This coming school year has too many uncertainties to start it off with a deficit.

The following callers addressed the board.

Gabriella Wilday 219 Sunset Ave, Thanked and appreciated the board and said that she is a fan of Dr. Fishbein's work. Her comments centered around the Pomptonian contract. She wanted to make it clear that she does not want to replace Pomptonian and have her company become the new vendor. Her company had the opportunity to submit a bid for the services but did not due to various reasons. She has heard the conversations from the previous meeting about the non-renewal of various contracts including LAN associates, Jeff Merlino the Board Attorney. She reiterated comments made during the last meeting by the Board, and advised there was no motion regarding renewing Pomptonian contract. She believes that there will be guidelines and processes for when we return to school in September. She added that Pomptonian has held the contract for 33 years and nobody has bid against them to her knowledge. In her opinion, she has not seen new innovation in their bids other than with snack sales. She is concerned that we will need innovation and change. She hopes that the district complies with recommendations of the CDC for separation and social distancing, stringent hygiene and restrictions of visitors. She questions what went into the thought process to support the current vendor's necessary overhaul for the food service in the district.

Ann Loving, 342 South Irving St. Thanked the board for their work and congratulated the new members. These are tough times all around and there are a number of families in town who have lost their jobs or suffered significant loss of income, it is within that light that some people may have voted to reject the budget. The Village Council and BOE have worked hard on the proposed cuts and respects their decision. She finds it offensive that members of the public are making comments that voters were confused about the bailout. There was a majority vote and some people are unhappy with it, she supports what the council legally did this week.

Laurie Weber, 235 South Irving Street, As she hears the comments about the residents' concerns on the school budget, her concern is why some of the current spending has not been looked at before. The main issue she wants to comment on is the infant toddler development center, which is a side business out of the Glen School. She wants to point out that it was run in noncompliance to state law for years and now that the law was changed it has still avoided compliance. She feels that it is disturbing that it is advertised as being licensed. She feels that this program has cost the district hundreds of thousands of dollars in loss in the past two years. She questions why money was taken out of education for K-12 and put into a business that does not serve residents' children. With a budget for salaries and benefits that is one million dollars, for a business that will not be able to run in full capacity she does not know why this business is still being run. This business takes money away from the budget and wants to say to the people and the board that we should go ahead responsibility and put the needs of the school district above putting our concerns on a side business. She wants to know why district money has been sunk into this business and why it is being continued.

Boyd Loving 342 South Irving St. Wants to make the board aware that the people calling in by phone, their phone number is displayed on the feed. He would like the phone numbers to be removed when this is put on youtube. He is upset that when the board president asked if

the callers can be taken before Ms. Kelly continued to read the comments, Ms. Kelly answered “yes, I guess that’s ok.” instead of what Mr. Loving believes she should have answered which is “yes, we’ll do that right away.” He wants to emphasize that Mr. Lembo is running the meeting instead of Ms. Kelly.

No additional callers at this time.

IV. PRESENTATIONS

A. Approval: Resolution for Adoption of the revised 2020-2021 Budget

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

BE IT RESOLVED, that the Ridgewood Board of Education approves the revised 2020-2021 school district’s budget, as follows, for submission to the Executive County Superintendent of Schools:

	Budget	Tax Levy
General Fund	\$109,587,517	\$97,305,242
Special Revenue Fund	\$1,937,221	\$0
Debt Service Fund	\$3,152,800	\$3,017,677
Total Budget	\$114,677,538	\$100,322,919

Ms. Kelly presented the revised 2020-2021 final budget with adjustments in the amount of \$630,000 that were determined by a joint committee of the Village Council and the Board of Education as a result of the failed budget. Ms. Kelly outlined the proposed cuts and adjusted revenues, which can be viewed on the first slide of her presentation that is posted on the district website.

Of the \$630,000 in adjustments to the budget, \$150,000 is the result of an increase in revenue, and \$480,000 reflects reductions on the expense side.

Reductions are being made in the areas of custodial, capital outlay, summer maintenance, and administration/benefits as the result of a reduction in a business office position.

The second slide of the presentation shows the revised budget lines, indicating changes in the following budget areas: benefits, facilities, administration, and capital.

The total proposed budget for the fiscal year 2021 is \$114,677,538, and the overall increase is 1.64%. The increase in the general fund tax levy in the revised 2020-2021 budget is 1.34%, as opposed to the 2% originally proposed.

The overall tax increase on the average assessed home is \$171.95, as opposed to the original increase of \$247.93; the difference is \$75.98.

Ms. Kelly responded to Mr. Kaufman's question about the cut in state aid. She explained that the cut in state aid is not reflected in the revised 2020-2021 final budget because she cannot certify that change until it is official. Right now, state aid cuts are a proposal by the governor. Once we receive official notification, Ms. Kelly will adjust the budget to accommodate any cuts in state aid.

Mr. Kaufman replied to Ms. Loving's comment by stating that he takes exception to her comment about the members of the community not understanding what they voted on. He has been contacted by numerous community members that stated that they misunderstood the ballot since there was a lot of information with similar numbers, it is extremely easy to see how people were confused. To his knowledge 3 people called in support of the budget cut and over 20 in opposition. He stated that he was elected to represent the community. He added that the board's priority should be to provide the same standard of Education that Ridgewood has provided in the past and believes the board should back the community in their concerns about the budget reductions. He is 100% confident that at least 125 people were confused about what they were voting for and is concerned about supporting this new budget. He encouraged the board members to stand with him and do what is best for the students and make the hard decision to fight the budget cuts.

When asked by Mr. Lembo to explain the next steps if the budget was not passed by the Board tonight, Dr. Fishbein shared that an appeal is extremely challenging for two reasons. First, the state formula considers our budget over adequacy even though we have a low per-pupil spending rate. The second consideration in an appeal is the local fair share; based on property values and income levels, the state feels our community can afford to contribute more than we do. Considering these two factors, it is unlikely that an appeal would be successful.

The Board discussed the budget cuts and reviewed comments from the Village Council meeting. Mr. Dani commented that the Village in their resolution stated that the budget cuts are not going to affect educational programs, as per the village council's resolution, all BOE committee members agreed to the cuts and it was a mutual decision/agreement that it will not affect any programs, class sizes, curriculum or staffing levels.

Dr. Fishbein added that the line items that were cut were primarily from items such as custodial that may not directly affect class size and affect kids but noted that there will be additional cuts in the future. He emphasized that all cuts indirectly impact kids. Future cuts that will be forthcoming may directly impact kids.

Ms. Kwak questioned where the 1.8 million dollar surplus will be allocated. Ms. Kelly answered that information will be in the final projection budget that will be presented at the end of the month. At that point, she will suggest where the money can be allocated.

Upon further comments, Ms. Kwak added that the current cuts do not impact the students today and asked the board to approve the budget and then talk about how we can prepare in the fall, so that we can preserve the educational experience and perhaps

federal funding may be used to fill in gaps.

Ms. Kwak made a motion to amend the resolution that all capital projects be deferred with the exception of the Orchard Soil

Discussion continued regarding the Capital Reserve account and options on how money can be allocated and options regarding which accounts money can be transferred to.

Ms. Brogan reiterated that the meeting with the Village council was collaborative and they were provided with a list of concerns from Dr. Fishbein about opening the schools with anticipated expenses . In addition, they discussed the potential state cuts and the question regarding extraordinary aid and deferment of the September payment. The council was looking for higher cuts, in the discussion they looked at the particular \$630,000, as coming from maintenance and capital. We have not made a commitment that additional cuts will not impact the classrooms. She does not have confidence that the State will look favorably in restoring the cuts because of the various elements discussed by Dr. Fishbein. Tonight's goal is to look at and understand what the \$630,000 tax levy decrease is and deal with that. We will have time and more information about the other items as we move forward.

Ms. Kwak agreed with Ms. Brogan's comments, she further stated that these are unprecedented times and that they have worked hard with the Village to preserve the programming needs with the current cuts.

Ms. Kwak made a motion to amend the resolution as follows:

BE IT RESOLVED, that all capital projects with the exception of Orchard Soil Remediation be put on hold and deferred and no new funds be transferred to Capital Reserves until such transfer is approved explicitly by the board.

Dr. Fishbein wanted to make it clear that the transfer referred to in the amended resolution has nothing to do with the current resolution on the agenda, the money is not placed anywhere yet; it will be determined after the audit.

He also added that money cannot be transferred to the Capital Reserve unless the board approves it. He confirmed that the vote is only on the tax levy tonight.

The special meeting that he was asked to hold on June 15 will contain additional information.

Discussion continued about the tax levy and the statement that it is not part of Capital.

Mr. Dani seconded the amended motion made by Ms. Kwak, followed by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak

NAYS: Ms. Brogan, Mr. Kaufman, Mr. Lembo

Ms. Brogan made a motion to approve the A. Approval: Resolution for Adoption of the revised 2020-2021 Budget, as presented on the agenda.

Ms. Kwak seconded the motion, carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak, Mr. Lembo

NAYS: Mr. Dani, Mr. Kaufman,

The revised 2020-2021 final budget was approved.

B. Approval: Authorization of Lease Purchase of Technology Equipment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

RESOLUTION OF THE BOARD OF EDUCATION OF THE VILLAGE OF RIDGEWOOD IN THE COUNTY OF BERGEN, NEW JERSEY DETERMINING TO ACQUIRE AND TO FINANCE EQUIPMENT BY MEANS OF A LEASE PURCHASE FINANCING IN AN AMOUNT NOT EXCEEDING \$940,000, AUTHORIZING AN ADVERTISEMENT FOR BIDS TO FINANCE THE EQUIPMENT IF NECESSARY, DELEGATING THE AWARD OF THE BID, AUTHORIZING THE EXECUTION OF THE LEASE AND RELATED DOCUMENTS AND AUTHORIZING OTHER ACTIONS NECESSARY TO COMPLETE THE TRANSACTION

WHEREAS, The Board of Education of the Village of Ridgewood in the County of Bergen, New Jersey (the "Board") is created and is charged by law with the responsibility of providing a system of public education within the school district over which it has jurisdiction and to acquire equipment therefor; and

WHEREAS, the Board has determined to fund the acquisition of various technology and communication equipment, including financing and all incidental or related costs (the "Equipment") by means of a lease purchase financing for a term that does not exceed five (5) years pursuant to the provisions of *N.J.S.A. 18A:20-4.2(f)* and *N.J.S.A. 18A:18A-1 et seq.*; and

WHEREAS, the Board has selected Phoenix Advisors, LLC as municipal advisor (the "Municipal Advisor") and McManimon, Scotland & Baumann, LLC as special counsel (the "Special Counsel") for the purpose of advising and assisting with the proposed lease purchase financing of the Equipment; and

WHEREAS, in accordance with the procedures set forth in *N.J.S.A. 18A:18A-1 et seq.* (the "Public School Contract Law") and the regulations promulgated thereunder, a notice of the bid will be published if required and bids or quotes (hereinafter simply referred to as bids) are scheduled to be returned to the Business Administrator/Board Secretary, who, with the assistance of the Special Counsel and the Municipal Advisor, will determine the lowest responsive and responsible bidder to purchase the Lease (as hereinafter defined) from the Board (hereinafter referred to as the "Purchaser"); and

WHEREAS, the Board will enter into a lease purchase agreement (the "Lease") and other related documents with the Purchaser in an amount not to exceed \$940,000 to finance

the Equipment; and

WHEREAS, the Board desires to authorize the delegation of the award of the bid to the Business Administrator/Board Secretary and further authorizes the Board President, Business Administrator/Board Secretary, Municipal Advisor and Special Counsel to prepare and to execute the Lease and certain other documents and agreements necessary or incidental to the transactions contemplated thereby;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE VILLAGE OF RIDGEWOOD IN THE COUNTY OF BERGEN, NEW JERSEY as follows:

Section 1. The Board hereby determines to finance the Equipment by means of a lease purchase financing in a principal amount not exceeding \$940,000 in accordance with the requirements of the Public School Contracts Law. The Business Administrator/Board Secretary, the Municipal Advisor, the Special Counsel and other appropriate representatives of the Board are hereby authorized to prepare the necessary timetables and bid documents and other related documents as may be necessary and to take other steps necessary to prepare for and to implement the proposed financing.

Section 2. The Board hereby authorizes the publication of a request for bids if required in accordance with the Public School Contracts Law or the solicitation of quotes in order to prepare for the proposed transaction.

Section 3. The Board President and/or the Business Administrator/Board Secretary are authorized to award the bid and the Lease in accordance with the terms of this resolution to the lowest bidder in accordance with the bid proposals or quotes submitted to the Business Administrator/Board Secretary, which winning bid proposal or quote will be retained on file in the Business Administrator/Board Secretary's office. The Purchaser's interest rate will be held fixed for a period of thirty (30) days from the date of the bid. If the closing does not occur within thirty (30) days of the date of the bid, the interest rate will be calculated in accordance with the index rate suggested by the Municipal Advisor as set forth in the bid specifications.

Section 4. The Board President and/or the Business Administrator/Board Secretary are hereby authorized to negotiate, execute and deliver, subject to the review of Special Counsel, the Lease, an agent or an escrow agreement, an assignment agreement, if necessary, and such other documents as may be necessary to consummate the transaction. Specifically, the Board authorizes the Board President or the Business Administrator/Board Secretary to establish an escrow account for the deposit of the Lease proceeds and to direct the deposit and investment of the Lease proceeds in the escrow for the term of the Lease in accordance with the requirements of law. The Board hereby authorizes and directs the Board President or the Business Administrator/Board Secretary to approve any changes, additions, or deletions to the Lease or such other documents as may, in the judgment of Special Counsel, be necessary or advisable, such approval to be evidenced by the execution of the Lease or such other documents by the Board President or the Business Administrator/Board Secretary. The Business Administrator/Board Secretary is also authorized to pay any agreed upon fees of the escrow agent, if any. The Board President and/or Business Administrator/Board Secretary are also authorized and directed to take on behalf of the Board such other

actions as shall be necessary and appropriate to accomplish the lease purchase financing for the Equipment in accordance with the terms of the Lease and this resolution and pursuant to the terms of the agreements and instruments authorized to be prepared hereby and to accomplish the performance of the obligations of the Board in respect thereto.

Section 5. The payment of rent or other monies due under the Lease shall be made only from the General Fund of the Board. Neither the Board, nor any agency, department or political subdivision thereof shall be obligated to pay any sum to the Purchaser under the Lease from any taxing source for the payment of any sums due under the Lease unless an appropriation is made in a duly approved budget of the Board. The obligations of the Board shall not constitute indebtedness of the Board or of the Village of Ridgewood or of any department, agency or political subdivision thereof. The Lease shall set forth the term of the lease purchase agreement for the Equipment, the rental payments to be paid by the Board in respect thereof and the dates on which such rent shall be due and payable.

Section 6. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Lease, including the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Lease, if applicable.

Section 7. The Board authorizes the Business Administrator/Board Secretary to act and determine on behalf of the Board whether the Lease will be designated as "bank qualified" within the meaning of Section 265 of the Code. The Board hereby declares its intent to issue the Lease in the expected maximum principal amount of the Lease set forth herein and to use the proceeds of the Lease to pay or to reimburse expenditures for the costs of the purpose for which the Lease is authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations Section 1.150-2 or any successor provisions of federal income tax law.

Section 8. This resolution shall take effect immediately.

Dr. Fishbein presented for consideration B. Approval: Authorization of Lease Purchase of Technology Equipment.

Ms. Kwak moved approval of B. Authorization of Lease Purchase of Technology Equipment.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

V. BOARD MEMBER ANNOUNCEMENTS

There were no board member announcements.

VII. COMMENTS FROM THE PUBLIC

The following members of the Public addressed the board:

Laurie Weber, 235 South Irving St. She wanted to discuss her comment made previously where she neither came out in favor for or against the cuts of the tax levy; she just called attention to the tax levy. She questioned if Mr. Kaufman counted her in the for or against numbers, or did he ignore her comment all together. She stated that the community defeated the budget and he and the board must act on that vote in a responsible manner in whatever that means and what they are suggesting. She further commented that we are running a program that does not serve district students and takes money away from our schools. She doesn't understand how that is not worthy of a discussion tonight. Why is that comment being ignored?

The following comments were submitted online:

Josh Oliveira, 626 Frederick St., Thank you to the council for voting with the majority vote of our residents. I urge the Board to vote in accordance with the residents decision. During yesterday's council meeting it was mentioned that the Superintendent explained that salaries and educational services would not be impacted. My question for the board: are there any other opportunities to reduce unnecessary expenses?

Razia Husain, 387 Prospect St., I would like to ask that the board please appeal the decision that the village council has made to cut the school budget. We all know it's going to be difficult when and if schools open in September. Because of the fantastic system that we have here in Ridgewood, our kids were able to get online from day 1, versus other towns that had difficulty in doing so. This is because it was planned out well. And because of the budget that allowed us to focus on what's important at the time. Pls pls I hope you collectively as a board think to appeal this as it's for our kids that are in the school system.

Linda McNamara, 575 Knickerbocker Rd., In response to Mr. Kaufman's comments, there were many problems with the ballot and mistakes were made including several people who thought the polls would be open and so did not send in their ballot. The proposed cuts to the budget are approximately .4 percent of the overall budget. Ms. Kelly's presentation of proposed cuts did not immediately impact the quality of education. Going forward there will be many unexpected expenses. We need to look at other revenue sources including the Ridgewood Education Fund. These are extraordinary times and calls for all hands on deck. I do not understand why the Board will go forward with the Stevens Field renovations at a cost of approx. 600,000 dollars. This can be postponed and revisited next year with more input from the public and other providers. You cannot negate the vote because of perceived issues. Many of us are presently looking at how we can make mail in ballots more user friendly to avoid voter mistakes.

Lydia McCoy, 326 E. Glen Ave., Thank you Mr. Kaufman for your strong words on behalf of the community that have made their feelings clear this evening. Thank you for listening to the community.

In this digital format, which often distorts voices, is it often very difficult to understand the board members. Please speak clearly.

Josh Oliveira, 626 Frederick St., In the midst of this economic hardship, I do not believe we should consider the idea of spending taxpayer money for a half million bathroom renovation and a \$600K field. If Ridgewood Public Schools is able to maintain programming and curriculum after a \$1M budget cut, I have severe concerns that we are not being fiscally responsible and doing what is best for our community and taxpayers.

Deborah Steinbaum, 295 Grandview Circle, Having voted by mail, I can say that I completely missed the budget vote. I would have voted yes.

The recent vote was hardly representative of our town's desire to support the schools

No additional comments at this time.

Ms. Brogan responded to the state aid cut comment. When making cuts we need to be precise and not throw people into alarm before we actually know what the cuts will be, we can project and think about it but it is not the easy task of just cutting. We don't know what will happen in September and we need to carefully look at it. After having worked with Dr. Fishbein for a number of years, she knows it will be precise and he and the administrative team will come up with alternatives, but we need to give them time to come up with that.

Mr. Kaufman clarified that he saw the vote as a 50/50 and the vote was too close for him not to recognize the concerns of a lot of members of the community. When more than 20 calls for the budget were coming in, he considers it a percentage of the whole. He wants to represent everyone that voted yes and no.

Mr. Kaufman asked Ms. Kelly to discuss the Infant Toddler Program and address Ms. Weber's comment.

Ms. Kelly advised that there is misinformation out there. She stated that because of the COVID situation we have to pay our employees, we have no choice as per legislation that passed. Those employees are being paid at this time and we have no revenue coming in from tuition, so currently there is a deficit that has to be absorbed by the operating budget that was reviewed in May.

We have not been putting money into the program from the operating budget since Ms. Kelly has been here. It is an enterprise fund and the money coming in funds the program. This program has been breaking even and has not been in a deficit since Ms. Kelly has been here during the last few years. We are making the program sustainable by charging the amount of tuition to cover the costs.

Ms. Kwak addressed a comment and stated that the counsel for special education was

retained and was not part of the discussion. She wanted to express how much she enjoyed working with Dr. Fishbein, Ms. Brogan, Ms. Kelly and the Village Council on the budget cuts. It was not easy and it is a difficult time for everyone. She looks forward to talking about programming and discussing the survey results

Mr. Lembo added that tonight was very difficult and he cannot stress how difficult it was to go through the budget cuts. He thanked the members of the committee from the BOE and the village. He also encouraged the voters to go out and vote when it is time to vote for the next budget.

VIII. ADJOURNMENT

At 8:05 p.m., on a motion made by Mr. Lembo, seconded by Ms. Kwak and unanimously approved, the meeting adjourned.

Respectfully submitted,

Lucy Papamichael
Assistant Board Secretary

Antoinette Kelly
Board Secretary

**MINUTES OF THE
REGULAR MEETING
OF THE
BOARD OF EDUCATION**

Ridgewood Public Schools

Bergen County, New Jersey

June 15, 2020

Minutes of the Regular Public Meeting of the Board of Education held on June 15, 2020, at 6:00 p.m., utilizing videoconferencing.

The meeting was called to order by Mr. Michael Lembo, President.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Hyunju Kwak, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Saurabh Dani

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Zoe Kovac, Student Representative

Visitors:

Not applicable

A. MOTION TO MOVE INTO EXECUTIVE SESSION

At 5:05pm Mr. Lembo moved approval of the following resolution. Ms. Brogan seconded the motion, which was unanimously approved.

The Open Public Meetings Act authorizes a public body to meet in Executive Session under circumstances; and

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it Resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss matters pertaining to litigation and personnel.

B. MOTION TO OPEN REGULAR SESSION

At 6:02 p.m. on a motion made by Mr. Lembo, seconded by Ms. Brogan and unanimously approved the public meeting reconvened.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Mr. Lembo stated pursuant to NJSA 10: 4-12 the Ridgewood Board of Education has been meeting to discuss matters pertaining to legal and personnel. The minutes from the closed session will be released when the confidentiality no longer exists. Mr. Lembo asked for a roll call.

Present:

Mr. Michael Lembo, President; Ms. Hyunju Kwak, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Saurabh Dani

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Zoe Kovac, Student Representative

Visitors:

Not applicable.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Mr. Lembo led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Mr. Lembo announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS**A. WEST POINT - DWIGHT D. EISENHOWER LEADERSHIP AWARD**

- Stephen Kalish

Stephen Kalish, former Army Officer and a graduate of the United States Military Academy at West Point, presented the Dwight D. Eisenhower Leadership Award on behalf of the West Point Society of New Jersey, an organization of graduates and friends of West Point who live in New Jersey.

Each year, the West Point Society of New Jersey sponsors the Dwight D. Eisenhower Leadership Award which is awarded at approximately 100 high schools throughout New Jersey. The purpose of this award is to recognize an exceptional high school junior who excels in the areas of academics, athletics, community service, good citizenship, and leadership. The awardee is selected by the principal and staff of the school. The award includes a portfolio with a formal certificate of recognition for the student and a display plaque for the school.

Mr. Kalish read through the previous awardees before announcing this year's recipient,

Bryan Chan. Bryan has been on the honor roll every semester of his tenure at Ridgewood High School. He is a member of the National Honor Society and the Spanish National Honor Society. He was the class president for both his sophomore and junior years. He was the captain of his freshman and junior varsity soccer team. He is president of the DECA club and is a peer counselor. Outside of school, Bryan volunteers with the Our Lady of Mount Carmel youth group and the YMCA. He has also been a shamrock soccer coach.

B. George Floyd Forum Presentation

- Charles Appel

Charles Appel, a social studies teacher at Ridgewood High School, presented the George Floyd Forum. Mr. Appel shared that the forum was organized by a team of five social studies teachers, including Medha Kirtane, Freddie LaFemina, Dan Muro, Mike Troy, and himself, to help their students examine recent events and put them in context.

The first event, which took place on June 5th, was a panel discussion of experts including Johanna Garcia, Chief of Staff for New York State Senator Robert Jackson and 2021 candidate for City Council, District 10 in New York City; Michael Tiffany, retired Assistant Chief of NYPD Intelligence Division, former Deputy Director in Washington DC Office of National Intelligence, and former consultant of intelligence to the New York County District Attorney; and Torre Watson, teacher, coach, and mentor in Ridgewood for the last 24 years and lifelong resident Ridgewood. Approximately 40 students and 30 staff members participated in this panel discussion and breakout groups to discuss what changes need to occur to address the issues of injustice raised by the recent protests and how those changes can be made.

On June 12th a small group discussion was held to follow up on this initial event and give students another opportunity to talk and share ideas. The focus of these student-led discussions was how individuals and the school community can accomplish significant and lasting change. Some recommendations on what Ridgewood can do to address the injustices in American society that came out of these sessions were to expand the curriculum, diversify the faculty and staff, and seek opportunities to expose students to people who share different opinions and those in other areas of the state and country who have different life experiences. These discussions are the beginning of a series of events that the social studies department plans to continue in the coming months and years.

A pdf of Mr. Appel's presentation can be found on the district website:

Board of Education - Board Presentations - 2020 George Floyd Protests Forum Discussions

In response to Ms. Kwak's question regarding points of concession, Mr. Appel responded that the police chief was a valuable representative to provide the police's viewpoint. When asked what changes need to be introduced, the police chief was under the opinion that the NYC police department is doing very well and we should appreciate how far law enforcement has come since the 70's and the world around us. Mr. Appel expressed that Ms. Garcia had differing opinions that there need to be more steps for improvement

Ms. Poelstra thanked all the participants and Dr. Gay was the starting of the conversation to the parents and staff. Professional development day for some teachers including social studies teachers who will look at the survey data and brainstorm ideas to reflect and think ahead.

Ms. Brogan asked how we keep moving forward after these large events and hopes that in our Wellness Series we can discuss with parents. Will these discussions continue both inside and outside of the classroom with students who will have an opportunity to be our leadership.

Mr. Appel expressed his excitement that these opportunities will be available outside the classroom, and encouraged people with different viewpoints to join these conversations.

Zoe participated in the forum and believes it was successful and her social studies teacher created the next lesson based on those conversations. It helped the class hear everyone's perspective in a respectful environment.

C. Parent, Teacher, 6-12 Student Remote Learning Survey

Dr. Fishbein explained that, since remote learning began, the district has surveyed our parents, students (grades 6-12), and staff twice. The first survey allowed us to gather feedback and make adjustments when we first transitioned to remote learning, and the most recent survey provided us with valuable information for professional development and reopening plans.

Ms. Poelstra presented the results of the most recent survey about the remote learning experience. She described that what we were doing is known as sustained innovation where you hold onto your old model while also implementing a new model at the same time. Teachers became more creative and flexible and tried out new tools. Missing the social contact between teachers and students was challenging on many days.

Ms. Poelstra presented highlights from the data from each of the surveys. The PK-5 teachers felt that Google Classroom was an effective platform. Over time, the teachers expanded the use of Google Meets and explored new instructional tools such as Screencastify, RazKids, and Epic. Trends in PK-5 parent feedback included the need for an increased number of Google Meets/Zoom sessions to provide both direct instruction and feedback and that the demands on parents presented a significant challenge. The PK-5 action plan includes summer professional development to help teachers refine their skills with virtual instructional tools. Since technology is not typically used as much in the elementary classroom, this opportunity will allow teachers to reflect upon the remote learning experience and determine how to best incorporate new tools should we continue in a remote or hybrid model in the fall. The instruction subcommittee is using feedback from the surveys to inform the development of plans for next year, particularly integrating specific Google Meets/Zoom sessions.

Trends in responses from 6-12 teachers identified the benefits of Google Meets/Zoom, the value of the schedule, and the strong team effort on the part of the entire staff. The survey

results from the 6-12 students indicated that Google Meets/Zoom sessions were effective. Some students reacted positively to online learning and commented on the ability to get more sleep.

Comments from 6-12 parents included appreciation for how quickly the teachers were able to adapt to remote learning and flexibility for individual circumstances. They expressed that there was inconsistency among staff with how much live instruction was given.

For 6-12 teachers, summer professional development is being offered to give them an opportunity to reflect on this experience and to think about how to improve the remote model. Subcommittees are working on developing transition plans for the fall. While we are waiting on guidance from the NJDOE, the district is proactively working on various scenarios, and the feedback from the surveys is being used to help develop those plans.

