



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Board of Education held on July 25, 2022 at 5:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary

Ms. Sheila Brogan was not present during the roll call vote.

Absent:

Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Ojetta Townes, Manager of Human Resources

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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

Ann Loving, 342 South Irving Street, she first of all wants to speak about the Infant Toddler Development Center. She is weary of hearing about the ITDC. We are a K-12 District, this Board should not be spending any time managing the education of infants and toddlers. This business should be outsourced and whatever vendor wins the bid, that vendor can deal with hiring salaries and the myriad issues involved with daycare. Further it really frustrates her that the taxpayers of Ridgewood subsidize the daycare expenses of teachers, some of whom do not even live in town, but send their children to this center. Why should our tax dollars be spent in this manner? No resident has their child care expenses subsidized by taxpayers. She fully understands the need for great daycare, but let someone else manage it. Let our Board of Trustee work on the many issues that need to be addressed for K-12. Second, she has tremendous sympathy for parents who are pleading for smaller class sizes in the younger grades, and she hopes that this goal can be realized. At his final meeting as our Superintendent, Dr. Gorman indicated that if class sizes were to be reduced this could lead to a need for more classrooms. He went on to suggest that an architect might have to be consulted regarding construction. What the heck, we have the Glenn school building and if

we stop running a daycare center, we would have an abundance of additional classrooms to work with in order to accommodate a larger number of classes. This would involve some scheduling challenges but she's confident it could be managed. Why in the world would we even consider building more classrooms. Third, some Trustees have been suggesting that elected board members should be able to attend public BOE meetings remotely. She is completely opposed to this. She greatly appreciates that members of the public are able to provide public comments without being physically present. Members of the public however are not elected officials. We do not set policies, hire vendors, vote on issues. The five of you need to be present in person in order for discussions, votes, presentations, etc. If someone has a family matter, a work emergency, an illness or another reason that would make attending a meeting difficult then for heaven's sake, skip the meeting. We all understand, it's not possible to be in two places at one time and an occasional absence is to be expected. A Board member who is on an iPad screen because he or she has an obligation or illness that precludes being on Cottage Place, this is a board member who cannot be giving full attention to the agenda and the discussions. She thinks this is a terrible idea and she believes it could leave a door open to unforeseen complications possibly legal or ethical. Finally it's been her observation that staff members who are not elected Board Trustees feel free to interject opinions and in some cases make snide comments about Trustees and their discussions besides the fact that this is completely unprofessional and counterproductive, it's also uncalled for in her opinion. Employees should give reports when they're called upon by the Board or Superintendent and they should answer questions when asked to do so, but other than that she doesn't think the public is interested in unsolicited commentary from these individuals. She'd like to thank all of you for all that you do, your tireless work on behalf of the children of Ridgewood.

Natalia Pertosevich, 370 Godwin Ave, she came to ask the Board to open your minds and our school district to international experience. Every year around 300,000 foreign visitors from 200 countries and territories come to the United States on a J-1 Visa to experience US Society and culture and engage with Americans. Of that number about 24,000 J-1 Visa holders come to attend high schools, most of them are public, the exchange sponsors of the organizations that act in place of the US government when it comes to managing and overseeing this program. These organizations are responsible for vetting exchange students as well as hosting families to ensure both the safety and positive experience for students and the hosting families and schools. Such cultural exchange programs help both foreign exchange students and the students from the local school learn how to become a global citizen, help build communication and collaboration skills. Bringing in foreign students to our school will help create greater multicultural awareness and inclusion, encourage acceptance and help prepare students to thrive in an exponentially diverse world. Just a side note, currently as we all know Ridgewood High School is an achieved high school its rated and ranked number eight plus by niche.com and it's number seven in New Jersey. Although RHS does have an eight plus ranking in five categories as well as top rank overall, it is ranked B-minus in diversity. She would like to highlight the benefits that our school district will get by including some international students in our classroom. Students become more empathetic, promoting awareness and creating personal connections with diverse cultures in the classroom, can prevent students from developing prejudices later in life. It allows them to empathize with people different from themselves since they are more aware of the experience someone else of a different race or culture group may face. Students become more open minded, exposing students to a diverse range of opinions, thoughts and cultural

backgrounds, you're encouraging them to be more open-minded later in life. Students feel more confident and safe. Students who learn about different cultures during their education feel more comfortable and safer with these differences later in life, this allows them to interact in a wider range of social groups and feel more confident in themselves as well as their interactions with others. Students are better prepared for a diverse workplace with the rise of globalization. It is important to be able to work with people from different cultures as social groups. If students are exposed to diversity and learn cultural wellness in classrooms it sets them up to flourish in the workplace. Public schools across the country allow three to five spots for international students. For example, in 2021, there were 18,486 students attending public schools in the US with Texas and Michigan leading the enrollment with 2,000 and roughly 1,500 students respectively and New Jersey accepted only 57. She thinks the international exchange students bring a lot of diversity and value to us and our students. She wanted to underline there is a difference between exchange students on different visas. J-1 program students cannot choose their high school. They can only contribute up to 50 percent of their total financial support, may come from a source other than personal family funds, so if they have to pay \$17,000 they will not be able to participate right now.

Peter Moulton, 294 West End Ave., welcomed Dr. Fitts, wishing him great success this year. He has a couple of items, one time mentioned earlier in regards to class size there was a discussion with Dr. Gorman that there was an assessment that would have to be done and he could be incorrect but it sounded like he was going to work on that before he left and was wondering if there was an update on that. Similar to what the person mentioned in the audience, that another program seems to be coming into our budget, the STEPPS program, which again very much for, but it seems as though this program is now moving into our school budget and that should be a separate item and should have a set up.

Ms. Kwak clarified that the STEPPS program is a district program, he is referring to the Infant Toddler Development Center, ITDC.

Mr. Moulton stated he thought that STEPS was coming into the budget, and asked if he was incorrect with that.

Ms. Kwak replied that STEPPS is always part of our budget.

Mr. Moulton thanked for the clarification. The two other items, that were discussed with a lot of the Ridge parents in regards to enrollment and sectioning for the first grade this year, and that was something that there wasn't an additional section being added at that time, we were waiting to see what enrollment was like, he was wondering if we can get an update in regards to the enrollments and sectioning for Ridge first grade. The last item was in regards to aides, last year was about 145, he believes was the number, and many positions weren't filled that was again the aides have obviously been a major discussion item with subs you raised the wages. Where do we stand with filling the positions this year? As an initial test, does it seem like raising the wages did help in that regard? One thing he wants to mention is was a big opening in our town and it was mentioned in a number of meetings that many of our surrounding towns are having problems, and this seems to be a national issue partially because of the things he's mentioned, the general economics and competitiveness issue of wages that are being paid and this is an issue with many of the schools, possibly. Amazon Fresh just posted a job for a Paramus store for a high school diploma or equivalent \$15-25 per hour, healthcare benefits on day one up to 20 weeks of paid family paid leave and fully funded college tuition. Like it or not, we don't want to say we're competing with this but this is what we're competing for in terms of basic economics. People are going to get paid more and do other things and this has less requirements. It seems that many of the schools might

be behind, this is direct competition in our area, and wants to make sure you guys are aware of what they are paying.

V. PRESENTATIONS

A. Professional Development Training Guide for Board Members

- James Shoop, School Business Administrator (Ret.)

Mr. Shoop provided a presentation on public school purchasing, covering compliance, methods of procurement, processes, best practices, and Board of Education actions.

Scroll to 20:10 to view this portion of the meeting.

Ms. Kwak announced that an Executive Session will take place at 7:00 pm, they will break and the Regular Public meeting will resume after.

VI. SUPERINTENDENT REPORT

Dr. Leonard Fitts, Interim Superintendent of Schools, shared that he is honored to serve in this distinguished position and reflected on his few weeks in the district. He has had the opportunity to meet various stakeholders and witness the intensive summer professional development program. Beginning this week, he will be touring each of the school buildings. Additionally, he has met with the finance and facilities committees, where issues pertaining to staffing and buildings were discussed. Dr. Fitts looks forward to interfacing with the Board and community and working together to provide services for our children and staff.

VII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Kwak moved approval of A. Attendance of Conferences

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim

Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. **Appointment of Auditor**

The Ridgewood Board of Education, upon the recommendation of the Interim 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 July 25, 2022, 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 & Bliss, LLP, Fair Lawn, NJ, to serve as Board of Education Auditor and provide accounting services to the Board for the period July 1, 2022 through June 30, 2023 and to conduct the 2022-2023 audit of the Ridgewood Board of Education for a fee not to exceed \$58,000 (*there is no increase from the 2021-2022 school year*).

Hourly rates if needed are as follows:

Partners: \$160 - \$175 per hour. (*there is an increase of fee from the 21-22 school year of \$10 - \$15 per hour*)

Managers: \$135 - \$150 per hour (*there is an increase of fee from the 21-22 school year of \$10 per hour*)

Senior Accountants/Supervisors: \$100 - \$125 per hour (*there is an increase of fee from the 21-22 school year of \$10 per hour*)

Staff Accountants: \$80 - \$95 per hour (*there is an increase of fee from the 21-22 school year of \$5 - \$10 per hour*)

Other Personnel: \$50 per hour (*there is an increase of fee from the 21-22 school year of \$5*)

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.

iii. **Approval: Contract for the Director of Human Resources**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following contract, effective September 1, 2022 through June 30, 2023.

- Jaime Cangialosi-Murphy

The Board has received background information.

iv. **Approval: Second Reading and Adoption of New/Revised/Abolished Policies**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the first reading of new/revised/abolished policies as listed below and in **Attachment B**.

New:

- Regulation 2460.30: Additional/Compensatory Special Education and Related Services
- Policy 5541: Anti-Hazing
- Policy 1648.15: Recordkeeping for Healthcare Settings in School Buildings-COVID-19
- Policy 2416.01: Postnatal Accommodations for Students

Revised:

- Policy 2415.05: Student Surveys, Analysis, Evaluations, Examinations, Testing, or Treatment
- Policy and Regulation 2431.4: Preventions and Treatment of Sports-Related Concussions and Head Injuries
- Policy and Regulation 2622: Student Assessment
- Policy 3233: Political Activities
- Policy 5460: High School Graduation
- Policy and Regulation 8465: Bias Crimes and Bias-Related Acts
- Policy 9560: Administration Of School Surveys
- Policy 2417: Student Intervention and Referral Services
- Policy 3161: Examination for Cause
- Policy 4161: Examination for Cause
- Policy 5512: Harassment, Intimidation, and Bullying
- Policy 7410: Maintenance and Repair
- Regulation 7410.01: Facilities Maintenance, Repair Scheduling, and Accounting
- Policy 8420: Emergency and Crisis Situations
- Policy and Regulation 9320: Cooperation with Law Enforcement Agencies

Abolished:

- Policy 1648.14: Safety Plan for Healthcare Settings in School Buildings - COVID-19

v. **Approval: First Reading of Revised Policy**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the first reading of the revised policy as listed below and in **Attachment C**.

Revised:

- Bylaw 0169 Board Member Use of Electronic Mail/Internet

vi. **Approval: Amendment to Shared Services Agreement with Bergen County Special Services School District**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the amendment to the shared services agreement with Bergen County Special Services School District for the provision of qualified BCSS staff members to provide services on an “as needed” basis for the period September 1, 2022 through June 20, 2023. Ridgewood Board of Education shall pay to BCSS a sum equal to \$70 per hour for each staff member performing services under this agreement and \$125 per hour for each staff member providing program coordination services and parent training services, not including para-professionals, under this agreement.

The Board has received background information.

Ms. Kwak requested to table item B. vi. Amendment to Shared Services Agreement with Bergen County Special Services School District, in light of the presentation we should include a not to exceed number.

Mr. Dani moved approval of B. Administration, except item vi.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani (except item ii), Ms. Kwak, Mr. Lembo, Mr. Mahmoud, Ms. Brogan

NAYS: Mr. Dani - item ii. Appointment of Auditor

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment D**.

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, Ms. Kwak, Mr. Lembo, Mr. Mahmoud, Mr. Dani

NAYES: none

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. **Revision: Ridgewood Public Schools Salary List for the 2022-2023 School Year**, approved by the Board at its meeting on May 9, 2022

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Renewals of the Non-tenured Teachers, Administrators, and Staff Members for the 2022-2023 school year.

MELUCCI, Michelle - Assistant Principal, George Washington Middle School, effective July 1, 2022 through June 30, 2023.

From: \$135,000

To: \$138,000 (\$135,000 + \$3,000 doctorate)

Account #11-000-240-103-00-09-019-000

ii. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Interim 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

Revision: CANGIALOSI-MURPHY, Jaime - Director of Human Resources, Education Center, **from** effective September 15, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5, approved by the Board at its meeting on June 13, 2022, **to** effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5.

Salary: \$155,000 prorated

Account #11-000-251-104-00-23-019-000

Teachers

CARR, Deborah - Leave of Absence Replacement Special Education Teacher (non-tenure track), George Washington Middle School, effective September 1, 2022 through May 1, 2023. Ms. Carr possesses a NJDOE Standard Certificate as an Elementary School Teacher in Grades K-6 and Teacher of Students with Disabilities.

Salary: \$62,867

Cl. BA, St. 1

Account #11-213-100-101-00-09-019-000

COLLINS, Christopher - Leave of Absence Replacement Seventh Grade English Teacher (non-tenure track), George Washington Middle School, effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Mr. Collins possesses a NJDOE Standard Certificate as a Teacher of

English.

Salary: \$62,867
Cl. BA, St. 1

Account # 11-130-100-101-03-09-019-000

FERRAIOLI, Noelle - 0.50 FTE Social Worker (tenure track), Somerville Elementary School, effective September 1, 2022 through June 30, 2023. Ms. Ferrarioli is pending issuance of an NJDOE Standard Certificate as a School Social worker.

Salary: \$36,733 (\$34,984 + \$1,749 ratio)
Cl. MA, St. 1

Account #11-000-219-104-00-05-019-000

HAMILTON, Elizabeth - Special Education Teacher (tenure track), George Washington Middle School, effective September 1, 2022 through June 30, 2023. Ms. Hamilton possesses a NJDOE Provisional Certificate as a Teacher of Students with Disabilities, Certificate of Eligibility with Advanced Standing as an Elementary School with Subject Matter Specialization: Science in Grades 5-8, and a Provisional Certificate as an Elementary School Teacher in Grades K-6. Ms. Hamilton will be registered into the NJDOE Provisional Teacher Program.

Salary: \$78,077
Cl. MA+45, St. 2

Account #11-213-100-101-00-09-019-000

LARCARA, Lauren - Special Education Teacher (tenure track), Hawes Elementary School, effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms. Larcara possesses a NJDOE Certificate of Eligibility with Advanced Standing as a Teacher of Students with Disabilities and Provisional Certificate as an Elementary School Teacher in Grades K-6. Ms. Larcara will be registered into the NJDOE Provisional Teacher Program.

Salary: \$69,967
Cl. MA, St. 1

Account # 11-000-219-104-00-02-019-000

LEE, Alina - Music Teacher (tenure track), Hawes Elementary School, Orchard Elementary School, Ridge Elementary School, Somerville Elementary School, Travell Elementary School, and Willard Elementary School, effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms. Lee possesses a NJDOE Certificate of Eligibility as a Teacher of Music. Ms. Lee will be registered into the NJDOE Provisional Teacher Program.

Salary: \$69,967

Cl. MA, St. 1

Account #11-120-100-101-04-02-019-000

ROBERTS, Alexandra - Guidance Counselor (tenure track), Ridgewood High School, effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms. Roberts possesses a NJDOE Standard Certificate as a School Counselor.

Salary: \$80,375 (\$75,117 + \$5,258 ratio)

Cl. MA+30, St. 3

Account #11-000-218-104-00-10-019-000

ROMAS, Robert - Special Education Teacher (tenure track), Ridge Elementary School, effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Mr. Romas possesses a NJDOE Standard Certificate as a Teacher of Students with Disabilities and an Elementary School Teacher in Grades K-6.

Salary: \$77,417

Cl. MA, St. 7

Account # 11-000-219-104-00-04-019-000

Field Placements

BYRNE, Erin - Montclair State University, School Psychology Intern, to shadow Jessica Maneri, School Psychologist, Hawes and Travell Elementary Schools, effective September 1, 2022 through June 30, 2023.

MURPHY, Julia - Seton Hall University, Athletic Trainer, to shadow Nikitas Nicholaides, Athletic Trainer, Ridgewood High School, effective August 15, 2022 through December 1, 2022.

RICE, Emily - Montclair State University, Clinical Practice I and II, to shadow Shannon Pia, Kindergarten Teacher, Somerville Elementary School, effective August 29, 2022 through May 5, 2023.

SAFA, Lara - Montclair State University, Clinical Practice I and II, to shadow Lynn Witham, Second Grade Teacher, Somerville Elementary School, effective August 29, 2022 through May 5, 2023.

XHANGOLLI, Besa - William Paterson University, Externship, to shadow Sheryl O'Brien, Speech Language Specialist, Benjamin Franklin Middle School and Ridgewood High School, effective September 1, 2022 through December 23, 2022.

Classroom Aides for the 2022-2023 School Year, as listed on Attachment E.

Additional: 2022 Summer Special Programs Personnel

- **Alexander, Elianne**, not to exceed 20 hours, at an hourly rate of \$48.23 (\$964.60).
- **Gerald, Jane**, not to exceed 20 hours, at an hourly rate of \$69.37 (\$1,387.40).
- **Polay, Jessica**, not to exceed 20 hours, at an hourly rate of \$46.49 (\$929.80).

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

Additional: 2022 Summer School Special Programs Staffing

Special Education PE/Art Teacher

- **Burdette, Ryan* (24 hours)**, at an hourly rate of \$50 (\$1,200 stipend).

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

RISe Program - Classroom Aide

Ridge Elementary School

- **Felipe, Eduardo**, at an hourly rate of \$20.00 (time card).

Account #11-204-100-106-66-04-024-001

Glen Elementary School

RISe 3-5 Classroom Teacher

- **Hamilton, Elizabeth (169 hours)**, at an hourly rate of \$42 (\$7,098 stipend).

Account #11-212-100-106-00-01-024-001

RED RISe Program - Classroom Aide

- **Tormey, Cooper**, at an hourly rate of \$20.00 (time card).
- **Jahanbin, Allia**, at an hourly rate of \$20.00 (time card).
- **Plavier, Gerardina**, at an hourly rate of \$20.00 (time card).
- **Taylor, Marcee**, at an hourly rate of \$20.00 (time card).
- **Valeri, Angela**, at an hourly rate of \$20.00 (time card).

Account #11-212-100-106-00-24-024-001 (RISe Program)

Account # 11-216-100-106-00-24-024-001 (RED Program)

RISe Program Classroom Aide

- **Mason, Bennett**, at an hourly rate of \$20.00 (time card).

Account #11-212-100-106-00-24-024-001

K-5 LLD Program Teacher

- **Corlett, Susan (7 hours)**, at an hourly rate of \$62.28 (\$435.96 stipend).

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

Substitute Aide

- **Baloch, Sumera**, at an hourly rate of \$20.00 (time card).
- **Fong, Mary**, at an hourly rate of \$20.00 (time card).
- **LoSauro, Julie**, at an hourly rate of \$20.00 (time card).

Account #11-000-217-106-00-01-024-001

Student Volunteers

- **Januzzi, Ellison**
- **Murray, Whitney**

Additional: 2022 Summer Ridgewood Community School Employees

Summer Academies

- **Burdette, Ryan***
- **Corlett, Susan**
- **Donnelly, Trecia**
- **Farrar, Eva**
- **Gagliardotto, David**
- **Kimball, Andrew**
- **Simone, Suzanne**
- **Tehim, Anisha**

Account #13-423-100-101-00-60-060-001

Summer Adventure

- **Coppola, Michele**

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

Technology Innovation Specialists for the 2022-2023 School Year

As listed on **Attachment F**.

Revision: RHS - Student Employees, effective June 28, 2022 – September 1, 2022, each not to exceed 180 hours, each at an hourly rate of \$13.00 (\$2,340), approved by the Board at its meeting on June 20, 2022

From: Laffey, Owen; Pizzuto, Aiden*; Desciak, Joseph; Januzzi, Quinlan; and Savitscus, Ryan.

To: Laffey, Owen; Pizzuto, Aiden*; Desciak, Joseph; and Januzzi, Quinlan

Account #11-000-218-110-00-10-010-001

Additional: Buildings and Grounds - Summer 2022**Each to receive an hourly rate of \$13.00**

Bridges, Reilly; Burrows, Charles; Catalano, Louis*; Dawkins, Cole; De Silva, Arosh; Diamond, Nathaniel; Diamond, Samuel; Diaz, Jack; Firm, Felipe; Goldberg, Matthew; Griggs, Drew; Griggs, Taylor; Jacobson, Parker; Joseph, William; Marchetti, Zachary; Mikita, Dane; Reinke, Peter*; Salvador, Daniel; Savitscus, Ryan; Sokol, Maxwell; Strauss, Nolan; and Sullivan, Matthew.

Account #11-000-262-110-00-42-048-001

***Related to staff member**

iii. **Contract Renewals and Hourly Rates for Non-Contract Personnel Infant/Toddler Development Center**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves contract renewals and salaries for full-time and part-time Infant/Toddler Development Center Staff members, effective September 1, 2022 through June 30, 2023, with the exception of the Director (12 month) and Secretary (11 month) employees, as follows:

Full-time Employees

- **Kontos, Lisa**** - Director (7/1/22-6/30/23) - \$59,544 (12-month employee)

Account #62-990-200-103-00-62-060-000

- **Pisani, Lynda**** - Secretary (9/1/22-7/30/23) - \$39,472 (11-month employee)

Account #62-990-200-105-00-62-060-000

- **Flanagan, Marion**** - \$35,304
- **Middlebrook, Katrina**** - \$33,818
- **TBD** - \$33,792 (*position to be filled*)
- **Southey, Dawn**** - \$32,980
- **Stevens, Barbara**** - \$34,815

** Denotes employees receiving health benefits (all others, receive \$3,000 in lieu of benefits package).

Salary includes \$750 Professional Growth Pathway.

Account #62-990-100-101-00-62-060-000

Hourly Rates for Non-contract Personnel

Aide (High School) *	\$13.00
Aide (College)	\$15.00
Teacher Assistant - Step 1	\$16.00
Step 2	\$16.40
Step 3	\$16.80
Step 4	\$17.20
Step 5	\$17.60

Current employees move up 1 step per year and receive \$0.40 per hour increase on base.

*NJ State minimum wage increase as of 2022.

Anderson, Melody	\$16.80
Angun, Cemile	\$16.00
Bienert, Charlotte	\$13.00
Cafaro, Stephanie	\$15.00
Cherba, Sofia	\$13.00
Dabal, Olivia	\$13.00
Dabal, Emmersen	\$13.00
Dicuffa, Cara	\$13.00
Dempsey, Cheryl	\$16.40
Donkersloot, Jennifer	\$16.00
Edreich, Meagan	\$16.80
Elizondo-Fallas, Sofia	\$15.00
Gerstein, Skye	\$13.00
Greco, Barbara	\$17.20
Gunderson, Sierra	\$13.00
Kawash, Emily*	\$13.00

Mendolia, Sophie	\$13.00
Mullahey, Brianna	\$13.00
Prezzia, Julianna	\$13.00
Solis, Leslie	\$16.40
Terrin, Melissa	\$13.00
Vivas, Valerie	\$13.00
Volpe, Annamaria	\$16.80
Wilmot, Lily	\$13.00

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

Whittemore-Pillow, Marlene - \$90.00 hourly rate (music teacher)

Maltese, Michele - \$80.00 hourly rate (yoga teacher)

Account #62-990-100-101-00-62-060-001

iv. Resignations

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

Teachers

DIMODUGNO, Grace - Special Education Teacher, George Washington Middle School, effective July 1, 2022.

LOCKER, Alyssa - 0.50 FTE Social Worker, Somerville Elementary School, effective July 1, 2022.

MELE, Lauren - Mathematics Teacher, Ridgewood High School, effective July 1, 2022.

Infant/Toddler Development Center

RINALDO, Danielle - Head Teacher, effective July 15, 2022.

v. Leave of Absences

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

ORFINI, CAITLIN – Social Studies Teacher, Ridgewood High School, effective September 27, 2022 through February 9, 2023, with a reinstatement date of February 10, 2023, using sick days in accordance with the REA/Board Agreement and utilizing

the FMLA and/or NJFLA leave entitlement.

Revision: MASSOUD, Erin – Seventh Grade English Teacher, George Washington Middle School, **from** effective September 1, 2022 through November 30, 2022, with a reinstatement date of December 1, 2022, approved by the Board on May 9, 2022, **to** effective September 1, 2022 through June 23, 2023, with a reinstatement date of September 1, 2023, 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 Interim Superintendent of Schools, approves the supplemental pay beyond contract, as listed below.

Preparation for September 1, 2022 All-Staff Convocation, not to exceed 5 hours, at an hourly rate of \$40.17 (\$200.85)

- Montanaro, Jake

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

Preparation for September 1, 2022 All-Staff Convocation, each not to exceed 15 hours, each at an hourly rate of \$40.17 (\$1,205.10)

- Dabby, Maxwell
- Luckenbill, John

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

Preparation for September 1, 2022 All-Staff Convocation

- **Van Zile, Kelly**, not to exceed 30 hours, at an hourly rate of \$40.17 (\$1,205.10).
- **Luckenbill, John**, not to exceed 5 hours, at an hourly rate of \$40.17. (\$200.85).

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

Glen Elementary School

Additional: 2022 Summer Secretarial Support

- **Macolino, Nadine**, not to exceed 150 hours, at an hourly rate of \$32.87 (\$4,930.50).

Account #11-000-219-105-00-01-024-001

Travell Elementary School

2022 Summer Hours

- **DeLucca, Brianne**, not to exceed 10 hours, at an hourly rate of \$28.82 (\$288.20).

Account #11-000-240-105-00-06-006-001

Willard Elementary School

Unpacking Classroom

- **Krokus, Robert**, not to exceed 6 hours, at an hourly rate of \$40.17 (\$241.02).

Account #11-120-100-101-00-07-007-001

Benjamin Franklin Middle School

Moving Classrooms

- **Spector, Stefanie**, not to exceed 12 hours, at an hourly rate of \$40.17 (\$482.04).

Account #11-120-100-101-00-08-008-001

Special Programs

Linkit! Templates

- **DeAraujo, Christie**, not to exceed 20 hours, at an hourly rate of \$65.77 (\$1,315.40).
- **Galanti, Megan**, not to exceed 20 hours, at an hourly rate of \$72.56 (\$1,451.20).

Account #11-000-216-104-00-24-024-001

Moving Classrooms, each not to exceed 12, each at an hourly rate of \$40.17 (\$1,446.12)

- **Alexander, Elianne**
- **Head, Eileen**
- **O'Brien, Sheryl**

Account #11-000-216-104-00-24-024-001

Consultation Services

- **Dodd, Rebecca**, not to exceed 200 hours, at an hourly rate of \$52.48 (\$10,496).

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

2022 Summer Hours

- **Aday, Douglas**, not to exceed 20 hours, at an hourly rate of \$65.77 (\$1,315.40).
- **Fink, Susan**, not to exceed 5 hours, at an hourly rate of \$74.17 (\$370.85).
- **Goldberg, Sarah**, not to exceed 5 hours, at an hourly rate of \$45.77 (\$228.85).
- **Killby, Kate**, not to exceed 20 hours, at an hourly rate of \$60.06 (\$1,201.20).

Account #11-212-100-101-66-04-024-001

Business Office

- **Warner, Hue**, not to exceed 20 hours, at an hourly rate of \$53.03 (\$1,060.60).

Account # 11-000-251-104-00-40-040-001

Curriculum, Instruction & Assessment

New Teacher Orientation 2022

- **Carr, Lauren**, not to exceed 2 hours, at an hourly rate of \$67.98 (\$135.96).
- **DePinto, Lauren**, not to exceed 1 hours, at an hourly rate of \$80.50 (\$80.50).

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

Revision: 2022 Summer Curriculum Writing, approved by the Board at its meeting on June 20, 2022

- Staff members as listed on **Attachment G**, at the curriculum hourly rate of \$53.33.

Additional: Summer Professional Development, to be funded by the American Rescue Plan (ESSER III)

- Staff members as listed on **Attachment H**.

ESLIP Program, to be funded by ESSER III Educator Support Grant

- **Nolan, Amy**, not to exceed 6 hours, at an hourly rate of \$53.33 (\$319.98).
- **Thurlow, Patrick**, not to exceed 6 hours, at an hourly rate of \$53.33 (\$319.98).

Account # 20-487-100-101-00-22-022-001

Superintendent of School Department - June 22, 2022, June 23, 2022, June 27, 2022, June 28, 2022, June 29, 2022 and June 30, 2022

- **Dr. Fitts**, not to exceed 42 hours, at a daily rate of \$860 (\$5,160).

Account #11-000-230-104-00-20-019-000

Ms. Kwak requested to table item D.iii. Contract Renewals and Hourly Rates for

Non-Contract Personnel Infant/Toddler Development Center.

Ms. Brogan questioned that she believes what they already voted on for the classroom aides, which is Attachment E, she thinks some of those hourly rates might be incorrect. It is her understanding that what was voted on for the brailist and the job coaches is the same rate, which is indicated, but there is a different rate for the ABA - certified aide. If you look back at the June 20 agenda, we didn't get the minutes yet, but the June agenda has a rate for ABA aides that are not certified and those that are certified, then there's the job coach which we adjusted that rate to meet the brailist. She believes the certified aide rate is wrong. She would like to make sure that it corresponds with what our discussion was and is seeking clarification. She requested to the item labeled:

Classroom Aides for the 2022-2023 School Year, as listed on Attachment E.

Mr. Dani confirmed with Mr. Bisig that the rates for item iii. for the Director and others are incorrect as listed on the agenda. He would like the time to come back with the corrected rates prior to a vote.

Ms. Kwak moved approval of D. Human Resources, except the classroom aides for the 2022-2023 school year, as listed on Attachment E and item iii. Contract Renewals and Hourly Rates for Non-Contract Personnel Infant/Toddler Development Center.

Mr. Lembo seconded the motion which carried by the following roll-call vote:

AYES: Mr. Lembo (except item ii), Ms. Kwak, Mr. Dani, Mr. Mahmoud, Ms. Brogan

NAYES: none

ABSTAIN: Mr. Lembo - item ii.

Ms. Kwak recognized that the new Human Resources manager is back on the agenda because she will be able to join the District as of September 1.

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. **Acceptance of Restricted Donations:**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Lauren Stuart	\$200 (gift in kind)	A gift in kind of a French Horn.	N/A
Willard Home and School	\$2,965	To be used to pay for Willard's annual subscription	20-025-100-890-00-07-007-001

Association		to Reflex Math.	
Ridgewood High School Band Association Inc.	\$1,269.95	To be used to pay for Mallet KAT for the RHS band program.	20-053-100-610-00-10-010-002
Ridgewood High School Student Activity Account	\$652.94	To be used to pay for the Freshman Event chaperones.	20-030-100-101-00-10-010-042 (Stipend - \$602.55) 20-030-200-220-00-10-010-042 (FICA - \$50.39)
Ridge Home and School Association	\$1,606	To be used to pay for the 2021-2022 Ridge Birthday Book Program.	20-025-100-610-00-04-004-004
Somerville - Hawes Dad's Night	\$3,000	To be used to pay for the parent-staff-student workshop series with Peter Reynolds Company.	20-024-100-890-00-02-002-001
Somerville Home and School Association	\$5,000	To be used to pay for the parent-staff-student workshop series with Peter Reynolds Company.	20-025-100-890-00-05-005-005
Ridgewood High School Home and School Association	\$2,155.08	To be used to pay for the RHS New Players hardware/software equipment for the musical programming	20-025-100-732-00-10-010-001
GEN Youth ACME Foundation Program	\$500 (gift in kind)	A gift in kind of ACME gift cards.	N/A
Somerville Home and School Association	\$800 (gift in kind)	A gift in kind of an 8x10 shed with installation.	N/A
Anonymous	\$3,000	To be used to pay for teacher professional development provided by the Windward Institute.	20-068-200-320-00-22-022-001

ii. **Approval: New Jersey School Boards Association Membership**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves membership in the New Jersey School Boards Association for the 2022-2023 school year, at the rate of \$26,662.70.

There is no increase in fee from the 2021-2022 school year. The Board has received background information.

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

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

WHEREAS, the Board of Education has received the Report of the Secretary for the months of **April and May 2022**,

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 Interim Superintendent of Schools, approves the following resolution:

WHEREAS, the Board of Education has received the report of the Secretary and Treasurer for the months of **April and May 2022**; 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.

v. **Approval: Budget Appropriation Transfers**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **April and May 2022** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information

vi. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2022-2023 school year, as listed on **Attachment I**.

vii. Approval: Submission of IDEA Basic and Preschool Grant Application

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the IDEA Basic and Preschool grant application. The District's allocation of funds is as follows:

IDEA Basic: \$1,089,285

IDEA Preschool: \$44,619

viii. Approval: Submission of ESEA Title IA, Title IIA, and Title III Grant Application

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the ESEA Consolidated grant application. The District's allocation of funds is as follows:

Title IA: \$107,404

Title IIA: \$65,230

Title III: \$20,383

ix. Approval: Substitute Rates of Pay

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the substitute rates of pay for the 2022-2023 school year as listed below:

Teacher 1 st five days of one consecutive assignment	\$150 per diem
6 th day of the same consecutive assignment	\$185 per diem
Long-term	\$185 per diem
Permanent	\$32.17 per hour
Nurse	\$200 per diem
Secretary	\$15.62 per hour
Former RAES/REAS member	\$16.55 per hour
Long-term	\$21.25 per hour

Ms. Brogan moved approval of E. Finance.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Lembo, Ms. Kwak, Mr. Dani

NAYES: Mr. Mahmoud, Ms. Brogan

Ms. Kwak read the donations into record and thanked the responsible parties.

Dr. Fitts presented IX. Resolutions and Motions Not Included in Consent Agenda.

VIII. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

Dr. Fitts

<p>A.</p>	<p><u>Approval: Change Order to Agreement for the Foods Lab Project with FKA Architects</u> The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change order to authorize the expenditure of \$10,780 to perform asbestos abatement and monitoring in order to expedite the project as per Premier Building and Construction Management Proposed Change Order #1 dated 7/1/22. The Board has received background information.</p>
	<p>Ms. Brogan moved approval of A. Change Order to Agreement for Foods Lab Project with FKA Architects Ms. Kwak seconded the motion which carried by the following roll-call vote: AYES: Mr. Lembo, Ms. Kwak, Mr. Dani, Mr. Mahmoud, Ms. Brogan NAYES: none Mr. Dani noted that it is about \$10 per square foot to remove glue, he hopes that for future contracts the architect should include this at the time of bid and not have as a change order later on.</p>
	<p>MOTION TO GO INTO EXECUTIVE SESSION Ms. Kwak moved that the Board go into Executive Session for the purpose of discussing litigation, personnel, negotiations, etc. She stated the minutes of the Executive Session would be released when the need for confidentiality no longer exists. Mr. Lembo seconded the motion which was unanimously approved.</p>
	<p>RECONVENE PUBLIC MEETING At 8:10 p.m., on a motion made by Ms. Kwak the public meeting reconvened.</p>
	<p>Dr. Fitts called attention to item D. iii. Contract Renewals and Hourly Rates for Non-Contract Personnel Infant/Toddler Development Center and asked that the item be tabled until the next Board meeting since they found some contamination or some error in the computations and he would ask that all rates for remuneration be continued at the present rate at this time and adjustments will be made accordingly at the August meeting. Ms. Kwak moved to Table item D.iii, which carried by the following roll-call vote:</p>

	<p>AYES: Mr. Lembo, Ms. Kwak, Mr. Dani, Mr. Mahmoud, Ms. Brogan NAYES: none</p> <p>Dr. Fitts presented B. for consideration</p>
B.	<p><u>Approval: Agreement with TBS Controls, LLC for Energy Management System Preventive Maintenance</u></p> <p>The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with TBS Controls, LLC for energy management system preventive maintenance for the period July 1, 2022 through June 30, 2023 in the amount of \$16,158.</p> <p>The Board has received background information.</p>
	<p>Ms. Kwak moved approval B. Agreement with TBS Controls, LLC for Energy Management System Preventive Maintenance</p> <p>Mr. Lembo seconded the motion, which carried by the following roll-call vote:</p> <p>AYES: Mr. Lembo, Ms. Kwak, Mr. Dani, Mr. Mahmoud, Ms. Brogan NAYES: none</p>
	<p>Ms. Kwak made a motion to table item C. Agreement with Automated Logic Contracting Services, Inc.</p>
C.	<p><u>Approval: Agreement with Automated Logic Contracting Services, Inc.</u></p> <p>The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with Automated Logic Contracting Services, Inc to perform six scheduled services per year for the period of July 1, 2020 and an original term of one year with an option for four additional years. The price and payment terms are as follows:</p> <p style="padding-left: 40px;">Year 1: (7/1/20 - 6/30/21) \$13,720 Year 2: (7/1/21 - 6/30/22) \$14,132 Year 3: (7/1/22 - 6/30/23) \$14,556 (year 3 option to renew 4/4/22) Year 4: (7/1/23 - 6/30/24) \$14,992 Year 5: (7/1/24 - 6/30/25) \$15,442</p> <p>The Board has received background information.</p>
	<p>Dr. Fitts presented item D. Addendum #2 to Services Agreement with Aramark Management Limited Partnership</p>
D.	<p><u>Approval: Addendum #2 to Services Agreement with Aramark Management Services Limited Partnership</u></p> <p>The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Addendum #2 to the Services Agreement with Aramark Management Services Limited Partnership in the amount of \$92,762.50 per year effective September 1, 2021.</p>

The Board has received background information.

Ms. Kwak moved approval of D. Addendum #2 Services Agreement with Aramark Management Services Limited Partnership

Mr. Lembo seconded the motion which carried by the following roll-call vote:

AYES: Mr. Lembo, Ms. Kwak, Mr. Dani, Mr. Mahmoud, Ms. Brogan

NAYES: none

Mr. Dani provided some information on this item, it is a position that was earlier the Energy Specialist with the District and has been moved to Aramark. We are not increasing a change in the current prices, we are moving one position from the District to Aramark and this person was hired a few months ago and since then, she has made tremendous progress on work from a savings perspective. She identified one vendor who had installed something that was lower priced than what was committed in the specs, she got a refund from them.

X. APPROVAL OF BILLS

Ms. Kwak

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Mahmoud.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
June 24	Columbia Bank On-Line	106183-106311	901,167.53
June 29	Columbia Bank On-Line	106312-106345	63,053.09
June 30	Columbia Bank On-Line	106346-106479	837,271.11
July 1	Columbia Bank On-Line	106616-106643	107,257.39
July 19	Columbia Bank On-Line	106644-106701	624,830.14
June 16	Columbia Bank On-Line Scholarship	831579	500.00
June 22	Columbia Bank On-Line Scholarship	831580-831584	9,510.00
June 30	Columbia Bank On-Line Scholarship	831585-831593	37,050.00
June 30	Columbia Bank On-Line Unemployment	821120	4,188.16

June 15	Payroll Transfer	P40422	3,535,421.13
June 30	Payroll Transfers	P40423-40424	3,684,778.10
June 17	Electronic Transfers Scholarship	T40148-40171	60,200.00
May 5	Electronic Transfer	C40310	846.86
May 10	Electronic Transfer	C40309	5,879.23
June 6	Electronic Transfer	C40311	931.41
June 8	Electronic Transfer	C40452	6,985.39
May 31	Electronic Transfer	F40308	5,203.65
June 30	Electronic Transfer	F40456	8,349.79
May 4	Electronic Transfer	R40306	5,807.78
May 10	Electronic Transfer	R40307	367.39
May 31	Electronic Transfer	R40312	31,457.21
June 6	Electronic Transfer	R40453	7,978.53
June 8	Electronic Transfer	R40451	406.62
June 30	Electronic Transfers	R40450; R40455	243,448.19
July 18	Electronic Transfer	H40542	1,101,557.76
June 30	Food Service	620390-620393	100,264.34
June 16	Columbia Bank Void Check	106043	(106.24)
June 17	Columbia Bank Void Check	106128	(33,174.00)
June 17	Electronic Transfer Voids	T40149-T40162	(37,050.00)
June 20	Columbia Bank Void Check	106157	(45,481.71)
June 28	Columbia Bank Void Check	106297	(191.86)
June 29	Columbia Bank Void Check	104421	(350.00)
June 29	Columbia Bank Void Check	105877	(100.00)

June 29	Columbia Bank Void Check	105878	(1,400.00)
June 29	Columbia Bank Void Check	105981	(2,117.50)
June 29	Columbia Bank Void Check	106232	(9,336.99)
TOTAL			11,255,402.50

Mr. Mahmoud moved approval of bills approved by him.

Ms. Brogan seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud, Ms. Kwak

NAYS: none

IX. BOARD MEMBER ANNOUNCEMENTS

Mr. Lembo announced that RHS New Players had a float in the Fourth of July parade for the first time this year. Their summer performances of *A Midsummer Night's Dream* and *Mamma Mia* were excellent. He announced summer sports are wrapping up, and fundraisers are still happening. Dads' Night had its softball tournament this past weekend.

X. BOARD COMMITTEE REPORTS

Ms. Brogan stated the policy committee is meeting tomorrow at 4:00 pm.

Ms. Kwak stated the finance committee met and reviewed the April and May reports. The minutes will be shared once they have been approved.

XI. DISCUSSION ITEMS

Ms. Brogan requested to discuss the Infant Toddler Development Center, it seems that we've come out of this year with a surplus and she doesn't know where we are with the \$125,660.

Mr. Bisig stated that the surplus will be paid back and there will be a balance left over about \$265,000 from Infant Toddler profit and would go into this year's budget to do improvements to Glenn School. That is all pending the audit.

Ms. Kwak asked that any surplus that would or could be generated by this enterprise program once we join the pilot program, we would be able to vote on putting it back into the general fund?

Mr. Bisig replied that he would have to research that.