We have had a great team of learners, both the students and teachers. Everyone has been open minded and creative and although it has not been ideal, we feel that we have a good amount of information on improvements for a virtual situation.

A pdf of Ms. Poelstra's presentation can be found on the district website:
Board of Education - Board Presentations - Reflections on Remote Learning

Ms. Kwak asked if we received feedback from special education parents.

Ms. Poelstra responded that we did not poll special education parents separately and unless the parent identified that their child was a special education student in their comments. We recognize from our teachers that there are some students who struggled more than others. That is in our mindset while planning for the future, since we recognize that some students need more support than others.

Mr. Kaufman questioned if we are prepared for the potential of remote learning in the fall? Ms. Poelstra stated that we are offering summer professional development to discuss what worked and didn't work and to collaborate with colleagues on preparations. We will be ready for all the scenarios, and we have to be prepared for the closure of schools at any moment.

Mr. Dani noted that one of the slides in the presentation showed a lower ranking in scores, do we have a plan and why was that chart lower?

Ms. Poelstra explained that based on parent comments, we would incur that parents would like more in person google meets live instruction. It was a trend in Gr 6-12 and as we look at the scenarios, we will look at where we can build those in with more specificity in our future scenarios.

Mr. Dani has heard that summer hours are longer than school hours, 4 versus 6 hour days.

Dr. Fishbein reviewed that we are required to conduct a 4 hour minimum day per the state requirement. The work that students were doing was between 4-8 hours to include time to finish work in the afternoon.

Ms. Brogan questioned how summer professional development days will work with the

days that are already embedded in the school calendar.

Dr. Fishbein reviewed that teachers will receive an incentive to participate in summer hours and if their hours are completed, they will not have to attend the last professional development day during the school year.

Zoe questioned how virtual learning will change for special education students.

Ms. Poelstra answered that we are in the planning stages and this a high priority as part of the planning, but cannot provide specifics at this time since the team is still planning.

Mr. Lembo questioned if there is any feedback regarding which remote learning tool was the best.

Ms. Poelstra explained that in the teacher survey, we included all of the online tools that we have used and the teachers ranked them. We have a list of 5-6 that have risen to the top and we will prioritize our needs and cost each program out as we conduct our research during the summer.

We have analytics to identify how many teachers used the tools and for how long.

In response to Ms. Kwak's question about challenges on testing, Ms. Poelstra responded that traditional tests did not work well in this environment. She provided an example of a University statistics test that allowed the students 3 hours to complete the test with the use of their notes and resources. Although this is thinking outside of the box, it lends to real life examples since in life we are not tasked to complete a challenge without having access to various resources.

It is a delicate balance between on demand skill demonstration and thinking creatively to provide questions and tasks to give kids to apply what they have learned.

Ms. Poelstra quoted Tony Wagner from the Harvard School of Education "It's not what you know, but what you can do with what you know that matters." Our teachers have done a remarkable job with this and although it's a challenge they have made the best of it.

People have expressed a concern about their child being behind. We want to give attention to that, but we want to transition kids to school in a safe and healthy way and get acclimated back to the school environment. We will look at pre-assessments and determine what parts we need to revisit. We have to be careful not to have students return and take multiple tests as soon as they return. We need to first re-establish the community feel of returning to school.

V. COMMITTEE OF THE WHOLE REPORTS

➤ Facilities

- Soil Project- Orchard Elementary
- Bathroom Project-GW and BF
- Turf Field-Stevens Field
- Gym Floor Replacement- RHS Gym #3

Ms. Kelly provided an update on the Orchard Elementary School soil remediation project. A letter to proceed was sent to the contractor, and he is putting his paperwork together. A pre-construction meeting is scheduled for Wednesday with WSP and the contractor to discuss getting ready to begin the project.

Dr. Fishbein presented the George Washington Middle School Boys and Girls Bathroom Renovation Proposal. The bathrooms for the proposed renovation are located on the lower level of the building near the cafeteria. The district has been renovating student bathrooms, even before Dr. Fishbein started with the district. It has been a slow project that is completed when funds are available.

The 2020-2021 budget had included renovations to bathrooms at both Benjamin Franklin Middle School (BFMS) and George Washington Middle School (GWMS); however, due to an increase in the cost of the Orchard Elementary School Remediation Project, the proposed renovation is only for GWMS. Of all of the capital and maintenance projects included in the budget, the highest priority has always been the Orchard soil remediation project.

These bathrooms are original to the building with some upgrades to fixtures, that were built in the 1920's and asbestos may be within the walls. The renovated bathrooms would be fully-handicapped accessible after the construction.

The bathroom renovations are part of the long range facility plan. Most of the High School bathrooms have been completed, some elementary and some bathrooms at Benjamin Franklin MS.

To PDF of the presentation can be found on the district website:

Board of Education - Board Presentations - GW Boys and Girls Bathroom Renovation Proposal

Mr. Kaufman questioned if we do not do the bathrooms, can we use the money for other purposes?

Dr. Fishbein replied we cannot, the money is in capital reserve and has to be used for capital expenses.

Ms. Kelly explained that with the exception of the gym floor replacement (2019-2020 money) the Orchard soil remediation, the bathroom renovations and the turf field replacement are 2020-21 capital budget funded by the capital reserve.

We have approximately 1.5 million in the reserve account and part of Ms. Kelly's recommendation at the end of the month will be to put more money in the reserve to fund the balance. That money has not been moved as of today.

Mr. Dani commented that the Orchard project has not been completed and there may be unknown expenses, therefore we may not want to start another project at this time.

Discussion continued regarding 2019/2020 and 2020/2021 capital money and how it can or cannot be carried over at the end of the year.

Dr. Fishbein presented the Ridgewood High School Stevens Field Synthetic Turf Replacement Proposal. The field is used seven days a week, during the school day for physical education, as well as by RHS athletics, youth sports, and adult community programs. Dr. Fishbein provided background on the field, explaining that Stevens Field was first completed during the 2009 referendum.

Synthetic turf fields can be used during inclement weather, and they prevent the overuse of our other grass fields. The field is heavily used and is beyond its expected life cycle. Twice a year, we conduct G Max testing to make sure the cushion is a playable surface, and the G Max levels in our most recent test were over 200 in 5 of the 10 spots that were tested.

Without replacing the field, the district would have to close the field for health and safety reasons. Turf fields permit two times the use of natural grass and three times the use with lights. Additionally, turf reduces the time for required maintenance. Though there is a high initial cost, the maintenance cost of a turf field is much lower. Considering the high volume of usage of the field, synthetic turf better meets the needs of the district and the community.

The PDF of the presentation can be found on the district website:

Board of Education - Board Presentations - RHS Stevens Field Synthetic Turf Replacement Proposal

Dr. Fishbein confirmed that the field will come with an 8-10 year warranty depending on the manufacturer. He also answered that we have currently failed in 5 out of the 10 safety requirements for the current field.

Ms. Kwak questioned the safety of ingesting the turf field material.

Dr. Fishbein explained that the main concern regarding ingestion would be for small infants or toddlers rather than with the players ingesting the material. This product has been used for decades and he has not seen any documented situations where someone has ingested the product while using the field and gotten sick.

Mr. Dani added that he would like to fund a project of this size through a referendum to lessen the tax impact. He questioned the vendor selection as well. He mentioned that the agenda that was sent out to all residents this afternoon had a different vendor and a different price, and the agenda which is currently on the district website has a different vendor and a different price, and the one we were voting that day was a different price than what was currently listed on the website. He also asked a clarification if both vendors were given the quote request at the same time and if both vendors had a similar opportunity to know each other's price.

Dr. Fishbein stated that this money is unexpended money from previous years, it can be seen as tax relief since the money exists and we are spending it on an educational improvement for the district.

In response to Mr. Dani's concern about the vendor selection, Dr. Fishbein explained that we have been looking at this for the last 6 months. Each vendor

gave pricing. We are purchasing through the Educational Services Commission of NJ, both vendors are part of that. They are pre-bidder and we direct purchase from this consortium. Our experiences for both of these vendors, as we got closer to putting on the agenda, they lowered their prices.

Mr. Cook and Dr. Fishbein were working on this again over the weekend as the vendors vied for our business. The Field Turf company has a heavier weight per square foot, and if we have flooding, the extra weight will help us. The other vendor has 3 lbs less weight on the field. Both vendors were given the opportunity to give the best price, they jockeyed with each other and although we were not sharing information, they were coming down lower in price. Changes were happening this weekend, we chose the field turf since we have it on the HS field and Steven's field in the past. We like and are familiar with their product. Field turf is lower in price, although not substantial. The other company was lower on Friday significantly, but with the change, Dr. Fishbein made a different recommendation. He recommended that this agenda item not be tabled to June 29, since we need to move forward to ensure that the field is completed by the start of school.

Dr. Fishbein gave a presentation on Mercury in Gym 3 Synthetic Flooring - Ridgewood High School. News reports indicated that there were possible concerns about the presence of mercury in rubberized gym floors.

Dr. Fishbein, Ms. Kelly, and the facilities manager met proactively and arranged to have our floor tested. The only school with this type of flooring is Ridgewood High School. Dr. Fishbein informed the community about the test results in a letter that was sent on February 14, 2020. In that letter, he indicated that the district would be removing and replacing the floor as a precaution, even though the level of mercury is presently below the current level for immediate remediation.

Dr. Fishbein showed a comparison of thresholds in other states demonstrating the varying acceptable levels, and he added that there are groups that are pushing for lowering the standards. Results from our bulk testing which was done in April 2019 indicated that air sampling tests were required. These tests, which look for mercury vapors, were completed and analyzed in May 2019, and the results were below the New Jersey Department of Health Standard. Since mercury vapor is highly diffusible and liquid soluble, it is easily absorbed. The recommendation of the environmental consultant was to remove the floor as opposed to monitoring, which would require quarterly air sampling tests at a cost of \$3,000 - \$4,000 per sampling, per quarter. Dr. Fishbein outlined the cost for remediation, replacement of the flooring, and related professional cost estimates.

The PDF of the presentation can be viewed on the district website:
Board of Education - Board Presentations - Mercury in Gym 3 Synthetic Flooring Proposal

The consultant who suggested the floor be removed does not have a connection with the company who will be installing, they are a district company who oversees the contractor to ensure it is done correctly.

Discussion ensued regarding the money in the budget, changing budget line items and the pricing received for this project was reduced.

After the remediation is done, the company tests to ensure we are fine and then the new floor is installed.

VI. COMMENTS FROM THE PUBLIC

The following callers addressed the board:

Gail Menezies, 520 Upper Blvd., She has 2 daughters in the Ridgewood Schools and wants to acknowledge the work by the board and teachers during remote learning. Concerns were raised about the upcoming school year to assess the health and support of children due to the loss of precious classroom time. The kids who are on the gifted spectrum, like her child, have challenges that have not been addressed. There is a new opportunity by a new law signed by Governor Murphy to help these kids reach their full potential. She wants a public discussion on how the district plans to address these committees formed by Governor Murphy. She has not received an email about this topic and feels this may be a missed opportunity. She stated that the deadline to submit the plan to the County is October 1. Why is this information not shared by email or in a public forum. She wants parents, like herself, to be part of the plan. Also, if children have been identified as high achievers can this information be passed on to the next teacher, every school year she spends the first 3 months relaying this information to the new teacher.

Corrin Dillon, 217 Fairmont Road, This has been some challenging months, our teachers have had to adjust quickly and parents have. We will need to assess the children in the fall, as a public school district our mission is to help all students meet their potential. Tonight I want to discuss the new law signed in January by Governor Murphy. This is an amazing opportunity to develop a best in class in a gifted and talented program. On March 5, the Department Of Education sent a letter asking the districts to develop committees. She learned of this opportunity from a friend in another district and that Ridgewood is in a compliance committee and it leads her to believe that we are not becoming leaders but simply complying.

We don't know what the 20/21 school year will look like, but we know that there is an October 1 deadline to submit to the state. Why are we not engaging parents and educators. How are teachers going to change their instruction?

She asked for three things:

1. Put the law on the agenda to discuss at the June 29 meeting
2. Form a committee of parents to develop a road map
3. Form the equivalent of the HSA for parents of gifted and talented children.

Ann Loving, 342 South Irving St, thanked the three new members of board, and told them that they are doing a fantastic job.

She thanked the board for allowing for phone-in comments, because typed comments read by a 3rd party are not the same.

She asked why the first session of public comments can't be at the beginning of the

meeting, her phone has died twice while waiting for public comments. If she were in a live meeting she would have had to wait the two hours before having the opportunity to comment. She also appreciates how the board is breaking down the massive consent agendas, items can be broken down and voted on separately. She also asked when in-person meetings will commence. She believes there are spaces large enough for social distancing that will allow in-person meetings.

Linda McNamara, 575 Knickerbocker Road, appreciates the work but feels that she is an abused member of the community. She has been writing and sending reports, and has now been listening to Dr. Fishbein's report and believes that half of the things Dr. Fishbein said are partially true, or not true. She has been sending articles from 2018. We have a Shaw turf field at Maple. When Dr. Fishbein talks about Stevens Field he does not mention the environment. She wants to know how long the gmax has been at 200 plus, especially in a floodplain. She doesn't know how much more to say, but since there is no discussion on the environment it is false that there are no studies on crumb rubber. The women's national soccer team is begging to play on natural grass. She understands that we have high usage but on the other hand, she's been on field committees and on the original committee to go from nothing to grass on Stevens. Kids were not asked their opinion, they are climate change activists who care about the world. We need to do something positive, regardless of the costs. Crumb rubber washes into the brook and goes on kids clothes. She has been talking about this for 10 years. She called parks and rec and spoke to the maintenance and they have groomed the Maple field and it is cooler. Not going environmentally friendly is a bad educational choice.

Laura McKenna 861 Bingham Road, Thanked everyone for reaching out to parents about remote education through the survey. Why wasn't there a question specifically posed about the amount of time on live instruction. It may be useful to have data about this time.

Research is showing that the most vulnerable groups of students are suffering the most particularly english language learners, low income students and special ed kids. A survey geared towards special ed parents would be useful for both in-district and out of district students.

Friday, Governor Murphy said schools can open for ESY starting on July 6, today we received a letter saying that Ridgewood would not open for in person ESY because there isn't enough time to figure out plans for safety. The averages ESY class has 3-4 students with a teacher and an aide. If we can't figure that out in 3 weeks, how will we do that for a larger group of kids who will start in september. This does not seem to be too hard to do.

Laurie Weber, 235 South Irving St., Read board policy 146: *board members are entitled to express themselves publicly on any matter, including issues involving the Board and the school district. Individual Board members cannot, however, express the position of the Board except as expressly authorized, in accordance with Board Policy No. 9120. A Board member shall not represent his/her personal opinion as the position of the Board and shall include formal expression in which his/her Board affiliation is likely to be recognized, such as letters to government officials or newspapers, speeches to organizations, and the like, a statement that the opinions expressed to not necessarily*

represent those of the Board.

In light of recent comments by and from a particular board member, she would like to make clear there is no differentiating from being a private citizen and a board member.,, you cannot just change roles like changing a hat. The board members should conduct themselves in the integrity of their position, but their communication with constituents should not end when elected and not be interfered with. A board member who thought could not communicate directly and did so in private communication, it accomplished taking communication about board issues off the public record. She requested that the board clear ups clause 6 in bylaw 169.02, which is far too broad. Bylaw 146 addresses board public expression cleanly, clearly and appropriately

In reference to the Infant toddler center, she was surprised to hear Ms. Kelly's remarks since she's done a presentation for the board before. There is documentation showing a 41 percent rate reduction for the rental rate per square foot over a period of years, as well as money transferred from the school fund to the infant toddler center which was not returned. There are health and safety violations dating back to 2015 that were not addressed, the list of environmental and safety requirements age 6 weeks to prek, is more than double the standards a public school must rise to. SHE does not see why this is left behind, there is a moral obligation for the young children who use that program. This has not been licensed since 2015. Can this cost be accommodated considering the other challenges that we are facing?

The following comments were submitted online:

Linda McNamara, 575 Knickerbocker Road, Ridgewood, Once again I am reaching out to Dr. Fishbein and the Board to be proactive for the sake of our children and the community at large in ensuring that what we do takes into consideration its impact on the environment. Regarding the re-turfing of Stevens Field, you have choices: grass, eco-friendly products, or nothing at this time due to budgetary constraints. You do not morally have the option to use the same products you have used in the past which pose health and safety threats and have a negative impact on the environment. Our fields exist in active flood plains(they flood!) hence no warranties and increased maintenance costs. As an environmentalist, I am concerned that the replaced turf carpets sit in landfills forever as they are not biodegradable. Our kids believe in climate change. They also know about the damage plastic has done to all walks of life, it is now in our drinking water. Covering our fields with plastic is antithetical to efforts in reducing CO2 emissions and increasing oxygen output. We lose nothing by doing the right thing. Our kids will have a playing field that upholds their ideals and our mission to protect them and last, to make eco-friendly choices to support what we know about climate change: the need to think and act green. I hope you have looked at the Shaw Turf geo fill article I sent breaking down their products. I speak on behalf of athletes all over the world who prefer natural fields including my daughter and her teammates who have played nationally and internationally for their schools and state and national teams.

Ping Yang, 67 John Street, We would like the schools to add a gifted program for talented students.

Stacey Loscalzo, 174 N. Pleasant Ave., Good Evening- I am writing to request that the Soil Project at Orchard Elementary

the bathroom projects at GW and BF, the turf project at Stevens Field, and the Gym Floor Replacement at RHS Gym #3 continue as planned this summer. These are projects that Dr. Fishbein and the previous board deemed necessary. Summer is the time to get this work done. There will be implications for the students next year if these projects are put on hold. Thank you.

Beth Meleski, 61 California Street, I guess it's easy to be a fly in the ointment when you don't have to clean up the mess you make with your short-sighted, ill-informed assertions. So, my suggestion is that if the new BOE members would like to hold up the projects that have already been approved, and if those projects then cause issues with field or gym scheduling going forward, the new BOE members should be tasked with being at every single extra planning meeting that will result from their choices. Or, they could just decide to defer to the judgment of the previous, majority elected board and move on to more pressing matters. Like how to safely return our kids to school in the fall.

Nicole Merrick, 740 Parsons Road, Please consider Re-turfing Stevens Field. There is already a lack of field space in this town. Our athletes need places to practice and play. Thank You!

James Hogan, 746 Belmont Rd, I fully support that the re-turfing of Stevens goes ahead as scheduled. There is a shortage of fields for events for kids of all ages from first to 12th grade and the field is past its useful life. The field needs to be replaced ASAP

Gabrielle Winnert, 719 Parsons Road, Stevens Field needs to be relaid with turf as soon as possible. The Ridgewood school and town sports programs cannot be down another field next year. Stevens, as is, is unplayable as the field failed on a number of "G-Max" tests which test for the shock attenuation (absorption of impact energy) of synthetic fields. Essentially, Stevens is UNSAFE for our kids to play on as it stands currently. However, our children need places/fields to play on. Please make sure this happens this summer as this was the plan.

Lynn Benson, 117 John St., I'm not sure I'll be able to listen in during this evening's meeting, but just from seeing the agenda, I'd like to comment on a couple of things. With reference to the George Floyd Forum Presentation, I am grateful RHS held this forum. Engaging in these highly challenging conversations is just one of the critical steps that must take place to make a change. Also, I applaud Mr. Appel for his impressive ability on modeling how to moderate this type of forum. Enabling different perspectives in a respectful manner throughout important conversations like this is incredibly tough. In addition to this, I'm also appreciative of the follow-up forum and format that was offered to RHS students to further delve into this important topic. Both of my daughters (9th grader and 11th grader) were so grateful to have participated in such a meaningful discussion.

Another topic I'd like to comment on is the agenda with regards to the summer projects. Although there is always room for improvement, a consistent theme I've heard during these unprecedented times is how impressive our district has handled virtual learning. Plus, in general, most express great appreciation for the excellent education their children receive. These accolades are due to the responsible and hard work over the

many years by Dr. Fishbein and our previous BOE members. They have managed to maintain a highly efficient budget while staying within the 2% cap. Meanwhile, they also had the insight to invest in forward-thinking decisions, such as employing the 1:1 Chromebook initiative, which has been imperative to help our district achieve virtual learning. I bring this up because I would hope there would be greater support and recognition of the efforts and decisions that have been in motion for our district. I'd imagine the Soil Project at Orchard will be addressed this summer. With regard to outdoor fields, I think most would agree that our students need access to this more than ever in the midst of this pandemic. It is my understanding that Stevens Field will need to be closed out of safety concerns if it's not replaced this summer. Not proceeding with the Gym 3 floor at RHS is another safety concern. I sent a comment at a previous BOE open comment regarding this. Our students' health and safety should not be compromised, even during these unpredictable times. And lastly, the bathrooms at BF and GW have been in serious need of upgrades for decades and should not be ignored.

Most move to Ridgewood for its excellent school district. In order to maintain this, we must also continue to invest and prioritize the environment in which the students reside in, to avoid detrimental outcomes.

Chris Lia, 355 Bedford, Please replace the turf at Stevens There are not enough fields as it is.

Lucia Donahue, 41 Walthery Avenue, I was troubled to hear that there is now a question of whether the turf on Stevens Fields should be replaced in an attempt to save money in the school budget despite having been long-slated to happen this summer, following last summer's replacement of the RHS turf field. Although I don't know this for a fact, I do assume that it has been out to bid, that bid has been approved, and that there is a business that is poised to begin this project as school officially ends. I would also imagine that money has likely already been set aside in contemplation of the completion of this project. Also, I've heard that in the absence of this turf replacement, Stevens field no longer has a safety rating that would permit it to be used and therefore it would be closed for a calendar year.

I understand that we are facing a budget shortfall but this is ONE of just TWO turf fields available for our entire K-12 school population for sports that require them. I am not being pedantic but we all know the importance of physical fitness for our students and especially in these unprecedented times, during which the importance of practicing physical fitness to keep us mentally healthy has been repeatedly emphasized. I think that all too often, there is a perception that money spent on athletics is somehow less well-spent than money spent in classroom/educational programs for our students. However, RHS would not require in-season athletes to take PE (which is an educational requirement for graduation) despite having daily practice, if our schools did not value the wellness component that physical fitness/athletics provides for our students. Please, please, continue the plan to replace Stevens Field. We are all looking for some continuity in what will be our new normal and seeing our kids playing on fields again when it is safe to do so, is one of those things that will contribute to our overall wellness as a community. Thank you for your consideration.

Susan Ruane, 705 Kingsbridge Lane, On social media, there have been numerous posts regarding concerns about remote learning education - specifically special needs education.

Parents of special needs students are very concerned that their children might have regressed due to virtual learning. Many parents (and schools) have made adjustments to accommodate their child's educational needs during virtual learning, but adjustments should not be sacrificing a child's education. There was a post from a parent whose child wasn't able to receive speech services during the remote school hours. Special needs children are already behind the "eight ball" when learning in a typical school environment. Sadly virtual learning is making it harder for them to learn. Services need to be in place to help reduce the struggle for children with learning differences. Otherwise, those students will be substantially behind their typical peers when in-person school begins again. Can Dr. Fenwick, the Special Needs Director, have zoom meetings with parents to address their concerns in case remote learning continues in the fall. There needs to be follow up meetings to outline strategies that will be implemented by the district to help classified children learn more efficiently. Also for the children who aren't able to get related services stated in their IEP during remote learning hours, is the district providing after school-related services for those children.

Walter McDermott, 231 Bogert Ave, I am in favor of the Stevens field renovation. Aside from growing up in this town, I have coached multiple sports for many years and this field is extremely important to both youth and HS sports. Please consider making this field renovation a priority for the children and athletes of our town. Thank you

Karen Abraham, 415 Red Birch Court, I would like to know how many comments you got from parents indicating that K-5 kids were bored, under-challenged, etc. There really has to be an opportunity for kids who are doing fine with this model to be given additional assignments related to the lessons so they are still learning. This should not be glossed over, as it is a significant issue for some families.

Sanford (Sandy) Bernhardt, 209 Avondale Road, Regarding Stevens Field: we have known the field's life expectancy was ending for the last two years and we have prepared for this day by presenting the board with a well thought out plan. AD Keith Cook has been extremely diligent in attempting to do the best thing for all parties involved. With Orchard Field already closed, with the experience we endured when Maple Field Park was shut down, we must pass the approval of the Stevens replacement funds for new turf. With the sheer number of RHS teams coupled with all the Ridgewood Youth programs, the loss of this field for the year or longer would be devastating. When bad weather comes - which is frequent in both fall and spring — we rely on these turf fields to provide us with a place for the youth and RHS students in addition to protecting/conserving our grass fields. There have been numerous discussions and debates about this replacement. Please don't delay any longer.

Kate Yates, 135 S Van Dien Ave, Hello, my name is Kate Yates and I have 4 boys that played or are playing sports in Ridgewood. Especially with everything going on with COVID-19 and all the new safety restrictions in place, I think it is imperative that we make sure that our town has enough usable field space in place for our kids. We are all so lucky to live in Ridgewood and if we make this a priority that we know will

benefit everyone it will be a win-win.

Please make Stevens field a priority. We need that field!! Now more than ever. Thank you

Leena Bansal, 20 McGure Court, I would really urge the BOE to please continue with all the proposed projects they had originally planned. Thank you for your consideration.

Martin Walker, 114 Cottage Pl., What kinds of discussions take place between the BOE and the Village Council regarding plans for funding our schools 5, 10, and 15 years in the future?

Jenny Li, 480 Old Stone Rd., When kids are young, it is very important to exercise their bodies and brains. Our teachers did a very good job to teach our kids. However, we need some funding allocated to the gifted program.

Linda McNamara, 575 Knickerbocker Rd., I understand that Stevens Field is not safe. I want it replaced and this summer. It must be done with eco-friendly products. They are available. Geo Fill is the infill at Maple. It has lower G Max rates, is cooler, and when a flood occurs an environmentally better product will enter the brooks and streams. Crumb rubber is the worst product that you could pick on all levels. I do not understand why the environment is not a consideration.

No additional comments.

Dr. Fishbein responded to the comment about facility violations at the Glen School, in 2015 the state decided it no longer needed to come and inspect child care facilities run by Public School Districts, although we are still inspected by the local health departments and have always passed those inspections.

Extended school year, we were waiting for guidance from the DOE and we decided several weeks ago to go remotely, since we did not receive guidance, so that parents and faculty can know what was going on and they could plan accordingly. His concern is that we won't get guidance for opening of schools until late August and it would be problematic if we don't have several scenarios in place. We are conducting extended school year and summer school at the HS level remotely because we think it is the best way to do it under the current circumstances.

Ms. Poelsta is on a legislation committee about Gifted and Talented. The committee is discussing what the new law means, how it is different and how it will be communicated to the school districts. Another meeting is scheduled for June 23. At the state level there is a lot of work to be done in July, since there is a lot of clarification and things need to be understood. Ms. Poelstra is representing our district along with people across the state who are part of the committee and we are taking steps to ensure we are ready for October 1.

Mr. Lembo discussed that the policy committee will be reviewing the policies.

VII. CONSENT ITEMS

Dr. Fishbein presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**.

Ms. Brogan moved approval of A. Attendance at Conferences.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration B. Administration.

B. ADMINISTRATION

i. Approval: Submission of the Comprehensive Equity Plan Annual Statement of Assurance for the 2020-2021 School Year

Approval of the submission of the Comprehensive Equity Plan annual Statement of Assurance for the 2020-2021 school year.

The Board has received background information.

ii. Approval: Revision to Regular Public Meeting Dates

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revision of the following Regular Public Meeting Dates:

Cancel: August 24, 2020 Regular Public Meeting at 6:00 p.m.

Add: August 31, 2020 Regular Public Meeting at 6:00 p.m.

As listed in **Attachment B**.

iii. Approval: Contracts for District Administrators

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following contracts, effective July 1, 2020 through June 30, 2021. These contracts have been approved by the Executive County Superintendent as required by law.

- Antoinette Kelly, Business Administrator/Board Secretary
- Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment
- Ojetta Townes, Manager of Human Resources

The Board has received background information

Ms. Brogan moved approval of B. Administration items i thru iii.
Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration C. Curriculum and Instruction.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

None at this time

ii. Approval: Ridgewood High School Membership in the New Jersey State Interscholastic Athletic Association (NJSIAA) The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Pursuant to the provisions of Chapter 172 of the Laws of 1979 (N.J.S.A. 18A:11-3 et. seq.), it is necessary for all member schools to adopt by resolution membership in the NJSIAA.