Mr. Dani replied that with the enterprise fund profits have to be reinvested in that program, once it is no longer an enterprise fund and it's in the pilot program, then the profits are part of the general fund.

XII. ACCEPTANCE OF MINUTES

➤ June 13, 2022 Regular Public Meeting

Ms. Kwak is adding the April 20 Executive Meeting minutes that were circulated to the board for review.

Ms. Kwak moved acceptance of minutes for June 13 Regular Public Meeting and April 20 Executive Session Minutes.

Ms. Brogan seconded the motions which were unanimously approved.

XIII. OTHER BUSINESS

Mr. Bisig proposed to the Board that there is a slight change to the PSE&G incentive program discount rate, previously what was agreed to was \$305,288 all inclusive including the upgraded controllers, the new price is \$367,151.95 to include all controllers. This is to replace 23 rooftop units.

Ms. Brogan moved to approve the PSE&G incentive program

Mr. Mahmoud seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud, Ms. Kwak

NAYES: none

XIV. COMMENTS FROM THE PUBLIC

Natalia Protocevic, 370 Godwin Ave, as she stated before about what exchange students can bring to our District and what value they can add. She wanted to emphasize the benefits of international students as compared to out-of-district students that we also take in, international students they will bring a unique life experience that many will have cultural backgrounds that we have not encountered before. While she agrees that we do have a very diverse town with people of different nationalities, different backgrounds, she feels like most of the people were born here, so cultural experience for an exchange student that comes from abroad that would bring may not have at that time. Many schools in the United States actually bring in foreign students and work hard to foster a culturally diverse campus environment and offer students an authentic opportunity to learn about themselves and the world around them without having to travel abroad. Local out of district students, even though they do bring value, she's afraid it's just monetary value as opposed to the international students that can bring a different perspective and view of life. She is afraid that by limiting the students that come into the district only to the ones that can pay the tuition is only keeping us close-minded. When you talk to people, people feel that Ridgewood is a privileged town with privileged kids that they live in the exclusive community but if you open our minds to all other people from outside the world that otherwise will not be able to afford the education maybe help them through some kind of tuition, scholarship or something like that, specifically for J-1 visa students, they are not allowed per visa requirements to pay more than 50% of their tuition from their own funds so even if we welcome them there is no way they can come here legally with these terms and a lot of them cannot afford paying that amount. Just to give it perspective all these students are vetted carefully through the specially designated licensed organizations by

the United States. They are not just people they can choose to come, they don't get to choose the school they're coming to, they're coming to us just for cultural experience, not specially targeting a particular school. In this particular example, she knows a very limited time student and the reason why she is reaching out to you, lost the placement at the Texas school due to some changes, she does not know what it was driven by, and basically has another three weeks to participate or if not she would no longer be able to. She saw this and felt like something here that we can offer that she thinks will be mutually beneficial to everyone. One more thing, we did have a student in 2017 that was approved by the Board of Ed and Superintendent at that time and the principal, so it's not like she's trying to break and create a precedent.

Mr. Dani asked if the policy recently changed? Did we allow students in 2017 to attend without paying a fee on foreign exchange students?

Ms. Brogan does not recall changing the policy three years ago, we have had exchange students based upon a family having a student living with them and then supporting them and there was one student that came in from a particular program, that was a while ago.

Mr. Dani asked if we can investigate the scenarios between 2107 and now, he is not requesting to change the policy but is asking for clarification.

XV. ADJOURNMENT

At 9:34 p.m., on a motion made by Ms. Kwak, seconded by Mr. Lembo and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development**BOE Date 7/25/2022**

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Mary Ferreri	Linklt Data Forward Summer Institute Linklt Tenafly, NJ 7/18/22 and 7/19/22	Professional Development	\$0.00	0
Lorna Oates-Santos	NJL2L Mentor Training New Jersey Principals and Supervisors Association (NJSPA) Virtual 7/27/22	Professional Development	\$70.00	0
Lauren DePinto	Not submitted in Frontline yet - Teen Mental Health First Aid Training National Council for Mental Wellbeing Virtual 7/27/22 - 7/29/22	Professional Development	\$2,233.33	0
Andrea Watson	Teen Mental Health First Aid Training National Council for Mental Wellbeing Virtual 7/27/22 - 7/29/22	Professional Development	\$2,233.33	0
Lorna Oates-Santos	Paramus Literacy Institute Paramus Board of Education Paramus, NJ 8/15/22 and 8/16/22	Professional Development	\$400.00	0
Jaclyn Pilkington	Paramus Summer Institute Paramus Board of Education Paramus, NJ 8/15/22 - 8/18/22	Professional Development	\$575.00	0
Alexandra Kowalski	Paramus Summer Institute Paramus Board of Education Paramus, NJ 8/15/22 - 8/18/22	Professional Development	\$575.00	0
Kathleen Moran	Intermediate Google Workshops NJECC Virtual 8/15/22 and 8/16/22	Professional Development	\$160.00	0
Anna Thomas-Candrilli	Intermediate Google Workshops NJECC Virtual 8/15/22 and 8/16/22	Professional Development	\$160.00	0

Lindsay Barclay	Intermediate Google Workshops NJ ECC Virtual 8/15/22 and 8/16/22	Professional Development	\$160.00	0
Susan Christopher	Intermediate Google Workshops NJ ECC Virtual 8/15/22 and 8/16/22	Professional Development	\$160.00	0
Eliza Sudol	Intermediate Google Workshops NJ ECC Virtual 8/15/22 and 8/16/22	Professional Development	\$160.00	0
Elisa Karch	Intermediate Google 4 and Advanced Google 3 & 4 NJ ECC Virtual 8/15/22 and 8/16/22	Professional Development	\$135.00	0
Jennifer Weinkauff	Intermediate Google Workshops - Forms NJ ECC Virtual 8/16/22	Professional Development	\$45.00	0
Alicen Marchioni	Grade 4 - Year 1 Math Conquer Mathematics Pompton Plains, NJ 9/20/22, 10/20/22, 11/30/22, 1/4/23, 2/9/23 and 3/15/23	Professional Development	\$850.00	5
Lauren Carr	Grade 5 - Year 1 Math Conquer Mathematics Pompton Plains, NJ 9/21/22, 10/21/22, 12/1/22, 1/5/23, 2/1/23, 3/6/23 and 3/30/23	Professional Development	\$1,267.42	7
Sabrina Koropchak	Grade 1 - Year 1 Math Conquer Mathematics Pompton Plains, NJ 10/4/22, 1/23/23, 3/3/23 and 5/15/23	Professional Development	\$680.00	4
Danielle Jasinski	Kindergarten Math, Student Learning Standards, Year 1 Conquer Mathematics Pompton Plains, NJ 10/18/22, 1/11/23 and 2/7/23	Professional Development	\$510.00	3
Judtith Meany	Kindergarten Math, Student Learning Standards, Year 1 Conquer Mathematics Pompton Plains, NJ 10/18/22, 1/11/23 and 2/7/23	Professional Development	\$510.00	3
Hailey Gribben	Kindergarten Math, Student Learning Standards, Year 1 Conquer Mathematics	Professional Development	\$510.00	3

	Pompton Plains, NJ 10/18/22, 1/11/23 and 2/7/23			
Wesley Halter	Grade 5 - Year 1 Math Conquer Mathematics Pompton Plains, NJ 10/21/22 and 3/6/23	Professional Development	\$340.00	2
Laura Calandra	Grade 1 - Year 2 Math Conquer Mathematics Pompton Plains, NJ 10/26/22 and 4/27/23	Professional Development	\$340.00	2
Mary Saglimbeni	Grade 3 Interdisciplinary Mathematics Conquer Mathematics Pompton Plains, NJ 11/2/22 and 1/6/23	Professional Development	\$340.00	2
Jill Bonfanti	Grade 3 Interdisciplinary Mathematics Conquer Mathematics Pompton Plains, NJ 11/2/22 and 1/6/23	Professional Development	\$340.00	2
Kelsey Parrasch	Grade 4 Math - SLS Conquer Mathematics Pompton Plains, NJ 11/4/22 and 1/13/23	Professional Development	\$362.68	2
Katheryn Droske	Kindergarten Math, Year 2 Conquer Mathematics Pompton Plains, NJ 11/16/22 and 4/19/23	Professional Development	\$340.00	2

The total cost for these conferences is \$13,456.76. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$20,398.76 leaving a balance of \$179,601.24

The total cost of substitutes for these conferences is \$5,550. Upon Board approval of these conferences, the total expenditure for substitutes for conferences for 2022-23 will be \$8,250.

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Student Surveys, Analysis, Evaluations,
Examinations, Testing, or Treatment

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STUDENT SURVEYS, ANALYSIS, EVALUATIONS, EXAMINATIONS, TESTING, OR TREATMENT

The Protection of Pupil Rights Amendment (PPRA) (20 USC §1232h; 34 CFR Part 98) applies to school districts that receive funding from the United States Department of Education (USDOE). The PPRA requires written consent from parents or the emancipated student the opportunity to opt out of participation in a survey, analysis, evaluation, examination, testing, or treatment funded in whole or in part by a program of the United States Department of Education that concerns one or more of the areas outlined in this Policy.

A. Definitions

“Instructional material” means instructional content that is provided to a student, regardless of its format, including printed or representational materials, audiovisual materials, and materials in electronic or digital formats (such as materials accessible through the Internet). The term does not include academic tests or academic assessments. 20 USC §1232h(c)(6)(A).

“Invasive physical examination” means any medical examination that involves the exposure of private body parts, or any act during such examination that includes incision, insertion, or injection into the body, but does not include a hearing, vision, or scoliosis screening. 20 USC §1232h(c)(6)(B).

“Prior consent” means prior consent of the student, if the student is an adult or emancipated minor or prior written consent of the parent, if the student is an unemancipated minor. 34 CFR §98.4(b).

“Psychiatric or psychological examination or test” means a method of obtaining information, including a group activity, that is not directly related to academic instruction and that is designed to elicit information about attitudes, habits, traits, opinions, beliefs, or feelings. 34 CFR §98.4(c)(1).

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“Psychiatric or psychological treatment” means an activity involving the planned, systematic use of methods or techniques that are not directly related to academic instruction and that is designed to affect behavioral, emotional, or attitudinal characteristics of an individual or group. 34 CFR §98.4(c)(2).

“Research or experimentation program or project” means any program or project in any program that is funded in whole or in part by the Federal Government and is designed to explore or develop new or unproven teaching methods or techniques. 34 CFR §98.3(b).

- B. Parents’ or Emancipated Students’ Right to Inspection of Materials - 34 CFR §98.3 and 20 USC §1232(c)
1. All instructional material, including teachers’ manuals, films, tapes, or other supplementary instructional material which will be used in connection with any survey, analysis, or evaluation as part of any applicable program or any research or experimentation program or project shall be available for inspection by the parents of the children engaged in such program or project in accordance with 20 USC §1232h(a) and 34 CFR §98.3(a).
 - a. The district shall provide reasonable access to instructional material within a reasonable period of time after the request is received in accordance with 20 USC §1232h(c)(1)(C)(ii).
 2. The parent shall have the right, upon request, to inspect a survey created by a third party before the survey is administered or distributed to their student pursuant to 20 USC §1232h(c)(1)(A)(i).
 - a. The district shall provide reasonable access to such survey within a reasonable period of time after the request is received in accordance with 20 USC §1232h(c)(1)(A)(ii).



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Student Surveys, Analysis, Evaluations,
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3. The parent shall have the right, upon request, to inspect any instrument used in the collection of personal information from students for the purpose of marketing or for selling that information (or otherwise providing that information to others for that purpose), before the instrument is administered or distributed to their student pursuant to 20 USC §1232h(c)(1)(F)(i).
 - a. The district shall provide reasonable access to such instrument within a reasonable period of time after the request is received in accordance with 20 USC §1232h(c)(1)(F)(ii).
- C. Protection of Students' Privacy in Examination, Testing, or Treatment with Prior Consent - 34 CFR §98.4
1. In accordance with 34 CFR §98.4(a) no student shall be required, as part of any program funded in whole or in part by a program of the USDOE, to submit without prior consent to psychiatric examination, testing, or treatment, or psychological examination, testing, or treatment, in which the primary purpose is to reveal information concerning one or more of the following:
 - a. Political affiliations;
 - b. Mental and psychological problems potentially embarrassing to the student or the student's family;
 - c. Sex behavior and attitudes;
 - d. Illegal, anti-social, self-incriminating, and demeaning behavior;
 - e. Critical appraisals of other individuals with whom the student has close family relationships;
 - f. Legally recognized privileged and analogous relationships, such as those of lawyers, physicians, and ministers; or



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- g. Income, other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under a program.
- D. Protections of Students' Rights for Surveys, Analysis, or Evaluation - 20 USC §1232h
- 1. In accordance with 20 USC §1232h(b) no student shall be required, as part of any applicable program, to submit to a survey, analysis, or evaluation, without prior consent, that reveals information concerning:
 - a. Political affiliations or beliefs of the student or the student's parent;
 - b. Mental and psychological problems of the student or the student's family;
 - c. Sex behavior or attitudes;
 - d. Illegal, anti-social, self-incriminating, or demeaning behavior;
 - e. Critical appraisals of other individuals with whom the student has close family relationships;
 - f. Legally recognized privileged and analogous relationships, such as those of lawyers, physicians, and ministers;
 - g. Religious practices, affiliations, or beliefs of the student or student's parent; or
 - h. Income, (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under a program).
 - 2. Parents' or Emancipated Students' Right to Opt Out - 20 USC §1232h(c)(2)



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- a. The district shall provide notice and offer an opportunity for parents to opt their student out or for emancipated students to opt out of participation in the following activities:
 - (1) Activities involving the collection, disclosure, or use of personal information collected from students for the purpose of marketing or for selling that information (or otherwise providing that information to others for that purpose).
 - (2) The administration of any survey containing one or more of the items listed in D.1. above.
 - (3) Any nonemergency, invasive physical examination or screening that is:
 - (a) Required as a condition of attendance;
 - (b) Administered by the school and scheduled by the school in advance; and
 - (c) Not necessary to protect the immediate health and safety of the student, or of other students.
 - b. The district shall directly notify parents at least annually at the beginning of the school year of the specific or approximate dates during the school year when activities described in D.2.a. above are scheduled or expected to be scheduled in accordance with 20 USC §1232h(c)(2)(B).
3. Exceptions – 20 USC §1232h(c)(4)
- a. The provisions of 20 USC §1232h do not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as the following:



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- (1) College or other postsecondary education recruitment, or military recruitment in accordance with Policy 9713;
 - (2) Book clubs, magazines, and programs providing access to low-cost literary products;
 - (3) Curriculum and instructional materials used by schools in the district;
 - (4) Tests and assessments used by schools in the district to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments;
 - (5) The sale by students of products or services to raise funds for school-related or education-related activities; and
 - (6) Student recognition programs.
- b. The provisions of this Policy:
- (1) Shall not be construed to preempt applicable provisions of New Jersey law that require parental notification; and
 - (2) Do not apply to any physical examination or screening that is permitted or required by an applicable New Jersey law, including physical examinations or screenings permitted without parental notification.



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4. Policy Adoption or Revision – 20 USC §1232h(c)(2)(A)(i)

The district shall provide this Policy to parents and students at least annually at the beginning of the school year, and provide notice within a reasonable period of time after any substantive change is made to this Policy.

E. Student Privacy – 20 USC §1232h and 34 CFR §98

The district shall ensure a student's privacy is protected regarding any information collected in accordance with this Policy.

F. Violations of the PPRA – 20 USC §1232h and 34 CFR §98

Parents or students who believe their rights under PPRA may have been violated may file a complaint with the USDOE.

In addition to the provisions of 20 USC §1232h, 34 CFR §98, and this Policy, the Superintendent or designee shall ensure compliance with the provisions of N.J.S.A. 18A:36-34 and Policy 9560 – Administration of School Surveys before students are required to participate in any academic or nonacademic survey, assessment, analysis, or evaluation.

The Protection of Pupil Rights Amendment (PPRA)

20 USC §1232h

34 CFR Part 98

Elementary and Secondary Education Act of 1965 (20 USC 2701 et seq.) as

amended by the Every Student Succeeds Act

N.J.S.A 18A:36-34

Adopted:



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Prevention and Treatment of Sports-Related
Concussions and Head Injuries

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2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED CONCUSSIONS AND HEAD INJURIES

A concussion is a traumatic brain injury caused by a blow or motion to the head or body that disrupts the normal functioning of the brain and can cause significant and sustained neuropsychological impairments including, but not limited to, problem solving, planning, memory, and behavioral problems. In order to ensure safety, it is imperative that students participating in athletic competition, coaches, and parents are educated about the nature and treatment of sports-related concussions and other head injuries. Allowing a student to return to athletic competition before recovering from a concussion increases the chance of a more serious brain injury.

For the purpose of this Policy and Regulation 2431.4, programs of athletic competition shall include high school interscholastic athletic programs, middle school interscholastic athletic programs where school teams or squads play teams or squads from other school districts, intramural athletic programs within a school or among schools in the district, and any cheerleading program or activity in the school district.

The school district shall adopt an athletic head injury safety training program. The program shall be completed by the school physician, any individual who coaches in an athletic competition, an athletic trainer involved in any athletic competition, and the school nurse. The training program shall be in accordance with guidance provided by the New Jersey Department of Education (NJDOE) and the requirements of N.J.S.A. 18A:40-41.2.

The school district shall annually distribute the NJDOE-developed educational fact sheet regarding sports-related concussions and other head injuries to all parents of students participating in any athletic competition or practice and shall obtain a signed acknowledgement of the receipt of the fact sheet by the student and their parent in accordance with N.J.S.A. 18A:40-41.2(c).



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Prevention and Treatment of Sports-Related Concussions and Head Injuries

A student who participates in an athletic competition or practice and who sustains or is suspected of sustaining a concussion or other head injury shall be immediately removed from athletic competition or practice. A student removed from athletic competition or practice shall not participate in further athletic competition or practice until they are evaluated by a physician or other licensed healthcare provider trained in the evaluation and management of concussions and receives written clearance from a physician trained in the evaluation and management of concussions to return to athletic competition or practice; and the student returns to regular school activities and is no longer experiencing symptoms of the injury when conducting those activities in accordance with N.J.S.A. 18A:40-41.4.

The return of a student to athletic competition or practice shall also be in accordance with the graduated, six-step “Return to Play Progression” recommendations and any subsequent changes or other updates to these recommendations as developed by the Centers for Disease Control and Prevention (CDC). The Board shall revise this Policy and Regulation 2431.4 whenever the CDC changes or otherwise updates the “Return to Play Progression” recommendations.

The school district shall provide a copy of this Policy and Regulation 2431.4 to all youth sports team organizations that operate on school grounds. In accordance with the provisions of N.J.S.A. 18A:40-41.5, the school district shall not be liable for the injury or death of a person due to the action or inaction of persons employed by, or under contract with, a youth sports team organization that operates on school grounds, if the youth sports team organization provides the school district proof of an insurance policy of an amount of not less than \$50,000 per person, per occurrence insuring the youth sports team organization against liability for any bodily injury suffered by a person and a statement of compliance with this Policy and Regulation 2431.4.

Pursuant to N.J.S.A. 18A:40-41.5 and for the purpose of this Policy, a “youth sports team organization” means one or more sports teams organized pursuant to a nonprofit or similar charter or which are member teams in a league organized by or affiliated with a county or municipal recreation department.



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Prevention and Treatment of Sports-Related
Concussions and Head Injuries

This Policy and Regulation 2431.4 shall be reviewed and approved by the school physician annually and updated as necessary to ensure it reflects the most current information available on the prevention, risk, and treatment of sports-related concussions and other head injuries in accordance with N.J.S.A. 18A:40-41.3.

N.J.S.A. 18A:40-41.1; 18A:40-41.2; 18A:40-41.3; 18A:40-41.4; 18A:40-41.5

Adopted:



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Student Assessment
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2622 STUDENT ASSESSMENT

State assessments provide parents with important information about their child's progress; detailed diagnostic information about each individual student's performance that educators, parents, and students can utilize to enhance foundational knowledge and student achievement; and include item analysis which will clarify a student's level of knowledge and understanding of a particular subject or area of a subject. The data derived from State assessments are utilized by teachers and administrators to pinpoint areas of difficulty and customize instruction accordingly. Such data can be accessed and utilized as a student progresses to successive school levels.

The Commissioner of Education, in accordance with N.J.S.A. 18A:7C-1 et seq. and 18A:7E-2 and 3, may implement assessments of student achievement in any grade(s) and by such assessments as the Commissioner deems appropriate. The system and related schedule of Statewide assessments shall be approved by the New Jersey State Board of Education. The school district shall, according to a schedule prescribed by the Commissioner, administer the applicable Statewide assessments pursuant to N.J.A.C. 6A:8-4.1(c) and (d).

Pursuant to N.J.A.C. 6A:8-4.1(c), all students at grade levels three through twelve, and at any other grade(s) designated by the Commissioner pursuant to N.J.A.C. 6A:8-4.1(a), shall take all appropriate Statewide assessments as scheduled. The school district will provide accommodations or modifications to the Statewide assessment system in accordance with the provisions of **N.J.A.C. 6A:8-4.1(d)**.

Students with disabilities as defined in N.J.A.C. 6A:14-1.3 shall participate in Statewide assessments in accordance with N.J.A.C. 6A:14-4.10. The school district shall administer the alternative State assessment for students with disabilities in accordance with the provisions of N.J.A.C. 6A:8-4.1(d)3.

The school district shall implement alternative ways for students to demonstrate graduation proficiency in accordance with N.J.A.C. 6A:8- 5.1(a)6, (f), (g), (h), or (i), as applicable.



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Student Assessment

The school district shall maintain an accurate record of each student's performance on Statewide assessments and maintain for every student a ninth grade through graduation transcript in accordance with the provisions of N.J.A.C. 6A:8-4.2(d). The Superintendent shall report assessment results to the public and provide educators, parents, and students with assessment results in accordance with the provisions of N.J.A.C. 6A:8-4.3.

N.J.S.A. 18A:7C-1 et seq.; 18A:7E-2; 18A:7E-3

N.J.A.C. 6A:8-4.1 et seq.; 6A:8-5.1; 6A:14-1.1 et seq.; 6A:14-3.7; 6A:14-4.10

Adopted:



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RIDGEWOOD BOARD OF EDUCATION

TEACHING STAFF MEMBERS
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Political Activities

3233 POLITICAL ACTIVITIES

The Board of Education recognizes and encourages the right of all citizens, including teaching staff members, to engage in political activity. However, the Board prohibits the use of school grounds and school time for partisan political purposes.

The Board establishes the following guidelines to govern teaching staff members in their political activities:

1. A teaching staff member shall not engage in political activity on school grounds unless permitted in accordance with Board Policy No. 7510 - Use of School Facilities and/or applicable Federal and State laws;
2. A teaching staff member shall not post political circulars or petitions on school grounds nor distribute such circulars or petitions to students nor solicit campaign funds or campaign workers on school grounds ;
3. A teaching staff member shall not display any material that would tend to promote any candidate for office on an election day on school grounds that are used as a polling place;
4. A teaching staff member shall not engage in any activity in the presence of students while on school grounds , which is intended and/or designed to promote, further or assert a position(s) on labor relations issues.

In accordance with N.J.S.A. 18A:6-8.1., a teaching staff member employed by this district who is a member of the Senate or General Assembly of the State of New Jersey shall be entitled to time off from school district duties, without loss of pay, during the periods of the teaching staff member's attendance at regular or special sessions of the legislature and hearings or meetings of any legislative committee or commission.



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TEACHING STAFF MEMBERS

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Political Activities

In accordance with N.J.S.A. 18A:6-8.2., a teaching staff member employed by this district who is a member of the Board of County Commissioners of any county of New Jersey shall be entitled to time off from the teaching staff member's duties, without pay, during the periods of the teaching staff member's attendance at regular or special meetings of the Board of County Commissioners and of any committee thereof and at such other times as the teaching staff member shall be engaged in performing the necessary functions and duties of the teaching staff member's office as a member of the Board of County Commissioners.

No other teaching staff member who holds elective or appointive office is entitled to time off, except as such time off may be provided for by Board policy or negotiated agreement.

The provisions of this Policy do not apply to the discussion and study of politics and political issues appropriate to the curriculum, the conduct of student elections, or the conduct of employee representative elections.

Nothing in this Policy shall be interpreted to impose a burden on the constitutionally protected speech or conduct of a teaching staff member or a student.

N.J.S.A. 18A:6-8.1.; 18A:6-8.2.; 18A:6-8.4.; 18A:42-4

N.J.S.A. 19:34-42

Green Township v. Rowe, Superior Court of New Jersey - Appellate Division
A-2528-98T5

Adopted:

POLICY

RIDGEWOOD BOARD OF EDUCATION

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High School Graduation
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5460 HIGH SCHOOL GRADUATION

The Board of Education will recognize the successful completion of the secondary school instructional program by the award of a State-endorsed diploma certifying the student has met all State and local requirements for high school graduation in accordance with N.J.A.C. 6A:8-5.1 et seq. The Board will annually certify to the Executive County Superintendent each student who has been awarded a diploma and has met the requirements for graduation.

As defined in N.J.A.C. 6A:8-1.3, “credit” means the award for the equivalent of a class period of instruction, which meets for a minimum of forty minutes, one time per week during the school year or as approved through N.J.A.C. 6A:8-5.1(a)2 and A.1.b. below.

A. High School Graduation Requirements – N.J.A.C. 6A:8-5.1

1. For a State-endorsed diploma, the Board shall develop, adopt, and implement graduation requirements that prepare students for success in post-secondary degree programs, careers, and civic life in the 21st century, and that include the following:
 - a. A graduating student must have earned a minimum of one hundred twenty credits in courses designed to meet all of the New Jersey Student Learning Standards (NJSLS), including, but not limited to, the following credits:
 - (1) At least twenty credits in English language arts aligned to grade nine through twelve standards;
 - (2) At least 15 credits in mathematics, including Algebra I or the content equivalent; geometry or the content equivalent; and a third year of mathematics that builds on the concepts and skills of algebra and geometry and that prepares students for college and 21st century careers;



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- (3) At least fifteen credits in science, including at least five credits in laboratory biology/life science or the content equivalent; one additional laboratory/inquiry-based science course, which shall include chemistry, environmental science, or physics; and one additional laboratory/inquiry-based science course;
- (4) At least fifteen credits in social studies, including satisfaction of N.J.S.A. 18A:35-1 and 18A:35-2; five credits in world history; and the integration of civics, economics, geography, and global content in all course offerings;
- (5) At least three and three-quarters credits in financial, economic, business, and entrepreneurial literacy;
- (6) At three and three-quarters credits in health, safety, and physical education during each year of enrollment, distributed as one hundred fifty minutes per week, as required by N.J.S.A. 18A:35-5, 7, and 8;
- (7) At least ten credits in visual and performing arts;
- (8) At least two and one-half credits in world languages or student demonstration of proficiency as set forth in N.J.A.C. 6A:8-5.1(a)2ii(2) and A.1.b.(2)(b) below;
- (9) Technological literacy, consistent with the NJSLs, integrated throughout the curriculum;
- (10) At least five credits in 21st century life and careers, or career-technical education; and
- (11) Electives as determined by the high school program sufficient to total a minimum of 120 credits.



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- b. The 120-credit requirement set forth in N.J.A.C. 6A:8-5.1(a)1. and in A.1.a. above may be met in whole or in part through program completion of a range of experiences that enable students to pursue a variety of individualized learning opportunities, as follows:
- (1) The district shall establish a process to approve individualized student learning opportunities that meet or exceed the NJSLS.
 - (a) Individualized student learning opportunities in all NJSLS areas include, but are not limited to, the following:
 - (i) Independent study;
 - (ii) Online learning;
 - (iii) Study abroad programs;
 - (iv) Student exchange programs; and
 - (v) Structured learning experiences, including, but not limited to, work-based programs, internships, apprenticeships, and service learning experiences.
 - (b) Individualized student learning opportunities based upon specific instructional objectives aimed at meeting or exceeding the NJSLS shall:
 - (i) Be based on student interest and career goals as reflected in the Personalized Student Learning Plans;
 - (ii) Include demonstration of student competency;



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- (iii) Be certified for completion based on the district process adopted according to N.J.A.C. 6A:8-5.1(a)2.ii. and A.1.b.(2) below; and
 - (iv) Be on file in the school district and subject to review by the Commissioner of Education or designee.
- (c) Group programs based upon specific instructional objectives aimed at meeting or exceeding the NJSLS shall be permitted and shall be approved in the same manner as other approved courses.
- (2) The district shall establish a process for granting of credits through successful completion of assessments that verify student achievement in meeting or exceeding the NJSLS at the high school level, including standards achieved by means of the individualized student learning opportunities enumerated at N.J.A.C. 6A:8-5.1(a)2 and A.1.b. above. Such programs or assessments may occur all or in part prior to a student's high school enrollment; no such locally administered assessments shall preclude or exempt student participation in applicable Statewide assessments at grades three through twelve.
- (a) The district shall choose assessments that are aligned with or exceed the NJSLS and may include locally designed assessments.
 - (b) The district shall choose from among the following assessment options to determine if students have achieved the level of language proficiency designated as Novice-High as



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defined by the American Council on the Teaching of Foreign Languages (ACTFL) and recognized as fulfilling the world languages requirement of the NJSLS:

- (i) The Standards-based Measurement of Proficiency (STAMP) online assessment;
 - (ii) The ACTFL Oral Proficiency Interview (OPI) or the Modified Oral Proficiency Interview (MOPI); or
 - (iii) New Jersey Department of Education-approved locally designed competency-based assessments.
- (3) The district shall establish a process to approve post-secondary learning opportunities that may consist of Advanced Placement (AP) courses, College-Level Examination Program (CLEP), or concurrent/dual enrollment at accredited higher education institutions.
- (a) The district shall award credit for successful completion of an approved, accredited college course that assures achievement of knowledge and skills that meets or exceeds the NJSLS.
- c. Local student attendance requirements;



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- d. Any statutorily mandated requirements for earning a high school diploma;
- e. The requirement that all students demonstrate proficiency by achieving a passing score on the English Language Arts (ELA) and mathematics components of the State graduation proficiency test or through the alternative means at N.J.A.C. 6A:8-5.1(h) and A.7. below, if applicable, or for students who take the State graduation proficiency test but do not achieve a passing score through the alternative means set forth at N.J.A.C. 6A:8-5.1(g) and (i) and A.6. and A.8. below:
 - (1) Students in the graduating classes of 2019, 2020, 2021, and 2022 shall be required to demonstrate proficiency by achieving a passing score on the high school end-of-course PARCC assessments in ELA 10 and Algebra I or through alternative means set forth at N.J.A.C. 6A:8-5.1(f), (h), and (i) and A.5., A.7., and A.8. below.
- f. For students who have not demonstrated proficiency on the ELA and/or mathematics components of the State graduation proficiency test, the opportunity for the following will be provided:
 - (1) Remediation, pursuant to N.J.S.A. 18A:7C-3.; and
 - (2) One or more additional opportunities to demonstrate proficiency on the State graduation proficiency test, pursuant to N.J.S.A. 18A:7C-6; and
- g. Students graduating from an adult high school shall demonstrate proficiency in the ELA and mathematics components of the State graduation proficiency test, or through alternative means set forth at N.J.A.C. 6A:8-5.1(f) through (i) and A.5. through A.8. below.



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2. In the development of Personalized Student Learning Plans according to N.J.A.C. 6A:8-3.2(a), the district shall actively encourage all students who have otherwise met the requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a)1 through 3 and A.1.a. through A.1.c. above, to include in their programs of study the following additional credits:
 - a. Five credits in mathematics during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers;
 - b. Five credits in a laboratory science during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers;
 - c. Five credits in social studies during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers; and
 - d. Five credits in world languages during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers.
3. The district shall provide to the Executive County Superintendent the district's graduation requirements each year they are evaluated through Quality Single Accountability Continuum (QSAC) and update the district's filed copy each time the graduation policy is revised.
4. The district shall provide each student entering high school and their parents with a copy of the district's requirements for a State-endorsed diploma and the programs available to assist students in attaining a State-endorsed diploma, in accordance with N.J.S.A. 18A:7C-5.
5. To ensure adequate transition to the new Statewide assessment systems, the district shall provide students in the graduating classes of 2018, 2019, 2020, 2021, and 2022 who have not demonstrated proficiency on the high school end-of-course PARCC assessments



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in ELA 10 and Algebra I with the opportunity to demonstrate competence through one of the alternative means set forth below:

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- a. For the graduating classes of 2018, 2019, 2020, 2021, and 2022, students who did not take the ELA 10 and the Algebra I end-of-course PARCC assessment or who take but do not achieve a passing score on both assessments, as required by N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above, may satisfy the State requirement to demonstrate proficiency in English language arts and/or mathematics in one of the following ways:
 - (1) Achieve a passing score, as determined by the Commissioner of Education, on a corresponding substitute competency test in English language arts and/or mathematics, as applicable, or substitute a passing score on another end-of-course PARCC assessment, including ELA 9, ELA 11, Geometry, or Algebra II; or
 - (2) Meet the criteria of the portfolio appeals process.

6. For students in the graduating classes of 2023, 2024, and 2025, the alternative means referenced at N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above shall be as follows:
 - a. Achieve a passing score, as determined by the Commissioner of Education and approved by the New Jersey State Board of Education, on a corresponding substitute competency test in English language arts and/or mathematics, as applicable; and/or
 - b. Demonstrate proficiency through the portfolio appeals process, pursuant to N.J.S.A. 18A:7C-3.

7. All English language learners (ELLs) shall satisfy the requirements for high school graduation, except ELLs may demonstrate they have attained State minimum levels of proficiency through passage of the portfolio appeals process in their native language, when available, and passage of a New Jersey Department of Education-approved, English fluency assessment.



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8. Students, including students with disabilities as defined in N.J.A.C. 6A:14-1.3 or eligible under Section 504 of the Rehabilitation Act who participate in the alternative assessment for students with disabilities, are not required to participate in repeated administrations of high school assessment components required at N.J.A.C. 6A:8-4.1(c).
 9. For students in the graduating classes of 2019, 2020, 2021, and 2022, the New Jersey Department of Education (NJDOE) shall consider high school end-of-course State assessments to be equivalent to the corresponding high school end-of-course PARCC assessments.
- B. High School Diplomas – N.J.A.C. 6A:8-5.2
1. The Board of Education shall award a State-endorsed high school diploma to prospective graduates who have met all of the requirements adopted in accordance with N.J.A.C. 6A:8-5.1(a), (c), or N.J.A.C. 6A:8-5.2(d) and A.1 above, C.1. below, or B.4. below.
 2. The Board shall not issue a high school diploma to any student not meeting the criteria specified in the rule provisions referenced in B.1. above.
 - a. The district shall provide students exiting grade twelve without a diploma the opportunity for continued high school enrollment to age twenty or until the requirements for a State-endorsed diploma have been met, whichever comes first.
 - b. The district shall allow any out-of-school individual to age twenty who has otherwise met all State and local graduation requirements but has failed to pass the State proficiency test to demonstrate proficiency through alternative means as set forth at N.J.A.C. 6A:8-5.1(a)6 through N.J.A.C. 6A:8-5.1(i) and in A.1.f. through A.8. above, as applicable, pursuant to the standards applicable to the student's graduating class. Students in graduating classes prior to 2018 shall demonstrate proficiency as set

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forth for the classes of 2018 through 2022 at N.J.A.C. 6A:8-5.1(f)1 and A.5.a. above. Upon certification of passing the test applicable to the student's class in accordance with N.J.A.C. 6A:8 and this Policy, a State-endorsed diploma shall be granted by the high school of record.

3. Pursuant to N.J.A.C. 6A:20-1.4, the Commissioner of Education shall award a State-issued high school diploma based on achieving the Statewide standard score on the General Education Development test (GED) or other adult education assessments to individuals age sixteen or older who are no longer enrolled in school and have not achieved a high school credential.
4. The Commissioner of Education shall award a State-issued high school diploma to individuals age sixteen or older and no longer enrolled in high school based on official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education. Included in the thirty general education credits must be a minimum of fifteen credits with at least three credits in each of the five general education categories as follows: English; mathematics; science; social science; and the humanities.
5. The Board shall award a State-endorsed high school diploma to any currently enrolled student, regardless of grade level, who:
 - a. Has demonstrated proficiency in the State graduation proficiency test, pursuant to N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above, or as set forth at N.J.A.C. 6A:8-5.1(g) and A.6. above:

(1) The Board shall award a State-endorsed high school diploma to any currently enrolled student in the graduating classes of 2019, 2020, 2021, and 2022 who has demonstrated proficiency in the high school end-of-course PARCC assessments in ELA10 and Algebra I, or as set forth in N.J.A.C. 6A:8-5.1(f) and in A.5. above;

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- b. Has presented official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education; and
 - c. Has formally requested such early award of a State-endorsed high school diploma.
 - 6. Pursuant to N.J.S.A. 18A:7C-7 and 18A:7E-3, the Superintendent shall report annually to the Board at a public meeting not later than September 30, and to the Commissioner of Education:
 - a. The total number of students graduated;
 - b. The number of students graduated under the substitute competency test process;
 - c. The number of students graduated under the portfolio appeals process;
 - d. The number of students receiving State-endorsed high school diplomas as a result of meeting any alternate requirements for graduation as specified in their individualized education programs (IEP);
 - e. The total number of students denied graduation from the twelfth grade class; and
 - f. The number of students denied graduation from the twelfth grade class solely because of failure to pass the high school end-of-course PARCC assessments, the State graduation proficiency test, substitute competency tests, or portfolio appeals process based on the provisions of N.J.A.C. 6A:8.
- C. Students with Disabilities – N.J.A.C. 6A:8-5.1(c) and N.J.A.C. 6A:14-4.11
 - 1. Through the IEP process set forth at N.J.A.C. 6A:14-3.7 and pursuant to N.J.A.C. 6A:14-4.11, the Board may specify alternate requirements for a State-endorsed diploma for individual students with disabilities as defined at N.J.A.C. 6A:14-1.3.

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- a. The district shall specifically address any alternate requirements for graduation in a student's IEP, in accordance with N.J.A.C. 6A:14-4.11.
 - b. The district shall develop and implement procedures for assessing whether a student has met the specified alternate requirements for graduation individually determined in an IEP.
2. The IEP of a student with a disability who enters a high school program shall specifically address the graduation requirements. The student shall meet the high school graduation requirements pursuant to N.J.A.C. 6A:8-5.1 and A. above, except as specified in the student's IEP. The IEP shall specify which requirements would qualify the student with a disability for the State-endorsed diploma issued by the Board responsible for the student's education.
3. Graduation with a State-endorsed diploma is a change of placement that requires written notice pursuant to N.J.A.C. 6A:14-2.3(f) and (g).
 - a. As part of the written notice, the parent shall be provided with a copy of the procedural safeguards statement published by the NJDOE.
 - b. As with any proposal to change the educational program or placement of a student with a disability, the parent may resolve a disagreement with the proposal to graduate the student by requesting mediation or a due process hearing prior to graduation.
 - c. In accordance with N.J.A.C. 6A:14-3.8(d), a reevaluation shall not be required.
 - d. When a student graduates or exceeds the age of eligibility, the student shall be provided a written summary of their academic achievement and functional performance prior to the date of the student's graduation or the conclusion of the school year in which the student exceeds the age of eligibility. The summary shall include recommendations to assist the student in meeting their postsecondary goals.

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4. If a student attends a school other than that of the school district of residence that is empowered to grant a diploma, the student shall have the choice of receiving the diploma of the school attended or the diploma of the school district of residence.
 - a. If the school the student is attending declines to issue a diploma to the student, the Board of the school district of residence shall issue the student a diploma if the student has satisfied all State and local graduation requirements, as specified in the student's IEP.
 5. If the Board grants an elementary school diploma, a student with a disability who fulfills the requirements of their IEP shall qualify for and receive a diploma.
 6. Students with disabilities who meet the standards for graduation according to N.J.A.C. 6A:14-4.11 and C. of this Policy shall have the opportunity to participate in graduation exercises and related activities on a nondiscriminatory basis.
- D. State Seal of Biliteracy – N.J.A.C. 6A:8-5.3
1. The Board may award a State Seal of Biliteracy to any student who has met all requirements in N.J.A.C. 6A:8-5.2 and B. above and demonstrates proficiency in the following:
 - a. One or more world languages via an approved assessment pursuant to N.J.A.C. 6A:8-5.3(f) and D.6. below during the student's next to last or final year of high school; and
 - (1) Pursuant to N.J.S.A. 18A:7C-15, a foreign language other than English also shall include, but not be limited to, American Sign Language, Latin, and Native American languages.
 - b. English language arts as set forth in N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above.

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2. A Board that chooses to award the State Seal of Biliteracy shall incorporate the process into the developed, adopted, and implemented Policy 5460 – High School Graduation pursuant to N.J.A.C. 6A:8-5.1(a) and A.1. above, denoting participation in the voluntary program. A Board choosing to participate shall submit, in accordance with N.J.A.C. 6A:8-5.1(d) and A.3. above, a copy of Policy 5460 – High School Graduation that reflects the option for students to participate in the State Seal of Biliteracy.
3. The Board of Education shall charge a fee to the student for related assessments and transcript insignias.
4. The Board of Education shall do the following:
 - a. Provide the NJDOE with information regarding students who qualify for the State Seal of Biliteracy pursuant to N.J.A.C. 6A:8-5.3(a) and D.1. above;
 - b. Present each student who qualifies pursuant to D.1. above with a New Jersey Department of Education-issued certificate;
 - c. Include the Commissioner of Education-developed insignia on the student’s transcript; and
 - d. Maintain appropriate records to identify students who have earned the State Seal of Biliteracy.
5. The Board shall not award a State Seal of Biliteracy to any student who does not meet the criteria in N.J.A.C. 6A:8-5.3(a) and D.1. above and shall not include the Commissioner of Education-developed insignia on the student’s transcript.
6. A list of New Jersey Department of Education-approved, nationally recognized assessments and the Statewide scores necessary for a student to satisfy requirements for the State Seal of Biliteracy shall be set by a resolution approved by the New Jersey State Board of Education

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- a. If an approved assessment, pursuant to N.J.A.C. 6A:8-5.3(f) and D.6. above, does not exist for a particular language, the Board may administer a NJDOE-approved, locally designed proficiency-based assessment.]