By adopting this resolution, Ridgewood adopts as its own policy and agrees to be governed by the Constitution, Bylaws and Rules and Regulations of the NJSIAA, including all rules governing student athlete eligibility.

Mr. Lembo moved approval of C. Curriculum and Instruction items i and ii.
Mr. Kaufman seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of

Education (NJDOE) certificate, if required.

Teachers

GALVIN, Alyson – Leave of Absence Replacement Kindergarten Teacher (non-tenure track), Ridge School, effective September 1, 2020 through June 24, 2021, pending verification of employment as outlined by Chapter 5. Ms. Galvin is pending issuance of a Standard Certificate as an Elementary School Teacher in Grades K-6 and Teacher of Preschool through Grade 3. Account # 11-110-100-101-11-04-019-000

MINICHINI, Gina - Special Education Mathematics Teacher (tenure track), Ridgewood High School, effective September 1, 2020 through June 24, 2021, pending verification of employment as outlined by Chapter 5. Ms. Minichini possesses an NJDOE Provisional Certificate as a Teacher of Mathematics and Teacher of Students with Disabilities. Ms. Minichini will be enrolled into the NJDOE Provisional Teacher program. Account # 11-213-100-101-00-10-019-000

WATSON, Andrea* - Guidance Counselor (tenure track), Ridgewood High School, effective September 1, 2020 through June 24, 2021. Ms. Watson possesses a NJDOE Standard Certificate as a School Counselor. Account # 11-000-218-104-00-10-019-000

Long-term Substitutes

BRACCHI, Lauren – Education Specialist, Travell School, effective September 1, 2020 through December 1, 2020, at a daily rate of \$125 per day, until the assignment ends. Account # 11-230-100-101-00-06-019-000

CLARK, Riley – Social Studies Teacher, Benjamin Franklin Middle School, effective September 1, 2020 through November 23, 2020, at a daily rate of \$125 per day, until the assignment ends. Account # 11-140-100-101-05-10-019-000

LEVY, Daniela – Second Grade Teacher, Hawes School, effective September 1, 2020 through December 1, 2020, at a daily rate of \$125 per day, until the assignment ends. Account # 11-120-100-101-09-02-019-000

Revisions/Additions: Summer School Special Programs Staffing.
approved by the Board at its meeting on June 1, 2020

Glen School/RED Program

Remove: **Kristen DeRienzo (79 Hrs.)**, total summer school full salary of \$3,358.

Replace: **Kelly Letavish (79 Hrs.)**, total summer school full salary of \$4,353.

Account # 11-216-100-101-66-01-024-001

Ridge School

LLD Special Needs - K-2 Grades

Kristen DeRenzio (66 Hrs.), total summer school full salary of \$2,805.

Account # 11-204-100-101-66-04-024-001

Ridgewood High School

RISe Program/Classroom Aide

Natalie Garvin, hourly rate of \$20.81 (time card), as needed.

Account # 11-212-100-106-66-10-024-001

Ridge School

Multisensory Reading Program

Remove: **Elizabeth Macri (70 Hrs.)**, total summer school full salary of \$4,323.

Replace: **Silvia Acosta (70 Hrs.)**, total summer school full salary of \$4,323.

Account # 11-204-100-101-66-04-024-001

Summer 2020 Painters, effective June 18, 2020 through September 1, 2020, each at seven hours per day, each at 5 days per week, each at the hourly rate

- **Raymond Lug**, Supervisor, at an hourly rate of \$21.00.
- **Thomas Bushaurkas**, Painter, at an hourly rate of \$15.00.
- **Jonathan Coppola***, Painter, at an hourly rate of \$15.50.
- **Ann Spadaccini**, Painter, at an hourly rate of \$15.50 and when acting as Supervisor, at an hourly rate of \$21.00.

Account # 11-000-262-104-00-42-048-001

Summer Help 2020

- **Dylan Kane**, at an hourly rate of \$11.00.
- **Edward Nold***, at an hourly rate of \$11.00.

Account # 11-000-262-110--00-42-048-001

Technology Support for Board Meetings, effective July 1, 2020 through June 30, 2021

- **Andrew DeRoche**, at an hourly rate of \$27.12, as needed.
- **Jaeson Enmore**, at an hourly rate of \$51.82, as needed.
- **Lynn Howells**, at an hourly rate of \$57.75, as needed.
- **Neil Valere**, at an hourly rate of \$31.57, as needed.

Account # 11-000-230-104-00-45-045-001

- Sarah Lohr
- Derek Durling
- Donald Friel
- Laurie Pisani

Account # 11-120-100-101-00-07-007-001

Benjamin Franklin Middle School

Guidance Department – 2020 Summer Hours (\$9,054)

- **Mariann Gelenius**, not to exceed 20 hours, at an hourly rate of \$74.07, as needed (\$1,481.40).
- **David Tashian**, not to exceed 63 hours, at an hourly rate of \$75.48, as needed (\$4,755.24).
- **Meredith Wearley**, not to exceed 43 hours, at an hourly rate of \$65.52, as needed (\$2,817.36).

Account # 11-000-218-104-00-08-008-001

George Washington Middle School

Guidance Department – 2020 Summer Hours (\$9,513.60)

- **Lisa Alfuso**, not to exceed 80 hours, at an hourly rate of \$44.66, as needed (\$3,572.80).
- **Michael Mullin**, not to exceed 80 hours, at an hourly rate of \$74.26, as needed (\$5,940.80).

Account # 11-000-218-104-00-09-009-001

Ridgewood High School

Additional: Guidance Department – 2020 Summer Hours

- **Andrea Watson**, not to exceed 15 hours, at an hourly rate of \$39.79, as needed (\$596.85).

Account # 11-000-218-104-00-10-010-001

2020 Senior Awards – June 11, 2020, not to exceed five hours, at the contracted hourly rate

- **Larry Holand - \$43.72 (\$218.60)**

Account # 11-000-222-104-00-10-010-001

Secretarial and Technology Support for 2020 Graduation, TBD, each not to exceed six hours, each at the contracted hourly rate (\$1,997.40)

- **Adam Brunner - \$40.65 (\$243.90)**
- **Larry Holand - \$43.72 (\$262.32)**
- **Jennifer Kazmierczak - \$30.39 (\$182.34)**
- **Patricia Maggi - \$36.29 (\$217.74)**
- **James Michels - \$28.82 (\$172.92)**
- **Celinett Ortega - \$31.76 (\$190.56)**

- **Ramon Quinones - \$27.25 (\$169.50)**
- **MaryAnn Schmitz - \$37.58 (\$225.48)**
- **Anna D'Amico - \$30.11 (\$180.66)**
- **Lesley Whyard - \$31.01 (\$186.06)**

Account #11-000-240-105-00-10-010-001 (Secretary)

Account #11-000-222-104-00-10-010-001 (Technology)

2020 Project Graduation Chaperones – TBD

- **Seven Chaperones TBD**, each not to exceed 11 hours, each at an hourly rate of \$40.17 (\$3, 093.09).

Account # 11-401-100-101-00-10-010-001

2020 Graduation/Project Graduation Chaperones – RISE Students – TBD

- **Three Chaperones TBD**, each not to exceed 14 hours, each at an hourly rate of \$40.17 (\$1,687.14).

Account # 11-212-100-101-00-10-010-001

Music Support – 2020 Graduation – TBD (\$702.72)

- **Steven Bourque**, not to exceed 4 hours, at an hourly rate of \$49.68 (\$198.72).
- **Jeffery Haas**, not to exceed 4 hours, at an hourly rate of \$76.32 (\$305.28).
- **John Luckenbill**, not to exceed 4 hours, at an hourly rate of \$49.68 (\$198.72).

Account # 11-401-100-101-00-10-010-001

Special Programs

Transition Planning Conferences

- **Karen Price**, Speech Teacher, Glen School, to attend Transition Planning Conferences for Preschoolers, not to exceed 10 hours, at an hourly rate of \$81.58 (\$815.80).

Account # 11-000-216-104-00-01-024-001

Curriculum, Instruction & Assessment

Revision: 2020 Summer Curriculum Writing, approved by the Board at its meeting on June 1, 2020

Staff members as listed on **Attachment C**, at the curriculum hourly rate of \$53.33.

Account # 11-000-221-104-00-22-022-001

Mr. Lembo moved approval of D. Human Resources items i thru iv.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration E. Finance.

E. FINANCE

Mr. Dani requested to remove items iii. through viii. for consideration.

Ms. Brogan amends the motion to approve E. Finance except for items iii. through viii. for consideration.

Ms. Kwak seconds the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

i. Approval: Requisition of Taxes

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Be it Resolved, that the amount of the district taxes needed to meet all obligations of the Ridgewood Board of Education for the 2020-2021 school year is \$100,322,919 and the Village of the Ridgewood is hereby requested to place in the hands of the Treasurer of School Monies that amount in accordance with Title 54-4-75, as listed below:

Due Date	Amount Due	% Due
7/3/20	4,012,917	4%
7/17/20	4,012,917	4%
8/3/20	10,032,292	10%
9/4/20	10,032,292	10%
10/2/20	4,012,917	4%
10/16/20	4,012,917	4%
11/2/20	4,012,917	4%
11/16/20	4,012,917	4%

12/1/20	6,019,375	6%
1/4/21	5,016,146	5%
1/18/10	5,016,146	5%
2/1/21	8,025,833	8%
3/1/21	10,032,292	10%
4/2/21	2,006,458	2%
4/16/21	2,006,458	2%
5/3/21	6,019,375	6%
5/17/21	4,012,917	4%
6/1/21	8,025,833	8%
Total	100,322,919	100%
General Fund	97,305,242	
Debt Service Fund	3,017,677	

ii. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year, to be used as indicated.

Donor	Amount	Use	Account Number
Ridge School Student Activity Account	\$994	To be used for the after school play club at Ridge Elementary School	20-030-100-101-00-04-004-004 (\$917.30) 20-030-200-220-00-04-004-004 (\$76.70)

Acceptance of a gift in kind from the Federated Home and School Association of Ridgewood High School Fitness Equipment, valued at \$9,651.

ii. Approval: Amended Transportation Contract-D&M Tours

WHEREAS, on March 13, 2020, the President of the United States of America declared a national emergency due to the COVID-19 outbreak; and

WHEREAS, in an attempt to combat the spread of the COVID-19 virus, the Governor of New Jersey, per Executive Order 104 (2020) and Executive Order 107 (2020), ordered the closure of all public elementary and secondary schools in New Jersey, beginning on March 16, 2020 and on May 4, 2020 extended that closure for the remainder of the 2019/2020 school year; and

WHEREAS, on April 14, 2020, New Jersey S337/A3904 was signed into law by the Governor as an amendment to Title 18A of the New Jersey Statutes by adding Sections (b)-(f) to N.J.S.A 18A:7F-9 to provide that schools shall continue to make payments of benefits, compensation and emoluments pursuant to the terms of a contract with a contracted service provider in effect on the date of the closure as if the service for such benefits, compensation and emoluments had been provided and as if the school facilities had remained open; and

WHEREAS, in order to ensure operations/service continuity and preserve the labor force during any Closure Period, District and Contractor wish to amend the Contract to ensure that during any such Closure Period, Contractor is paid for certain operations/service expenditures including, but not limited to, compensation of school bus drivers, monitors, administrators, as well as other operational fixed costs. Now,

THEREFORE BE IT RESOLVED, the parties mutually agree that the rates of compensation payable to the Contractor during the Closure Period from March 16, 2020 through May 31st, 2020 as defined in the original contract shall be 80% and the Closure Period from June 1, 2020 to the end of the 2019-2020 school year as defined in the original contract shall be 60% of the amount provided in the Contract. The compensation provided for in the above paragraph shall cease upon the start of the 2020/2021 school year, at which time the payment obligations shall revert back to those set forth in the original Contract. In the event that the Closure Period continues into subsequent school years during the Term of the Contract, the Parties shall attempt to renegotiate an equitable adjustment in compensation. Contractor shall not lay off, terminate or furlough its school bus drivers during the March 16, 2020 to May 31, 2020 Closure Period and the Contractor shall not lay off, terminate or furlough its monitors or administrators during any Closure Period provided the

District continues to pay the compensation as set forth in this Amendment.

Dr. Fishbein presented for consideration

iii. Approval: Bid Award Mercury Catalyzed Polyurethane Floor

Removal-Ridgewood High School Gymnasium #3

iv. Approval: EnviroVision's budgetary cost estimates for Mercury Floor abatement monitoring, testing, consulting services of the Ridgewood High School Gym #3 Floor

v. Authorization to Advertise for the Replacement of the Ridgewood High School Gym #3 Floor

iii. Approval: Bid Award Mercury Catalyzed Polyurethane Floor Removal-Ridgewood High School Gymnasium #3

The Ridgewood Board of Education, upon the recommendation of the Superintendent, approves the bid award for Mercury Catalyzed Polyurethane Floor Removal in Gym #3 at Ridgewood High School to Plymouth Environmental Co., Norristown, PA, the lowest responsible bidder, in the total amount of \$98,000. Below is a summary of all received bids.

Bids have been reviewed by the Board attorney and Envirovision Consultants.

Company	Base Contract Amount
<i>Plymouth Environmental Co., Inc.</i>	<i>\$98,000.00</i>
LiLich Corporation	\$109,000.00
B&G Restoration, Inc.	\$159,000.00
Two Brothers Contracting, Inc..	\$187,000.00
MTM Metro Corporation	\$269,000.00

iv. Approval: EnviroVision's budgetary cost estimates for Mercury Floor abatement monitoring, testing, consulting services of the Ridgewood High School Gym #3 Floor

The Ridgewood Board of Education upon the recommendation of the Superintendent approves EnviroVision's budgetary cost estimates for the Mercury Floor abatement monitoring, testing, consulting services of the Ridgewood High School Gym #3 Floor, not to exceed \$21,940.12.

The Board has received background information.

v. Authorization to Advertise for the Replacement of the Ridgewood High School Gym #3 Floor

The Ridgewood Board of Education, upon the recommendation of the Superintendent authorizes the Business Administrator to advertise for the replacement of the Ridgewood High School Gym #3 Floor.

vix. Approval of grant submissions: ESEA, IDEA, CARES ACT

The Ridgewood Board of Education, upon the recommendation of the Superintendent, accepts the following grant funds and approves the submission of the grant applications:

Grant	Board Share	Non-Public Share
CARES Emergency Relief Grant	\$114,301	\$1,611
IDEA-Basic	\$1,088,079	\$7,495
IDEA -Preschool	\$39,069	\$0
ESEA-Title I-A	\$144,740	\$0
ESEA-Title II-A	\$70,941	\$1,000
ESEA-Title III	\$21,724	\$0
ESEA-Title IV	\$10,498	\$148

vx. Approval: Increase of Bid Threshold

WHEREAS, the State Treasurer, in consultation with the Governor and pursuant to N.J.S.A 52:34-7, and N.J.S.A. 18A-3 (b), has increased the bid threshold amount for school districts with Qualified Purchasing Agent, from \$40,000 to \$44,000, effective July 1, 2020; as a result of the change in the bid threshold, the 15% threshold for the informal receipt of quotations threshold of 18A:18A-37(a) also changes from \$6,000 to \$6,600;

NOW, THEREFORE BE IT RESOLVED that the Ridgewood Board of Education, pursuant to N.J.S.A 18A:18A-3 (b) and N.J.A.C. 5:34-5.4, establishes and sets the bid threshold amount of \$44,000 for the Board of Education, and pursuant to N.J.S.A. 18A:18A-37(a) establishes and sets the quote threshold amount of \$6,600 for the Board of Education, and further authorizes Antoinette Kelly, the Qualified Purchasing Agent, to award contracts, in full accordance with N.J.S.A 18A:18A-3 (a), for those purchases

that do not exceed in the aggregate of the newly established bid threshold amount.

Ms. Brogan moved approval of E. Finance items iii, iv, and v.

Mr. Kaufman seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: Mr. Dani

Mr. Dani voted no because of his budget concern and stated that he is not comfortable to vote on the floor removal until he has all the numbers.

Mr. Kaufman understands what Mr. Dani is saying but with changes in regulations that may come up, it is too big a concern with Mercury to not move forward.

Dr. Fishbein presented for consideration vi. Approval: Bid Award Bathroom Renovations at George Washington Middle School

vi. **Approval: Bid Award Bathroom Renovations at George Washington Middle School**

The Ridgewood Board of Education, upon the recommendation of the Superintendent, approves the bid award for Bathroom Renovations at George Washington Middle School to Premier Building & Construction Management, Inc., Midland Park, NJ, the lowest responsible bidder, in the amount of \$228,648. Below is a summary of all received bids.

Bids have been reviewed by the Board attorney and LAN Associates.

Company	Base Contract Amount
<i>Premier Building & Construction Management</i>	\$228,648
Tri-Plex Industries, Inc.	\$246,000
CatCord Construction Co.	\$248,000
Northeastern Interior Services, LLC	\$249,000
Molba Construction	\$258,520
Daskal, LLC	\$261,300
Wallkill Group, Inc.	\$288,000

Salazar & Associates	\$296,350
Aero Plumbing & Heating	\$307,000
Cypreco Industries	\$323,823

Ms.Kwak requested to table this item because of her budget concerns and that nothing curricular takes place in the bathroom.

The board discussed the numbers and what accounts the money is located in, and where the money should be transferred to complete the project.

Ms. Brogan moved approval of vi. Approval: Bid Award Bathroom Renovations at George Washington Middle School.

There was no second to the motion. Therefore, the motion fails, all bids will be rejected.

Dr. Fishbein presented for consideration vii. Approval: Award of Contract for the Replacement of Turf Field at RHS Stevens Field through the Educational Commission Services of New Jersey (ESCNJ) Program

vii. Approval: Award of Contract for the Replacement of Turf Field at RHS Stevens Field through the Educational Commission Services of New Jersey (ESCNJ) Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contract for the Replacement of Turf Field at RHS Stevens Field to Field Turf through the ESCNJ Program, ECSNJ Contract #18/19-55, in the total amount of \$579,950.

The ECSNJ is a member of The Association of Educational Purchasing Agencies (AEPA) program (AEPA IFB#061), a purchasing co-op that provides member schools with pre-determined preferential pricing by approved vendors. Since the product has already been bid at the State level, individual schools do not have to duplicate the formal bid process.

The Board had received background information.

Dr. Fishbein answered the question regarding the difference between the Shaw product and that Field Turf. There is a coated mineral that allows less heat on the field. The difference in price for the 2 products was approximately \$4000, Dr. Fishbein recommended Field Turf because of the weight, CoolPlay

and the fact that we have this product in place and are familiar with it. The difference between the Gmax level of the two products is comparable in the beginning of use. Dr. Fishbein explained that both products contain rubber.

Dr. Fishbein responded to the question from Ms. Kwak regarding, if this item were tabled would there be better pricing. He replied that he doesn't anticipate a drop in pricing, but the loss of two additional weeks will make it harder to get the field done by September. This project is late due to the delay in the budget submission, the pandemic and the defeated budget.

The vendors were given a deadline and provided better prices after the deadline, that is the reason for the last minute change in the agenda item.

Mr. Kaufman moved approval of vii. Award of Contract for the Replacement of Turf Field at RHS STEvens Field through the Educational Commission Services of New Jersey (ESCNJ) Program.

Ms. Brogan seconded the motion, which was carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYES: none

ABSTAIN: Mr. Dani

Mr. Dani advised that the reason he abstained is that we are voting for a different price than what is listed on the published agenda.

Dr. Fishbein presented for consideration viii. Approval: Bid Award Landscaping, Tree Removal, Snow Removal, and Storm Clean Up Services Contract

viii. Approval: Bid Award Landscaping, Tree Removal, Snow Removal, and Storm Clean Up Services Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent, approves the bid award for Landscaping, Tree Removal, Snow Removal, and Storm Cleanup Services for the 2020-2021 school year to Monello Landscape Industries, LLC, Passaic, NJ, the lowest responsible bidder, in the total amount of \$125,538.39. The term of the agreement is for one year with an option for four (4) one (1) year renewals. Monello Landscape

Industries's bid was the only bid received.

The bid had been reviewed by the Board attorney and Edvocate, Inc.

Ms. Kwak confirmed the terms of the agreement. It is voted on each year, the board can renew the proposal or go out to bid.

Ms. Kelly reviewed that this is a one year, with a four year renewable contract. In early May, we would have to make a decision to renew or go to bid. Ms. Kelly stated this is a new vendor so based on their work this first year she will make a recommendation if we should renew or go out to bid. This is the only bidder on this service, it is a shared service agreement with Glen Rock. The bid is independent from Glen Rock and if they decide in the future to do their own thing, we would just not have a shared agreement for certain fees, but would not increase our contract with the vendor for their services.

Ms. Brogan explained this vendor would come to all JRC meetings and there are discussions on their performance throughout the year. The vendor would cut lawns, clean leaves, take care of sprinkler systems, and remove large snowfalls to get the snow out of the parking lots. Mid-year we should have a good sense of if they are providing a good service. We've had other vendors, some have done a good job and some have not but we always hold them accountable.

Ms. Brogan moved approved viii. Bid Award Landscaping, Tree Removal, Snow Removal, and Storm Clean Up Services Contract

Mr. Kaufman seconded the motion which carried by the following roll-call vote.

AYES: Ms. Brogan, Ms. Kwak, Mr. Lembo, Mr. Kaufman

NAYES: Mr. Dani

Mr. Dani stated with his no vote, he is hoping that we will improve our bid process so we can get more than 1 bidders bidding on our projects. This is an 8% increase over last year and we only have one bid, maybe we can change the pre-bid conference time which is currently 2 days from the notice of the bid is published in the newspaper. One bid response is concerning especially when we paid \$9000 to an external consultant to manage this bid process.

This is the second time we did a bid process for this project.

Ms. Kelly added that there were several vendors to pick up the bid, however it may be difficult for some vendors to bid since the vendors must have the right equipment for these types of services. Although some vendors may be initially interested, they do not have the equipment to complete the work and therefore do not submit a bid. Some of the companies do not do all of the services required within the contract.

Mr. Lembo read the donations into record and thanked the responsible parties.

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
June 3	Columbia Bank On-Line	098108-098172	227,239.82	Cristopher Kaufman
June 10	Columbia Bank On-Line	098173-098204	293,923.00	Cristopher Kaufman
June 3	Columbia Bank On-Line Unemployment	821115	10,408.59	Cristopher Kaufman
May 12	Payroll Transfer	P30624	3,194,428.02	Cristopher Kaufman
May 27	Payroll Transfer	P30794	3,204,582.19	Cristopher Kaufman
May 29	Electronic Transfers	C30852; C30888	474.03	Cristopher Kaufman
May 29	Electronic Transfer	F30855	8,919.90	Cristopher Kaufman
May 29	Electronic Transfers	R30854; R30889	238.13	Cristopher Kaufman
June 3	Electronic Transfer	H30801	1,158,543.61	Cristopher Kaufman
June 10	Electronic Transfer	L30922	16,900.00	Cristopher Kaufman
June 3	Food Service	620198-620206*	351.70	Cristopher Kaufman

TOTAL			8,116,008.99	
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*Ck 620199 misprinted

Mr. Kaufman moved approval of all bills reviewed by him.
Ms. Kwak seconded the motion

Approval of Bills carried by the following roll-call vote:
AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo
NAYES: none

VIX. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan stated that usually new board members attend training with the New Jersey School Boards to learn about school law and grounded on the laws and regulations that the board needs to run by. That is currently not happening since so few districts have elections in April, and that training usually happens after November elections. She recommends that the board work with Dr. Fishbin and schedule some training with the New Jersey School Board Association to ensure that all discussions are always grounded in law and how to work as a team with the superintendent, the chain of command, budgeting, negotiations. We can take a look at training that Mat Lee can provide, if we do enough of this training we can be a certified board that works well together as a team grounded with responsibilities to make sure our schools are educating our students.

October 20-22 the school boards are doing their workshops virtually. That would be helpful in rounding out initial training that can happen this summer.

Mr. Dani announced that he would like to attend School Board training, but still wants to keep his fundamentals of not spending money that we don't have. He wants to follow rules not patterns. He recently gave up on being an admin of two facebook groups. He virtually attended the Willard School variety show, which was wonderful.

Mr. Kaufman announced The Ridgewood Junior Wrestling Program had a record number of 13 kids who qualified for the state championship. Four of the students were girls who qualified for the girls' state championship, and one female qualified for both the girls' and the boys' state championship.

VX. BOARD COMMITTEE REPORTS

None at this time.

VXI. COMMENTS FROM THE PUBLIC

The following caller addressed the board:
Laurie Weber, 235 South Irving St., in response to Dr. Fishbein, in 2015 the school applied for exemption for school licensing that did not pass. THE village of Ridgewood does not inspect and licensed daycare facilities, they conduct routine

inspections. The village or the state do not require compliance with safety and Health of facilities that watch babies.

The following comments were submitted online:

Linda McNamara, 575 Knickerbocker Road, One last try. Most people agree that Stevens Field needs to be replaced. They are not aware of the various products that can be used. People love Maple Field and don't know how it is constructed or what the infill is. You can do the right thing and give us all a field that is player and environmentally friendly. How can this not be a district goal? I thought the presentation would be by several individuals and possibly vendors included. I had no idea that Dr. Fishbein would be the sole presenter. He has chosen a crumb rubber field from Field Turf. The worst possible outcome. He is not an expert and has skewed the existing information on crumb rubber. If I were younger and rich I would file for an injunction. Years ago I mentioned to Dr. Fishbein that artificial turf vs. grass would be a great debate topic for our RHS debate team. Why students are not involved in this discussion is truly a mystery to me. There are newer grass blends that are pest and drought-resistant. But now we also have geo fill made from natural products. Athletes are fighting for safer fields. Most pro team players are against crumb rubber. It is hotter and harder to play on. Please reconsider and go with an eco-friendly product. It sounds as though you will get the price you are looking for.

Dr. Fishbein is giving disingenuous information. Maple Field is made with a cork infill. The rubber is far below the surface. I am sick that our Superintendent has brought this inferior product to a vote. No one has done as much work as I have done and I am a volunteer. I could have gotten you a great product at a reasonable price. I would have used much of the information that Parks and Recreation used to create Maple Field which was installed in 2018. You went with the least environmentally friendly product. I am deeply disappointed for our children and our global community.

VXII. DISCUSSION ITEMS

VXIII. OTHER BUSINESS

Mr. Kaufman stated we should show respect for each other and show tolerance amongst each other, we can differ with each other as a board without taking it as a personal attack. We can disagree and still respect each other, if we do not we are failing as a board and as a community.

He also thanked the Ridgewood Police Department.

XIX. ADJOURNMENT

At 9:45pm, on a motion made by Mr. Lembo and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Lucy Papamichael
Assistant Board Secretary

Antoinette Kelly
Board Secretary

2020-2021 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Laura Calandra	Distance Learning: Strengthening Your Online Instruction with First Grade Students Virtual sessions from Bureau of Education & Research, WA July 30	Professional Development	\$279.00	0
Eileen D'Elia	Educator's Summit 2020 Virtual sessions from Character Lab and Relay Graduate School of Education, PA July 22	Professional Development	\$100.00	0
Sabrina Koropchak	Distance Learning: Strengthening Your Online Instruction with First Grade Students Virtual sessions from Bureau of Education & Research, WA July 30	Professional Development	\$279.00	0
Miles Luo	2020 Advanced Placement Summer Institute Online Virtual session from St. Johnsbury, VT Academy July 6 – July 15	Professional Development	\$645.00	0
Donna Petrick	Orton Gillingham Spring/Summer Courses Virtual session from Fairleigh Dickinson University, NJ July 14, 15 and 21 (14 hours)	Professional Development	\$195.00	0

The total cost for these conferences is \$1,498.00. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2020-2021 will be \$5,875.00 leaving a balance of \$192,627.

The total cost of substitutes for these conferences is \$0. Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2020-2021 will be \$0.