N.J.S.A. 18A:7C-3; 18A:7C-5; 18A:7C-6, 18A:7C-7; 18A:7C-15; 18A:7E-3
18A:35-1; 18A:35-2; 18A:35-5; 18A:35-7; 18A:35-8
N.J.A.C. 6A:8-1.3; 6A:8-5.1 et seq.; 6A:14-1.3; 6A:14-2.3; 6A:14-3.7
6A:14-3.8; 6A:14-4.11; 6A:20-1.4

Adopted:



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Anti-Hazing

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5541 ANTI-HAZING

A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Hazing is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. The Board of Education prohibits acts of hazing and adopts this Policy against hazing in accordance with N.J.S.A. 18A:37-32.2. The provisions of this Policy apply to high school(s); middle school(s); and/or elementary school(s) in the school district.

"Hazing" in a school setting includes, but is not limited to, conduct by an individual(s) who is a member and/or representative of a school-sponsored student organization, club, or athletic team where such individual(s) conditions a student's acceptance as a member into such group on whether the student engages in activities that are humiliating, demeaning, intimidating, and exhausting to the student.

N.J.S.A. 2C:40-3.a. indicates hazing may also include, but is not limited to, the conduct outlined below:

1. An individual(s) causes, coerces, or otherwise induces a student to commit an act that violates Federal or State criminal law;
2. An individual(s) causes, coerces, or otherwise induces a student to consume any food, liquid, alcoholic liquid, drug or other substance which subjects the student to a risk of emotional or physical harm or is otherwise deleterious to the student's health;
3. An individual(s) subjects a student to abuse, mistreatment, harassment, or degradation of a physical nature, including, but not limited to, whipping, beating, branding, excessive calisthenics, or exposure to the elements;

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4. An individual(s) subjects a student to abuse, mistreatment, harassment, or degradation of a mental or emotional nature, including, but not limited to, activity adversely affecting the mental or emotional health or dignity of the individual, sleep deprivation, exclusion from social contact, or conduct that could result in extreme embarrassment;
5. An individual(s) subjects a student to abuse, mistreatment, harassment, or degradation of a sexual nature; or
6. An individual(s) subjects a student to any other activity that creates a reasonable likelihood of bodily injury to the student.

Board of Education members, school employees, and contracted service providers are required to report an alleged incident of hazing that may take place or has taken place on or off school grounds to the Principal or designee on the same day when the individual witnessed or received reliable information regarding such an incident. Students, parents, volunteers, or visitors are encouraged to report an alleged incident of hazing that may take place or has taken place on or off school grounds to the Principal or designee on the same day when the individual witnessed or received reliable information regarding any such incident.

Any report of an alleged incident of hazing shall be immediately investigated by the Principal or designee in accordance with procedures used to investigate alleged violations of the Student Discipline/Code of Conduct and Policy and Regulation 5600. A Principal or designee who receives a report of an alleged incident of hazing and fails to initiate or conduct an investigation and fails to minimize or eliminate the hazing may be subject to disciplinary action.

The Principal or designee may identify behavior when investigating an alleged incident of hazing indicating harassment, intimidation, or bullying (HIB) pursuant to N.J.S.A. 18A:37-14 et seq. – New Jersey Anti-Bullying Bill of Rights Act (ABR). If the Principal or designee identifies behavior indicating HIB, the Principal or designee shall ensure a separate investigation is conducted in accordance with the ABR and Policy 5512.

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The Superintendent or designee shall report to local law enforcement any hazing incident that rises to the level of mandatory reporting under the “Uniform Memorandum of Agreement Between Education Officials and Law Enforcement Officials” or any other agreement between local law enforcement and the school district pursuant to N.J.A.C. 6A:16-5.1(b).

Hazing that involves the participation of a coach, teacher, or other adult may constitute child abuse and shall be addressed in accordance with N.J.S.A. 18A:36-25 and Policy and Regulation 8462.

The Board shall enforce any penalty for violation of this Policy in accordance with the student code of conduct and Policy and Regulation 5600, or any other applicable Board Policy or Regulation. In accordance with N.J.S.A. 18A:37-32.3 appropriate penalties for a violation of this Policy may include, but are not limited to:

1. Withholding of diplomas or transcripts pending compliance with the rules;
2. Rescission of permission for the organization or group whose student member(s) are being penalized under this Policy, to operate on school property or to otherwise operate under the sanction or recognition of the school district; and
3. The imposition of probation, suspension, dismissal, or expulsion of a student member(s).

Any discipline instituted in response to a violation of this Policy may be in addition to discipline for a violation of Policy 5512, Policy and Regulation 5600, and any other applicable Board Policy and Regulation.

The school district shall ensure that students are informed of this Policy, including the rules, penalties, and program of enforcement under this Policy. This Policy shall be posted on the school district’s publicly accessible Internet website.

N.J.S.A. 18A:36-25; 18A:37-13.2; 18A:37-14 et seq.; 18A:37-32.2;
18A:37-32.3

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OPERATIONS

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Bias Crimes and Bias-Related Acts

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8465 BIAS CRIMES AND BIAS-RELATED ACTS

The Board of Education is committed to providing a safe and healthy environment for all children in the school district. Bias crimes and bias-related acts involving students can lead to further violence and retaliation. Bias crimes and bias-related acts, by their nature are confrontational, inflame tensions, and promote social hostility and will not be tolerated by the school district. School district employees will work closely with local law enforcement and the county prosecutor's office to report or eliminate the commission of bias crimes and bias-related acts.

Definitions

A "bias crime" means any criminal offense where the person or persons committing the offense acted with a purpose to intimidate an individual or group of individuals because of race;, color;, religion; gender; disability;, sexual orientation;, gender identity or expression; national origin; or ethnicity.

A "bias-related act" means an act directed at a person, group of persons, private property, or public property that is motivated in whole or in part by racial;, gender;, disability;, religion; sexual orientation;, gender identity or expression; national origin; or ethnic prejudice. A bias-related act need not involve conduct that constitutes a criminal offense.

All bias crimes are also bias-related acts, but not all bias-related acts will constitute a bias crime.

Required Actions

School employees shall immediately notify the Principal and the Superintendent or designee when in the course of their employment they develop reason to believe a bias crime or bias-related act has been committed or is about to be committed in accordance with N.J.A.C. 6A:16-6.3(e).

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Bias Crimes and Bias-Related Acts

The Superintendent or designee shall promptly notify the Ridgewood local police department and the bias investigation officer for the county prosecutor's office when a bias crime or bias-related act has been committed or is about to be committed in accordance with N.J.A.C. 6A:16-6.3(e)1.

The Superintendent or designee shall immediately notify the local police department and the bias investigation officer for the county prosecutor's office where there is reason to believe that a bias crime or bias-related act that ~~involves an act of violence~~ has been or is about to be physically committed against a student, or there is otherwise reason to believe that a life has been or will be threatened in accordance with N.J.A.C. 6A:16-6.3(e)2.

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Bias Crimes and Bias-Related Acts

It is understood a referral to the local police department or county prosecutor's office pursuant to the Memorandum of Agreement between Education and Law Enforcement Officials is only a transmittal of information that might be pertinent to a law enforcement investigation and is not an accusation or formal charge.

Unless the local police department or the county prosecutor's office request otherwise, the school district may continue to investigate a suspected bias crime or bias-related act occurring on school grounds and may take such actions as necessary and appropriate to redress and remediate any such acts.

School officials will secure and preserve any such graffiti or other evidence of a suspected bias crime or bias-related act pending the arrival of the local police department or the county prosecutor's office. The school officials, where feasible, will cover or conceal such evidence until the arrival of the local police department or county prosecutor's office.

N.J.S.A. 2C:16-1

N.J.A.C. 6A:16-6.1 ; 6A:16-6.2; 6A:16-6.3

State Memorandum of Agreement approved by the Department of Law & Public Safety and the Department of Education

Adopted:

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Administration of School Surveys
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9560 ADMINISTRATION OF SCHOOL SURVEYS

The Board of Education believes the administration of school surveys may be necessary and valuable to the educational program in the school district. The Board recognizes certain student information is personal and some students or parents may not want this information shared with the school district. Therefore, the Board shall ensure school surveys are administered in accordance with N.J.S.A. 18A:36-34 and 18A:36-34.1 and this Policy.

A. School Surveys, Certain, Parental Consent Required Before Administration – N.J.S.A. 18A:36-34

1. Unless the school district receives prior written informed consent from a student's parent and provides for a copy of the document to be available for viewing at convenient locations and time periods, the school district shall not administer to a student any academic or nonacademic survey, assessment, analysis, or evaluation which reveals information concerning:
 - a. Political affiliations;
 - b. Mental and psychological problems potentially embarrassing to the student or the student's family;
 - c. Sexual behavior and attitudes;
 - d. Illegal, anti-social, self-incriminating, and demeaning behavior;
 - e. Critical appraisals of other individuals with whom a respondent has a close family relationship;
 - f. Legally recognized privileged or analogous relationships, such as lawyers, physicians, and ministers;

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Administration of School Surveys

- g. Income, other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under a program; or
 - h. Social security number.
2. The school district shall request prior written informed consent at least two weeks prior to the administration of the survey, assessment, analysis, or evaluation.
 3. A student shall not participate in any survey, assessment, analysis, or evaluation that concerns the issues listed in A.1. above and N.J.S.A. 18A:36-34.a. unless the school district has obtained prior written informed consent from the student's parent.
- B. Voluntary Survey for Students with Prior Parental Written Notification – N.J.S.A. 18A:36-34.1
1. In accordance with N.J.S.A. 18A:36-34.1 and notwithstanding, N.J.S.A. 18A:36-34 and A. above, or any other law, rule, or regulation to the contrary, if the school district sends prior written notification to the parent of the student, the school district may administer an anonymous, voluntary survey, assessment, analysis, or evaluation to the student which reveals information concerning any of the following issues:
 - a. Use of alcohol, tobacco, drugs, and vaping;
 - b. Sexual behavior and attitudes;
 - c. Behaviors that may contribute to intentional or unintentional injuries or violence; or
 - d. Physical activity and nutrition-related behaviors.

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Administration of School Surveys

2. Written notification provided by the school district to the parent of the student shall be delivered to the parent by regular mail, electronic mail, or a written acknowledgement form to be delivered by the student at least two weeks prior to administration of the survey, assessment, analysis, or evaluation. Written notification shall contain, at minimum, the following information:
 - a. A description of the survey, assessment, analysis, or evaluation;
 - b. The purpose for which the survey, assessment, analysis, or evaluation is needed;
 - c. The entities and persons that will have access to the information generated by the survey, assessment, analysis, or evaluation;
 - d. Specific instruction as to when and where the survey, assessment, analysis, or evaluation will be available for parental review prior to its administration;
 - e. The method by which the parent can deny permission to administer the survey, assessment, analysis, or evaluation to the student; a form specifically providing for such denial shall be included with this notice;
 - f. The names and contact information of persons to whom questions can be directed; and
 - g. A statement advising that failure to respond indicates approval of participation in the survey, assessment, analysis, or evaluation.

3. Information obtained through a survey, assessment, analysis, or evaluation administered to a student in accordance with N.J.S.A. 18A:36-34.1 and B. above, shall be submitted to the New Jersey Department of Education and the New Jersey Department of Health. Information may be used to develop public health initiatives and prevention programs. Information shall not be used for marketing or other commercial purposes that are not related to student health

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Administration of School Surveys

C. Violations – N.J.S.A. 18A:36-34.d.

A violation by the school district of N.J.S.A. 18A:36-34; 18A:36-34.1, and this Policy shall be subject to such monetary penalties as determined by the New Jersey Commissioner of Education.

D. Compliance with Federal Law

In addition to compliance with the provisions of N.J.S.A. 18A:36-34, 18A:36-34.1, and this Policy, the Superintendent or designee shall ensure compliance with the provisions of Policy 2415.05 – Student Surveys, Analysis, Evaluations, Examinations, Testing, or Treatment before students are required to participate in a survey, analysis, evaluation, examination, testing, or treatment funded in whole or part by a program of the United States Department of Education that concerns one or more of the areas outlined in Policy 2415.05.

N.J.S.A. 18A:36-34; 18A:36-34.1

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PROGRAM

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Prevention and Treatment of Sports-Related
Concussions and Head Injuries

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R 2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED CONCUSSIONS AND HEAD INJURIES

A concussion is a traumatic brain injury caused by a blow or motion to the head or body that disrupts the normal functioning of the brain and can cause significant and sustained neuropsychological impairments including, but not limited to, problem solving, planning, memory, and behavioral problems. Allowing a student to return to athletic competition or practice before recovering from a concussion increases the chance of a more serious brain injury. The following procedures shall be followed to implement N.J.S.A. 18A:40-41.1 et seq. and Policy 2431.4.

A. Athletic Head Injury Safety Training Program

1. The school district will adopt an athletic head injury safety training program.
2. The training program shall be completed by the school physician, any individual who coaches in an athletic competition, an athletic trainer involved in any athletic competition, and the school nurse.
3. This training program shall be in accordance with the guidance provided by the New Jersey Department of Education (NJDOE) and the requirements of N.J.S.A. 18A:40-41.2.

B. Prevention

1. The school district may require pre-season baseline testing of students before the student begins participation in athletic competition or practice. The baseline testing program shall be reviewed and approved by the school physician trained in the evaluation and management of sports-related concussions and other head injuries.
2. The Principal or designee will review educational information for students participating in athletic competition or practice on the prevention of concussions.
3. All school staff members, students participating in athletic competition or practice, and parents of students participating in athletic competition or practice shall be annually informed through the distribution of the NJDOE Concussion and Head Injury Fact Sheet and Parent/Guardian Acknowledgement Form and other communications from the Principal and coaches on the importance of early identification and treatment of concussions to improve recovery.



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- C. Signs or Symptoms of Concussion or Other Head Injury
1. Possible signs of concussions may be observed by coaches, athletic trainer, school or team physician, school nurse, or other school staff members. Possible signs of a concussion may be, but are not limited to:
 - a. Appearing dazed, stunned, or disoriented;
 - b. Forgetting plays or demonstrating short-term memory difficulty;
 - c. Exhibiting difficulties with balance or coordination;
 - d. Answering questions slowly or inaccurately; and/or
 - e. Losing consciousness.
 2. Possible symptoms of concussion shall be reported by the student participating in athletic competition or practice to coaches, athletic trainer, school or team physician, school nurse, and/or parent. Possible symptoms of a concussion may be, but are not limited to:
 - a. Headache;
 - b. Nausea/vomiting;
 - c. Balance problems or dizziness;
 - d. Double vision or changes in vision;
 - e. Sensitivity to light or sound/noise;
 - f. Feeling sluggish or foggy;
 - g. Difficulty with concentration and short-term memory;
 - h. Sleep disturbance; or
 - i. Irritability.



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D. Medical Attention for a Student Suspected of a Concussion or Other Head Injury

1. A student who participates in athletic competition or practice and who sustains or is suspected of having sustained a concussion or other head injury while engaged in an athletic competition or practice shall be immediately removed from athletic competition or practice.
 - a. A staff member supervising the student during the athletic competition or practice shall immediately contact the school physician, athletic trainer, or school nurse to examine the student.
 - (1) The school physician, athletic trainer, or school nurse shall determine if the student has sustained or may have sustained a concussion or other head injury. The school physician, athletic trainer, or school nurse shall determine if emergency medical responders shall be called to athletic competition or practice.
 - (2) In the event the school physician, athletic trainer, or school nurse determine the student did not sustain a concussion or other head injury, the student shall not be permitted to participate in any further athletic competition or practice until written medical clearance is provided in accordance with E. below.
2. The staff member supervising a student who has been removed from athletic competition or practice in accordance with D.1. above or another staff member shall contact the student's parent and the Principal or designee as soon as possible after the student has been removed from the athletic competition or practice.
 - a. A parent shall monitor their student for symptoms of a concussion or other head injury upon receiving such notification.

E. Medical Examination and Written Medical Clearance

1. A student who was removed from athletic competition or practice in accordance with D.1. shall not participate in further athletic competition or practice until:
 - a. The student is examined by a physician or other licensed healthcare provider trained in the evaluation and management of concussions;
 - b. The student receives written medical clearance from a physician trained in the evaluation and management of concussions to return to competition or practice; and



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- c. The student returns to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities.
 2. The student's written medical clearance from a physician must indicate a medical examination has determined:
 - a. The student's injury was not a concussion or other head injury, the student is asymptomatic at rest, and the student may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities; or
 - b. The student's injury was a concussion or other head injury and the student's physician will monitor the student to determine when the student is asymptomatic at rest and when the student may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities.
 3. The student's written medical clearance must be reviewed and approved by the school physician.
 4. The student may not begin the graduated return to athletic competition and practice protocol in F. below until the student receives a medical examination and provides the required written medical clearance.
 5. A written medical clearance not in compliance with the provisions of E. will not be accepted.
- F. Graduated Return to Athletic Competition and Practice Protocol
 1. The return of a student to athletic competition and practice shall be in accordance with the graduated, six-step "Return to Play Progression" recommendations and any subsequent changes or updates to those recommendations as developed by the Centers for Disease Control and Prevention.
 - a. Back to Regular Activities (Such as School)

The student is back to their regular activities (such as school) and has the green-light from the student's physician approved by the school physician to begin the return to play process. A student's return to regular activities involves a stepwise process. It starts with a few days of rest (two-three days) and is followed by light activity (such as short walks) and moderate activity (such as riding a stationary bike) that do not worsen symptoms.



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b. Light Aerobic Activity

Begin with light aerobic exercise only to increase the student's heart rate. This means about five to ten minutes on an exercise bike, walking, or light jogging. No weight lifting at this point.

c. Moderate Activity

Continue with activities to increase the student's heart rate with body or head movement. This includes moderate jogging, brief running, moderate-intensity stationary biking, and/or moderate-intensity weightlifting (less time and/or less weight from their typical routine).

d. Heavy, Non-Contact Activity

Add heavy non-contact physical activity, such as sprinting/running, high-intensity stationary biking, regular weightlifting routine, and/or non-contact sport-specific drills (in three planes of movement).

e. Practice and Full Contact

The student may return to practice and full contact (if appropriate for the athletic competition) in controlled practice.

f. Athletic Competition

The student may return to athletic competition or practice.

2. It is important for a student's parent(s) and coach(es) to watch for concussion symptoms after each day's "Return to Play Progression" activity. A student should only move to the next step if they do not have any new symptoms at the current step.
3. If a student's symptoms return or if they develop new symptoms, this is a sign that a student is pushing too hard. The student should stop these activities and the student's health care provider should be contacted. After more rest and no concussion symptoms, a student can start at the previous step if approved by the student's healthcare provider and provides written medical clearance to the school physician.



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- G. Temporary Accommodations for Student's Participating in Athletic Competition with Sports-Related Head Injuries
1. The concussed brain is affected in many functional aspects as a result of the injury. Memory, attention span, concentration, and speed of processing significantly impact learning. Further, exposing the concussed student to the stimulating school environment may delay the resolution of symptoms needed for recovery. Accordingly, consideration of the cognitive effects in returning to the classroom is also an important part of the treatment of sports-related concussions and head injuries.
 2. To recover, cognitive rest is just as important as physical rest. Reading, studying, computer usage, testing, texting, and watching movies if a student is sensitive to light/sound can slow a student's recovery. The Principal or designee may look to address the student's cognitive needs as described below. Students who return to school after a concussion may need to:
 - a. Take rest breaks as needed;
 - b. Spend fewer hours at school;
 - c. Be given more time to take tests or complete assignments (all courses should be considered);
 - d. Receive help with schoolwork;
 - e. Reduce time spent on the computer, reading, and writing; and/or
 - f. Be granted early dismissal from class to avoid crowded hallways.

Adopted:



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Additional/Compensatory Special Education
and Related Services

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R 2460.30 ADDITIONAL/COMPENSATORY SPECIAL EDUCATION AND RELATED SERVICES

The Board of Education shall provide additional or compensatory special education and related services to students with disabilities beyond the age of twenty-one pursuant to N.J.S.A. 18A:46-6.3.

As used in N.J.A.C. 18A:46-6.3(h) and this Regulation, “parent” means the natural or adoptive parent, the legal guardian, resource family parent when willing to so serve, a surrogate parent, or a person acting in the place of a parent, such as a grandparent or stepparent with whom the student lives, or a person legally responsible for the student’s welfare. “Parent” shall also include an adult student who has attained the age of eighteen, who is not under legal guardianship, and who is entitled to receive special education and related services.

A. Additional Special Education and Related Services

1. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:
 - a. In the 2021-2022 school year, provide special education and related services contained in an Individualized Education Program (IEP) to a student with disabilities who attains the age of twenty-one during the 2020-2021 school year, provided the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2021-2022 school year.
 - (1) A student receiving special education and related services pursuant to N.J.S.A. 18A:46-6.3.a. and A.1. shall not be eligible to receive such education and services beyond June 30, 2022, unless otherwise provided in a student’s IEP or as ordered by a hearing officer, complaint investigation, or court of competent jurisdiction.
2. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:

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a. In the 2022-2023 school year, provide special education and related services contained in an IEP to a student with disabilities who attains the age of twenty-one during the 2021-2022 school year, provided the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2022-2023 school year.