OFFICIAL NOTICE
Schedule of the Public Meetings
for the Village of Ridgewood Board of Education
June 2020 – June 2021

Pursuant to the requirements of the Open Public Meetings Act, Chapter 231, P.L. 1975, notice is hereby given of the schedule of Public Meetings of the Ridgewood Board of Education to be held from June 2020 through July 2021. All meetings will be held on Mondays at **7:00 p.m.** unless otherwise noted.

Executive Sessions will be held before the scheduled Regular Public Meetings at 5:30, 6:00 or 6:30 pm if necessary. Based upon updates made to the Governor’s Executive Order 104 citing the CDC’s recommendations for cancellation or postponement of public gatherings, the Regular Public Meetings may be held utilizing videoconferencing or at the Education Center.

	June 1, 2020	Regular Public Meeting	Videoconference
	June 15, 2020	Regular Public Meeting	Videoconference or Education
	June 29, 2020	Regular Public Meeting	Center
	*6:00 p.m. start time		
	July 27, 2020	Regular Public Meeting	Videoconference or Education Center
	*6:00 p.m. start time		
<i>Cancel</i>	August 24, 2020	Regular Public Meeting	Videoconference or Education Center
<i>Add</i>	August 31, 2020	Regular Public Meeting	Videoconference or Education Center
	*6:00 p.m. start time		
	September 14, 2020	Regular Public Meeting	Videoconference or Education Center
	October 5, 2020	Regular Public Meeting	Videoconference or Education Center
	October 19, 2020	Regular Public Meeting	Videoconference or Education Center
	November 2, 2020	Regular Public Meeting	Videoconference or Education Center
	November 16, 2020	Regular Public Meeting	Videoconference or Education Center
	December 7, 2020	Regular Public Meeting	Videoconference or Education Center
	December 21, 2020	Regular Public Meeting	Videoconference or Education Center
	January 11, 2021	Regular Public Meeting	Videoconference or Education Center
	January 25, 2021	Regular Public Meeting	Videoconference or Education Center
	February 8, 2021	Regular Public Meeting	Videoconference or Education Center
	February 22, 2021	Regular Public Meeting	Videoconference or Education Center
	March 8, 2021	Regular Public Meeting	Videoconference or Education Center
	March 22, 2021	Regular Public Meeting	Videoconference or Education Center
	April 12, 2021	Regular Public Meeting	Videoconference or Education Center
	April 26, 2021	Regular Public Meeting	Videoconference or Education Center
	May 10, 2021	Regular Public Meeting	Videoconference or Education Center
	May 24, 2021	Regular Public Meeting & Reorganization Meeting	Videoconference or Education Center
	June 14, 2021	Regular Public Meeting	Videoconference or Education Center
	June 28, 2021	Regular Public Meeting	Videoconference or Education Center
	*5:00 p.m. start time		

Curriculum	New or Revised N/R	Staff Member	Total Hours	53.33	Amount Not to Exceed
SCIENCE				per hour	
		Stacie Casatelli	4		213.32
AP Capstone RAHP	N	Sandra Kunzle	4		213.32
Anatomy & Physiology H RAHP	R	Mark Syvret	4		213.32

**MINUTES OF THE
REGULAR MEETING OF THE
BOARD OF EDUCATION**

Ridgewood Public Schools

Bergen County, New Jersey

June 29, 2020

Minutes of the Regular Public Meeting of the Board of Education held on June 29, 2020, at 6:12 p.m., utilizing videoconferencing.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Hyunju Kwak, Vice President; Ms. Sheila Brogan; Mr. Cristopher Kaufman; Mr. Saurabh Dani

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Zoe Kovac, Student Representative

Visitors:

Not applicable

A. MOTION TO MOVE INTO EXECUTIVE SESSION

At 5:02 pm Mr. Lembo moved approval of the following resolution. Ms. Brogan seconded the motion, which was unanimously approved.

The Open Public Meetings Act authorizes a public body to meet in Executive Session under circumstances; and

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now, therefore,

Be it Resolved, by the Ridgewood Board of Education, that it does hereby determine that it is necessary to meet in Executive Session to discuss matters pertaining to litigation and personnel.

B. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

AT 6:12 p.m called the Regular Public Session to order. Mr. Lembo stated pursuant to NJSA 10: 4-12 the Ridgewood Board of Education has been meeting to discuss matters pertaining to legal and personnel. The minutes from the closed session will be released when the confidentiality no longer exists. Mr. Lembo asked for a roll call.

Present:

Mr. Michael Lembo, President; Ms. Hyunju Kwak, Vice President; Ms. Sheila Brogan;

Mr. Cristopher Kaufman; Mr. Saurabh Dani

Also Present:

Dr. Daniel Fishbein, Superintendent; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Antoinette Kelly, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources, Zoe Kovac, Student Representative

Visitors:

Not applicable.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Mr. Lembo led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Mr. Lembo announced that pursuant to the requirements of the Open Public Meetings Act, advance notice of this meeting had been given to The Ridgewood News, The Record, and the Clerk of the Village of Ridgewood. In addition, notices were posted in the office of the Board Secretary and in all school buildings.

IV. PRESENTATIONS

None at this time.

V. COMMITTEE OF THE WHOLE REPORTS

- Finance
 - May Financial Reports

Ms. Kelly asked for Board questions on the transfer report. She reviewed the May financials. There is \$7.9 million in the general fund cash account and \$1.484 in capital reserve as of May 31, 2020; we are in good financial shape for the end of the year. We have received all of our tax levy money from the Village for the 19-20 school year and it will appear on the June report.

A COMMENTS FROM THE PUBLIC

The following callers addressed the board:

Corrin Dylan 217 Fairmont Road, called about the 2020 law for the Gifted and Talented Act. In her June 15 comment she asked the board to put his item on the agenda to discuss the law. She wants the residents to know about this exciting new law, and along with another Ridgewood citizen is circulating a petition to form a committee of parents, and retired Ridgewood Educators that they have formed to develop a roadmap for G&T education in the district. They plan on presenting to the board when this is an agenda item. They want to

come up with a plan to submit to the state. Will the district hire someone part time or full time to advocate for these students doing above grade level work?

Looking to the board to engage and lead. Parents don't necessarily think their kids are gifted but want their kids to be more challenged.

A lot of time is spent on facilities and not on the actual education topics, hopes the boards reorients itself to consistent open and self critical work of the district.

Laurie Weber, 235 South Irving St., commented that the infant toddler development center, has been running illegally and in violation of the state's report in 2015. They have continued to advertise as licensed when they are not, the village of Ridgewood does not provide licensing for Infant toddler development center, even if they were because the program is run by a public school district, the state would only evaluate health and environmental requirements for 5 year old and above and not below. The environmental testing is the biggest discrepancy, private child care centers have to follow the madden law and submit a report of safe environmental levels before they can open. The district has not had any of those tests done. If we are to continue to run this side business we have an obligation and cannot put our most vulnerable population at risk. The square foot to the fair market rate is paying 57% below the fair market value was paid by a previous tenant at that location. There is much more and has documentation to her claim.

The following comments were submitted online:

Anthony DiTommaso, 450 Knollwood Road, Will the elementary schools be open on time and for the full day for the fall session?

Linda McNamara, 575 Knickerbocker Road, At an earlier June meeting the agenda changed right before the public meeting began. We had been under the impression that the administration had decided to go with Shaw Turf and for a more environmentally friendly field. Dr. Fishbein was the sole presenter of the decision to use Field Turf and a product called Cool Play.

There were questions from Board members but the answers Dr. Fishbein gave were opinion not facts even saying that we couldn't even wait two weeks if we wanted the field ready by September. I have been told by vendor reps. that this is not the case.

Cool Play was recently put on two other NJ fields within the last two years. Both are experiencing major performance issues. Both were installed by Field Turf. I have also been told by two lawyers that the Board could ask for an amendment to override the recent vote based on late agenda changes and not enough information.

I have no other reason to keep pushing other than the knowledge that while grass is best for a myriad of reasons, the Maple Park installation by Shaw Turf is cooler, lower gmax ratings, uses geo fill and has been considered a success by players and coaches in our community. Parks and Recreation is satisfied and the price is basically the same.

Please do not make a mistake with our children's well being. The old argument was playing time when it was between grass and artificial turf. The decision is different in June 2020.

You are choosing from two companies both in the consortium of approved vendors offering you an artificial turf field, one less environmentally friendly and safer for the children than the other. It seems like a no brainer.. What do you have to lose? You will be able to observe the performance ratings on your stadium field and compare it to the new product on Stevens.

Boyd A. Loving, 342 South Irving Street, Good evening. I notice there are two (2) line items on tonight's agenda under the personnel section in which an employee's unique personnel ID number is printed on the agenda instead of the employee's name. Employees' names were printed for every other personnel related matter except for these two (2) line items, which appear to involve the same employee. I question why this was done, and whether this is in full compliance with State Department of Education legal requirements concerning public disclosure, and if the action complies with all Board policies related to the preparation and distribution of Board meeting agendas. Thank you for your consideration in this matter.

Dr. Fishbein addressed some of the questions asked.

The Gifted and Talented program is on our agenda for review this summer, we are working on this topic.

The Infant Toddler Program, there was a cost to the board to pay employees this year. In 2015, it was voluntary whether we were to not be inspected by the state and have our own program, it is something that was permitted under the law. He will further research Ms. Weber's comment about failing inspection since he is unaware of that.

Opening in September for elementary schools, we will have three options ready, opening on time with restrictions, some sort of hybrid including social distancing and the third is a full time remote learning environment. We are planning for all of the eventualities, since we will have to be able to pivot between the options depending on the health crisis within the community.

We are confident with Field Turf, and have used them in the past. We walked in the recommendation with a new vendor due to new information that was provided.

In reference to the employee number in the Human Resources section, it is for a health and safety reason and is in compliance with the law. We have gotten legal advice on this topic.

Ms. Poelstra commented about the Gifted and Talented Program and reviewed that she is part of a committee of 58 people from around the state who are working on interpretation of the law and communicating to the public about what the law means and how it should be interpreted. The committee has met once statewide.

The state is going to first give the districts guidance on the interpretation of the G&T law and then we will discuss how it will impact the district. The committee that Ms. Poelstra is part of is on the State level, and they have identified some issues including inaccurate bill tracker information. The vast majority of the committee are educators or within the NJ association for gifted children. This committee was driven by the state inviting people to participate in the committee, it has not gotten to the district level since we have not gotten the state level guidance yet. We don't want to get ahead and then receive information that we have not moved forward correctly.

Within our current units of study is how we enrich the curriculum for students who are showing strong capabilities in a subject area, where there are additional lessons, reading materials and resources for teachers. We are required for QSAC to provide differentiation and have been compliant. We will get a closer look during the summer as we receive additional information and then take the next steps.

Ms. Brogan commented that G&T comes up every 5 years, part of it is that parents are not aware of what is happening in the classroom. One step is clear communication as to these differentiated opportunities for children. It may not satisfy every parent, but for a number of parents it helps them to understand what happens in the classroom.

Ms. Poelstrat commented regarding the language arts curriculum, we do not use a one published program. We follow the model of readers and writers workshop, we develop our own curriculum with our own teachers.

Mr. Dani would like to know at a future meeting, the difference between infant/toddler through K environmental regulations versus regulations for running a public school.

VII. CONSENT ITEMS

Dr. Fishbein presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Attendance at Conferences, as listed on **Attachment A**.

Ms. Brogan moved approval of A. Attendance at Conferences.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration B. Administration.

B. ADMINISTRATION

i. Approval: District Nursing Services Plan for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the District Nursing Services Plan for the 2020-2021 school year.

The Board has received background information.

ii. Approval: 2020-2021 Professional Development Plan

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020-2021 Professional Development Plan.

The Board has received background information

iii. **Approval: 2020-2021 Mentoring Plan**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020-2021 Mentoring Plan.

The Board has received background information.

iv. **Approval: Statement of Assurance for School Security Drills for the 2019-2020 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Statement of Assurance for School Security Drills for the 2019-2020 school year pursuant to N.J.S.A. 18A:41-1.

The Board has received background information.

v. **Approval: Settlement Agreements SE# 10/2019-2020**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Settlement Agreement SE#10 /2019-2020 between the parents of Student #506391 and the Ridgewood Board of Education.

The Board has received background information.

vi. **Approval: Safety Protocol Plan for Evaluating Potential Students with Disabilities during COVID19 Summer**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Safety Protocol Plan for Evaluating Potential Students with Disabilities during COVID 19 Summer.

The Board has received background information.

Ms. Brogan moved approval of B. Administration items i thru vi..

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

Approval of field trips as listed on Attachment B.

ii. **Approval: 2020-2021 Ridgewood High School Sports Schedule**

The Ridgewood Board of Education, upon the recommendation of the Superintendent

of Schools, approves the 2020-2021 Ridgewood High School Sports Schedule, as listed on Attachment C.

The schedule has been reviewed and endorsed for equal educational opportunity.

iii. Approval: Budgeted 2020-2021 Extended School Year Out of District Placements

Approval of the budgeted 2020-2021 school year out of district placements listed below.

2020-2021 Out of District Placements

SCHOOL	#OF STUDENTS
Little Keswick School, Keswick VA	1

iv. Approval: Professional Development Workshop Proposal from Conquer Mathematics

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development workshop proposal from Conquer Mathematics for K-5 Mathematics Training in July 2020 in the amount of \$2,500

The Board has received background information.

Ms. Brogan moved approval of C. Curriculum & Instruction items i thru iv.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the appointments listed below, subject to receipt of appropriate documentation and the New Jersey Department of Education (NJDOE) certificate, if

required.

Teachers

DABBY, Maxwell – Music Teacher (tenure track), Benjamin Franklin Middle School and George Washington Middle School, effective September 1, 2020 through June 24, 2021, pending verification of employment as outlined by Chapter 5. Mr. Dabby is pending issuance of an NJDOE Certification as a Teacher of Music.

Account # 11-130-100-101-04-08-019-000

Revision: TAHAN, Ellen - **from** Leave of Absence Replacement Art Teacher (non-tenure track), Ridge School, effective September 1, 2020 through January 4, 2021, approved by the Board at its meeting on June 1, 2020, **to** Long-term Substitute, Art Teacher, Ridge School, effective September 1, 2020 through January 4, 2021.

Account # 11-140-100-101-04-10-019-000

Long-term Substitutes

Revision: CLARK, Riley – Social Studies Teacher, Benjamin Franklin Middle School, **from** effective September 1, 2020 through November 23, 2020, approved by the Board at its meeting on June 15, 2020, **to** effective September 1, 2020 through November 25, 2020, at a daily rate of \$125 per day, until the assignment ends.

Account # 11-130-100-101-05-019-000

SULLIVAN, Colleen – Librarian/Media Specialist, Hawes School, effective September 1, 2020 through January 4, 2021, at a daily rate of \$125 per day, until the assignment ends. Ms. Sullivan is pending issuance of an NJDOE Emergency Certification as an Associate Library Media Specialist.

Account # 11-000-222-104-00-02-019-000

2020 Summer Ridgewood Community School Employees Summer Adventure

As listed on **Attachment D**.

Summer Music Academy/Encore Music

Account # 13-423-100-101-00-60-060-001

Summer Adventure

Account # 13-422-200-103-00-60-060-001 (Douglas Aday)

Account # 13-422-200-105-00-60-060-001 (Christina Chicas)

Account # 13-422-100-101-00-60-060-001 (Teachers)

Additional: 2020 Summer Special Programs Personnel

On an as-needed basis, as listed on **Attachment E**.

Account # 11-000-216-104-00-24-024-001 (Related Service Providers)

Account # 11-000-219-104-00-24-024-001 (Teachers)

Additions/Revisions: Summer School Special Programs Staffing, approved by

the Board at its meeting on June 1, 2020 and June 15, 2020

Ridge School

LLD Special Needs Class K-5/Classroom Aides

- **Brenda Felipe**, hourly rate of \$17.16 (time card), as needed.
- **Julianne Saltamacchia**, hourly rate of \$17.16 (time card), as needed.
- **Grace Sand**, hourly rate of \$14.72 (time card), as needed.

Account # 11-204-100-106-66-04-024-001

Ridgewood High School

ELA Enrichment – Grades 6-8

Remove: Suzanne Simone, 18 hours, total summer school full salary of \$725.

Replace: Natalie Garvin, 30 hours, total summer school full salary of \$1,298.

Account # 11-204-100-101-66-10-024-001

Math Enrichment - Grades 6-8

- **Revision: Alissa DiStefano**, from 18 hours, total summer school full salary of \$906, to 36 hours, total summer school full salary of \$1,811.

Account # 11-204-100-101-66-10-024-001

Enrichment Class - Grades 6-8/Classroom Aide

- **Annette Tucker**, hourly rate of \$14.72 (time card), as needed.

Account # 11-204-100-101-66-10-024-001

LLD Special Needs - Grade 6-8

- **Suzanne Simone**, 66 hours, total summer school full salary of \$2,658.

Account # 11-204-100-101-66-10-024-001

LLD Program - Grades 6-8/Classroom Aide

- **Kaitlin Funtsch**, hourly rate of \$20.81 (time card), as needed.

Account # 11-204-100-106-66-10-024-001

RISe Program/Classroom Aide

Remove: James Beyer, hourly rate of \$20.81 (time card), as needed.

Replace: Colleen Contreras, hourly rate of \$20.81 (time card), as needed.

Account # 11-212-100-106-66-10-024-001

Enrichment - HS

- **Laura Tolve**, 30 hours, total summer school full salary of \$1,469.

Account # 11-204-100-101-66-10-024-001

ii. **Rescind Appointment**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves rescinding of the appointment of the employee listed below.

Long-term Substitute

BRACCHI, Lauren – Education Specialist, Travell School, effective September 1, 2020 through December 1, 2020, at a daily rate of \$125 per day, until the assignment ends.

iii. Change of Assignments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following change of assignments, as listed below

Employee #6558 – **from** Special Education RISE Teacher, George Washington Middle School, **to** Special Education RISE Teacher, Benjamin Franklin Middle School, effective September 1, 2020 through June 24, 2021.

Account # 11-212-100-101-00-08-019-000

OSENBRUCK, Jennifer – **from** SAIL K-2 Teacher, Hawes School, **to** K-2 LLD Teacher, Hawes School, effective September 1, 2020 through June 24, 2021.

Account # 11-204-100-101-00-02-019-000

PAPAMICHAEL, Lucy - **from** Executive Confidential Administrative Assistant to the Superintendent of Schools, Education Center, **to** Executive Confidential Administrative Assistant to the Superintendent of Schools and Assistant Board Secretary, Education Center, effective July 1, 2020 through June 30, 2021.

Account # 11-000-230-105-00-20-019-000 (\$65,626)

Account # 11-000-251-104-00-40-019-000 (\$10,000)

POSPISCHIL, Leanne – **from** SAIL 3-5 Teacher, Hawes School, **to** SAIL K-2 Teacher, Hawes School, effective September 1, 2020 through June 24, 2021.

Account # 11-212-100-101-00-02-019-000

YOHANA, Julia – **from** Administrative Assistant/Information Technology Coordinator, Education Center, **to** Assistant to the Business Administrator and Manager of Information Technology, Education Center, effective July 1, 2020 through June 30, 2021.

Account # 11-000-252-105-08-31-019-000 (50%)

Account # 11-000-251-105-00-40-019-000 (50%)

iv. Resignation for the Purpose of Retirement

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the resignation for the purpose of retirement listed below.

Secretary

HUDSON, Susan – Media Secretary, Ridgewood High School, effective October 1, 2020, with 25 years of Ridgewood service.

v. Leave of Absences

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the leave of absences listed below.

Revision: EMPLOYEE #6558 – Special Education RISE Teacher, George Washington Middle School, **from** effective September 1, 2020 through December 14, 2020, with a reinstatement date of December 15, 2020, approved by the Board at its meeting on May 18, 2020, **to** effective June 15, 2020 through June 19, 2020; and September 1, 2020 through December 14, 2020, with a reinstatement date of December 15, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: ELKINS, Janet – Education Specialist Teacher, Travell School, **from** effective June 1, 2020 through June 24, 2020; and September 1, 2020 through November 27, 2020, with a reinstatement date of November 30, 2020, approved by the Board at its meeting on April 13, 2020, **to** effective June 1, 2020 through June 19, 2020; and September 1, 2020 through November 25, 2020, with a reinstatement date of November 30, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: KIM, Linda - Social Studies Teacher, Benjamin Franklin Middle School, **from** effective September 1, 2020 through November 20, 2020, with a reinstatement date of November 23, 2020, approved by the Board at its meeting on June 15, 2020, **to** effective September 1, 2020 through November 25, 2020, with a reinstatement date of November 30, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: MARTIN, Patricia – Second Grade Teacher, Hawes School, **from** effective April 27, 2020 through June 24, 2020; and September 1, 2020 through November 30, 2020, with a reinstatement date of December 1, 2020, approved by the Board on February 10, 2020, **to** effective April 27, 2020 through June 19, 2020; and September 1, 2020 through November 30, 2020, with a reinstatement date of December 1, 2020, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

Revision: THORNTON, Jennifer – Librarian/Media Specialist, Hawes School, **from** effective April 29, 2020 through June 24, 2020; and September 1, 2020 through December 23, 2020, with a reinstatement date of January 4, 2021, approved by the Board on March 23, 2020, **to** effective April 29, 2020 through June 19, 2020; and September 1, 2020 through December 23, 2020 with a reinstatement date of January 4, 2021, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

vi. Supplemental Pay Beyond Contract

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves supplemental pay beyond contract, as listed below.

Preparation for September 1, 2020 All-Staff Convocation, not to exceed 5 hours, at an hourly rate of \$40.17 (\$200.85)

- Jennifer Landa, paid as needed.

Account # 11-000-230-104-00-20-020-001

Preparation for September 1, 2020 All-Staff Convocation, each not to exceed 15 hours, each at an hourly rate of \$40.17 (\$1,205.10)

- Erica Pifher, paid as needed.
- Samantha Stankiewicz, paid as needed.

Account # 11-000-230-104-00-20-020-001

Benjamin Franklin Middle School

Revision: Guidance Department – 2020 Summer Hours, approved by the Board at its meeting on June 15, 2020

- David Tashian, **from** not to exceed 63 hours, at an hourly rate of \$75.48 (\$4,755.24), **to** not to exceed 59 hours, at an hourly rate of \$75.48 (\$4,453.32).
- Meredith Wearley, **from** not to exceed 85 hours, at an hourly rate of \$65.52 (\$5,569.20), **to** not to exceed 68 hours, at an hourly rate of \$65.52 (\$4,455.36).

Account # 11-000-218-00-08-008-001

Moving Classrooms, each not to exceed 6 hours, each at an hourly rate of \$40.17, each to received \$241.02 (\$482.04)

- Employee #6558
- Justine Kawash

Account # 11-140-100-101-00-08-008-001

Ridgewood High School

Additional: 7th & 8th Grade District Honor Band - November 14, 2019

- Zhe Cheng, Sectional Clinician, not to exceed 3 hours, at an hourly rate of \$40.17 (\$120.51).

Account # 20-060-100-101-00-37-037-001

Bus Drivers for the 2020-2021 School Year, on an as-needed basis, each at an hourly rate of \$40.17 or \$56 round trip if a coach is driving his/her own team pending compliance with all State mandated bus driver requirements

- Richard Bennett
- Jacob Brown
- Craig Bunzey

- **Ronald Knott**
- **Brian Quirk**
- **Deirdre Tobin**

Account # (Athletics) 11-000-270-162-00-10-034-001

Account # for each Schools

(Field Trips)

11-000-270-162-00-02-002-001 Hawes
 11-000-270-162-00-03-003-001 Orchard
 11-000-270-162-00-04-004-001 Ridge
 11-000-270-162-00-05-005-001 Somerville
 11-000-270-162-00-06-006-001 Travell
 11-000-270-162-00-07-007-001 Willard
 11-000-270-162-00-08-008-001 BFMS
 11-000-270-162-00-09-009-001 GWMS
 11-000-270-162-00-10-010-001 RHS

Special Programs Only

11-000-270-162-00-01-024-001 Glen
 11-000-270-162-00-02-024-001 Hawes
 11-000-270-162-00-03-024-001 Orchard
 11-000-270-162-00-04-024-001 Ridge
 11-000-270-162-00-05-024-001 Somerville
 11-000-270-162-00-06-024-001 Travell
 11-000-270-162-00-07-024-001 Willard
 11-000-270-162-00-08-024-001 BFMS
 11-000-270-162-00-09-024-001 GWMS
 11-000-270-162-00-10-024-001 RHS

Summer Athletic Trainer Coverage

- **Frank Giannantonio**, not to exceed 80 hours, at the contracted hourly rate of \$71.06 (\$5,684.80), as needed.
- **Nikitas Nicholaides**, not to exceed 80 hours, at the contracted hourly rate of \$69.29 (\$5,543.20), as needed.

Account # 11-402-100-104-00-10-034-001

Special Programs

- **Laura Tolve**, Ridgewood High School, to provide support for special education students attending Ridgewood High School Summer School, not to exceed 40 hours, at an hourly rate of \$54.42 (\$2,176.80).

Account # 20-477-100-101-00-10-024-001

Health Screening – (Funded by the CARES Act Grant)

- **James Beyer**, not to exceed 195 hours, at an hourly rate of \$20.81 (\$4,057).

Account # 20-477-200-104-00-01-024-001

REACH, RED, RISE Classrooms - September 9, 2020 - June 9, 2021

- **Marlene Whitemore-Pillow**, to provide music instruction to the (3) RED, (3) REACH, and (2) RISE classroom of students at Glen School, not to exceed 27 hours for RED classes, not to exceed 27 hours for REACH classes, and not to exceed 16 hours for RISE classes, at an hourly rate of \$90, for a total of \$6,300.

Account # 11-216-100-101-00-01-024-001 (RED/REACH)

Account # 11-212-100-101-00-01-024-001 (RISE)

Curriculum, Instruction & Assessment

Revision: 2020 Summer Curriculum Writing, approved by the Board at its meeting on June 15, 2020

Staff members as listed on **Attachment F**, at the curriculum hourly rate of \$53.33.

Account # 11-000-221-104-00-22-022-001

2020 Summer Teacher Technology Innovation Specialists for District Professional Development

As listed on **Attachment G**.

Account # 11-000-221-104-08-31-031-001

Ms. Brogan moved approval of D. Human Resources items i thru vi.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fishbein moved for consideration E. Finance.

Ms. Kwak, Mr. Dani and Ms. Brogan moved to remove for separate discussion the following items within E. Finance:

iii. Approval: Transfer Unspent Balance of Completed Capital Projects to the Capital Reserve Fund

iv. Approval: Authorization to Appropriate Year End Surplus

vi. Approval: Lease of Unused Classrooms for the 2020-2021 School Year

ix. Approval: 2020-2021 Infant/Toddler Development Center (I/TDC) Tuition Rates

xiii. Approval: Lease Purchase for the 2020-2021 School Year

xiv. Rejection of Bids for Bathroom Renovations at BF Middle School and GW Middle

School

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2019-2020** school year, to be used as indicated.

Donor	Amount	Use	Account Number
Ice Hockey Foundation	\$63,924.99	To pay for 2019/2020 ice hockey expenses over Ridgewood’s contribution of \$45,000.	20-025-200-220-00-10-034-148 (\$1,983.78) 20-025-200-441-00-10-034-148 (\$48,847.50) 20-025-200-512-00-10-034-148 (\$11,741.04) 20-025-200-520-00-10-034-148 (\$1,352.67)
Sustainable Jersey for Schools Project Grant	\$2,000.00	To be used for an outdoor classroom at Somerville School.	20-036-100-610-00-05-005-000

Acceptance of a gift in kind from the Hawes Grade 5 Committee for a tree, valued at \$272.

ii. Approval: Shared Services Agreement with the Glen Rock Board of Education for Landscaping, Tree Removal, Snow Removal, and Storm Clean up Services.

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which the parties to an agreement are empowered to render within its own jurisdiction, including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, the Ridgewood Board and the Glen Rock Board are both duly authorized to provide landscaping, tree removal, snow removal, and storm clean up services (“Services”) for their respective school districts; and

WHEREAS, the Ridgewood Board and the Glen Rock Board are of the opinion that such Services can be more efficiently and economically provided through a joint

agreement for the sharing of such Services; and

WHEREAS, the Ridgewood Board solicited proposals on behalf of itself and the Glen Rock Board for the Services pursuant to N.J.S.A. 18A:18A-1 et seq.; and

WHEREAS, upon review of the proposals submitted, the Ridgewood Board awarded the contract for the Services to Monello Landscape Industries, LLC, Inc. (“Monello Landscape”); and

WHEREAS, the parties are desirous of entering into a shared services agreement which would authorize the Ridgewood Board to share the services of its landscaping vendor with the Glen Rock Board.

NOW THEREFORE, BE IT RESOLVED as follows:

1. The Ridgewood Board agrees to share the services of its landscaping vendor with the Glen Rock Board in order to provide the Services to the Glen Rock School District, provided that the Ridgewood Board maintains its contractual relationship with Monello Landscape.
2. The Glen Rock Board agrees to reimburse the Ridgewood Board amount equal to approximately 36% of the total costs associated with the procurement of the Services as performed by Edvocate Inc. (“Edvocate”), as well as any applicable attorneys’ fees associated with the Services.
3. Monello Landscape shall separately invoice the Ridgewood Board and the Glen Rock Board, with each directly paying Monello Landscape.
4. The Ridgewood Board shall be billed the following amount by Monello Landscape:
July 1, 2020 – June 30, 2021 - \$122,038.39
5. The Glen Rock Board shall be billed the following amount by Monello Landscape:
July 1, 2020 – June 30, 2021: \$71,894.07
6. The Glen Rock Board shall pay to the Ridgewood Board a sum of \$3,250 as reimbursement for the procurement services performed by Edvocate, as well as \$170 for applicable attorneys’ fees associated with the Services. These amounts reflect 36% of the total costs for these services, which equals the percentage of the total contract sum that Monello Landscape is billing the Glen Rock Board.
7. The Services Agreement is annexed hereto and made a part hereof.
8. The authorization to enter into this Shared Services Agreement is specifically

conditioned upon the Glen Rock Board's approval of said Agreement.

9. The Ridgewood Board directs the Board President and the Board Business Administrator/Secretary to execute any necessary documents to complete the execution of this Shared Services Agreement.

The Board has received background information.

v. Approval: Agreement with Valley Medical Group (VMG) to provide Drug and Alcohol Testing services.

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement with the Valley Medical Group (VMG) to provide drug and alcohol testing services for the 2020-2021 school year.

The Board has received background information.

vii. Approval: Tuition Rates - Out-of-District Students and Staff Members' Children

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves tuition rates for the 2020-2021 school year for out-of-district students and staff members' children, as listed below:

Grades	Out of District Students	Staff Members' Children
		*rates for students attending school prior to 2020-2021 school year
Grade K	\$ 13,928	*\$565
Grades 1-5	\$15,144	*\$565
Grades 6-8	\$15,996	*\$630
Grades 9-12	\$15,391	*\$697
Grades K-12	N/A	Effective 9/1/20 annual tuition for all new students of staff members will be \$850, regardless of the grade
PreK (RED)	\$50,414	N/A
Behavioral Disabilities Program	\$62,640	N/A
LLD	\$22,479	N/A

Multiple Disabled	\$71,273	N/A
REACH Transitional K/4s	Ridgewood Resident	\$550/monthly
REACH Transitional K/4s	Non-Resident	\$750/monthly
REACH Transitional K/4s	RPS Staff Non-Resident	\$550 monthly
Additional Services	Hourly Rates	
ABA	\$106.00	
Aides	\$32.00	
Counseling	\$113.00	
ESL Services	\$99.00	
IT Liaison	\$35.00	
OT/PT/Speech	\$114.00	
Resource Room	\$96.00	

viii. **Approval: Award of Contracts to Cooperative Purchasing Vendors in Excess of \$40,000**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the award of contracts to Cooperative Purchasing Vendors in excess of \$40,000 for goods and services.

The Board has received background information.

x. **Approval: Budget Appropriation Transfers**

Resolved, the Board of Education approve transfers for May 2020 as shown in the Journal Entry listing pursuant to Policy 6422.

xi. **Approval: Secretary's Line Item Certification**

Whereas, the Board of Education has received the Report of the Secretary for the month of May 2020;

Whereas, in compliance with N.J.A.C. 6:20-2A.10(d), the secretary has certified that, as of the date of the report(s), no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the district board of education, now, therefore, be it,

Resolved, the Board of Education accepts the above referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and

Be it Further Resolved, in compliance with N.J.A.C. 6:20-A.10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriation section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20-2A.10(a) (1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

xii. Approval: Acceptance of Board Secretary and Treasurer Report

Whereas, the Board of Education has received the report of the Secretary and Treasurer for the month of May 2020; now, therefore,

Be it Resolved, the Board of Education accepts the above referenced reports and orders that it be attached to and made part of the official record of this meeting.

xv. Approval: Addendum to the In-Home Services Agreement Between the Bergen County Special Services Board of Education and the Ridgewood Board of Education

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the addendum to the In-Home Services Agreement between the Bergen County Special Services Board of Education and the Ridgewood Board of Education for the period September 1, 2020 through June 30, 2021.

The Board has received background information.

xvi. Approval: Addendum to the Agreement with Bergen County Special Services Board of Education for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves an Addendum to the Agreement with Bergen County Special Services Board of Education to operate the BCSS/Ridgewood Collaborative Program at Somerville School, for the period September 1, 2020- June 30, 2021

The Board has received background information.

Ms. Brogan moved to accept E. Finance with the exception of iii., iv., vi, ix., xiii., xiv.
Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYES: none

Mr. Lembo read the donations into record and thanked the responsible parties.

Separate discussions on each of the items that were pulled from E. Finance took place.

iii. Approval: Transfer Unspent Balance of Completed Capital Projects to the Capital Reserve Fund

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Whereas, the unspent balances for completed projects in the capital projects fund are as follows:

- Energy Savings Improvement Program \$38,683.00
- Bathroom Renovations at BF \$ 259.95
- Replacement of RHS StadiumTurf Field \$37,187.03
- Districtwide Paving and Sidewalks \$32,754.00

And Whereas, the district is required to return the unspent balances to the capital reserve fund, now

Therefore Be it Resolved; that the Ridgewood Board of Education approves the close out of the completed capital projects listed above and transfers the total amount of unspent funds in the amount of \$108,883.98 to the Capital Reserve Fund.

Ms. Kwak made a motion to amend iii. Transfer unspent balance of completed capital projects to designate such funds in the second subsequent school year budget (2021-2022).

Mr. Dani seconded the motion.

The Board discussed transferring the unspent balance (\$108,883.98) of completed capital projects to the Fund Balance for the 2021-2022 budget rather than putting the balance in the Capital Reserve Fund.

Ms. Kelly explained her concerns about the impact this could have on future budgets.

Her recommendation was to put the money into capital reserve in order to have funds for necessary capital needs in the future. These monies were saved this year by efficiencies in completing current projects and from the Energy Savings Improvement Plan. Additionally, if there is not enough excess surplus in future years to go into the fund balance, there could be a shortfall in the future budgets.

Ms. Kwak discussed that she felt moving this money to the 2021-2022 budget would be prudent during these difficult times.

Ms. Kwak's amended motion was carried by the following role-call vote:

AYES: Ms. Kwak, Mr. Dani, Mr. Lembo

NAYES: Ms. Brogan, Mr. Kaufman

The Board voted in favor of moving the unspent balance of completed capital projects to the Fund Balance for the 2021-2022 school year.

iv. Approval: Authorization to Appropriate Year End Surplus

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

WHEREAS, N.J.A.C 6A:23A-14.3 and 14.4 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end, and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a Board of Education to transfer anticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by Board resolution, and

WHEREAS, the Village of Ridgewood Board of Education wishes to deposit anticipated current year surplus into their, Capital Reserve account and Maintenance Reserve account at year end, and

WHEREAS, the Village of Ridgewood Board of Education has determined to designate surplus for the year end June 30, 2020 as follows:

- Maintain a Fund Balance not to exceed the state mandated 2% cap of current year expenditures plus any general fund state aids in excess of amounts budgeted;
- Plus \$650,000 to be appropriated in the 2021-2022 budget;
- Plus \$350,000 to be transferred to the Maintenance Reserve account;

- Any excess above this amount is to be transferred to the Capital Reserve account in an amount not to exceed the maximum allowable, as per N.J.A.C. 6A:23A-14.1.

NOW, THEREFORE, BE IT RESOLVED, by the Village of Ridgewood Board of Education that it hereby authorizes the district's Business Administrator to make this transfer consistent with all applicable laws and regulations.

Ms. Kwak made a motion to amend iv. Approval: Authorization to Appropriate Year End Surplus; with the following changes:

- *Maintain a Fund Balance not to exceed the state mandated 2% cap of current year expenditures plus any general fund state aids in excess of amounts budgeted;*
- *Plus \$650,000 to be appropriated in the 2021-2022 budget;*
- *Plus \$500,000 to be transferred to the Maintenance Reserve account;*
- *\$750,000 to be transferred to emergency reserve*
- *Any excess above this amount is to be transferred to the Capital Reserve account in an amount not to exceed the maximum allowable, as per N.J.A.C. 6A:23A-14.1.*

Ms. Kelly shared information about the Emergency Reserve based on The Road Back: Restart and Recovery Plan for Education received from the state on Friday. She explained that it will not be easy to use funds from the Emergency Reserve for expenses related to COVID-19 and cautioned against putting too much money in the Emergency Reserve because we will not be able to use that money easily.

The Board discussed proposed amendments to the recommended appropriation of the year-end surplus.

Ms. Kwak made a second amended motion; iv. Approval: Authorization to Appropriate Year End Surplus; with the following changes:

- \$650,000 to be appropriated in the 2021-2022 budget;
- \$700,000 to be transferred to the Maintenance Reserve account;
- \$200,000 to be transferred to the Emergency Reserve account; and the excess balance is to be transferred to the Capital Reserve account.

Further discussion continued on the amended motion. Mr. Kaufman requested to defer to Ms. Kelly's opinion on the amended numbers.

Ms. Kelly commented that she agrees to put more money in maintenance, but does

not agree with the amount. she would like to put money into capital reserves to look at the future since after this year's budget we will not have any money left in that account. We will need to do the switchgear project which we have put off since PSEG had some requirements and changed the scope of the job and we did not have enough money to do it. It is an electrical upgrade at the High School which would lead to a problem if we lose power.

She agrees with Ms. Kwak to put money into maintenance reserves, since we can use that money for COVID expenses. For the emergency reserve, it will not be very easy to move money out of that account if we need to use it. It makes her very worried since it has been a problem moving money from the emergency reserve in the past. She recommends leaving \$300,000 in emergency reserve and putting the additional \$200,00 into capital reserves.

Ms. Kwak would like to see the long term facility plan and if necessary do a referendum and believes the public would be supportive of this plan.

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo

NAYS: Ms. Brogan, Mr. Kaufman

The Board approved the second amended motion.

vi. **Approval: Lease of Unused Classrooms for the 2020-2021 School Year**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the lease of unused classrooms for the 2020-2021 school year as listed on **Attachment H**.

Mr. Dani requested to make a motion to increase the amount of rental for the rooms for the Infant/Toddler Development Program.

Ms. Kelly explained that this is our in-district program and we would be charging ourselves an increased rate. It is our own enterprise and we do not charge an outside company for this. We pay for the expenses through the tuition rates collected, tax payers do not subsidize the program. The program has been breaking even for the last two years. Ms. Kelly stated that Mr. Dani's proposal would require us to raise rent on ourselves and it may force us to not have enough money to cover the increased rent we will be charging ourselves.

Mr. Dani believes that Ridgewood taxes are impacted since we are not renting the

space to an outside vendor and are using it ourselves. He would like to charge the program the same as if they were an outside vendor.

Ms. Brogan stated that the program is a service to the community and to staff members.

Mr. Kaufman stated it's a benefit to the community, a benefit to us and it doesn't hurt anybody. He does not understand why we would want to raise rent on ourselves. He feels this is a positive to offer.

Mr. Dani feels that if we don't charge tuition like other private vendors, we are not in a good business in the area; we are not in the childcare business.

The Board discussed the possibility of raising the rent for the Infant/Toddler Development Program and would like more information on the market rate for tuition for comparable programs.

Mr. Dani's amended motion to table this item until the next meeting when additional information regarding market value can be provided.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak, Mr. Dani

NAYS: Mr. Kaufman, Mr. Lembo

The Board tabled this resolution and will discuss it at the next Special Public Meeting which will occur on July 10 at 9:00 am.

vix. Approval: 2020-2021 Infant/Toddler Development Center (I/TDC) Tuition Rates

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2020-2021 I/TDC tuition rates, as listed on **Attachment I**.

Mr. Dani moved an amended motion to table this item until the next meeting.

Ms. Kwak seconded the motion, which was carried by the following role-call vote:

AYES: Ms. Brogan, Ms. Kwak, Mr. Dani

NAYS: Mr. Kaufman, Mr. Lembo

The Board tabled this resolution and will discuss it at the next Special Public Meeting.

xiii. Approval: Lease Purchase for the 2020-2021 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the following resolution:

Bidder	Interest Rate
US Bancorp	1.35%

RESOLUTION OF THE BOARD OF EDUCATION OF THE VILLAGE OF RIDGEWOOD IN THE COUNTY OF BERGEN, NEW JERSEY PROVIDING FOR THE ACQUISITION AND INSTALLATION OF CERTAIN EQUIPMENT THROUGH A LEASE PURCHASE TRANSACTION IN AN AMOUNT NOT EXCEEDING \$940,000 AND AUTHORIZING EXECUTION OF A LEASE PURCHASE AGREEMENT AND OTHER RELATED AGREEMENTS AND ACTIONS NECESSARY TO ACCOMPLISH THE TRANSACTION

WHEREAS, The Board of Education of the Village of Ridgewood in the County of Bergen, New Jersey (the "Board") has determined to finance the acquisition and installation of various equipment including computers, projectors, network upgrades, access controls and phones for the school district and all costs necessary therefore or incidental thereto (the "Equipment") by means of a lease purchase financing for a term that does not exceed five (5) years pursuant to the provisions of N.J.S.A. 18A:20-4.2(f) and N.J.S.A. 18A:18A-1 et seq.; and

WHEREAS, the Board has selected Phoenix Advisors, LLC, as Financial Advisor (the "Financial Advisor") McManimon, Scotland & Baumann, LLC, as special counsel (the "Special Counsel") for the purpose of advising and assisting with the proposed lease purchase financing of the Equipment; and

WHEREAS, the Board has followed the procedures required by N.J.S.A. 18A:20-4.2(f) and N.J.S.A. 18A:18A-1 et seq., and the regulations promulgated thereunder; and

WHEREAS, the Board hereby ratifies the solicitation of bids for the financing of the Equipment pursuant to a lease purchase agreement for a principal amount of not to exceed \$940,000 and hereby ratifies the publication of the notice of request; and

WHEREAS, the notice of request for bids (the "Request for Bids"), which established the criteria for awarding the bid to the lowest responsive and responsible bidder and established the index for the interest rate for the financing, was made available and bids were received on June 23, 2020 in accordance with the Request for Bids and reviewed by the Financial Advisor; and

WHEREAS, of the bids submitted, US Bancorp (referred to hereinafter as the “Purchaser” or sometimes the “Lessor”) submitted the most responsive and responsible bid, and the Board wants to award the lease purchase financing to this company in accordance with its bid and the Request for Bids; and

WHEREAS, the Board now intends to enter into an equipment lease purchase agreement (the “Lease”) and other related documents with the Purchaser in the amount of not to exceed \$940,000 to finance the Equipment.

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE VILLAGE OF RIDGEWOOD IN THE COUNTY OF BERGEN, as follows:

Section 1. The Board hereby approves the bid submitted by Purchaser to enter into the Lease at an annual interest rate of 1.35% for a term of not to exceed five (5) years in the principal amount of not to exceed \$940,000, representing the principal portion of the rent payments under the Lease. This award is being made in accordance with the Request for Bids and the bid submitted by the Purchaser to the Business Administrator/Board Secretary, on or about June 23, 2020, and on file with his office. The Purchaser’s interest rate will be held fixed until August 21, 2020. If the closing does not occur by that date, the interest rate will be calculated in accordance with the index rate set forth in the bid.

Section 2. The Board hereby authorizes the execution and the delivery of, and the performance by the Board of its obligations under, the Lease and other related financing agreements and documents, which shall be in the form approved by Special Counsel. The Board hereby authorizes and directs the Board President, the Business Administrator/Board Secretary to execute such documents on behalf of the Board, and the signature of such official shall be conclusive proof of such approval.

Section 3. The Board hereby authorizes and directs the Business Administrator/Board Secretary to approve any changes, additions, or deletions to the Lease or such other documents as may, in the judgment of Special Counsel, be necessary or advisable, such approval to be evidenced by the execution of the Lease or such other documents by the Board President and the Business Administrator/Board Secretary.

Section 4. The payment of rent or other monies due under the Lease shall be made only from the General Fund of the Board. Neither the Board nor any agency, department or political subdivision thereof shall be obligated to pay any sum to the

Purchaser under the Lease from any taxing source for the payment of any sums due under the Lease unless an appropriation is made in a duly approved budget of the Board. The obligations of the Board shall not constitute indebtedness of the Board or of the Village of Ridgewood or of any department, agency or political subdivision thereof. The Lease shall set forth the term of the lease purchase agreement for the Equipment, the rental payments to be paid by the Board in respect thereof and the dates on which such rent shall be due and payable.

Section 5. The proceeds of the sale of the Lease shall be applied to (i) pay costs to acquire and to install the Equipment, and (ii) pay the costs of entering into the Lease.

Section 6. The Board President and the Business Administrator/Board Secretary are hereby authorized to negotiate, execute and deliver, subject to the review of Special Counsel, the Lease, an agent or an escrow agreement, an assignment agreement, if necessary, and such other documents as may be necessary to consummate the transaction. The Business Administrator/Board Secretary is authorized to direct the investment of funds under an escrow deposit agreement (the "Escrow Agreement") between the Board and a GUDPA approved escrow agent, consistent with the provisions of New Jersey law and the Escrow Agreement, and is authorized to enter into such agreement and to execute such documents on behalf of the Board as may be necessary. The Business Administrator/Board Secretary is also authorized to pay any agreed upon fees of the escrow agent, if any. The Board President and/or Business Administrator/Board Secretary are also authorized and directed to take on behalf of the Board such other actions as shall be necessary and appropriate to accomplish the lease purchase financing for the Equipment in accordance with the terms of the lease and this resolution and pursuant to the terms of the agreements and instruments authorized to be prepared hereby and to accomplish the performance of the obligations of the Board in respect thereto.

Section 7. The Board hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Lease, including the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Lease, if applicable.

Section 8. The Board authorizes the Business Administrator/Board Secretary to act and determine on behalf of the Board whether the Lease may be designated as "bank qualified" within the meaning of Section 265 of the Code.

Section 9. The Board hereby declares its intent to issue the lease in the expected

maximum principal amount of the Lease set forth herein and to use the proceeds of the Lease to pay or reimburse expenditures for the costs of the purpose for which the Lease is authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations Section 1.150-2 or any successor provisions of federal income tax law.

Section 10. The Business Administrator/Board Secretary and/or the Board President and other appropriate representatives of the Board are authorized to take any and all actions necessary to implement the transaction and the agreements authorized herein, and any such actions taken prior to adoption of this resolution, including the publication of the notice of the Request for Bids, is hereby ratified and approved. Any Board actions heretofore taken that are inconsistent with this resolution are hereby repealed and/or superseded to the extent of any inconsistency herewith.

Section 11. This resolution shall take effect immediately.

Mr. Dani wants to put his reservation on all of the bids where we only receive one bid, he wants the process to change because we only receive one bid. Therefore he will be voting no on all resolutions as a principal where we only receive one bid. Mr. Dani made his reservation of the process to outsource bid management and issuance of bid documents to an outside firm.

Dr. Fishbein stated that this is an excellent interest rate. Ms. Kelly stated that a second bid that was submitted came in too late due to COVID.

Ms. Brogan moved approval for xiii. Approval: Lease Purchase for the 2020-2021 School Year.

Mr. Kaufman seconded the motion, which was carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYES: Mr. Dani

xiv. Rejection of Bids for Bathroom Renovations at BF Middle School and GW Middle School

Whereas the Ridgewood Public School District received bids on May 12, 2020 for Bathroom Renovations at Ben Franklin and George Washington Middle Schools, and

Whereas the right is reserved to reject any or all bids or to waive informality in the bidding if it is in the best interest of the Board of Education to do so.

Now Therefore Be it Resolved, that the Ridgewood Board of Education upon the recommendation of the Superintendent rejects all bids received on May 12, 2020 for Bathroom Renovations at Ben Franklin and George Washington Middle Schools.

Ms. Brogan moved to separate the item into two motions.

She believes that we can wait for the BF bathroom at this time, but we should move forward with GW.

Ms. Brogan moved to reject the bids for the Bathroom Renovation at BF.

Mr. Kaufman seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Kaufman, Mr. Lembo

NAYES: none

Mr. Dani asked for a list of priorities for bathroom renovations.

Mr. Dani moved to reject the bids for the George Washington Renovation at GW.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

NAYES: Ms. Brogan

The Board rejected the bids for the bathroom renovations at both Benjamin Franklin Middle School and George Washington Middle School.

VIII. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the payment of bills as listed below.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS	REVIEWED BY
June 25	Columbia Bank On-Line	098205-098357	1,370,581.47	Ms. Kwak
June 19	Columbia Bank On-Line	831482-831509	24,004.60	Ms. Kwak

	Scholarships			
June 9	Payroll Transfer	P30938	3,404,839.41	Ms. Kwak
June 16	Payroll Transfer	P30939	3,206,132.50	Ms. Kwak
June 25	Food Service	620207-620209	4,945.31	Ms. Kwak
June 25	Columbia Bank Void Check	097157	(1,454.25)	Ms. Kwak
June 24	Columbia Bank Void Check	098022	(1,525.00)	Ms. Kwak
TOTAL			8,007,524.04	Ms. Kwak

Ms. Kwak moved approval of all bills reviewed by her.
Mr. Kaufman seconded the motion.

Approval of Bills carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak; except for the bill in her name,
Mr. Lembo

NAYES: none

VII. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan had some legislative announcements.

On Friday, June 26, Governor Murphy and the New Jersey Department of Education released The Road Back: Restart and Recovery Plan for Education. In 104 pages, the report said schools can reopen in the fall, but there should be consideration given for social distancing, wearing face masks, increased access to handwashing areas and hand sanitizer stations, and mitigating germ spread on buses, at lunch, in bathrooms, and during recess.

The report does not dictate regulations but provides guidelines leaving public school districts to formalize their specific plans. School districts must submit their plans for reopening to the Department of Education and be ready to announce these plans to families by early August.

It appears that the Department of Education favors a hybrid approach, offering a mix of in-person and remote learning through a variety of scheduling models.

Since schools closed in March, there has been a reliance on technology to provide for educating students. During the last four months, the Department of Education has learned that across New Jersey, one in ten students are without devices and/or the required connectivity to allow for remote learning.

Unfortunately, the Department does not acknowledge this deficit or recommend a plan to address this disparity among students in our 577 public school districts.

The Road Back: Restart and Recovery Plan for Education, can be found within the following link: <https://www.nj.gov/education/reopening/NJDOETheRoadBack.pdf>

A \$7.7 billion supplemental spending plan for July 1 through September 30 was introduced last week in the legislature. This plan was discussed on Thursday and voted out of committee. The legislature voted on the spending plan on June 29.

A few changes were made to the spending plan that was originally outlined by the Treasury in May. At this time, no new taxes or tax increases are being proposed. \$2 billion in spending has been deferred, and these deferred payments include:

- The quarterly pension contribution,
- State aid payments for schools until October
- Property tax relief program payments including the Homestead Benefit credit and the Property Tax Reimbursement known as the Senior Freeze.

Ms. Brogan provided the board with dates received from the New Jersey School Boards Association for Board member training and is awaiting a response from all the board members.

Mr. Lembo stated that the new Board members have begun training on rules and responsibilities. The first session was last week, and the second session is scheduled for today, June 30. The third session will be completed in a week or two.

VIII. BOARD COMMITTEE REPORTS

Mr. Lembo attended a meeting with the New Jersey School Boards association on Saturday. There were 2 bills proposed on how school boards are run, most of which did not pertain to our district, mostly regional boards, since we are an all-inclusive school.

IX. COMMENTS FROM THE PUBLIC

The following callers addressed the board:

Laurie Weber, 235 South Irving Street, she takes exception to Dr. Fishbein's disingenuous response to her comment about the failed inspection on a side business that Dr. Fishbein continues running. She believes he has access to that report, she has raised this issue more than a year ago and the false advertising as licensed as continued. She believes the infant toddler center loses money by loss revenue and the money it takes for the general fund and never returns it back. It is not a community program, but an enterprise program. She does not understand how Mr. Kaufman and Dr. Fishbein say that the program is running fine. She would like answers.

The following comments were submitted online:

Joshua Ford, 333 W End Ave, I would like the Board to address whether the Orchard Soil Remediation will be completed prior to the start of the school year. Apologies if this was discussed during the course of the meeting already.

Dr. Fishbein replied that the goal is for it to be done before the beginning of the school year.

Corrine Dillon, 217 Fairmount Rd, As I mentioned in my public comment on June 15, a letter dated March 5 was sent to superintendents "requesting [their] assistance in identifying educators, parents, students and advocates to sit on a Strengthening Gifted and Talented Education Committee." Here is a link to that publicly available letter:

<https://www.nj.gov/education/broadcasts/2020/mar/05/Strengthening%20Gifted%20and%20>

[Talented%20Education%20Advisory%20Committee%20Seeks%20Members.pdf](https://www.nj.gov/education/broadcasts/2020/mar/05/Strengthening%20Gifted%20and%20Talented%20Education%20Advisory%20Committee%20Seeks%20Members.pdf)

Contrary to "getting ahead of ourselves" on G&T as Ms. Poelstra said earlier in the meeting, the District missed out on crucial, free opportunities to invite parents and educators to sit on one of five committees -- including Programming and Professional Development which would have given us a chance to craft a meaningful program with buy in from our parents and teachers and the help of the subject-matter experts who are leading these committees. Again, we have no budget, no certified teachers, no training program and no standardized, written curriculum. Sitting on the legislation committee protects the District from possible litigation and understanding the legalese behind this new law, but does it help teachers learn how to teach the students we are now required by law to identify or does it help the teachers who are going to have to teach them? That's what being on the professional development or programming committee would have done.

In years past, the argument against G&T in Ridgewood was that we didn't need it because we were such a high-ranked district with plenty of intellectual stimulation for all. As a graduate of Willard, GW and Ridgewood High School I can personally attest to the fact that the challenging and rigorous way in which writing was taught is no longer - it may be in certain classrooms, in certain buildings, I cannot know -- but my experience as a parent -- verified by former RPS teachers -- is that we do not explicitly teach grammar, punctuation, parallel structure, etc.

We do leveled readers where kids are allowed to read at (or slightly above) their reading level -- any book they choose in the class. Every child in the class could be reading a different book. Sounds good in theory, but how are we testing true reading comprehension if the teacher hasn't read that book? We're asking kids to talk with a peer on the same reading level about their book - an adult is not leading and guiding this discussion, making it more deep and meaningful. This is the model Ridgewood uses in the elementary school and the one to which I referred.

Josh Oliveira, 626 Frederick St, Going forward can we please let the council debate and discuss without frequent intervention from Dr Fishbein and Ms Kelly? We have a segregation of duties for a reason.

Dr. Fishbein commented that he is a member of the board and can participate in the discussion, he does not have the ability to vote.

X. DISCUSSION ITEMS

- Support of the SMART Fund, S-3752 and HR - 6954

Dr. Fishbein explained that this resolution is in support of legislation that has been put forth at the federal level and house of representatives seeking emergency funding in response to COVID-19.

This resolution was initiated by the New Jersey School Boards Association which represents all districts in the state.