(1) A student receiving special education and related services pursuant to N.J.S.A. 18A:46-6.3.b. and A.2. shall not be eligible to receive such education and services beyond June 30, 2023, unless otherwise provided in a student's IEP or as ordered by a hearing officer, complaint investigation, or court of competent jurisdiction.

3. Notwithstanding the provisions of N.J.S.A. 18A:46-6, N.J.S.A. 18A:46-8, or of any other law, rule, or regulation concerning the age of eligibility for special education and related services to the contrary, the Board shall:

a. In the 2023-2024 school year, provide special education and related services contained in an IEP to a student with disabilities who attains the age of twenty-one during the 2022-2023 school year, provided that the parent of the student and the IEP team determine that the student requires additional or compensatory special education and related services, including transition services, during the 2023-2024 school year.

(1) A student receiving special education and related services pursuant to N.J.S.A. 18A:46-6.3.c. and A.3. shall not be eligible to receive such education and services beyond June 30, 2024, unless otherwise provided in a student's IEP or as ordered by a hearing officer, complaint investigation, or court of competent jurisdiction.

B. Rights, Privileges, and Remedies

1. A student receiving special education and related services, including transition services, pursuant to N.J.S.A. 18A:46-6.3 and this Regulation shall be afforded the same rights, privileges, and remedies provided to students with disabilities pursuant to State law, New Jersey State Board of Education regulations concerning special education, and the Federal "Individuals with Disabilities Education Act," (IDEA) 20 USC §1400 et seq.



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2. Any disputes that arise with respect to the provision or nature of services provided to a student with disabilities in the additional year as provided in accordance with N.J.S.A. 18A:46-6.3.a., b. and c., and A. above may be addressed as determined by the parent of the student with disabilities, by either:
 - a. Mediation;
 - b. A written request for a complaint investigation submitted to the Director of the Office of Special Education Policy and Dispute Resolution in the New Jersey Department of Education; or
 - c. A special education due process hearing pursuant to IDEA, N.J.S.A. 18A:46, or administrative code.
- C. Funding
1. The special education and related services, including transition services, provided to students with disabilities pursuant to the provisions of N.J.S.A. 18A:46-6.3 and this Regulation, to the extent permitted by Federal law, be paid for from the monies received by the State or a school district under the Federal “Coronavirus Aid, Relief, and Economic Security (CARES) Act,” Pub.L.116-136, the Federal “Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act, 2021,” Pub.L.116-260, the Federal “American Rescue Plan (ARP) Act,” Pub.L.117-2, or any other Federal funding provided to address the impact of the coronavirus pandemic on elementary and secondary schools as it becomes available.
 2. To the extent the Federal funds described in N.J.S.A. 18A:46-6.3.e.(1) and C.1. above do not cover the costs borne by the school district to provide the special education and related services, including transition services, to students with disabilities pursuant to the provisions of N.J.S.A. 18A:46-6.3 and this Regulation, the State of New Jersey shall appropriate funds as necessary from the Property Tax Relief Fund to reimburse the school district for these costs.
 3. The special education and related services funded pursuant to the provisions of N.J.S.A. 18A:46-6.3.e. may include, but are not limited to, the additional staff, programs, and facilities deemed necessary by the school district to provide the special education and related services, including transition services, required under N.J.S.A. 18A:46-6.

Adopted:



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R 2622 STUDENT ASSESSMENT

- A. Statewide Assessment System – N.J.A.C. 6A:8-4.1
1. The school district shall, according to a schedule prescribed by the Commissioner of Education, administer the applicable Statewide assessments, including the following major components: the elementary assessment component for grades three through five; the middle school assessment component for grades six through eight; the high school assessment component; and the alternative State assessment for students with disabilities; and provide notification to each student entering grades three through twelve of the Statewide assessment schedule.
 2. Pursuant to N.J.A.C. 6A:8-4.1(c), all students at grade levels three through twelve, and at any other grade(s) designated by the Commissioner of Education pursuant to N.J.A.C. 6A:8-4.1(a), shall take all appropriate Statewide assessments as scheduled.
 - a. The school district shall provide all appropriate accommodations or modifications to the Statewide assessment system as specified by the New Jersey Department of Education (NJDOE) for English language learners (ELLs) and students with disabilities as defined in N.J.A.C. 6A:14-1.3 or eligible under Section 504 of the Rehabilitation Act as specified in a student's Individualized Education Program (IEP) or 504 plan in accordance with N.J.A.C. 6A:8-4.1(d)1.
 - (1) The school district may administer the Statewide assessments in mathematics to ELLs in their native language, when available, and/or English.
 - (2) The school district shall have the option for a first-year ELL of substituting a NJDOE-approved language proficiency test only for the English language arts component of the Statewide assessment, when the student has entered the United States after June 1 of the calendar year prior to the test administration.
 - b. The school district shall ensure students with disabilities as defined in N.J.A.C. 6A:14-1.3 participate in Statewide assessments in accordance with N.J.A.C. 6A:14-4.10.



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- c. At specific times prescribed by the Commissioner of Education, the school district shall administer the alternative State assessment for students with disabilities to students with severe disabilities who cannot participate in other assessments due to the severity of their disabilities in accordance with N.J.A.C. 6A:8-4.1(d)3.
 - d. The school district shall implement alternative ways for students to demonstrate graduation proficiency in accordance with N.J.A.C. 6A:8-5.1(a)6, (f), (g), (h), or (i), as applicable.
 3. Test Administration Procedures and Security Measures
 - a. The school district shall be responsible for ensuring the security of all components of the Statewide assessment system that are administered within the school district.
 - b. All Statewide assessments shall be administered in accordance with the NJDOE's required test administration procedures and security measures.
 - c. Any breach of such procedures or measures shall be immediately reported to the Superintendent or designee.
- B. Documentation of Student Achievement – N.J.A.C. 6A:8-4.2
 1. After each test administration, the NJDOE shall provide the Superintendent the following:
 - a. Rosters of student performance in each content area;
 - b. Individual student reports; and
 - c. School and school district summary data, including school and school district means, numbers tested, and percent achieving at each performance level.
 - (1) The school district summary data shall be aggregated and disaggregated, and school summary data shall be disaggregated, for students with disabilities as defined in N.J.A.C. 6A:14-1.3 and for ELLs.



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2. The school district shall transmit within ten business days any official records, including transcripts, of students who transfer to other school districts or institutions.
 3. The school district shall maintain an accurate record of each student's performance on Statewide assessments.
 4. The school district shall maintain for every student a ninth grade through graduation transcript that contains the following, as available:
 - a. Results of all applicable State assessments, including assessments that satisfy graduation requirements set forth at N.J.A.C. 6A:8-5.1(a)6;
 - b. Results of any English language proficiency assessments according to N.J.A.C. 6A:8-5.1(h);
 - c. Evidence of instructional experience and performance in the New Jersey Student Learning Standards (NJSLS);
 - d. Evidence of technological literacy;
 - e. Evidence of career education instructional experiences and career development activities;
 - f. Evidence of State-issued occupational licenses and credentials, industry-recognized occupational credentials, and/or technical skill assessments for students enrolled in NJDOE-approved career and technical education programs pursuant to N.J.A.C. 6A:19-3.2; and
 - g. Any other information deemed appropriate by the school district.
- C. Accountability – N.J.A.C. 6A:8-4.3
1. The Superintendent shall report final results of annual assessments to the Board and members of the public at a public meeting within sixty days of receipt of the information from the NJDOE.
 2. The Superintendent shall provide educators, parents, and students with results of annual assessments as required under N.J.A.C. 6A:8-4.2(a) and B.1. above, within thirty days of receipt of information from the NJDOE.



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3. The school district shall provide appropriate instruction to improve skills and knowledge for students performing below the established levels of student proficiency in any content area either on the Statewide or local assessments.
 4. All students shall be expected to demonstrate the knowledge and skills of the NJSLS as measured by the Statewide assessment system.
- D. Annual Review and Evaluation of School Districts – N.J.A.C. 6A:8-4.4
1. The NJDOE shall review the performance of schools and school districts by using a percent of students performing at the proficient level as one measure of annual measurable objective (AMO) and incorporating a progress criterion indicative of systemic reform.
 - a. The review shall include the performance of all students, including students with disabilities as defined by N.J.A.C. 6A:14-1.3, students from major racial and ethnic groups, economically disadvantaged students, and ELLs.
 - b. The review shall take place at each grade level in which Statewide assessments are administered, using the AMO targets.
- E. Public Reporting – N.J.A.C. 6A:8-4.5
1. In accordance with the requirements of N.J.A.C. 6A:8-4.5, the NJDOE shall report annually to the New Jersey State Board of Education and the public on the progress of all students and student subgroups in meeting the NJSLS as measured by the Statewide assessment system by publishing and distributing the NJDOE's annual New Jersey School Report Card in accordance with N.J.S.A. 18A:7E-2 through 5.
 2. After each test administration, the NJDOE shall report to the Board on the performance of all students and of student subgroups.
- F. Parental Notification
- Parents shall be informed of the school district assessment system and of any special tests that are to be administered to their children.

Adopted:



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Bias Crimes and Bias-Related Acts

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R 8465 BIAS CRIMES AND BIAS-RELATED ACTS

A. Definitions

1. A bias crime means any criminal offense where the person or persons committing the offense acted with a purpose to intimidate an individual or group of individuals because of race; color; religion; gender; disability; sexual orientation; gender identity or expression; national origin; or ethnicity.
2. A bias-related act means an act directed at a person, group of persons, private property, or public property that is motivated in whole or in part by racial; gender; disability; religion; sexual orientation; gender identity or expression; national origin; or ethnic prejudice. A bias-related act need not involve conduct that constitutes a criminal offense.
3. All bias crimes are also bias-related acts, but not all bias-related acts will constitute a bias crime.

B. Procedure For Reporting Bias Crimes and Bias-Related Acts

1. A school employee shall immediately notify the Principal and the Superintendent or designee when in the course of their employment, they develop reason to believe that:
 - a. A bias crime or a bias-related act has been committed or is about to be committed on school grounds;
 - b. A bias crime or a bias-related act has been or is about to be committed by student on or off school grounds, and whether such offense was or is to be committed during operating school hours; or
 - c. A student enrolled in the school has been or is about to become the victim of a bias crime or bias-related act on or off school grounds, or during operating school hours.
2. The Superintendent or designee shall promptly notify the local police department and the bias investigation officer for the county prosecutor's office when a bias crime or bias-related act has been committed or is about to be committed on school grounds, or has been or is about to be committed by a student on or off school grounds, and whether such offense was or is to be committed during operating school hours, or a student enrolled in the school has been or is about to become the victim of a bias crime or bias-related act on or off school grounds, or during operating school hours.



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3. The Superintendent or designee shall immediately notify the local police department and the bias investigation officer for the county prosecutor's office where there is reason to believe a bias crime or bias-related act that involves an act of violence has been or is about to be physically committed against a student, or there is otherwise reason to believe a life has been or will be threatened.
- C. Nature of Referral
1. The mandatory referral for suspected or committed bias crimes and bias-related acts as described in N.J.A.C. 6A:16-6.3(e) and this Regulation is only a request to the law enforcement agencies to conduct an investigation and is nothing more than the transmittal of information which may be pertinent to any such law enforcement investigation.
- D. Concurrent Jurisdiction
1. Unless the local police department or the county prosecutor's office request otherwise, school officials may continue to investigate a suspected bias crime or bias-related act occurring on school grounds and may take such actions as necessary and appropriate to redress and remediate any such acts.
 2. School officials will immediately discontinue any ongoing school investigation if the local police department or the county prosecutor's office believe the school investigation could jeopardize an on-going law enforcement investigation or otherwise endanger the public safety.
 - a. Upon notice provided in D.2. above, school officials will take no further action without providing notice to and receiving the assent of the local police department or the county prosecutor's office.
- E. Preservation of Evidence
1. School officials will secure and preserve any such graffiti or other evidence of a suspected bias crime or bias-related act pending the arrival of the local police department or the county prosecutor's office.
 2. The school officials, when feasible, will cover or conceal such evidence until the arrival of the local police department or county prosecutor's office in a manner designed to minimize the harm and continued exposure to students by such evidence.

Issued:



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Accommodations for Students

2416.01 POSTNATAL ACCOMMODATIONS FOR STUDENTS

The Board of Education recognizes students may be returning to school shortly after their child's birth and may need to breastfeed their child or to express breast milk during the school day. The school district will accommodate a student who wants to breastfeed or express breast milk while attending school in the district.

A student shall be permitted to breastfeed their child or to express breast milk while attending school in accordance with a schedule provided by the student to the school nurse, who shall consult with the Principal or designee. The district encourages the student develop a schedule that does not impact a student's instructional time and encourages a student to schedule such time to breastfeed or to express breast milk during study hall time, lunch time, or other non-instructional times of the school day. The student may bring to school a breast pump and any other equipment necessary to express breast milk on school grounds. The student shall not incur an academic penalty for using any reasonable accommodations offered to the student and shall be provided the opportunity to make up any work missed due to such use.

The Principal or designee, in consultation with the school nurse, will designate a lactation/breastfeeding room that is shielded from view and free from intrusion by other students, staff members, and the public. The location must be functional as a space for breastfeeding or expressing breast milk and shall include an electrical outlet, a chair, and nearby access to running water. Expressed breast milk may be stored in a refrigerator in the school building or in the student's personal cooler. If the space is not a dedicated lactation/breastfeeding room, it must be available when needed. A space temporarily converted into a lactation/breastfeeding room or made available when needed by the student is sufficient; however, a bathroom, even if private, is not a permissible location. A student opting to breastfeed their child in the lactation/breastfeeding room will be responsible to make arrangements for their child to be brought to the school in accordance with a time schedule agreed to by the Principal or designee.

All staff members will assist in providing a positive atmosphere of support for students who are returning to school after the birth of their child. Conduct by a staff member or student that reasonably interferes with a student's performance in school; creates an intimidating, hostile, or offensive environment for a student



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Postnatal Accommodations for Students

that is complying with the provisions of this Policy; or that inhibits a student's ability to breastfeed their child or express breast milk while in school will not be tolerated.

The Principal shall ensure Policy 2416.01 is distributed to pregnant students and students who are returning to school after the birth of their child.

N.J.S.A. 26:4C-1; 26:4C-2; 26:4C-3

Adopted:



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Student Intervention and Referral Services

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2417 STUDENT INTERVENTION AND REFERRAL SERVICES

The Board of Education directs the establishment and implementation in each school building in which general education students are served, a coordinated system for planning and delivering intervention and referral services designed to assist students who are experiencing learning, behavior, or health difficulties, and to assist staff who have difficulties in addressing students' learning, behavior, or health needs in accordance with the requirements of N.J.A.C. 6A:16-8.1 and 6A:16-8.2. The Board of Education shall choose the appropriate multidisciplinary team approach, such as the Response to Intervention (RTI) or a Multi-Tiered System of Support (MTSS) model for planning and delivering the services required under N.J.A.C. 6A:16-8.

Students who are experiencing learning, behavior, or health difficulties shall be referred to the school's Intervention and Referral Services (I&RS) Team.

The intervention and referral services shall be provided to support students in the general education program and may be provided for students who have been determined to need special education programs and services pursuant to N.J.A.C. 6A:16-8.1(a). The intervention and referral services provided for students who have been determined to need special education programs and services shall be coordinated with the student's Individualized Education Program Team, as appropriate. Child Study Team members and, to the extent appropriate, specialists in the area of disability may participate on intervention and referral services teams, pursuant to N.J.A.C. 6A:14-3.1(d)6.

The functions of the system of intervention and referral services in each school building which general education students are served shall be pursuant to N.J.A.C. 6A:16-8.2(a) and as outlined in Regulation 2417.

Records of all requests for assistance, all intervention and referral services action plans, and all related student information shall be maintained in accordance with Federal and State laws and regulations and New Jersey administrative code pursuant to N.J.A.C. 6A:16-8.2(a)9.



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PROGRAM

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Student Intervention and Referral Services

The I&RS Team in each school building shall review and assess the effectiveness of each intervention and referral services action plan in achieving the identified outcomes, and modify each action plan to achieve the outcomes, as appropriate.

At a minimum, the I&RS Team shall annually review the intervention and referral services action plans and the actions taken as a result of the building's system of intervention and referral services, and make recommendations to the Principal for improving school programs and services, as appropriate.

At the end of the school year, the Principal shall, in consultation with the I&RS Team, develop a report on the concerns and issues identified by the I&RS Team and the effectiveness of the services provided in achieving the outcomes identified in the intervention and referral services action plans. This report shall be provided to the Superintendent of Schools.

N.J.A.C. 6A:14; 6A:16-8.1; 6A:16-8.2

Adopted:



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RIDGEWOOD BOARD OF EDUCATION

TEACHING STAFF MEMBERS

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for Cause

3161 EXAMINATION FOR CAUSE

The Board of Education may require the physical and/or psychiatric examination of any teaching staff member who shows evidence of deviation from normal physical or mental health in accordance with N.J.A.C. 6A:32-6.3(b).

The Superintendent shall require a physical and/or psychiatric examination on a teaching staff member whenever, in the judgment of the Superintendent, a teaching staff member shows evidence of deviation from normal physical or mental health, to determine the teaching staff member's physical and mental fitness to perform with reasonable accommodation the position the teaching staff member currently holds, or to detect any health risks to students and other employees.

A teaching staff member that is required to undergo a physical and/or psychiatric examination shall be provided a written statement of reasons for the required examination(s) and notice the teaching staff member has the right to request a hearing with the Board. The hearing shall be conducted in accordance with the provisions of N.J.S.A. 18A:25-7 and will offer the teaching staff member the opportunity to appear before the Board to refute the reasons for the required examination(s), provided any such hearing is requested by the teaching staff member in writing within five working days of the teaching staff member's receipt of the written statement of reasons. A teaching staff member shall be ordered to submit to the appropriate examination(s) by the physician or institution designated by the Board if the teaching staff member failed to timely request a hearing before the Board or failed to persuade the Board at the hearing that the teaching staff member should not be required to submit to the appropriate examination(s). The Board's determination at the conclusion of such a hearing is appealable to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:4 – Appeals pursuant to N.J.A.C. 6A:32-6.3(b)2.

The Board shall bear the cost of the examination if the examination is performed by a physician or institution designated by the Board. The examination may be performed by a physician or institution of the teaching staff member's own choosing, approved by the Board, and at the teaching staff member's own expense in accordance with N.J.S.A. 18A:16-3 and N.J.A.C. 6A:32-6.3.



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TEACHING STAFF MEMBERS

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for Cause

If the teaching staff member submits names of physicians or institutions to the Board for consideration to complete the appropriate examination(s) the Board is not required to designate the physician or institution submitted for consideration by the teaching staff member, but shall not act unreasonably in withholding its approval of the physician or institution. The Board shall require the teaching staff member to authorize the release of the examination results to the Superintendent.

If the results of any such examination indicate mental abnormality or communicable disease, the teaching staff member shall be ineligible for further service until proof of recovery, satisfactory to the Board, is furnished, but if the teaching staff member is under contract or has tenure, they may be granted sick leave with compensation as provided by law and shall, upon satisfactory recovery, be permitted to complete the term of their contract, if they are under contract, or be reemployed with the same tenure as they possessed at the time their services were discontinued, if they have tenure, unless their absence shall exceed a period of two years in accordance with N.J.S.A. 18A:16-4.

In order to return to work, the teaching staff member must submit to an appropriate examination and submit the results of the examination to the Superintendent. The examination must be conducted by a physician or institution upon which the Board and teaching staff member confer and agree. If the physician or institution conducting the examination is conducted by the Board's choice, the cost shall be borne by the Board; if the physician or institution conducting the examination is conducted by the teaching staff member's choice, the cost shall be borne by the teaching staff member.

A teaching staff member who refuses to submit to the examination required by this Policy and has exhausted the hearing procedures established by law and this Policy shall be subject to discipline, which may include, but not limited to, termination or certification of tenure charges to the Commissioner of Education, as applicable.

42 U.S.C.A. 12101

N.J.S.A. 18A:6-10; 18A:16-2; 18A:16-3; 18A:16-4; 18A:25-7;
18A:28-5; 18A:30-1 et seq.

N.J.A.C. 6A:32-6.2; 6A:32-6.3

Adopted:



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SUPPORT STAFF MEMBERS

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Examination for Cause

4161 EXAMINATION FOR CAUSE

The Board of Education may require the physical and/or psychiatric examination of any support staff member who shows evidence of deviation from normal physical or mental health in accordance with N.J.A.C. 6A:32-6.3(b).

The Superintendent shall require a physical and/or psychiatric examination on a support staff member whenever, in the judgment of the Superintendent, a support staff member shows evidence of deviation from normal physical or mental health, to determine the support staff member's physical and mental fitness to perform with reasonable accommodation the position the support staff member currently holds, or to detect any health risks to students and other employees.