Ms. Brogan moved acceptance of supporting the SMART Fund,
Mr. Lembo seconded the motion, which carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo

XI. ACCEPTANCE OF MINUTES

- May 18, 2020 Regular Public Meeting
- May 18, 2020 Exec Session Meeting
- May 27, 2020 Regular Public Meeting

Ms. Brogan made a motion to accept the minutes from the May 18, 2020 Regular Public Meeting

Mr. Lembo seconded the motions,

AYES: Ms. Brogan, Mr. Kaufman
NAYES: none
ABSTAIN: Mr. Dani, Ms. Kwak, Mr. Lembo

Mr. Kaufman made a motion to accept the May 18, Executive Session Meeting
Mr. Kaufman seconded the motion,

AYES: Mr. Kaufman, Ms. Brogan voted for the parts that she attended.
NAYES:
ABSTAIN: Mr. Dani, Ms. Kwak, Mr. Lembo

Ms. Brogan moved the acceptance of the May 27, 2020 Regular Public Meeting Minutes,
Mr. Lembo seconded the motion, which was unanimously approved.

XII. OTHER BUSINESS

Mr. Lembo made a motion to start the RFP process for legal counsel.
Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani, Mr. Kaufman, Ms. Kwak, Mr. Lembo
NAYES: Ms. Brogan

The board discussed a Special Public Meeting to discuss the Gym Floor Bids as well as the tabled items on this agenda.

A Special Public Meeting will be held on Friday July 10 at 9:00 am.

XV. ADJOURNMENT

At 8:10 p.m. on a motion made by Mr. Lembo, seconded by Ms.Kwak and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Antoinette Kelly
Business Administrator/Board Secretary

2020-2021 CONFERENCES FOR APPROVAL

Staff Member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Lorna Oates-Santos	Coaching for Individuals, Managers & Teams Virtual sessions from Gallup September 15 – 17, 2020	Professional Development	\$3,000.00	0
Ojetta Townes	Pandemic Response Institute: Planning for the "New Normal" Virtual session from NJ Principals and Supervisors Association, NJ July 9, 2020	Professional Development	\$150.00	0
Stacie Poelstra	Pandemic Response Institute: Planning for the "New Normal" Virtual session from NJ Principals and Supervisors Association, NJ July 8, 2020	Professional Development	\$150.00	0
Jeannie O'Neill	Summer 2020 Math Virtual PD with Dr. Milou. 3 Days on Math Technology Resources Virtual sessions from Rowan University, NJ July 28 – July 30, 2020	Professional Development	\$199.99	0
Scott Lupia	Intermediate IMSE OG Training Virtual sessions from IMSE Orton Gillingham, MI October 5 – October 9, 2020	Professional Development	\$1,275.00	5
Gabrielle Ferrari-King	Intermediate IMSE OG Training Virtual sessions from IMSE Orton Gillingham, MI October 5 – October 9, 2020	Professional Development	\$1,275.00	5
Medha Kirtane	AP Summer Workshop for U.S. History Virtual sessions from Marco Learning July 27 – July 29, 2020	Professional Development	\$170.00	0
Nicole Novak	European History APSI Virtual sessions from Rutgers University New Brunswick, NJ July 20 – 23, 2020	Professional Development	\$1,025.00	0

FIELD TRIPS FOR APPROVAL

June 29, 2020

ONE DAY TRIPS

ATTACHMENT B

Date	School	Location	Approx. # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$150 per day for Nurse	Est. Total Cost To District	Annual Event	Meets Requirements
07/28/20	RHS	Rockleigh Country Club Rockleigh, NJ	500 students	35	0	\$0	\$0	yes	yes

Team Schedule

7/1/2020 to 6/30/2021

Ridgewood H.S.
627 East Ridgewood Avenue
Ridgewood, NJ 07451

Keith Cook
School Phone: 201-670-2800 ext
20510
Fax: 201-612-6262
kcook@ridgewood.k12.nj.us

Baseball*Boys Varsity*

			Place	Time
S Saturday	03/13/21	West Essex High School	Home	2:00 PM
S Wednesday	03/17/21	West Milford High School	Home	4:15 PM
S Thursday	03/18/21	Ramsey High School	Home	4:15 PM
S Friday	03/19/21	Don Bosco Prep	Home	4:15 PM
S Saturday	03/20/21	Ramsey High School	Home	12:00 PM
S Monday	03/22/21	Cliffside Park High School	Home	4:15 PM
Tuesday	03/23/21	OPEN DATE	Home	4:00 PM
Wednesday	03/24/21	OPEN DATE	Home	TBA
Thursday	03/25/21	OPEN DATE	Home	TBA
Friday	03/26/21	OPEN DATE	Home	TBA
Saturday	03/27/21	OPEN DATE	Home	TBA
S Monday	03/29/21	Pascack Hills High School	Away	4:15 PM
Wednesday	03/31/21	Ramapo High School	Home	4:15 PM
Friday	04/02/21	Ramapo High School	Away	4:15 PM
Monday	04/05/21	Paramus High School	Away	4:15 PM
Wednesday	04/07/21	Paramus High School	Home	4:15 PM
Saturday	04/10/21	Indian Hills High School	Home	11:00 AM
Monday	04/12/21	Pascack Valley High School	Away	4:15 PM
Tuesday	04/13/21	Glen Rock High School	Away	4:15 PM
Wednesday	04/14/21	West Essex High School	Away	4:15 PM
Friday	04/16/21	Bergen Tech	Away	4:15 PM
Saturday	04/17/21	Passaic Co Technical Institute	Home	11:00 AM
Monday	04/19/21	Teaneck High School	Home	4:15 PM
Wednesday	04/21/21	Teaneck High School	Away	4:15 PM
Thursday	04/22/21	West Milford High School	Away	4:15 PM
Friday	04/23/21	Wayne Valley High School	Home	4:15 PM
Monday	04/26/21	Hackensack High School	Home	4:15 PM
Wednesday	04/28/21	Hackensack High School	Away	4:15 PM
Friday	04/30/21	St. Joseph Regional	Home	4:15 PM
Monday	05/03/21	Old Tappan	Home	4:15 PM
Wednesday	05/05/21	Old Tappan	Away	4:15 PM
Friday	05/07/21	Clifton High School	Away	4:15 PM
Monday	05/10/21	Northern Highlands Regional High School	Home	4:15 PM
Wednesday	05/12/21	Northern Highlands Regional High School	Away	4:15 PM
Thursday	05/13/21	John F. Kennedy High School	Home	4:15 PM
Wednesday	05/19/21	Lodi High School	Home	4:15 PM

Superintendent

Dr. Daniel Fishbein

Principal

Dr. Thomas A. Gorman

Admin. Assistant

Maureen Chiamonte

Athletic Director

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kcook@ridgewood.k12.nj.us

Baseball**Boys Varsity**

			Place	Time
Saturday	05/22/21	OPEN DATE	Away	11:00 AM
Thursday	05/27/21	OPEN DATE	Away	4:15 PM
Saturday	05/29/21	OPEN DATE	Home	TBA
Wednesday	06/02/21	OPEN DATE	Home	TBA
Saturday	06/05/21	OPEN DATE	Home	TBA

Boys Junior Varsity

			Place	Time
S Saturday	03/13/21	West Essex High School	Home	2:00 PM
S Wednesday	03/17/21	West Milford High School	Home	4:15 PM
S Thursday	03/18/21	Ramsey High School	Home	4:15 PM
S Saturday	03/20/21	Ramsey High School	Home	12:00 PM
S Monday	03/29/21	Pascack Hills High School	Away	4:15 PM
Wednesday	03/31/21	Ramapo High School	Away	4:15 PM
Friday	04/02/21	Ramapo High School	Home	4:15 PM
Monday	04/05/21	Paramus High School	Home	4:15 PM
Wednesday	04/07/21	Paramus High School	Away	4:15 PM
Saturday	04/10/21	Indian Hills High School	Away	9:00 AM
Monday	04/12/21	Pascack Valley High School	Home	4:15 PM
Tuesday	04/13/21	Glen Rock High School	Away	4:15 PM
Wednesday	04/14/21	West Essex High School	Home	4:15 PM
Friday	04/16/21	Bergen Tech	Home	4:15 PM
Saturday	04/17/21	Passaic Co Technical Institute	Away	TBA
Monday	04/19/21	Teaneck High School	Away	4:15 PM
Wednesday	04/21/21	Teaneck High School	Home	4:15 PM
Thursday	04/22/21	West Milford High School	Home	4:15 PM
Friday	04/23/21	Wayne Valley High School	Away	4:15 PM
Monday	04/26/21	Hackensack High School	Away	4:15 PM
Tuesday	04/27/21	OPEN DATE	Away	4:15 PM
Wednesday	04/28/21	Hackensack High School	Home	4:15 PM
Friday	04/30/21	St. Joseph Regional	Away	4:15 PM
Saturday	05/01/21	OPEN DATE	Away	3:00 PM
Monday	05/03/21	Old Tappan	Away	4:15 PM
Wednesday	05/05/21	Old Tappan	Home	4:15 PM
Friday	05/07/21	Clifton High School	Home	4:15 PM
Saturday	05/08/21	OPEN DATE	Away	11:00 AM
Monday	05/10/21	Northern Highlands Regional High School	Away	4:15 PM

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kcook@ridgewood.k12.nj.us

Baseball**Boys Junior Varsity**

			Place	Time
Tuesday	05/11/21	OPEN DATE	Home	4:00 PM
Wednesday	05/12/21	Northern Highlands Regional High School	Home	4:15 PM
Thursday	05/13/21	John F. Kennedy High School	Away	4:15 PM
Friday	05/14/21	OPEN DATE	Home	4:00 PM
Wednesday	05/19/21	Lodi High School	Away	4:15 PM

Boys Freshman

			Place	Time
S Wednesday	03/17/21	West Milford High School	Away	4:15 PM
S Thursday	03/18/21	Ramsey High School	Away	4:15 PM
S Saturday	03/20/21	Ramsey High School	Away	9:00 AM
S Monday	03/29/21	Pascack Hills High School	Home	4:15 PM
Wednesday	03/31/21	Ramapo High School	Away	4:15 PM
Friday	04/02/21	Ramapo High School	Home	4:15 PM
Monday	04/05/21	Paramus High School	Home	4:15 PM
Wednesday	04/07/21	Paramus High School	Away	4:15 PM
Saturday	04/10/21	Indian Hills High School	Away	9:00 AM
Monday	04/12/21	Pascack Valley High School	Home	4:15 PM
Tuesday	04/13/21	Glen Rock High School	Home	4:15 PM
Wednesday	04/14/21	West Essex High School	Home	4:15 PM
Friday	04/16/21	Bergen Tech	Away	4:15 PM
Saturday	04/17/21	Passaic Co Technical Institute	Away	TBA
Thursday	04/22/21	West Milford High School	Home	4:15 PM
Friday	04/23/21	Wayne Valley High School	Away	4:15 PM
Monday	04/26/21	Hackensack High School	Away	4:15 PM
Wednesday	04/28/21	Hackensack High School	Home	4:15 PM
Friday	04/30/21	St. Joseph Regional	Away	4:15 PM
Monday	05/03/21	Old Tappan	Home	4:15 PM
Wednesday	05/05/21	Old Tappan	Away	4:15 PM
Friday	05/07/21	Clifton High School	Home	4:15 PM
Monday	05/10/21	Northern Highlands Regional High School	Away	4:15 PM
Wednesday	05/12/21	Northern Highlands Regional High School	Home	4:15 PM
Thursday	05/13/21	John F. Kennedy High School	Away	4:15 PM

Basketball**Boys Varsity**

			Place	Time
Friday	12/18/20	Old Tappan	Away	7:00 PM

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kcook@ridgewood.k12.nj.us

Basketball**Boys Varsity**

			Place	Time
Tuesday	12/22/20	Clifton High School	Away	7:00 PM
Tuesday	01/05/21	Ramapo High School	Home	7:00 PM
Thursday	01/07/21	Paramus High School	Home	4:15 PM
Tuesday	01/12/21	Northern Highlands Regional High School	Away	7:00 PM
Thursday	01/14/21	Indian Hills High School	Home	4:15 PM
Tuesday	01/19/21	Hackensack High School	Away	7:00 PM
Thursday	01/21/21	Teaneck High School	Home	4:15 PM
Tuesday	01/26/21	Don Bosco Prep	Home	7:00 PM
Thursday	01/28/21	John F. Kennedy High School	Away	7:00 PM
Tuesday	02/02/21	Bergen Tech	Home	7:00 PM
Thursday	02/04/21	Ramapo High School	Away	7:00 PM
Tuesday	02/09/21	Paramus High School	Away	7:00 PM
Thursday	02/11/21	Northern Highlands Regional High School	Home	4:15 PM
Tuesday	02/16/21	Indian Hills High School	Away	7:00 PM
Thursday	02/18/21	Hackensack High School	Home	4:15 PM
Tuesday	02/23/21	Wayne Valley High School	Home	4:15 PM
Monday	03/01/21	OPEN DATE (Round 1 Playoffs)	Home	TBA
Friday	03/05/21	OPEN DATE (Round 3 Playoffs)	Home	TBA
Monday	03/08/21	OPEN DATE (Sectional Finals)	Home	TBA
Wednesday	03/10/21	OPEN DATE (State Semi-Finals)	Away	TBA
Sunday	03/14/21	OPEN DATE (State Finals)	Away	TBA

Boys Junior Varsity

			Place	Time
Friday	12/18/20	Old Tappan	Away	5:30PM
Tuesday	12/22/20	Clifton High School	Away	5:30PM
Tuesday	01/05/21	Ramapo High School	Home	5:30PM
Thursday	01/07/21	Paramus High School	Home	5:30PM
Tuesday	01/12/21	Northern Highlands Regional High School	Away	5:30PM
Thursday	01/14/21	Indian Hills High School	Home	5:30PM
Tuesday	01/19/21	Hackensack High School	Away	5:30PM
Thursday	01/21/21	Teaneck High School	Home	5:30PM
Tuesday	01/26/21	Don Bosco Prep	Home	5:30PM
Thursday	01/28/21	John F. Kennedy High School	Away	5:30PM
Tuesday	02/02/21	Bergen Tech	Home	5:30PM
Thursday	02/04/21	Ramapo High School	Away	5:30PM
Tuesday	02/09/21	Paramus High School	Away	5:30PM

Superintendent

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Basketball**Boys Junior Varsity**

			Place	Time
Thursday	02/11/21	Northern Highlands Regional High School	Home	5:30PM
Tuesday	02/16/21	Indian Hills High School	Away	5:30PM
Thursday	02/18/21	Hackensack High School	Home	5:30PM
Tuesday	02/23/21	Wayne Valley High School	Home	5:30PM
Wednesday	03/03/21	OPEN DATE (Round 2 Playoffs)	Home	TBA

Boys Freshman

			Place	Time
Friday	12/18/20	Old Tappan	Away	4:15PM
Tuesday	12/22/20	Clifton High School	Away	4:15PM
Tuesday	01/05/21	Ramapo High School	Home	4:15PM
Thursday	01/07/21	Paramus High School	Home	4:15 PM
Tuesday	01/12/21	Northern Highlands Regional High School	Away	4:15PM
Thursday	01/14/21	Indian Hills High School	Home	4:15 PM
Tuesday	01/19/21	Hackensack High School	Away	4:15PM
Thursday	01/21/21	Teaneck High School	Home	4:15 PM
Tuesday	01/26/21	Don Bosco Prep	Home	4:15PM
Thursday	01/28/21	John F. Kennedy High School	Away	4:15PM
Tuesday	02/02/21	Bergen Tech	Home	4:15PM
Thursday	02/04/21	Ramapo High School	Away	4:15PM
Tuesday	02/09/21	Paramus High School	Away	4:15PM
Thursday	02/11/21	Northern Highlands Regional High School	Home	4:15 PM
Tuesday	02/16/21	Indian Hills High School	Away	4:15PM
Thursday	02/18/21	Hackensack High School	Home	4:15 PM

Girls Varsity

			Place	Time
Friday	12/18/20	Old Tappan	Home	7:00 PM
Tuesday	12/22/20	Clifton High School	Home	7:00PM
Tuesday	01/05/21	Ramapo High School	Away	7:00PM
Thursday	01/07/21	Paramus High School	Away	7:00PM
Saturday	01/09/21	Ridge High School	Home	TBA
Tuesday	01/12/21	Northern Highlands Regional High School	Home	7:00PM
Thursday	01/14/21	Indian Hills High School	Away	7:00PM
Tuesday	01/19/21	Hackensack High School	Home	7:00PM
Thursday	01/21/21	Teaneck High School	Away	7:00PM
Tuesday	01/26/21	Immaculate Heart Academy	Away	7:00 PM

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kcook@ridgewood.k12.nj.us

Basketball**Girls Varsity**

			Place	Time
Thursday	01/28/21	John F. Kennedy High School	Home	4:15 PM
Tuesday	02/02/21	Bergen Tech	Away	7:00PM
Thursday	02/04/21	Ramapo High School	Home	4:15 PM
Tuesday	02/09/21	Paramus High School	Home	7:00PM
Thursday	02/11/21	Northern Highlands Regional High School	Away	7:00PM
Tuesday	02/16/21	Indian Hills High School	Home	7:00PM
Thursday	02/18/21	Hackensack High School	Away	7:00PM
Tuesday	02/23/21	Pascack Valley High School	Away	4:00 PM
Tuesday	03/02/21	OPEN DATE (Round 1 Playoffs)	Home	TBA
Thursday	03/04/21	OPEN DATE	Home	TBA
Saturday	03/06/21	OPEN DATE (Round 3 Playoffs)	Home	TBA
Tuesday	03/09/21	OPEN DATE (Sectional Finals)	Away	TBA
Thursday	03/11/21	OPEN DATE (State Semi-Finals)	Away	TBA
Sunday	03/14/21	OPEN DATE (State Finals)	Away	TBA

Girls Junior Varsity

			Place	Time
Friday	12/18/20	Old Tappan	Home	5:30PM
Tuesday	12/22/20	Clifton High School	Home	5:30PM
Tuesday	01/05/21	Ramapo High School	Away	5:30PM
Thursday	01/07/21	Paramus High School	Away	5:30PM
Saturday	01/09/21	Ridge High School	Home	TBA
Tuesday	01/12/21	Northern Highlands Regional High School	Home	5:30PM
Thursday	01/14/21	Indian Hills High School	Away	5:30PM
Tuesday	01/19/21	Hackensack High School	Home	5:30PM
Thursday	01/21/21	Teaneck High School	Away	5:30PM
Tuesday	01/26/21	Immaculate Heart Academy	Away	5:30 PM
Thursday	01/28/21	John F. Kennedy High School	Home	5:30PM
Tuesday	02/02/21	Bergen Tech	Away	5:30PM
Thursday	02/04/21	Ramapo High School	Home	5:30PM
Tuesday	02/09/21	Paramus High School	Home	5:30PM
Thursday	02/11/21	Northern Highlands Regional High School	Away	5:30PM
Tuesday	02/16/21	Indian Hills High School	Home	5:30PM
Thursday	02/18/21	Hackensack High School	Away	5:30PM
Tuesday	02/23/21	Pascack Valley High School	Away	5:30PM

Girls Freshman

			Place	Time
Friday	12/18/20	Old Tappan	Home	4:15PM

Superintendent

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Basketball**Girls Freshman**

			Place	Time
Tuesday	12/22/20	Clifton High School	Home	4:15PM
Tuesday	01/05/21	Ramapo High School	Away	4:15PM
Thursday	01/07/21	Paramus High School	Away	4:15PM
Saturday	01/09/21	Ridge High School	Home	TBA
Tuesday	01/12/21	Northern Highlands Regional High School	Home	4:15PM
Thursday	01/14/21	Indian Hills High School	Away	4:15PM
Tuesday	01/19/21	Hackensack High School	Home	4:15PM
Thursday	01/21/21	Teaneck High School	Away	4:15PM
Tuesday	01/26/21	Immaculate Heart Academy	Away	4:15 PM
Thursday	01/28/21	John F. Kennedy High School	Home	4:15 PM
Tuesday	02/02/21	Bergen Tech	Away	4:15PM
Thursday	02/04/21	Ramapo High School	Home	4:15 PM
Tuesday	02/09/21	Paramus High School	Home	4:15PM
Thursday	02/11/21	Northern Highlands Regional High School	Away	4:15PM
Tuesday	02/16/21	Indian Hills High School	Home	4:15PM
Thursday	02/18/21	Hackensack High School	Away	4:15PM
Tuesday	02/23/21	Pascack Valley High School	Away	4:00 PM

Cross Country**Boys/Girls Varsity**

			Place	Time
Saturday	09/05/20	Season Opener at Darlington OPEN DATE Ridgewood H.S.	Away	9:00 AM
Saturday	09/12/20	Back to the Mountain Invitational OPEN DATE Ridgewood H.S.	Away	9:00 AM
Monday	09/14/20	Big North Batch Meet OPEN DATE Ridgewood H.S.	Away	4:15 PM
Saturday	09/26/20	Bowdoin XC Classic (V & Select) Tentative Date OPEN DATE Ridgewood H.S.	Away	TBA
Saturday	09/26/20	Garret Invitational OPEN DATE Ridgewood H.S.	Away	9:00 AM
Saturday	10/03/20	Shore Coaches Invitational (V & select) OPEN DATE Ridgewood H.S.	Away	TBA

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Cross Country**Boys/Girls Varsity**

			Place	Time
Saturday	10/03/20	Brett Taylor Invitational (JV & Frosh) OPEN DATE Ridgewood H.S.	Away	9:00 AM
Tuesday	10/13/20	Big North Championship OPEN DATE Ridgewood H.S.	Home	TBA
Saturday	10/24/20	County Group Championships OPEN DATE Ridgewood H.S.	Away	TBA
Thursday	10/29/20	Doc Braver Frosh/Novice Championships OPEN DATE Ridgewood H.S.	Away	4:15 PM
Saturday	10/31/20	BMOC (Frosh & Varsity) OPEN DATE Ridgewood H.S.	Away	TBA
Wednesday	11/04/20	Frosh/Novice State Champs OPEN DATE Ridgewood H.S.	Away	2:00 PM
Saturday	11/07/20	OPEN DATE (North I Sectionals)	Away	TBA
Saturday	11/07/20	State Sectionals (Varsity) OPEN DATE Ridgewood H.S.	Away	TBA
Saturday	11/14/20	OPEN DATE (State Group Meet)	Away	TBA
Saturday	11/14/20	State Groups (Varsity) OPEN DATE Ridgewood H.S.	Away	TBA
Saturday	11/21/20	OPEN DATE (Meet of Champions)	Home	TBA
Saturday	11/21/20	SMOC-qualified varsity OPEN DATE Ridgewood H.S.	Away	11:00 AM
Saturday	11/28/20	Nike Regionals, Bowdoin Park NY (Varsity) OPEN DATE Ridgewood H.S.	Away	TBA
Saturday	12/05/20	Nike XC Nationals (Portland OR) OPEN DATE Ridgewood H.S.	Away	TBA

Football**Boys Varsity**

			Place	Time
Friday	09/11/20	Passaic Co Technical Institute	Home	TBA

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Football**Boys Varsity**

			Place	Time
Thursday	09/17/20	Hackensack High School	Away	7:00 PM
Friday	09/25/20	Ramapo High School	Away	6:30 PM
Friday	10/02/20	Wayne Hills High School	Home	TBA
Friday	10/09/20	John F. Kennedy High School	Home	TBA
Friday	10/16/20	Clifton High School	Away	7:00 PM
Friday	10/23/20	Paramus High School	Away	6:00 PM
Friday	10/30/20	Eastside High School	Home	TBA
Friday	11/06/20	OPEN DATE (Round 1 Playoffs)	Home	6:30 PM
Friday	11/13/20	OPEN DATE (Round 2 Playoffs)	Home	6:30 PM
Friday	11/20/20	OPEN DATE (Sectional Final)	Home	6:30 PM
Friday	11/27/20	OPEN DATE (Regional Championship)	Away	TBA

Boys Junior Varsity

			Place	Time
Monday	09/14/20	Passaic Co Technical Institute	Away	4:15 PM
Monday	09/21/20	Hackensack High School	Home	4:15 PM
Monday	09/28/20	Ramapo High School	Home	4:15 PM
Monday	10/05/20	Wayne Hills High School	Away	4:15 PM
Monday	10/12/20	John F. Kennedy High School	Away	4:15 PM
Monday	10/19/20	Clifton High School	Home	4:15 PM
Monday	10/26/20	Paramus High School	Home	4:15 PM
Monday	11/02/20	Eastside High School	Away	4:15 PM

Boys Freshman

			Place	Time
Saturday	09/12/20	Passaic Co Technical Institute	Away	9:00 AM
Saturday	09/19/20	Hackensack High School	Home	9:00 AM
Saturday	10/03/20	Wayne Hills High School	Away	9:30 AM
Saturday	10/10/20	John F. Kennedy High School	Away	9:30 AM
Saturday	10/17/20	Clifton High School	Home	9:00 AM
Saturday	10/24/20	Paramus High School	Home	9:00 AM
Saturday	10/31/20	Eastside High School	Away	9:30 AM

Golf**Boys Varsity**

			Place	Time
Monday	04/05/21	OPEN DATE	Home	TBA
Tuesday	04/06/21	OPEN DATE	Home	TBA

Superintendent
Dr. Daniel Fishbein

Principal
Dr. Thomas A. Gorman

Admin. Assistant
Maureen Chiramonte

Athletic Director
Keith Cook

Team Schedule

7/1/2020 to 6/30/2021

Ridgewood H.S.
627 East Ridgewood Avenue
Ridgewood, NJ 07451

Keith Cook
School Phone: 201-670-2800 ext
20510
Fax: 201-612-6262
kcook@ridgewood.k12.nj.us

Golf*Boys Varsity*

			Place	Time
Wednesday	04/07/21	OPEN DATE	Home	TBA
Thursday	04/08/21	OPEN DATE	Home	TBA
Monday	05/10/21	OPEN DATE	Home	TBA
Tuesday	05/11/21	OPEN DATE	Home	TBA
Monday	05/17/21	OPEN DATE	Home	TBA

Girls Varsity

			Place	Time
Monday	04/05/21	OPEN DATE	Home	TBA
Tuesday	04/06/21	OPEN DATE	Home	TBA
Wednesday	04/07/21	OPEN DATE	Home	TBA
Thursday	04/08/21	OPEN DATE	Home	TBA
Monday	05/10/21	OPEN DATE	Home	TBA
Tuesday	05/11/21	OPEN DATE	Home	TBA
Tuesday	05/18/21	OPEN DATE	Home	TBA

Ice Hockey*Boys Varsity*

			Place	Time
S Friday	11/13/20	Paramus High School	Home	3:30 PM
S Saturday	11/14/20	Montville High School	Away	1:00 PM
S Saturday	11/21/20	Livingston High School	Away	11:15 AM
Saturday	11/28/20	Ramsey High School	Home	6:30 PM
Sunday	11/29/20	Westfield High School	Away	3:00 PM
Saturday	12/05/20	Tenafly High School	Home	7:00 PM
Sunday	12/06/20	Wayne Valley High School	Home	5:00 PM
Friday	12/11/20	Madison High School	Away	7:15 PM
Sunday	12/13/20	Ramapo High School	Away	7:00 PM
Saturday	12/19/20	Hillsborough High School	Home	8:40 PM
Sunday	12/20/20	Mahwah High School	Away	7:00 PM
Friday	12/25/20	Morris Knolls High School	Home	5:15 PM
Saturday	01/02/21	Ramapo High School	Home	8:15 PM
Sunday	01/03/21	Ridge High School	Away	7:00 PM
Friday	01/08/21	Montclair Kimberley Academy	Away	5:15 PM
Sunday	01/10/21	Mahwah High School	Home	7:15 PM
Monday	01/11/21	Passaic Valley High School	Home	3:50 PM
Friday	01/15/21	Bergen Catholic High School	Home	7:00 PM
Saturday	01/23/21	Indian Hills High School	Away	6:30 PM