A support staff member that is required to undergo a physical and/or psychiatric examination shall be provided a written statement of reasons for the required examination(s) and notice the support staff member has the right to request a hearing with the Board. The hearing shall be conducted in accordance with the provisions of N.J.S.A. 18A:25-7 and will offer the support staff member the opportunity to appear before the Board to refute the reasons for the required examination(s), provided any such hearing is requested by the support staff member in writing within five working days of the support staff member's receipt of the written statement of reasons. A support staff member shall be ordered to submit to the appropriate examination(s) by the physician or institution designated by the Board if the support staff member failed to timely request a hearing before the Board or failed to persuade the Board at the hearing that the support staff member should not be required to submit to the appropriate examination(s). The Board's determination at the conclusion of such a hearing is appealable to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:4 – Appeals pursuant to N.J.A.C. 6A:32-6.3(b)2.

The Board shall bear the cost of the examination if the examination is performed by a physician or institution designated by the Board. The examination may be performed by a physician or institution of the support staff member's own choosing, approved by the Board, and at the support staff member's own expense in accordance with N.J.S.A. 18A:16-3 and N.J.A.C. 6A:32-6.3.

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SUPPORT STAFF MEMBERS

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Examination for Cause

If the support staff member submits names of physicians or institutions to the Board for consideration to complete the appropriate examination(s) the Board is not required to designate the physician or institution submitted for consideration by the support staff member, but shall not act unreasonably in withholding its approval of the physician or institution. The Board shall require the support staff member to authorize the release of the examination results to the Superintendent.

If the results of any such examination indicate mental abnormality or communicable disease, the support staff member shall be ineligible for further service until proof of recovery, satisfactory to the Board, is furnished, but if the support staff member is under contract or has tenure, they may be granted sick leave with compensation as provided by law and shall, upon satisfactory recovery, be permitted to complete the term of their contract, if they are under contract, or be reemployed with the same tenure as they possessed at the time their services were discontinued, if they have tenure, unless their absence shall exceed a period of two years in accordance with N.J.S.A. 18A:16-4.

In order to return to work, the support staff member must submit to an appropriate examination and submit the results of the examination to the Superintendent. The examination must be conducted by a physician or institution upon which the Board and support staff member confer and agree. If the physician or institution conducting the examination is conducted by the Board's choice, the cost shall be borne by the Board; if the physician or institution conducting the examination is conducted by the support staff member's choice, the cost shall be borne by the support staff member.

A support staff member who refuses to submit to the examination required by this Policy and has exhausted the hearing procedures established by law and this Policy shall be subject to discipline, which may include, but not limited to, termination or certification of tenure charges to the Commissioner of Education, as applicable.

42 U.S.C.A. 12101

N.J.S.A. 18A:6-10; 18A:16-2; 18A:16-3; 18A:16-4; 18A:25-7;
18A:28-5; 18A:30-1 et seq.

N.J.A.C. 6A:32-6.2 ; 6A:32-6.3

Adopted:



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Harassment, Intimidation, and Bullying
M

5512 HARASSMENT, INTIMIDATION, AND BULLYING

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- Q. Collective Bargaining Agreements and Individual Contracts
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- S. Approved Private Schools for Students with Disabilities (APSSD)

- A. Policy Statement

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. Harassment, intimidation, or bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Since students learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); foster parent(s); or parent surrogate(s) of a student. When parents are separated or divorced, "parent" means the person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.



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B. Harassment, Intimidation, and Bullying Definition

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
 - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or
 - b. Has the effect of insulting or demeaning any student or group of students; or
 - c. Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.

Schools are required to address harassment, intimidation, and bullying occurring off school grounds, when there is a nexus between the harassment, intimidation, and bullying and the school (e.g., the harassment, intimidation, or bullying substantially disrupts or interferes with the orderly operation of the school or the rights of other students).



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“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to: a telephone, cellular phone, computer, or pager.

C. Student Expectations

The Board expects students to conduct themselves in keeping with their levels of development, maturity and demonstrated capabilities with proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment consistent with the Code of Student Conduct.

The Board believes that standards for student behavior must be set cooperatively through interaction among the students, parents, school employees, school administrators, school volunteers, and community representatives, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities to help students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students’ abilities to grow in self-discipline.

The Board expects that students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, and bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;



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3. Student rights; and
4. Sanctions and due process for violations of the Code of Student Conduct.

Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, students, instructional staff, student support services staff, school administrators, and school volunteers, as well as community organizations, such as faith-based, health and human service, business and law enforcement, in the development of this Policy. Based on locally determined and accepted core ethical values adopted by the Board, pursuant to N.J.A.C. 6A:16-7.1(a)2, the Board must develop guidelines for student conduct pursuant to N.J.A.C. 6A:16-7.1. These guidelines for student conduct will take into consideration the developmental ages of students, the severity of the offenses and students' histories of inappropriate behaviors, and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent must annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. Students are encouraged to support other students who:

1. Walk away from acts of harassment, intimidation, and bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, and bullying to the designated school staff member.



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D. Consequences and Appropriate Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct. The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

Consequences – Students

Consequences for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a student who commits an act of harassment, intimidation, or bullying are those that are varied and graded according to the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance consistent with the Board's approved Code of Student Conduct and N.J.A.C. 6A:16-7, Student Conduct. The use of negative consequences should occur in conjunction with remediation and not be relied upon as the sole intervention approach.

Factors for Determining Consequences – Student Considerations

1. Age, developmental and maturity levels of the parties involved and their relationship to the school district;
2. Degrees of harm;
3. Surrounding circumstances;
4. Nature and severity of the behavior(s);
5. Incidences of past or continuing patterns of behavior;
6. Relationships between the parties involved; and
7. Context in which the alleged incidents occurred.



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Factors for Determining Consequences – School Considerations

1. School culture, climate, and general staff management of the learning environment;
2. Social, emotional, and behavioral supports;
3. Student-staff relationships and staff behavior toward the student;
4. Family, community, and neighborhood situation; and
5. Alignment with Board policy and regulations/procedures.

Examples of Consequences

1. Admonishment;
2. Temporary removal from the classroom;
3. Deprivation of privileges;
4. Classroom or administrative detention;
5. Referral to disciplinarian;
6. In-school suspension;
7. Out-of-school suspension (short-term or long-term);
8. Reports to law enforcement or other legal action; or
9. Expulsion.

In accordance with N.J.S.A. 18A:37-15.b.(4), the consequences for a student who commits an act of harassment, intimidation, or bullying may vary depending on whether it is the first act of harassment, intimidation, or bullying by a student, the second act, or third or subsequent acts. If it is the third or subsequent act of harassment, intimidation, or bullying by a student, the Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan which shall be approved by the Superintendent or designee, and may require the student, accompanied by a parent, to complete in a satisfactory manner a class or training program to reduce harassment, intimidation, or bullying behavior.

Appropriate Remedial Actions – Students

Appropriate remedial action for a student who commits an act of harassment, intimidation, or bullying that takes into account the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of



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problem behaviors and performance. The appropriate remedial action may also include a behavioral assessment or evaluation including, but not limited to, a referral to the Child Study Team as appropriate; and supportive interventions and referral services, including those at N.J.A.C. 6A:16-8.

1. School culture, climate, and general staff management of the
- 2.
3. Student-staff relationships and staff behavior toward the student;
5. Alignment with Board policy and regulations/procedures.

Factors for Determining Remedial Measures

Personal

1. Life skill deficiencies;
2. Social relationships;
3. Strengths;
4. Talents;
5. Interests;
6. Hobbies;
7. Extra-curricular activities;
8. Classroom participation;
9. Academic performance; and
10. Relationship to students and the school district.

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Environmental

1. School culture;
2. School climate;
3. Student-staff relationships and staff behavior toward the student;
4. General staff management of classrooms or other educational environments;
5. Staff ability to prevent and manage difficult or inflammatory situations;
6. Social-emotional and behavioral supports;
7. Social relationships;
8. Community activities;
9. Neighborhood situation; and
10. Family situation.

Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act, and take corrective action for documented systemic problems related to harassment, intimidation, or bullying. The consequences and remedial measures may include, but are not limited to, the examples listed below:

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Examples of Remedial Measures

Personal – Student Exhibiting Bullying Behavior

1. Develop a behavioral contract with the student. Ensure the student has a voice in the outcome and can identify ways **they** can solve the problem and change behaviors;
2. Meet with parents to develop a family agreement to ensure the parent and the student understand school rules and expectations;
3. Explain the long-term negative consequences of harassment, intimidation, and bullying on all involved;
4. Ensure understanding of consequences, if harassment, intimidation, and bullying behavior continues;
5. Meet with school counselor, school social worker, or school psychologist to decipher mental health issues (e.g., what is happening and why?);
6. Develop a learning plan that includes consequences and skill building;
7. Consider wrap-around support services or after-school programs or services;
8. Provide social skill training, such as impulse control, anger management, developing empathy, and problem solving;
9. Arrange for an apology, preferably written;
10. Require a reflective essay to ensure the student understands the impact of their actions on others;
11. Have the student research and teach a lesson to the class about bullying, empathy, or a similar topic;
12. Arrange for restitution (i.e., compensation, reimbursement, amends, repayment), particularly when personal items were damaged or stolen;
13. Explore age-appropriate restorative (i.e., healing, curative, recuperative) practices; and
14. Schedule a follow-up conference with the student.

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Personal – Target/Victim

1. Meet with a trusted staff member to explore the student’s feelings about the incident;
2. Develop a plan to ensure the student’s emotional and physical safety at school;
3. Have the student meet with the school counselor or school social worker to ensure they do not feel responsible for the bullying behavior;
4. Ask students to log behaviors in the future;
5. Help the student develop skills and strategies for resisting bullying; and
6. Schedule a follow-up conference with the student.

Parents, Family, and Community

1. Develop a family agreement;
2. Refer the family for family counseling; and
3. Offer parent education workshops related to bullying and social-emotional learning.

Examples of Remedial Measures – Environmental (Classroom, School Building, or School District)

1. Analysis of existing data to identify bullying issues and concerns;
2. Use of findings from school surveys (e.g., school climate surveys);
3. Focus groups;
4. Mailings – postal and email;
5. Cable access television;
6. School culture change;
7. School climate improvement;
8. Increased supervision in “hot spots” (e.g., locker rooms, hallways, playgrounds, cafeterias, school perimeters, buses);
9. Adoption of evidence-based systemic bullying prevention practices and programs;
10. Training for all certificated and non-certificated staff to teach effective prevention and intervention skills and strategies;
11. Professional development plans for involved staff;



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12. Participation of parents and other community members and organizations (e.g., Parent Teacher Associations, Parent Teacher Organizations) in the educational program and in problem-solving bullying issues;
13. Formation of professional learning communities to address bullying problems;
14. Small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions;
15. School policy and procedure revisions;
16. Modifications of schedules;
17. Adjustments in hallway traffic;
18. Examination and adoption of educational practices for actively engaging students in the learning process and in bonding students to pro-social institutions and people;
19. Modifications in student routes or patterns traveling to and from school;
20. Supervision of student victims before and after school, including school transportation;
21. Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
22. Targeted use of teacher aides;
23. Disciplinary action, including dismissal, for school staff who contributed to the problem;
24. Supportive institutional interventions, including participation in the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
25. Parent conferences;
26. Family counseling;
27. Development of a general harassment, intimidation, and bullying response plan;
31. Behavioral expectations communicated to students and parents;
29. Participation of the entire student body in problem-solving harassment, intimidation, and bullying issues;
30. Recommendations of a student behavior or ethics council;
31. Participation in peer support groups;
32. School transfers; and
33. Involvement of law enforcement officers, including school resource officers and juvenile officers or other appropriate legal action.



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Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

Target/Victim Support

Districts should identify a range of strategies and resources that will be available to individual victims of harassment, intimidation, and bullying, and respond in a manner that provides relief to victims and does not stigmatize victims or further their sense of persecution. The type, diversity, location, and degree of support are directly related to the student's perception of safety.

Sufficient safety measures should be undertaken to ensure the victim's physical and social-emotional well-being and their ability to learn in a safe, supportive, and civil educational environment.

Examples of support for student victims of harassment, intimidation, and bullying include:

1. Teacher aides;
2. Hallway and playground monitors;
3. Partnering with a school leader;
4. Provision of an adult mentor;
5. Assignment of an adult "shadow" to help protect the student;
6. Seating changes;
7. Schedule changes;
8. School transfers;
9. Before- and after-school supervision;
10. School transportation supervision;
11. Counseling; and
12. Treatment or therapy.



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Harassment, Intimidation, and Bullying

E. Harassment, Intimidation, and Bullying Reporting Procedure

The Board of Education requires the Principal at each school to be responsible for receiving complaints alleging violations of this Policy. All Board members, school employees, and volunteers and contracted service providers who have contact with students are required to verbally report alleged violations of this Policy to the Principal or the Principal's designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, and volunteers and contracted service providers who have contact with students, also shall submit a report in writing to the Principal within two school days of the verbal report. The written report shall be on a numbered form developed by the New Jersey Department of Education in accordance with N.J.S.A. 18A:37-15.b.(5). A copy of the form shall be submitted promptly by the Principal to the Superintendent.

The Principal or designee will inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents. The Principal or designee shall take into account the circumstances of the incident when providing notification to parents of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense. The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged violations of this Policy to the Principal on the same day when the individual witnessed or received reliable information regarding any such incident.

A person may report, verbally or in writing, an act of harassment, intimidation, or bullying committed by an adult or youth against a student anonymously. The Board will not take formal disciplinary action based solely on the anonymous report. The district shall provide a means for a parent to complete an online numbered form developed by the New Jersey Department of Education to confidentially report an incident of harassment, intimidation, or bullying.



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A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

In accordance with the provisions of N.J.S.A. 18A:37-18, the harassment, intimidation, and bullying law does not prevent a victim from seeking redress under any other available law, either civil or criminal, nor does it create or alter any tort liability.

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, and bullying from a district employee, and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;



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- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
 - c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
 - d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
 - e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, and bullying in the district.
2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from among the currently employed staff in the school.
- The school Anti-Bullying Specialist shall:
- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
 - b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
 - c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.
3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address



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issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;
- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and



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- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

G. Harassment, Intimidation, and Bullying Investigation

The Board requires a thorough and complete investigation to be conducted for each report of violations and complaints which either identify harassment, intimidation, or bullying or describe behaviors that indicate harassment, intimidation, or bullying.

However, prior to initiating the investigation, the Principal or designee, in consultation with the Anti-Bullying Specialist, may make a preliminary determination as to whether the reported incident or complaint, assuming all facts presented are true, is a report within the scope of the definition of harassment, intimidation, and bullying under the Anti-Bullying Bill of Rights Act, N.J.S.A. 18A:37-14.

The Principal shall report to the Superintendent if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying. The Superintendent may require the Principal to conduct an investigation of the incident if the Superintendent determines that an investigation is necessary because the incident is within the scope of the definition of harassment, intimidation, and bullying. The Superintendent shall notify the Principal of this determination in writing. An investigation required by the Superintendent must be

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completed as soon as possible, but not later than ten school days, from the date of the written notification from the Superintendent to the Principal.

The Principal shall complete the written report form developed by the New Jersey Department of Education, in accordance with N.J.S.A. 18A:37-15.b.(5), even if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying pursuant to N.J.S.A. 18A:37-14. This written report form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal law.

The Principal or designee, upon making a preliminary determination the incident or complaint is not within the scope of the definition of harassment, intimidation, and bullying, shall inform the parents of the parties involved, who may appeal the preliminary determination to the Board of Education and thereafter to the Commissioner of Education in accordance with N.J.A.C. 6A:3.

A Board hearing shall be held within ten business days of receipt of the request for a Board hearing. If the preliminary determination, upon review of the facts presented in the reported incident or complaint, is to continue with the harassment, intimidation, and bullying investigation, the investigation shall be completed in accordance with N.J.S.A. 18A:37-15.b.(6) and this Policy.

The Superintendent shall provide annually to the Board of Education information on the number of times a preliminary determination was made that an incident or complaint was outside the scope of the definition of harassment, intimidation, or bullying for the purposes of the State's monitoring of the school district pursuant to N.J.S.A. 18A:17-46.]

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The investigation shall be initiated by the Principal or the Principal's designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school Anti-Bullying Specialist in coordination with the Principal. The Principal may appoint additional personnel who are not school Anti-Bullying Specialists to assist with the investigation. Investigations or complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The Superintendent or designee will appoint a staff member to complete investigations involving allegations against a staff member serving in a supervisory or administrative position.

The investigation shall be completed and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the incident. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school Anti-Bullying Specialist shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and may decide to provide intervention services, order counseling as a result of the finding of the investigation, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, impose discipline, or take or recommend other appropriate action including seeking further information, as necessary.

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The Superintendent shall report the results of each investigation to the Board of Education no later than the date of the regularly scheduled Board of Education meeting following the completion of the investigation. The Superintendent's report shall include information on any consequences imposed under the Code of Student Conduct, any services provided, training established, or other action taken or recommended by the Superintendent.

Parents of involved student offenders and targets/victims shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents shall include the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, and whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board of Education.

A parent may request a hearing before the Board of Education after receiving the written information about the investigation. Any request for such a hearing shall be filed with the Board Secretary no later than sixty calendar days after the written information is provided to the parents. The hearing shall be held within ten business days of the request. The Board of Education shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school Anti-Bullying Specialist and others, as appropriate, regarding the incident, the findings from the investigation of the incident, recommendations for consequences or services, and any programs instituted to reduce such incidents, prior to rendering a determination. A redacted copy of the completed written report form developed by the New Jersey Department of Education that removes all student identification information shall be confidentially shared with the Board of Education after the conclusion of the investigation if a hearing with the Board of Education is requested by the parents pursuant to N.J.S.A. 18A:37-15.b.(6)(d).



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At the regularly scheduled Board of Education meeting following its receipt of the Superintendent's report on the results of the investigations to the Board or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, Controversies and Disputes, no later than ninety days after issuance of the Board of Education's decision.

A parent, student, or organization may file a complaint with the Division on Civil Rights within one hundred eighty days of the occurrence of any incident of harassment, intimidation, or bullying based on membership in a protected group as enumerated in the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.).

H. Range of Responses to an Incident of Harassment, Intimidation, or Bullying

The Board shall establish a range of responses to harassment, intimidation, and bullying incidents and the Principal and the Anti-Bullying Specialist shall appropriately apply these responses once an incident of harassment, intimidation, or bullying is confirmed. The Superintendent shall respond to confirmed harassment, intimidation, and bullying, according to the parameters described in this Policy. The range of ways in which school staff will respond shall include an appropriate combination of counseling, support services, intervention services, and other programs. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district level or by law enforcement officials.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:



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1. Individual responses can include consistent and appropriate positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) intended to remediate the problem behaviors.
 2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays (when implemented with sensitivity to a student's situation or involvement with harassment, intimidation, and bullying), research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
 3. School responses can include theme days, learning station programs, "acts of kindness" programs or awards, use of student survey data to plan prevention and intervention programs and activities, social norms campaigns, posters, public service announcements, "natural helper" or peer leadership programs, "upstander" programs, parent programs, the dissemination of information to students and parents explaining acceptable uses of electronic and wireless communication devices, and harassment, intimidation, and bullying prevention curricula or campaigns.
 4. District-wide responses can comprise of adoption of school-wide programs, including enhancing the school climate, involving the community in policy review and development, providing professional development coordinating with community-based organizations (e.g., mental health, health services, health facilities, law enforcement, faith-based organizations), launching harassment, intimidation, and bullying prevention campaigns.
- I. Reprisal or Retaliation Prohibited

The Board prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, or one with reliable information, or any other person who has reliable information about an act of harassment, intimidation, or bullying



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or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures. All suspected acts of reprisal or retaliation will be taken seriously and appropriate responses will be made in accordance with the totality of the circumstances.

Examples of consequences and remedial measures for students who engage in reprisal or retaliation are listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.

Examples of consequences for a school employee or a contracted service provider who has contact with students who engage in reprisal or retaliation may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds.

Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

Examples of consequences for a Board member who engages in reprisal or retaliation may include, but not be limited to: reprimand, legal action, and other action authorized by statute or administrative code. Remedial measures may include, but not be limited to: counseling and professional development.

J. Consequences and Appropriate Remedial Action for False Accusation

The Board prohibits any person from falsely accusing another as a means of retaliation or as a means of harassment, intimidation, or bullying.

1. Students - Consequences and appropriate remedial action for a student found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation



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may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1 et seq., Discipline of Students and as set forth in N.J.A.C. 6A:16-7.2, Short-term Suspensions, N.J.A.C. 6A:16-7.3, Long-term Suspensions and N.J.A.C. 6A:16-7.4, Expulsions and those listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.

2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could entail discipline in accordance with district policies, procedures, and agreements which may include, but not be limited to: reprimand, suspension, increment withholding, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.
3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.



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K. Harassment, Intimidation, and Bullying Policy Publication and Dissemination

This Policy will be disseminated annually by the Superintendent to all school employees, contracted service providers who have contact with students, school volunteers, students, and parents who have children enrolled in a school in the district, along with a statement explaining the Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14 that occur on school property, at school-sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.

The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent or designee shall post a link to the district's Harassment, Intimidation, and Bullying Policy that is prominently displayed on the homepage of the school district's website. The district will notify students and parents this Harassment, Intimidation, and Bullying Policy is available on the school district's website.