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Ice Hockey**Boys Varsity**

			Place	Time
Friday	01/29/21	Howell High School	Home	6:40 PM
Saturday	01/30/21	Lakeland High School	Home	9:00 PM
Friday	02/05/21	West Milford High School	Home	6:30 PM
Saturday	02/06/21	Wayne Hills High School	Away	9:00 PM
Friday	02/12/21	Ramsey High School	Home	8:00 PM
Friday	02/26/21	Toms River North High School	Away	5:15 PM
Monday	03/01/21	Ridge High School	Home	3:40 PM
Wednesday	03/03/21	OPEN DATE	Home	TBA

Boys Junior Varsity

			Place	Time
Saturday	11/28/20	Ramsey High School	Home	10:30 PM
Monday	11/30/20	River Dell High School	Away	4:30 PM
Friday	12/04/20	Paramus High School	Home	3:30 PM
Saturday	12/05/20	West Essex High School	Away	7:00 PM
Friday	12/11/20	Mahwah High School	Home	10:00 PM
Saturday	12/12/20	Bergen Catholic High School	Home	10:30 PM
Friday	12/18/20	Indian Hills High School	Home	5:30 PM
Saturday	12/19/20	Wayne Hills High School	Home	6:45 PM
Saturday	12/26/20	Mahwah High School	Home	11:30 AM
Sunday	12/27/20	Ramsey High School	Home	1:15 PM
Tuesday	12/29/20	Indian Hills High School	Home	9:30 AM
Friday	01/01/21	River Dell High School	Home	6:30 PM
Saturday	01/02/21	Glen Ridge High School	Home	6:15 PM
Monday	01/04/21	Paramus High School	Away	4:30 PM
Friday	01/08/21	West Essex High School	Home	5:15 PM
Wednesday	01/13/21	Westfield High School	Home	8:50 PM
Saturday	01/16/21	Ramapo High School	Away	6:45 PM
Friday	01/22/21	Lakeland High School	Away	8:45 PM
Monday	02/01/21	OPEN DATE	Away	4:30 PM
Thursday	02/04/21	Fair Lawn High School	Home	4:15 PM
Tuesday	02/09/21	Tenafly High School	Home	4:00 PM
Sunday	02/21/21	Lakeland High School	Home	7:30 PM

Soccer**Boys Varsity**

			Place	Time
S Tuesday	08/25/20	Bridgewater-Rari (B-R Turf 2, next to stadium)	Away	9:30 AM

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Soccer**Boys Varsity**

			Place	Time
S Thursday	08/27/20	Randolph High School	Home	10:00 AM
S Monday	08/31/20	River Dell High School	Home	10:00 AM
Thursday	09/10/20	Hackensack High School	Away	7:00 PM
Saturday	09/12/20	Northern Highlands Regional High School	Home	11:00 AM
Tuesday	09/15/20	Indian Hills High School	Home	4:15 PM
Thursday	09/17/20	Passaic Co Technical Institute	Away	TBA
Monday	09/21/20	Paramus High School	Away	4:15 PM
Thursday	09/24/20	Bergen Catholic High School	Home	4:15 PM
Saturday	09/26/20	Ramapo High School	Home	7:00 PM
Tuesday	09/29/20	Bergen Tech	Away	4:15 PM
Monday	10/05/20	Hackensack High School	Home	4:15 PM
Saturday	10/10/20	Pingry School	Home	1:00 PM
Tuesday	10/13/20	Northern Highlands Regional High School	Away	4:15 PM
Thursday	10/15/20	Indian Hills High School	Away	7:00 PM
Monday	10/19/20	Paramus High School	Home	7:00 PM
Thursday	10/22/20	Ramapo High School	Away	7:00 PM
Tuesday	10/27/20	Clifton High School	Home	4:15 PM
Monday	11/02/20	OPEN DATE (Round 1 Playoffs)	Home	4:15 PM
Thursday	11/05/20	OPEN DATE (Round 2 Playoffs)	Home	4:15 PM
Monday	11/09/20	OPEN DATE (Round 3 Playoffs)	Home	4:15 PM
Thursday	11/12/20	OPEN DATE (Sectional Finals)	Home	4:15 PM
Tuesday	11/17/20	OPEN DATE (State Semi-Finals)	Away	4:15 PM
Saturday	11/21/20	OPEN DATE (Group Finals)	Away	TBA
Friday	11/27/20	Tappan Zee High School RHS B Soccer ALUMNI Game Practice	Home	10:30 AM

Boys Junior Varsity

			Place	Time
S Tuesday	08/25/20	Bridgewater-Rari (Muni Complex Turf-100 Commons Way, Bridgewater)	Away	9:30 AM
S Thursday	08/27/20	Randolph High School	Home	10:00 AM
S Monday	08/31/20	River Dell High School	Away	10:00 AM
Thursday	09/10/20	Hackensack High School	Home	4:15 PM
Saturday	09/12/20	Northern Highlands Regional High School	Away	TBA
Tuesday	09/15/20	Indian Hills High School	Away	4:15 PM
Thursday	09/17/20	Passaic Co Technical Institute	Home	4:15 PM
Monday	09/21/20	Paramus High School	Home	4:15 PM

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Soccer**Boys Junior Varsity**

			Place	Time
Thursday	09/24/20	Bergen Catholic High School	Away	4:15 PM
Saturday	09/26/20	Ramapo High School	Away	TBA
Tuesday	09/29/20	Bergen Tech	Away	4:15PM
Monday	10/05/20	Hackensack High School	Away	4:15 PM
Saturday	10/10/20	Pingry School	Home	10:30 AM
Tuesday	10/13/20	Northern Highlands Regional High School	Home	4:15 PM
Thursday	10/15/20	Indian Hills High School	Home	4:15 PM
Monday	10/19/20	Paramus High School	Away	4:15 PM
Thursday	10/22/20	Ramapo High School	Home	4:15 PM
Tuesday	10/27/20	Clifton High School	Home	4:15 PM

Boys Freshman

			Place	Time
S Tuesday	08/25/20	Bridgewater-Rari (B-R Middle School)	Away	9:30 AM
S Thursday	08/27/20	Randolph High School	Home	10:00 AM
S Monday	08/31/20	River Dell High School	Away	10:00 AM
Thursday	09/10/20	Hackensack High School	Home	4:15 PM
Saturday	09/12/20	Northern Highlands Regional High School	Away	TBA
Tuesday	09/15/20	Indian Hills High School	Away	4:15PM
Thursday	09/17/20	Passaic Co Technical Institute	Home	4:15 PM
Monday	09/21/20	Paramus High School	Home	4:15 PM
Thursday	09/24/20	Bergen Catholic High School	Away	4:15PM
Saturday	09/26/20	Ramapo High School	Away	TBA
Tuesday	09/29/20	Bergen Tech	Home	4:15 PM
Monday	10/05/20	Hackensack High School	Away	4:15PM
Saturday	10/10/20	Pingry School	Home	10:30 AM
Tuesday	10/13/20	Northern Highlands Regional High School	Home	4:15 PM
Thursday	10/15/20	Indian Hills High School	Home	4:15 PM
Monday	10/19/20	Paramus High School	Away	4:15PM
Thursday	10/22/20	Ramapo High School	Home	4:15 PM
Tuesday	10/27/20	Clifton High School	Home	4:15 PM

Girls Varsity

			Place	Time
S Tuesday	08/25/20	Pingry School	Away	TBA
S Wednesday	08/26/20	Ramsey High School	Home	10:00 AM
S Friday	08/28/20	Chatham HS (CMS-turf)	Away	10:00 AM

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Soccer**Girls Varsity**

			Place	Time
S Wednesday	09/02/20	Mahwah High School	Away	6:30 PM
S Friday	09/04/20	Bridgewater-Rari	Home	4:15 PM
Wednesday	09/09/20	Hackensack High School	Home	4:15 PM
Saturday	09/12/20	Northern Highlands Regional High School	Away	2:30 PM
Monday	09/14/20	Indian Hills High School	Away	7:00 PM
Wednesday	09/16/20	Passaic Co Technical Institute	Home	4:15 PM
Tuesday	09/22/20	Paramus High School	Home	4:15 PM
Saturday	09/26/20	Ramapo High School	Away	7:00 PM
Tuesday	09/29/20	Bergen Tech	Home	4:15 PM
Tuesday	10/06/20	Immaculate Heart Academy	Away	4:15 PM
Thursday	10/08/20	Hackensack High School	Away	4:15 PM
Wednesday	10/14/20	Northern Highlands Regional High School	Home	4:15 PM
Friday	10/16/20	Indian Hills High School	Home	4:15 PM
Tuesday	10/20/20	Paramus High School	Away	4:15 PM
Friday	10/23/20	Ramapo High School	Home	4:15 PM
Tuesday	10/27/20	Clifton High School	Away	6:30 PM
Tuesday	11/03/20	OPEN DATE (Round 1 Playoffs)	Home	4:15 PM
Friday	11/06/20	OPEN DATE (Round 2 Playoffs)	Home	2:00 PM
Tuesday	11/10/20	OPEN DATE (Round 3 Playoffs)	Home	4:15 PM
Friday	11/13/20	OPEN DATE (Sectional Finals)	Home	2:00 PM
Wednesday	11/18/20	OPEN DATE (State Semi-Finals)	Away	TBA
Sunday	11/22/20	OPEN DATE (Group Finals)	Away	TBA

Girls Junior Varsity

			Place	Time
S Tuesday	08/25/20	Pingry School	Away	TBA
S Wednesday	08/26/20	Ramsey High School	Home	10:00 AM
S Friday	08/28/20	Chatham HS	Away	10:00 AM
S Wednesday	09/02/20	Mahwah High School	Away	4:15 PM
S Friday	09/04/20	Bridgewater-Rari	Home	4:15 PM
Wednesday	09/09/20	Hackensack High School	Away	4:15 PM
Friday	09/11/20	Northern Highlands Regional High School	Home	4:15 PM
Monday	09/14/20	Indian Hills High School	Home	4:15 PM
Wednesday	09/16/20	Passaic Co Technical Institute	Away	4:15 PM
Tuesday	09/22/20	Paramus High School	Away	4:15 PM
Saturday	09/26/20	Ramapo High School	Home	1:00 PM
Tuesday	09/29/20	Bergen Tech	Home	4:15 PM

Superintendent

Dr. Daniel Fishbein

Principal

Dr. Thomas A. Gorman

Admin. Assistant

Maureen Chiamonte

Athletic Director

Keith Cook

Team Schedule

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kcook@ridgewood.k12.nj.us

Soccer**Girls Junior Varsity**

			Place	Time
Tuesday	10/06/20	Immaculate Heart Academy	Home	4:15 PM
Thursday	10/08/20	Hackensack High School	Home	4:15 PM
Wednesday	10/14/20	Northern Highlands Regional High School	Away	4:15 PM
Friday	10/16/20	Indian Hills High School	Away	4:15 PM
Tuesday	10/20/20	Paramus High School	Home	4:15 PM
Friday	10/23/20	Ramapo High School	Away	4:15 PM
Tuesday	10/27/20	Clifton High School	Away	4:15 PM

Girls Freshman

			Place	Time
S Wednesday	08/26/20	Ramsey High School	Home	10:00 AM
S Friday	08/28/20	Chatham HS	Away	10:00 AM
S Friday	09/04/20	Bridgewater-Rari	Home	4:15 PM
Wednesday	09/09/20	Hackensack High School	Away	4:15PM
Friday	09/11/20	Northern Highlands Regional High School	Home	4:15 PM
Monday	09/14/20	Indian Hills High School	Home	4:15 PM
Wednesday	09/16/20	Passaic Co Technical Institute	Away	4:15PM
Tuesday	09/22/20	Paramus High School	Away	4:15PM
Saturday	09/26/20	Ramapo High School	Home	9:00 AM
Tuesday	09/29/20	Bergen Tech	Away	4:15PM
Tuesday	10/06/20	Immaculate Heart Academy	Home	4:15 PM
Thursday	10/08/20	Hackensack High School	Home	4:15 PM
Wednesday	10/14/20	Northern Highlands Regional High School	Away	4:15PM
Friday	10/16/20	Indian Hills High School	Away	4:15 PM
Tuesday	10/20/20	Paramus High School	Home	4:15 PM
Friday	10/23/20	Ramapo High School	Away	4:15PM
Tuesday	10/27/20	Clifton High School	Away	4:15 PM

Softball**Girls Varsity**

			Place	Time
S Monday	03/15/21	Rutherford High School	Away	4:15 PM
S Wednesday	03/17/21	Mt. St. Dominic Academy	Home	4:15 PM
S Thursday	03/18/21	West Milford High School	Away	4:15 PM
S Wednesday	03/24/21	Passaic Valley High School	Away	4:15 PM
S Thursday	03/25/21	Bergen Tech	Home	4:15 PM
S Friday	03/26/21	Ramsey High School	Away	4:15 PM
S Monday	03/29/21	Saddle Brook High School	Home	4:15 PM

Superintendent

Dr. Daniel Fishbein

Principal

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Softball**Girls Varsity**

			Place	Time
Wednesday	03/31/21	Fair Lawn High School	Away	4:15 PM
Friday	04/02/21	Teaneck High School	Home	4:15 PM
Monday	04/05/21	Ramapo High School	Away	4:15 PM
Tuesday	04/06/21	Paramus High School	Away	4:15 PM
Thursday	04/08/21	Glen Rock High School	Away	4:15 PM
Monday	04/12/21	Northern Highlands Regional High School	Home	4:15 PM
Wednesday	04/14/21	Academy of the Holy Angels	Home	4:15 PM
Friday	04/16/21	Old Tappan	Away	4:15 PM
Saturday	04/17/21	Passaic Valley High School	Home	11:00 AM
Monday	04/19/21	Hackensack High School	Home	4:15 PM
Tuesday	04/20/21	Immaculate Heart Academy	Away	4:15 PM
Saturday	04/24/21	River Dell High School	Home	2:00 PM
Monday	04/26/21	Ramapo High School	Home	4:15 PM
Tuesday	04/27/21	Paramus High School	Home	4:15 PM
Wednesday	04/28/21	Northern Highlands Regional High School	Away	4:15 PM
Friday	04/30/21	Pascack Valley High School	Away	4:15 PM
Monday	05/03/21	Old Tappan	Home	4:15 PM
Tuesday	05/04/21	Bergen Tech	Home	4:15 PM
Wednesday	05/05/21	Hackensack High School	Away	4:15 PM
Friday	05/07/21	Indian Hills High School	Home	4:15 PM
Monday	05/10/21	Mahwah High School	Away	4:15 PM
Tuesday	05/11/21	West Essex High School	Away	4:15 PM
Thursday	05/13/21	OPEN DATE	Away	4:15 PM
Monday	05/17/21	OPEN DATE	Away	TBA
Thursday	05/20/21	OPEN DATE	Away	4:15 PM
Tuesday	05/25/21	OPEN DATE	Home	4:15 PM
Thursday	05/27/21	OPEN DATE	Home	4:15 PM
Saturday	05/29/21	OPEN DATE	Home	TBA

Girls Junior Varsity

			Place	Time
S Monday	03/15/21	Rutherford High School	Away	4:15 PM
S Thursday	03/18/21	West Milford High School	Away	4:15 PM
S Wednesday	03/24/21	Passaic Valley High School	Away	4:15 PM
S Thursday	03/25/21	Bergen Tech	Away	4:15 PM
S Friday	03/26/21	Ramsey High School	Away	4:15 PM
Wednesday	03/31/21	Fair Lawn High School	Home	4:15 PM

Superintendent

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Softball*Girls Junior Varsity*

			Place	Time
Friday	04/02/21	Teaneck High School	Away	4:15 PM
Monday	04/05/21	Ramapo High School	Home	4:15 PM
Tuesday	04/06/21	Paramus High School	Home	4:15 PM
Monday	04/12/21	Northern Highlands Regional High School	Away	4:15 PM
Friday	04/16/21	Old Tappan	Home	4:15 PM
Monday	04/19/21	Hackensack High School	Away	4:15 PM
Tuesday	04/20/21	Immaculate Heart Academy	Home	4:15 PM
Wednesday	04/21/21	Passaic Co Technical Institute	Away	4:15 PM
Friday	04/23/21	Teaneck High School	Home	4:15 PM
Monday	04/26/21	Ramapo High School	Away	4:15 PM
Tuesday	04/27/21	Paramus High School	Away	4:15 PM
Wednesday	04/28/21	Northern Highlands Regional High School	Home	4:15 PM
Friday	04/30/21	Pascack Valley High School	Home	4:15 PM
Monday	05/03/21	Old Tappan	Away	4:15 PM
Tuesday	05/04/21	Bergen Tech	Home	4:15 PM
Wednesday	05/05/21	Hackensack High School	Home	4:15 PM
Friday	05/07/21	Indian Hills High School	Away	4:15 PM
Monday	05/10/21	Mahwah High School	Away	4:15 PM
Tuesday	05/11/21	West Essex High School	Away	4:15 PM

Tennis*Girls Varsity*

			Place	Time
Wednesday	09/09/20	Immaculate Heart Academy	Home	4:15 PM
Friday	09/11/20	Paramus High School	Away	4:15 PM
Monday	09/14/20	Hackensack High School	Away	4:15 PM
Wednesday	09/16/20	Indian Hills High School	Home	4:15 PM
Thursday	09/17/20	Pascack Valley High School	Home	4:15 PM
Monday	09/21/20	Ramapo High School	Home	4:15 PM
Wednesday	09/23/20	Old Tappan	Home	4:15 PM
Thursday	09/24/20	Northern Highlands Regional High School	Away	4:15 PM
Tuesday	09/29/20	John F. Kennedy High School	Away	4:15 PM
Wednesday	09/30/20	Paramus High School	Home	4:15 PM
Thursday	10/01/20	OPEN DATE (Round 1 Playoffs)	Home	4:00 PM
Friday	10/02/20	Hackensack High School	Home	4:15 PM
Monday	10/05/20	Bergen Tech	Away	4:15 PM
Tuesday	10/06/20	OPEN DATE (Round 2 Playoffs)	Home	4:00 PM

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Tennis**Girls Varsity**

			Place	Time
Wednesday	10/07/20	Indian Hills High School	Away	4:00 PM
Friday	10/09/20	OPEN DATE (Rounds 3 Playoffs)	Home	4:00 PM
Friday	10/09/20	Ramapo High School	Away	4:15 PM
Tuesday	10/13/20	OPEN DATE (Sectional Finals)	Home	TBA
Wednesday	10/14/20	Northern Highlands Regional High School	Home	4:15 PM
Thursday	10/15/20	OPEN DATE (State Semi-Finals & Finals)	Away	TBA

Girls Junior Varsity

			Place	Time
Wednesday	09/09/20	Immaculate Heart Academy	Away	4:15PM
Friday	09/11/20	Paramus High School	Home	4:15PM
Monday	09/14/20	Hackensack High School	Home	4:15PM
Wednesday	09/16/20	Indian Hills High School	Away	4:15PM
Thursday	09/17/20	Pascack Valley High School	Away	4:15PM
Monday	09/21/20	Ramapo High School	Away	4:15PM
Wednesday	09/23/20	Old Tappan	Away	4:15PM
Thursday	09/24/20	Northern Highlands Regional High School	Home	4:15PM
Tuesday	09/29/20	John F. Kennedy High School	Home	4:15PM
Wednesday	09/30/20	Paramus High School	Away	4:15PM
Friday	10/02/20	Hackensack High School	Away	4:15PM
Monday	10/05/20	Bergen Tech	Home	4:15PM
Wednesday	10/07/20	Indian Hills High School	Home	4:15PM
Friday	10/09/20	Ramapo High School	Home	4:15PM
Wednesday	10/14/20	Northern Highlands Regional High School	Away	4:15PM

Girls Freshman

			Place	Time
Wednesday	09/09/20	Immaculate Heart Academy	Home	4:15 PM
Friday	09/11/20	Paramus High School	Away	4:15PM
Monday	09/14/20	Hackensack High School	Away	4:15PM
Wednesday	09/16/20	Indian Hills High School	Home	4:15PM
Thursday	09/17/20	Pascack Valley High School	Home	4:15PM
Monday	09/21/20	Ramapo High School	Home	4:15PM
Wednesday	09/23/20	Old Tappan	Home	4:15PM
Thursday	09/24/20	Northern Highlands Regional High School	Away	4:15PM
Tuesday	09/29/20	John F. Kennedy High School	Away	4:15PM
Wednesday	09/30/20	Paramus High School	Home	4:15PM

Superintendent
 Dr. Daniel Fishbein

Principal
 Dr. Thomas A. Gorman

Admin. Assistant
 Maureen Chiramonte

Athletic Director
 Keith Cook

Team Schedule

7/1/2020 to 6/30/2021

Ridgewood H.S.
627 East Ridgewood Avenue
Ridgewood, NJ 07451

Keith Cook
School Phone: 201-670-2800 ext
20510
Fax: 201-612-6262
kcook@ridgewood.k12.nj.us

Tennis*Girls Freshman*

			Place	Time
Friday	10/02/20	Hackensack High School	Home	4:15PM
Monday	10/05/20	Bergen Tech	Away	4:15PM
Wednesday	10/07/20	Indian Hills High School	Away	4:15PM
Friday	10/09/20	Ramapo High School	Away	4:15PM
Wednesday	10/14/20	Northern Highlands Regional High School	Home	4:15PM

Wrestling*Boys Varsity*

			Place	Time
Saturday	01/02/21	QUAD Bishop George Ahr High School Pequannock Township MS/HS Ridgewood H.S. West Milford High School	Home	10:00 AM
Wednesday	01/06/21	Indian Hills High School	Home	6:00 PM
Friday	01/08/21	River Dell High School	Home	6:00 PM
Saturday	01/16/21	Quad New Providence High School Randolph High School Randolph High School Ridgewood H.S. Wayne Valley High School	Away	9:00 AM
Wednesday	01/20/21	Hackensack High School	Home	6:00 PM
Friday	01/22/21	Northern Highlands Regional High School	Away	TBA
Wednesday	01/27/21	John F. Kennedy High School	Away	TBA
Friday	01/29/21	Paramus High School	Away	TBA
Saturday	01/30/21	Quad-tentative Kittatinny Regional H. S. Ridgewood H.S. Wayne Hills High School	Away	2:00 PM
Wednesday	02/03/21	Bergen Catholic High School	Away	TBA
Friday	02/05/21	Ramapo High School	Home	6:00 PM
Wednesday	02/10/21	OPEN DATE	Away	TBA
Friday	02/12/21	OPEN DATE	Home	TBA
Saturday	02/13/21	QUAD Hawthorne High School Ridgewood H.S. St. Joseph Regional Wallkill Valley Reg High School	Home	10:00 AM
Saturday	02/20/21	OPEN DATE	Home	TBA
Wednesday	02/24/21	OPEN DATE	Home	TBA
Thursday	02/25/21	OPEN DATE	Home	TBA
Friday	02/26/21	OPEN DATE	Home	TBA

Superintendent

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Wrestling**Boys Junior Varsity**

			Place	Time
Wednesday	01/06/21	Indian Hills High School	Home	5:00 PM
Friday	01/08/21	River Dell High School	Home	5:00 PM
Wednesday	01/20/21	Hackensack High School	Home	5:00 PM
Friday	01/22/21	Northern Highlands Regional High School	Away	TBA
Wednesday	01/27/21	John F. Kennedy High School	Away	TBA
Friday	01/29/21	Paramus High School	Away	TBA
Wednesday	02/03/21	Bergen Catholic High School	Away	TBA
Friday	02/05/21	Ramapo High School	Home	5:00 PM

Track**Boys/Girls Varsity**

			Place	Time
Wednesday	03/31/21	Tri Meet w HHS & Paramus Hackensack High School Paramus High School Ridgewood H.S.	Away	4:00 PM
Saturday	04/03/21	Pawlowski Relays OPEN DATE Ridgewood H.S.	Home	9:00 AM
Monday	04/05/21	Teaneck High School	Away	3:30 PM
Thursday	04/08/21	OPEN DATE	Away	6:00 PM
Friday	04/09/21	OPEN DATE	Home	TBA
Saturday	04/10/21	OPEN DATE	Home	TBA
Saturday	04/10/21	Hackensack High School	Home	9:00 AM
Monday	04/12/21	Old Tappan	Away	3:30 PM
Wednesday	04/14/21	Bergen County Relays-varsity OPEN DATE Ridgewood H.S.	Home	3:30 PM
Friday	04/16/21	Bergen County Relays - varsity OPEN DATE Ridgewood H.S. River Dell High School	Away	3:30 PM
Saturday	04/17/21	Bergen County Relays - varsity OPEN DATE Ridgewood H.S. River Dell High School	Away	9:00 AM
Monday	04/19/21	Tri-Meet w/NHHS & Ramapo Northern Highlands Regional High School Ramapo High School Ridgewood H.S.	Away	4:15 PM

Superintendent

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Keith Cook

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 kcook@ridgewood.k12.nj.us

Track**Boys/Girls Varsity**

			Place	Time
Thursday	04/22/21	OPEN DATE	Home	10:00 AM
Friday	04/23/21	OPEN DATE	Home	9:00 AM
Saturday	04/24/21	OPEN DATE	Home	9:00 AM
Monday	04/26/21	Tri-meet w/ Hackensack & Paramus Hackensack High School Paramus High School Ridgewood H.S.	Away	4:15 PM
Thursday	04/29/21	Big North Champs - select varsity OPEN DATE Ridgewood H.S.	Home	3:30 PM
Tuesday	05/04/21	Big North Novice Championship Hackensack High School Northern Highlands Regional High School Old Tappan Paramus High School Ramapo High School Ridgewood H.S. Teaneck High School	Home	4:15 PM
Friday	05/07/21	Bergen County Championship-varsity Old Tappan OPEN DATE Ridgewood H.S.	Away	3:30 PM
Saturday	05/08/21	Bergen County Championship-varsity Old Tappan OPEN DATE Ridgewood H.S.	Away	9:00 AM
Tuesday	05/11/21	BC Novice Champs Hackensack High School OPEN DATE Ridgewood H.S.	Away	4:00 PM
Thursday	05/13/21	Bergen County Frosh Girls Champs OPEN DATE Ridgewood H.S.	Home	4:00 PM
Friday	05/14/21	Bergen County Meet of Champions - select V Hackensack High School OPEN DATE Ridgewood H.S.	Away	3:30 PM
Monday	05/17/21	East Coach Relays OPEN DATE Randolph High School Randolph High School Ridgewood H.S.	Away	4:00 PM

Superintendent

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Team Schedule

7/1/2020 to 6/30/2021

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Track*Boys/Girls Varsity*

			Place	Time
Friday	05/28/21	OPEN DATE	Home	3:30 PM
Saturday	05/29/21	OPEN DATE	Home	9:00 AM
Friday	06/04/21	OPEN DATE	Home	2:30 PM
Saturday	06/05/21	OPEN DATE	Home	10:00 AM
Saturday	06/12/21	OPEN DATE	Home	2:00 PM
Friday	06/18/21	OPEN DATE	Home	10:00 AM
Saturday	06/19/21	OPEN DATE	Home	10:00 AM
Sunday	06/20/21	OPEN DATE	Home	10:00 AM

Swimming*Boys/Girls Varsity*

			Place	Time
Monday	11/30/20	Passaic Co Technical Institute	Home	6:30 PM
Thursday	12/03/20	Wayne Valley High School	Home	2:30 PM
Saturday	12/05/20	Pascack Valley High School	Home	2:00 PM
Monday	12/07/20	Bergen Catholic High School	Away	2:30 PM
Saturday	12/12/20	Passaic High School	Away	11:00 AM
Monday	12/14/20	River Dell High School	Away	2:30 PM
Friday	01/01/21	Hackensack High School	Home	4:30 PM
Tuesday	01/05/21	Passaic Co Technical Institute	Home	3:30 PM
Thursday	01/07/21	Wayne Hills High School	Away	2:30 PM
Tuesday	01/12/21	Clifton High School	Home	3:30 PM
Saturday	01/23/21	OPEN DATE	Home	TBA
Sunday	01/24/21	OPEN DATE	Home	6:00 PM
Monday	01/25/21	Fair Lawn High School	Home	5:00 PM
Thursday	01/28/21	Hackensack High School	Home	5:30 PM
Monday	02/01/21	West Orange High School	Away	3:00 PM
Thursday	02/04/21	Livingston High School	Home	4:00 PM
Monday	02/08/21	OPEN DATE	Away	5:45 PM

Lacrosse*Boys Varsity*

			Place	Time
S Saturday	03/13/21	V & JV quad scrim w Ridge, Chatham, Clarks Summit Ridge High School Ridgewood H.S.	Away	3:00 PM
S Wednesday	03/17/21	Bridgewater-Rari	Home	4:30 PM

Superintendent

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Admin. Assistant

Maureen Chiamonte

Athletic Director

Keith Cook

Team Schedule

7/1/2020 to 6/30/2021

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kcook@ridgewood.k12.nj.us

Lacrosse**Boys Varsity**

			Place	Time
S Saturday	03/20/21	Delbarton High School	Away	11:00 AM
Wednesday	03/24/21	Don Bosco Prep	Home	4:15 PM
Saturday	03/27/21	Salisbury School	Away	11:00 AM
Tuesday	03/30/21	Mountain Lakes High School	Away	4:30 PM
Saturday	04/03/21	Westfield High School	Home	2:00 PM
Tuesday	04/06/21	Moorestown High School	Away	5:00 PM
Thursday	04/08/21	Ridge High School	Away	4:30 PM
Saturday	04/10/21	Hunterdon Central Reg. HS	Away	11:00 AM
Wednesday	04/14/21	Montgomery Township Schools	Home	4:30 PM
Saturday	04/17/21	St. Joseph Regional	Away	11:00 AM
Wednesday	04/21/21	Bergen Catholic High School	Home	4:15 PM
Saturday	04/24/21	Bernards High School	Away	2:00 PM
Tuesday	04/27/21	Northern Highlands Regional High School	Home	6:30 PM
Thursday	04/29/21	Ramapo High School	Away	4:15 PM
Saturday	05/01/21	OPEN DATE	Away	TBA
Tuesday	05/04/21	OPEN DATE	Away	TBA
Thursday	05/06/21	OPEN DATE	Away	TBA
Saturday	05/08/21	OPEN DATE	Home	TBA
Wednesday	05/12/21	Summit High School	Away	4:30 PM
Saturday	05/15/21	Somerville High School	Away	11:00 AM
Wednesday	05/19/21	OPEN DATE	Away	4:15 PM
Saturday	05/22/21	OPEN DATE	Away	11:00 AM
Wednesday	05/26/21	OPEN DATE	Away	4:15 PM
Saturday	05/29/21	OPEN DATE	Home	TBA
Saturday	06/05/21	OPEN DATE	Home	TBA
Wednesday	06/09/21	OPEN DATE	Home	TBA
Saturday	06/12/21	OPEN DATE	Home	TBA

Boys Junior Varsity

			Place	Time
S Wednesday	03/17/21	Bridgewater-Rari	Home	6:00 PM
S Saturday	03/20/21	Delbarton High School	Away	12:30 PM
Wednesday	03/24/21	Don Bosco Prep	Home	6:15 PM
Tuesday	03/30/21	Mountain Lakes High School	Away	6:15 PM
Saturday	04/03/21	Westfield High School	Home	3:30 PM
Tuesday	04/06/21	Moorestown High School	Away	6:15 PM
Thursday	04/08/21	Ridge High School	Away	6:15 PM

Superintendent

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Lacrosse**Boys Junior Varsity**

			Place	Time
Saturday	04/10/21	Hunterdon Central Reg. HS	Away	1:00 PM
Wednesday	04/14/21	Montgomery Township Schools	Home	6:00 PM
Saturday	04/17/21	St. Joseph Regional	Away	1:00 PM
Wednesday	04/21/21	Bergen Catholic High School	Home	6:00 PM
Saturday	04/24/21	Bernards High School	Away	3:30 PM
Tuesday	04/27/21	Northern Highlands Regional High School	Home	5:00 PM
Thursday	04/29/21	Ramapo High School	Away	6:00 PM
Saturday	05/08/21	OPEN DATE	Home	6:15 PM
Wednesday	05/12/21	Summit High School	Away	6:15PM
Saturday	05/15/21	Somerville High School	Away	1:00 PM

Boys Freshman

			Place	Time
S Saturday	03/13/21	Seton Hall Prep	Home	11:00 AM
S Wednesday	03/17/21	Bridgewater-Rari	Away	4:30 PM
S Saturday	03/20/21	Delbarton High School	Home	11:00 AM
Wednesday	03/24/21	Don Bosco Prep	Away	4:15 PM
Tuesday	03/30/21	Mountain Lakes High School	Home	4:30 PM
Saturday	04/03/21	Westfield High School	Away	10:00 AM
Tuesday	04/06/21	Moorestown High School	Home	4:00 PM
Thursday	04/08/21	Ridge High School	Home	4:00 PM
Saturday	04/10/21	Hunterdon Central Reg. HS	Home	TBA
Saturday	04/17/21	St. Joseph Regional	Home	11:00 AM
Wednesday	04/21/21	Bergen Catholic High School	Away	4:00 PM
Saturday	04/24/21	Chatham HS	Home	9:00 AM
Thursday	04/29/21	Ramapo High School	Home	4:15 PM
Wednesday	05/12/21	Summit High School	Home	4:30 PM

Girls Varsity

			Place	Time
S Saturday	03/13/21	Rumson-Fair Haven H S	Away	3:30 PM
S Monday	03/15/21	Suffern High School	Away	4:30 PM
S Saturday	03/20/21	Suffern High School	Home	TBA
Wednesday	03/24/21	West Morris/Mendham High School	Home	4:30 PM
Saturday	03/27/21	Montclair High School	Away	1:30 PM
Tuesday	03/30/21	Westfield High School	Home	4:30 PM
Thursday	04/01/21	Glen Ridge High School	Away	4:15 PM

Superintendent

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Lacrosse**Girls Varsity**

			Place	Time
Friday	04/02/21	Moorestown High School	Home	4:30 PM
Sunday	04/04/21	OPEN DATE	Away	10:30 AM
Tuesday	04/06/21	Northern Highlands Regional High School	Home	5:00 PM
Thursday	04/08/21	Mountain Lakes High School	Home	4:30 PM
Monday	04/12/21	Oak Knoll High School	Away	4:15 PM
Wednesday	04/14/21	Ramapo High School	Home	4:30 PM
Friday	04/16/21	Saddle River Day School	Away	4:15 PM
Saturday	04/17/21	St. Anthony High School	Home	TBA
Monday	04/19/21	Chatham HS	Away	4:15 PM
Wednesday	04/21/21	Immaculate Heart Academy	Away	4:15 PM
Saturday	04/24/21	OPEN DATE	Home	TBA
Tuesday	04/27/21	Morristown High School	Home	4:30 PM
Thursday	04/29/21	Summit High School	Home	4:30 PM
Saturday	05/01/21	Darien High School	Home	3:00 PM
Tuesday	05/04/21	OPEN DATE	Away	TBA
Thursday	05/06/21	OPEN DATE	Away	TBA
Saturday	05/08/21	OPEN DATE	Away	TBA
Thursday	05/13/21	OPEN DATE	Away	4:15 PM
Monday	05/17/21	OPEN DATE	Away	4:15 PM
Thursday	05/20/21	OPEN DATE	Away	4:15 PM
Wednesday	05/26/21	OPEN DATE	Away	4:15 PM
Saturday	05/29/21	OPEN DATE	Home	TBA
Tuesday	06/01/21	OPEN DATE	Home	TBA
Thursday	06/03/21	OPEN DATE	Home	TBA
Monday	06/07/21	OPEN DATE	Home	TBA

Girls Junior Varsity

			Place	Time
S Saturday	03/13/21	Rumson-Fair Haven H S	Away	5:00 PM
Monday	03/15/21	Suffern High School	Away	6:00 PM
Wednesday	03/24/21	West Morris/Mendham High School	Home	6:00 PM
Saturday	03/27/21	Montclair High School	Away	3:00 PM
Tuesday	03/30/21	Westfield High School	Home	6:00 PM
Thursday	04/01/21	Glen Ridge High School	Away	5:45 PM
Friday	04/02/21	Moorestown High School	Home	6:00 PM
Tuesday	04/06/21	Northern Highlands Regional High School	Home	6:30 PM
Thursday	04/08/21	Mountain Lakes High School	Home	6:00 PM

Superintendent

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Maureen Chiamonte

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Lacrosse**Girls Junior Varsity**

			Place	Time
Monday	04/12/21	Oak Knoll High School	Away	5:45 PM
Wednesday	04/14/21	Ramapo High School	Home	6:00 PM
Monday	04/19/21	Chatham HS	Away	5:45 PM
Wednesday	04/21/21	Immaculate Heart Academy	Away	5:45 PM
Tuesday	04/27/21	Morristown High School	Home	6:00 PM
Thursday	04/29/21	Summit High School	Home	6:00 PM
Saturday	05/01/21	Darien High School	Home	3:00 PM
Friday	05/07/21	Summit High School	Away	4:30 PM

Girls Freshman

			Place	Time
S Saturday	03/13/21	Rumson-Fair Haven H S	Home	1:00 PM
S Friday	03/19/21	Ramapo High School	Home	4:15 PM
Wednesday	03/24/21	West Morris/Mendham High School	Away	4:00 PM
Friday	03/26/21	Montclair High School	Home	4:00 PM
Friday	04/02/21	Moorestown High School	Away	4:30 PM
Monday	04/05/21	Westfield High School	Away	4:30 PM
Tuesday	04/06/21	Bridgewater-Rari	Home	10:00 AM
Thursday	04/08/21	Mountain Lakes High School	Away	4:00 PM
Wednesday	04/14/21	Ramapo High School	Away	4:00 PM
Monday	04/19/21	Chatham HS	Home	4:30 PM
Saturday	04/24/21	Hillsborough High School	Away	11:00 AM
Tuesday	04/27/21	Morristown High School	Away	4:00 PM
Thursday	04/29/21	Summit High School	Away	4:30 PM
Saturday	05/01/21	Darien High School	Home	12:00 PM

Volleyball**Girls Varsity**

			Place	Time
S Wednesday	08/26/20	Mahwah High School	Away	TBA
Tuesday	09/01/20	Academy of the Holy Angels	Away	4:15 PM
Thursday	09/03/20	Fair Lawn High School	Home	5:30 PM
Thursday	09/10/20	Immaculate Heart Academy	Home	5:30 PM
Monday	09/14/20	Paramus High School	Away	TBA
Wednesday	09/16/20	Hackensack High School	Away	4:15 PM
Monday	09/21/20	Indian Hills High School	Home	5:30 PM
Wednesday	09/23/20	Pascack Valley High School	Home	5:30 PM
Friday	09/25/20	Ramapo High School	Home	5:30 PM

Superintendent

Dr. Daniel Fishbein

Principal

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Admin. Assistant

Maureen Chiamonte

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Volleyball**Girls Varsity**

			Place	Time
Wednesday	09/30/20	Northern Highlands Regional High School	Away	5:30 PM
Friday	10/02/20	Old Tappan	Home	5:30 PM
Wednesday	10/07/20	John F. Kennedy High School	Away	4:15 PM
Tuesday	10/13/20	Paramus High School	Home	5:30 PM
Thursday	10/15/20	Hackensack High School	Home	5:30 PM
Monday	10/19/20	Bergen Tech	Away	4:15 PM
Wednesday	10/21/20	Indian Hills High School	Away	4:15 PM
Friday	10/23/20	Ramapo High School	Away	4:15 PM
Wednesday	10/28/20	Northern Highlands Regional High School	Home	5:30 PM
Friday	10/30/20	OPEN DATE (Round 1 Playoffs)	Home	4:15 PM
Wednesday	11/04/20	OPEN DATE (Round 2 Playoffs)	Home	4:15 PM
Friday	11/06/20	OPEN DATE (Round 3 Playoffs)	Home	4:15 PM
Tuesday	11/10/20	OPEN DATE (Sectional Finals)	Away	TBA
Thursday	11/12/20	OPEN DATE (State Semi-Finals)	Away	TBA
Saturday	11/14/20	OPEN DATE (State Finals)	Away	TBA

Girls Junior Varsity

			Place	Time
S Wednesday	08/26/20	Mahwah High School	Away	TBA
Tuesday	09/01/20	Academy of the Holy Angels	Away	5:30PM
Thursday	09/03/20	Fair Lawn High School	Home	4:15 PM
Thursday	09/10/20	Immaculate Heart Academy	Home	4:15 PM
Monday	09/14/20	Paramus High School	Away	5:30PM
Wednesday	09/16/20	Hackensack High School	Away	5:30PM
Monday	09/21/20	Indian Hills High School	Home	4:15 PM
Wednesday	09/23/20	Pascack Valley High School	Home	4:15 PM
Friday	09/25/20	Ramapo High School	Home	4:15 PM
Wednesday	09/30/20	Northern Highlands Regional High School	Away	4:15 PM
Friday	10/02/20	Old Tappan	Home	4:15 PM
Wednesday	10/07/20	John F. Kennedy High School	Away	5:30PM
Tuesday	10/13/20	Paramus High School	Home	4:15 PM
Thursday	10/15/20	Hackensack High School	Home	4:15 PM
Monday	10/19/20	Bergen Tech	Away	5:30PM
Wednesday	10/21/20	Indian Hills High School	Away	5:30PM
Friday	10/23/20	Ramapo High School	Away	5:30PM
Wednesday	10/28/20	Northern Highlands Regional High School	Home	5:30PM

Girls Freshman

			Place	Time
S Wednesday	08/26/20	Mahwah High School	Away	TBA

Superintendent

Dr. Daniel Fishbein
 06/24/2020

Principal

Dr. Thomas A. Gorman 1238
 *=League Event

Admin. Assistant

Maureen Chiramonte
 Schedule Star 866-448-9438

Athletic Director

Keith Cook

Team Schedule

7/1/2020 to 6/30/2021

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Volleyball*Girls Freshman*

			Place	Time
Thursday	09/03/20	Fair Lawn High School	Home	4:15 PM
Thursday	09/10/20	Immaculate Heart Academy	Home	4:15 PM
Monday	09/14/20	Paramus High School	Away	4:15 PM
Wednesday	09/16/20	Hackensack High School	Away	4:15 PM
Monday	09/21/20	Indian Hills High School	Away	4:15PM
Wednesday	09/23/20	Pascack Valley High School	Away	4:15PM
Friday	09/25/20	Ramapo High School	Away	4:15 PM
Wednesday	09/30/20	Northern Highlands Regional High School	Away	4:15 PM
Friday	10/02/20	Old Tappan	Home	4:15 PM
Wednesday	10/07/20	John F. Kennedy High School	Home	4:15PM
Tuesday	10/13/20	Paramus High School	Home	4:15 PM
Thursday	10/15/20	Hackensack High School	Home	4:15 PM
Monday	10/19/20	Bergen Tech	Home	4:15PM
Wednesday	10/21/20	Indian Hills High School	Home	4:15PM
Friday	10/23/20	Ramapo High School	Home	4:15PM
Wednesday	10/28/20	Northern Highlands Regional High School	Home	4:15 PM

Bowling*Boys/Girls Varsity*

			Place	Time
Monday	12/07/20	Teaneck High School	Home	4:15 PM
Wednesday	12/09/20	Ramapo High School	Home	4:15 PM
Saturday	12/12/20	OPEN DATE	Home	9:00 AM
Monday	12/14/20	Old Tappan	Home	4:15 PM
Friday	12/18/20	Hackensack High School	Home	4:15 PM
Saturday	01/02/21	OPEN DATE	Home	9:00 AM
Wednesday	01/06/21	Wayne Hills High School	Home	4:15 PM
Friday	01/08/21	Paramus High School	Home	4:15 PM
Saturday	01/09/21	OPEN DATE	Home	9:00 AM
Tuesday	01/12/21	Northern Highlands Regional High School	Home	4:15 PM
Thursday	01/14/21	Teaneck High School	Home	4:15 PM
Saturday	01/16/21	OPEN DATE	Home	9:00 AM
Tuesday	01/19/21	Ramapo High School	Home	4:15 PM
Friday	01/22/21	Old Tappan	Home	4:15 PM
Saturday	01/23/21	OPEN DATE	Home	9:00 AM
Tuesday	01/26/21	Hackensack High School	Home	4:15 PM
Thursday	01/28/21	Wayne Valley High School	Home	4:15 PM

Superintendent
Dr. Daniel Fishbein

Principal
Dr. Thomas A. Gorman

Admin. Assistant
Maureen Chiamonte

Athletic Director
Keith Cook

Team Schedule

7/1/2020 to 6/30/2021

Ridgewood H.S.
627 East Ridgewood Avenue
Ridgewood, NJ 07451

Keith Cook
School Phone: 201-670-2800 ext
20510
Fax: 201-612-6262
kcook@ridgewood.k12.nj.us

Bowling*Boys/Girls Varsity*

			Place	Time
Friday	01/29/21	OPEN DATE	Home	4:15 PM
Saturday	01/30/21	OPEN DATE	Home	9:00 AM
Tuesday	02/02/21	Paramus High School	Home	4:15 PM
Friday	02/05/21	Northern Highlands Regional High School	Home	4:15 PM
Saturday	02/06/21	OPEN DATE	Home	9:00 AM
Monday	02/08/21	OPEN DATE	Home	TBA
Wednesday	02/10/21	OPEN DATE	Home	9:00 AM
Friday	02/12/21	OPEN DATE	Home	TBA

Indoor Track*Boys/Girls Varsity*

			Place	Time
Friday	12/18/20	OPEN DATE	Home	5:00 PM
Monday	12/21/20	OPEN DATE	Home	9:00 AM
Saturday	12/26/20	OPEN DATE	Home	9:00 AM
Thursday	12/31/20	OPEN DATE	Home	4:30 PM
Friday	01/01/21	OPEN DATE	Home	TBA
Saturday	01/02/21	OPEN DATE	Home	TBA
Saturday	01/02/21	OPEN DATE	Home	9:00 AM
Sunday	01/03/21	OPEN DATE	Home	9:00 AM
Wednesday	01/06/21	OPEN DATE	Home	TBA
Wednesday	01/06/21	OPEN DATE	Home	4:30 PM
Wednesday	01/13/21	OPEN DATE	Home	5:00 PM
Friday	01/15/21	OPEN DATE	Home	TBA
Saturday	01/16/21	OPEN DATE	Home	TBA
Wednesday	01/20/21	OPEN DATE	Home	5:15 PM
Friday	01/22/21	OPEN DATE	Away	5:00 PM
Saturday	01/23/21	OPEN DATE	Home	9:00 AM
Sunday	01/24/21	OPEN DATE	Home	9:00 AM
Wednesday	01/27/21	OPEN DATE	Away	TBA
Monday	02/01/21	OPEN DATE	Home	5:00 PM
Saturday	02/06/21	OPEN DATE	Home	TBA
Wednesday	02/10/21	OPEN DATE	Home	5:15 PM
Tuesday	02/16/21	OPEN DATE	Home	4:30 PM
Saturday	02/20/21	OPEN DATE	Home	9:00 AM
Saturday	02/27/21	OPEN DATE	Home	3:00 PM
Sunday	03/07/21	OPEN DATE	Home	10:00 AM

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Indoor Track*Boys/Girls Varsity*

			Place	Time
Friday	03/12/21	OPEN DATE	Home	TBA
Saturday	03/13/21	OPEN DATE	Home	TBA
Sunday	03/14/21	OPEN DATE	Home	TBA

Alpine Ski*Boys/Girls Varsity*

			Place	Time
Wednesday	01/06/21	OPEN DATE	Home	5:00 PM
Monday	01/11/21	OPEN DATE	Home	5:00 PM
Wednesday	01/20/21	OPEN DATE	Home	5:00 PM
Friday	01/22/21	OPEN DATE	Home	5:00 PM
Tuesday	01/26/21	OPEN DATE	Home	5:00 PM
Monday	02/01/21	OPEN DATE	Home	5:00 PM
Friday	02/05/21	OPEN DATE	Home	5:00 PM
Wednesday	02/10/21	OPEN DATE	Home	5:00 PM
Thursday	02/11/21	OPEN DATE	Home	4:30 PM
Wednesday	02/17/21	OPEN DATE	Home	5:00 PM
Friday	02/19/21	OPEN DATE	Home	10:00 AM
Sunday	02/21/21	OPEN DATE	Home	10:00 AM
Tuesday	02/23/21	OPEN DATE	Home	10:00 AM
Thursday	03/04/21	OPEN DATE	Home	TBA
Friday	03/05/21	OPEN DATE	Home	TBA
Saturday	03/06/21	OPEN DATE	Home	TBA
Sunday	03/07/21	OPEN DATE	Home	TBA

Gymnastics*Girls Varsity*

			Place	Time
Thursday	09/10/20	Wayne Valley High School	Away	5:00 PM
Tuesday	09/15/20	Montclair High School	Home	4:30 PM
Friday	09/18/20	Pascack Valley High School	Away	4:30 PM
Tuesday	09/22/20	Wayne Hills High School	Away	4:30 PM
Thursday	09/24/20	Passaic Valley High School	Away	4:30 PM
Tuesday	09/29/20	West Milford High School	Home	4:30 PM
Thursday	10/01/20	Academy of the Holy Angels	Home	4:30 PM
Monday	10/05/20	Mount Olive HS	Away	4:30 PM
Friday	10/09/20	Ramapo High School	Away	4:30 PM
Tuesday	10/13/20	Tenaflly High School	Away	4:30 PM

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Gymnastics*Girls Varsity*

			Place	Time
Friday	10/16/20	OPEN DATE	Away	5:00 PM
Saturday	10/17/20	Novice Meet OPEN DATE Ridgewood H.S. West Milford High School	Home	12:00 PM
Monday	10/19/20	OPEN DATE	Away	5:00 PM
Tuesday	10/27/20	Passaic Valley High School	Home	4:30 PM
Saturday	10/31/20	Sectionals OPEN DATE Ridgewood H.S.	Home	8:45 AM
Thursday	11/05/20	OPEN DATE	Home	TBA
Saturday	11/07/20	OPEN DATE (Sectionals)	Home	TBA
Saturday	11/07/20	OPEN DATE	Home	TBA
Thursday	11/12/20	OPEN DATE (Team Finals)	Away	TBA
Saturday	11/14/20	OPEN DATE (Individual Finals)	Away	TBA

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Tulsi Bodiwala	Zoology Online Course Centre of Excellence, GB Online	Professional Development	\$98.81	0
Dana Higgins	Comprehensive IMSE Orton Gillingham Training Virtual sessions from IMSE Orton Gillingham, MI July 20 – 24, 2020	Professional Development	\$1275.00	0
Alyson Galvin	Comprehensive IMSE Orton Gillingham Training Virtual sessions from IMSE Orton Gillingham, MI July 20 – 24, 2020	Professional Development	\$1275.00	0

The total cost for these conferences is \$9,892.81. Upon Board approval of these conferences, the total expenditure for travel and conferences for 2020-2021 will be \$17,265.81 leaving a balance of \$182,734.19.

The total cost of substitutes for these conferences is \$1,000.00 Upon Board approval of these conferences, the total expenditure for substitutes for travel and conferences for 2020-2021 will be \$1,000.00.

Summer Music Academy/Encore Music

Annamaria Alcaro
Andre Baruch
Megan Beaumont
Mathew Bilyk
Alexander Bocchino
Kenneth Brescia
Louise Butler
Catherine Cosco
Jason Curcio
Deborah Gregory-Fink
Gary Fink
Mark Friedman
Kristi Geronimo
Cynthia Haas*
Jeffrey Haas*
Benjamin Hankle
Justine Kawash
Peter Kennedy
Janelle King
Gregory Landes
Paul Larsen
Patricia Lazzara
Arlene Locola
John Luckenbill
David Rimelis
Carol Sharar
Amanda Zlotkin
Account # 13-423-100-101-00-60-060-001

Summer Adventure

Douglas Aday
Account # 13-422-200-103-00-60-060-001

Christina Chicas
Account # 13-422-200-105-00-60-060-001

Giselle Batista
Stacey Bukowski
Brianna Champy
Margaret Chanod
Colleen Contreras
Michael DeRisi
Rebecca Dodd*
Stephanie Dodd*
Patrick Driscoll
Brenda Felipe
Stefanie Gigante
Christopher Kearns
Kristen Krasinski
Shannon Lynch
Karen Mendez
Lauren Menzies
Courtney Pfeiffer
Jason Porod
Kristin Rosolanko*
Nick Rosolanko*
Jennifer Ross
Amy Schaffer
Suzanne Simone
David Stahl
Linda Strickland
Melanie Tormey
Account # 13-422-100-101-00-60-060-001

*Related to staff member

NAME	POSITION	HOME SCHOOL(s)	Hourly Rate	# of hours	Total
RELATED SERVICE PROVIDERS					
Kimberly Sansone	OT	Ridge/GW	\$63.27	50	\$3,163.50
Karen Morris	OT	Hawes/Willard	\$56.27	50	\$2,813.50
TEACHERS					
Samantha Mancinelli	Special Education	RHS	\$48.39	20	\$967.80
Caitlin Musso	General Education	RHS	\$50.76	20	\$1,015.20
Nancy Reilly	Special Education	RHS	\$69.62	20	\$1,392.40
Lisa Sutera	Special Education	BFMS	\$63.10	20	\$1,262.00
Kaitlyn Funtsch	Special Education	GWMS	\$53.12	20	\$1,062.40
Evelyn McKinnon	General Education	GWMS	\$56.27	20	\$1,125.40
Linda Chamesian	General Education	RHS	\$48.22	15	\$723.30
Meghan McDermott	General Ed teacher	Ridge	\$60.30	15	\$904.50
Christopher O'Herlihy	General Education	Travell	\$42.19	15	\$632.85
Melanie Tormey	General Education	Travell	\$62.09	15	\$931.35
Michelle Coppola	General Education	Ridge	\$80.76	15	\$1,211.40
Donna Merhige-Petrick	Special Education	Somerville	\$50.76	30	\$1,522.80
Patricia Rosenfeld	Special Education	Glen	\$66.41	30	\$1,992.30
Melissa Finucane	Special Education	Travell	\$66.65	15	\$999.75
<u>Account #</u>					
11-000-216-104-00-24-024-001 Related Service Providers					
11-000-219-104-00-24-024-001 Teachers					

Curriculum	New or Revised N/R	Staff Member	Total Hours	53.33	Amount Not to Exceed
LIBRARY MEDIA					
Library Media K-2	R	Jennifer Thornton	13.5		719.95
		Michele Coppola	13.5		719.95
		Donna Antonellis	0		0
Library Media 3-5	R	Maureen LaBarr	13.5		719.95
		Linda Diorio	13.5		719.95
		Jennifer Thornton	0		0

**Summer PD Coaching Hours for Technology Innovation Specialists
For Approval at the June 29, 2020
Board of Education Meeting**

Last Name	First Name	# of Hours not to Exceed	Rate	\$ Not to exceed
Brown	Ann	10	\$53.33	\$533.30
Carr	Lauren	12	\$53.33	\$639.96
Casatelli	Stacy	12	\$53.33	\$639.96
Clark	Noreen	6	\$53.33	\$319.98
Coppola (Eng)	Michele	12	\$53.33	\$639.96
Gigante	Stefanie	10	\$53.33	\$533.30
Handy	Marylou	10	\$53.33	\$533.30
Higgins	Molly	12	\$53.33	\$639.96
Monahan	Timothy	8	\$53.33	\$426.64
Moss Keller	Corinna	8	\$53.33	\$426.64
Ong	Jerome	12	\$53.33	\$639.96
Polanin	Stephen	10	\$53.33	\$533.30
Rispoli	Karen	10	\$53.33	\$533.30
Trubac	Thomas	12	\$53.33	\$639.96
144				\$7,679.52

SCHEDULE A

Leases for 2020-2021						
NAME	School/Sq. Ft.	2019-20 Rate per Square Foot	2019-2020 Monthly Rent	2020-21 Rate per Square Foot	2020-21 Monthly Rent	2020-21 Annual Rent
Infant Toddler	Glen School 4,538	\$24.72	\$ 9,348.28	\$25.21	\$9,533.58	\$ 114,402.98
Ridgewood Community School	various	n/a	\$ 9,380.21	n/a	\$ 9,567.81	\$ 114,813.72
				Totals	\$ 19,101.39	\$ 229,216.70