The Superintendent shall post the name, school phone number, school address, and school email address of the district Anti-Bullying Coordinator on the home page of the school district's website. Each Principal shall post the name, school phone number, address, and school email address of both the Anti-Bullying Specialist and the district Anti-Bullying Coordinator on the home page of each school's website. The Superintendent or designee shall post the contact information for the New Jersey School Climate State Coordinator on the school district's and on each school's website in the same location as this Policy is posted.

The Superintendent or designee shall post on the school district's and each school's website the current version of "Guidance for Parents on the Anti-Bullying Bill of Rights Act" developed by the New Jersey Department of Education.



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L. Harassment, Intimidation, and Bullying Training and Prevention Programs

The Superintendent and Principal(s) shall provide training on the school district's Harassment, Intimidation, and Bullying Policy to current and new school employees; including administrators, instructors, student support services, administrative/office support, transportation, food service, facilities/maintenance; contracted service providers; and volunteers who have significant contact with students; and persons contracted by the district to provide services to students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying.

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction in harassment, intimidation, and bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member must complete, during the first year of the member's first term, a training program on harassment, intimidation, and bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

The school district shall provide time during the usual school schedule for the Anti-Bullying Coordinator and each school Anti-Bullying Specialist to participate in harassment, intimidation, and bullying training programs.

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, and bullying as required in N.J.S.A. 18A:26-8.2.

The school district shall annually observe a "Week of Respect" beginning with the first Monday in October. In order to recognize the importance of



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character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, and bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the Core Curriculum Content Standards, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district will annually establish, implement, document, and assess harassment, intimidation, and bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, and bullying in accordance with the provisions of N.J.S.A. 18A:37-17 .

M. Harassment, Intimidation, and Bullying Policy Reevaluation, Reassessment, and Review

The Superintendent shall develop and implement a process for annually discussing the school district's Harassment, Intimidation, and Bullying Policy with students.

The Superintendent, Principal(s), and the Anti-Bullying Coordinator, with input from the schools' Anti-Bullying Specialists, shall annually conduct a reevaluation, reassessment, and review of the Harassment, Intimidation, and Bullying Policy, and any report(s) and/or finding(s) of the School Safety/School Climate Team(s). The Superintendent shall recommend to the Board necessary revisions and additions to the Policy consistent with N.J.S.A. 18A:37-15.c., as well as to harassment, intimidation, and bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.

N. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public



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hearing all acts of violence, vandalism, and harassment, intimidation, and bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.

O. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

P. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Some acts of harassment, intimidation, and bullying may be bias-related acts and school officials must report to law enforcement officials any bias related acts, in accordance with N.J.A.C. 6A:16-6.3(e), and pursuant to the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.

Q. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.

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The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

R. Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. may alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports. N.J.S.A. 18A:37-32.

S. Approved Private Schools for Students with Disabilities (APSSD)

In accordance with the provisions of N.J.A.C. 6A:16-7.7(a).2.ix.(2), the Board of Education shall investigate a complaint or report of harassment, intimidation, or bullying, pursuant to N.J.A.C. 6A:16-7.7(a).2.ix. and Section G. of this Policy, occurring on Board of Education school buses, at Board of Education school-sponsored functions, and off school grounds involving a student who attends an APSSD. The investigation shall be conducted by a Board of Education Anti-Bullying Specialist, in consultation with the APSSD.

The school district shall submit all subsequent amended Harassment, Intimidation, and Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.

N.J.S.A. 18A:37-13 through 18A:37-37

N.J.A.C. 6A:16-7.1 et seq.

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – April 2011 – New Jersey Department of Education

Memorandum – New Jersey Commissioner of Education – Guidance for Schools on Implementing the Anti-Bullying Bill of Rights Act – December 16, 2011

Adopted:



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Maintenance and Repair
M

7410 MAINTENANCE AND REPAIR

The Board of Education recognizes the fixed assets of the school district represent a significant investment of this community and maintenance is a prime concern to the Board.

The school district is required to develop, approve, and implement a comprehensive maintenance plan in accordance with the requirements of N.J.A.C. 6A:26-20.5. A “comprehensive maintenance plan” means a school district’s multi-year maintenance plan covering required maintenance activities for each school facility in the school district adopted pursuant to N.J.A.C. 6A:26.

Required maintenance activities include those activities outlined in N.J.A.C. 6A:26-20.3. The school district shall determine the required maintenance activities to reasonably maintain each school facility in the school district, and shall report the activities in its annual comprehensive maintenance plan pursuant to N.J.A.C. 6A:26-20.5.

In accordance with N.J.A.C. 6A:26-20.4(a), expenditures for required maintenance activities set forth in N.J.A.C. 6A:26-20.3 shall qualify as investments in maintenance for purposes of calculating the required maintenance expenditure in N.J.A.C. 6A:26-20.4(d) and (e), the annual required maintenance budget amount pursuant to N.J.A.C. 6A:26-20.8, and the maintenance factor (M) in N.J.S.A. 18A:7G-9. Expenditures that qualify as required maintenance shall be in accordance with the provisions of N.J.A.C. 6A:26-20.4.

The school district’s comprehensive maintenance plan shall be submitted to the Executive County Superintendent by a Board of Education resolution every school year, pursuant N.J.A.C. 6A:26-20.5(a)1.

The required annual maintenance budget amount as reported in its comprehensive maintenance plan shall be included in the district’s annual budget certified for taxes in accordance with the provisions of N.J.A.C. 6A:26-20.8(a). The required annual maintenance budget amount shall be calculated and adjusted in accordance with the provisions of N.J.A.C. 6A:26-20.8(b). The Executive County Superintendent shall not approve the school district’s budget that does not comply with the provisions of N.J.A.C. 6A:26-20.1 et seq.



POLICY

RIDGEWOOD BOARD OF EDUCATION

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Maintenance and Repair

Commencing September 1, 2002, no person shall be employed by the Board of Education as a buildings and grounds supervisor, as defined in N.J.S.A. 18A:17-49, unless the person is a certified educational facilities manager pursuant to N.J.S.A. 18A:17-49 and 18A:17-50.

Facilities maintenance, repair scheduling and accounting shall be in accordance with the provisions of N.J.A.C. 6A:23A-6.9 and Regulation 7410.01.]

N.J.S.A. 18A:7G-9; 18A:17-49; 18A:17-50; 18A:18A-43; 18A:21-1
N.J.A.C. 6A:23A-6.9; 6A:26-1.1 et seq.; 6A:26-20.3; 6A:26-20.4; 6A:26-20.5;
6A:26-20.6; 6A:26-20.8

Adopted:



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RIDGEWOOD BOARD OF EDUCATION

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Emergency and Crisis Situations

M

8420 EMERGENCY AND CRISIS SITUATIONS

The Board of Education recognizes its responsibility to provide for the safety and security in each school building in the district. The district will develop and implement comprehensive written plans, procedures, and mechanisms to provide for the protection of health, safety, security, and welfare of the school population; the prevention of, intervention in, response to and recovery from emergency and crisis situations; the establishment and maintenance of a climate of civility; and support services for staff, students, and their families.

“School security drill” means an exercise, other than a fire drill, to practice procedures that respond to an emergency situation including, but not limited to, a bomb threat, non-fire evacuation, lockdown, or active shooter situation and that is similar in duration to a fire drill.

The Superintendent of Schools or designee shall consult with law enforcement agencies, health and social services provider agencies, emergency management planners, and school and community resources, as appropriate, in the development of the school district’s plans, procedures, and mechanisms for school safety and security. The plans, procedures, and mechanisms shall be consistent with the provisions of N.J.A.C. 6A:16-5.1 and the format and content established by the Domestic Security Preparedness Task Force, pursuant to N.J.S.A. App. A:9-64 et seq., and the Commissioner of Education and shall be reviewed annually, and updated as appropriate.

A copy of the school district’s school safety and security plan shall be disseminated to all school district employees. New employees shall receive a copy of the school district’s safety and security plan, as appropriate, within sixty days of the effective date of their employment. All employees shall be notified in writing, as appropriate, regarding updates and changes to the school safety and security plan.

The school district shall develop and provide an in-service training program for all school district employees to enable them to recognize and appropriately respond to safety and security concerns, including emergencies and crises, consistent with the school district’s plans, procedures, and mechanisms for school safety and security and the provisions of N.J.A.C. 6A:16-5.1. New employees



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Emergency and Crisis Situations

shall receive this in-service training, as appropriate, within sixty days of the effective date of their employment. This in-service training program shall be reviewed annually and updated, as appropriate.

The Board shall ensure individuals employed in the district in a substitute capacity are provided with information and training on the district's practices and procedures on school safety and security including instruction on school security drills, evacuation procedures, and emergency response protocols in the district and the school building where the individuals are employed in accordance with the provisions of N.J.S.A. 18A:41-7.

Every Principal of a school of two or more rooms, or of a school of one room, when located above the first story of a building, shall have at least one fire drill and one school security drill each month within the school hours, including any summer months during which the school is open for instructional programs, and shall require all teachers of all schools, whether occupying buildings of one or more stories, to keep all doors and exits of their respective rooms and buildings unlocked during the school hours, except during an emergency lockdown or an emergency lockdown drill. Where school buildings have been provided with fire escapes, they shall be used by a part or all of the students performing every fire drill. An actual fire or school security emergency that occurs at a school during the month and that includes activities which are the equivalent of a drill shall be considered a drill for the purposes of meeting the requirements of N.J.S.A. 18A:41-1.

Every school in the district shall conduct a school security drill within the first fifteen days of the beginning of the school year. Notwithstanding any other provision of law to the contrary, the school district shall ensure that a school security drill that occurs when students are present:

1. Includes clear, developmentally and age-appropriate messaging to students and staff at the conclusion of the drill that the event is a drill and that no current danger exists;
2. Does not expose students to content or imaging that is not developmentally or age-appropriate;
3. Is paired with trauma-informed approaches to address any student inquiries or concerns which may arise as a result of a school security drill;



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Emergency and Crisis Situations

4. Does not include the use of fake blood, real or prop firearms, or the simulations of gun shots, explosions, or other sounds or visuals that may induce panic or traumatic response from a student or school district employee;
5. Does not require a student to role play as a victim, but may include first aid training in which students participate; and
6. Is accessible to students with disabilities and mental health conditions, and provides all necessary accommodations for these students.

The Principal or designee shall provide written notification to the parent of a student enrolled in the school following completion of a school security drill, which notice shall be provided to the parent by no later than the end of the school day on which the school security drill is conducted.

The Principal or designee will provide local law enforcement or other emergency responders, as appropriate, with a friendly notification at least forty-eight hours prior to holding a school security drill. A law enforcement officer shall be present at a minimum of one school security drill in each school year in order to make recommendations on any improvements or changes to school security drill procedures that the officer may deem advisable in accordance with N.J.S.A. 18A:41-1. The school district may permit emergency personnel access to the buildings and grounds of its schools for school security drills that are scheduled outside of school hours and during such times as students are not present.

The school district shall review and update its school security drill procedures using a process that coincides with the review of the school safety and security plan developed pursuant to N.J.A.C. 6A:16-5.1 and collects input from emergency personnel; parents of students enrolled in the school district; teachers and staff employed in the district; mental health professionals; and student government representatives from multiple grade levels.

The school district shall annually track data on such measures and information as required by the Commissioner of Education, and shall report the data to the Commissioner.

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Such drills and in-service training programs shall be conducted in accordance with a building security drill guide and training materials that educate school employees on proper evacuation and lockdown procedures in a variety of emergency situations on school grounds in accordance with N.J.A.C. 6A:16-5.1.

The school district will be required to annually submit a security drill statement of assurance to the New Jersey Department of Education by June 30 of each school year. Each school in the district will be required to complete a security drill record form as required by the New Jersey Department of Education.

N.J.S.A. 2C:33-3

N.J.S.A. 18A:41-1; 18A:41-2; 18A:41-6; 18A:41-7; 18A:41-7a.

N.J.A.C. 6A:16-5.1

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

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Cooperation with Law Enforcement Agencies

M

9320 COOPERATION WITH LAW ENFORCEMENT AGENCIES

The Board of Education recognizes that keeping students and staff safe and helping children understand and respect the law is best served by a close and cooperative relationship with local law enforcement.

The Board adopts this Policy and Regulation 9320 in accordance with N.J.A.C. 6A:16-6.1. to ensure cooperation between school staff and law enforcement authorities in all matters relating to the unlawful possession, distribution and disposition of controlled dangerous substances, including anabolic steroids, as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2, drug paraphernalia as defined in N.J.S.A. 2C:36-1, alcoholic beverages; firearms, as defined in N.J.S.A. 2C:39-1.f.; and other deadly weapons as defined in N.J.S.A. 2C:39-1.r.

The Board adopts Policy and Regulation 9320 in accordance with N.J.A.C. 6A:16-6.1. to ensure cooperation between school district staff and law enforcement authorities in all matters relating to the planning and conduct of law enforcement activities and operations occurring on school grounds, including arrest procedures, undercover school operations, and mandatory reporting the offenses listed in the Memorandum of Agreement between Education and Law Enforcement Officials (MOA).

The Superintendent or designee shall institute a program of such communication and cooperation with law enforcement in accordance with N.J.A.C. 6A:16-6.1.

This Policy and Regulation 9320 shall be submitted for review and approval to the Executive County Superintendent in accordance with N.J.A.C. 6A:16-6.2(a)2.

The Superintendent or designee shall annually review the MOA as adopted by the Board to ensure this Policy and Regulation 9320 are in accordance with the requirements outlined therein.

N.J.A.C. 6A:16-6.1.; 6A:16-6.2; 6A:16-6.4.

Adopted:



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Facilities Maintenance, Repair Scheduling, and
Accounting

M

R 7410.01 FACILITIES MAINTENANCE, REPAIR SCHEDULING, AND ACCOUNTING

A school district with three or more district buildings shall have an automated work order system for prioritizing, performing, and recording all maintenance and repair requests for all district buildings and grounds in accordance with the provisions of N.J.A.C. 6A:23A-6.9.

A. Standard Operating Procedure (SOP) For Work Order System

1. The Superintendent or designee shall establish Standard Operating Procedures (SOP) for the approval and prioritization of work order requests which take into account the health and safety of building occupants, priorities and objectives established annually to carryout the district Strategic Plan, the need for the work requested, and other factors the district deems appropriate.
2. Except in an emergency where the work is necessary to correct a situation that poses an imminent threat to the health or safety of students and/or staff, the work order system shall include the following information for a request for work before work begins:
 - a. The name of the person making the request;
 - b. The date of the request;
 - c. The appropriate approval(s) as established by SOP;
 - d. The date of approval(s);
 - e. The location of work requested;
 - f. The priority level (for example, urgent, high, average, low);



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Facilities Maintenance, Repair Scheduling, and
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- g. The scheduled date(s) of service;
 - h. The trade(s) needed such as general maintenance worker,; custodian,; carpenter,; plumber,; electrician,; heating, ventilation, and air conditioning (HVAC),; grounds,; roofer,; masonry,; glazer,; other;
 - i. A description of the work requested;
 - j. A projection of the materials and supplies needed for the work;
 - k. The estimated labor hours needed to complete task;
 - l. The name of the work order assigner; and
 - m. The name of the employee(s) working on the order.
3. The work order system shall include the following close-out information for each request for work:
- a. The actual hours worked by date for each assigned staff member;
 - b. The actual hourly rate paid, both regular and over-time, for each assigned staff member;
 - c. The aggregate cost of labor by regular, over-time, and total;
 - d. The actual materials and supplies needed to complete the work order;
 - e. Actual cost of materials and supplies; and
 - f. The name of the employee responsible for attesting that the job was completed satisfactorily.



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RIDGEWOOD BOARD OF EDUCATION

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Facilities Maintenance, Repair Scheduling, and
Accounting

4. Except when prohibited by a collective bargaining agreement, the SOP shall require for any work, which cannot be completed during regular working hours by the needed completion date, an assessment of the cost-benefit of outsourcing any such work in excess of the quote threshold as determined under N.J.S.A. 18A:18A-37.
5. If, according to the assessment, the cost of outsourcing work is less than the in-house estimated cost of labor, at over-time rates, and materials for the same work, the work shall be outsourced provided the work can be contracted in accordance with N.J.S.A. 18A:18A-1 et seq., completed by the projected completion date contained in the prioritized work order system and does not violate the terms of a collective bargaining agreement for maintenance workers and/or custodians.
6. The School Business Administrator/Board Secretary, in consultation with the supervisor responsible for this work, shall conduct an analysis of the information in the work order system no later than February 1 of the prebudget year for consideration during budget preparation. The analysis should include productivity of staff as a whole and individually, significant variations between estimated labor time and materials and actual labor time and materials, unusual trends for like projects and other factors that will improve productivity and efficiency.

Adopted:



REGULATION

RIDGEWOOD BOARD OF EDUCATION

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Cooperation with Law Enforcement Agencies
M

R 9320 COOPERATION WITH LAW ENFORCEMENT AGENCIES

- A. Policy 9320 and this Regulation shall be in accordance with the provisions of N.J.A.C. 6A:16-6.2, the Memorandum of Agreement between Education and Law Enforcement Officials (MOA), and shall be:
1. Developed, implemented, and revised, as necessary, in consultation with the county prosecutor and other law enforcement officials as may be designated by the county prosecutor;
 2. Reviewed and approved by the Executive County Superintendent;
 3. Made available annually to all school district staff, students, and parents;
 4. Consistent with reporting, notification, and examination procedures of students suspected of being under the influence of alcohol and other drugs pursuant to N.J.A.C. 6A:16-4.3; and
 5. Consistent with N.J.A.C. 6A:16-7, as appropriate.
- B. The school district's policies and procedures for cooperation with law enforcement agencies shall include the following components:
1. The Superintendent has designated school district staff as liaisons to law enforcement agencies in accordance with the MOA. The MOA includes a description of the liaisons' roles and responsibilities;
 2. Specific procedures for and responsibilities of school district staff in summoning appropriate law enforcement authorities onto school grounds, for the purpose of conducting law enforcement investigations, searches, seizures, or arrests shall be in accordance with the MOA;



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RIDGEWOOD BOARD OF EDUCATION

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Cooperation with Law Enforcement Agencies

3. Specific procedures and responsibilities of school district staff for notifying parents in instances of law enforcement interviews involving their children shall be consistent with the MOA and the following:
 - a. School officials shall not notify the student's parent(s) in instances of suspected child abuse or neglect;
 - b. School officials shall notify the student's parent(s) when the student is the target of the law enforcement investigation; and
 - c. In all other instances, school authorities shall permit law enforcement authorities to determine whether or when a student's parent should be contacted;
4. Specific procedures for and responsibilities of school district staff in cooperating with arrests made by law enforcement authorities on school grounds shall be in accordance with the MOA;
5. Specific procedures for and responsibilities of school district staff in initiating or conducting searches and seizures of students, their property, and their personal effects shall be in accordance with the MOA and the following:
 - a. All searches and seizures conducted by school district staff shall comply with the standards prescribed by the United States Supreme Court in *New Jersey v. T.L.O.*, 469 U.S. 325 (1985).
 - b. Questions concerning searches conducted by school officials shall be directed to the appropriate county prosecutor.
 - c. School officials may request that law enforcement authorities assume responsibility for conducting a search or seizure.



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Cooperation with Law Enforcement Agencies

- d. No school district staff member shall impede a law enforcement officer engaged in a lawful search, seizure, or arrest whether pursuant to a warrant or otherwise.
 - e. School district staff shall permit law enforcement authorities, upon their arrival, to assume responsibility for conducting a search or seizure.
 - f. All inspections of lockers, desks, or other objects or personal property on school grounds involving the use of law enforcement drug-detection canines may be undertaken with only the express permission of the county prosecutor or the Director of the Division of Criminal Justice or the Director's designee in the New Jersey Department of Law and Public Safety.
 - g. Questions concerning the legality of a contemplated or ongoing search, seizure, or arrest conducted by a law enforcement officer on school grounds shall be directed to the county prosecutor or in the case of a search, seizure, or arrest undertaken by the Division of Criminal Justice's designee in the New Jersey Department of Law and Public Safety, to the assigned Assistant Attorney General;
6. The procedures for and responsibilities of school district staff, with regard to interviews of students suspected of possessing or distributing a controlled dangerous substance; including anabolic steroids, drug paraphernalia; or a firearm or other deadly weapon shall be in accordance with Policy and Regulation 5530 and the MOA;
 7. Procedures for planning, approving, and conducting undercover school operations shall be in accordance with the MOA and the following:
 - a. The Superintendent and Principal shall cooperate with law enforcement authorities in the planning and conduct of undercover school operations. The Superintendent shall approve undercover operations without prior notification to the Board of Education.



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RIDGEWOOD BOARD OF EDUCATION

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Cooperation with Law Enforcement Agencies

- b. All information concerning requests to undertake an undercover school operation, information supplied by law enforcement authorities to justify the need for and explain a proposed undercover school operation, and all other information concerning an ongoing undercover school operation, including the identity of any undercover officer placed in a school, shall be kept strictly confidential by the Superintendent and Principal.
 - c. The Superintendent and Principal shall not divulge information concerning an undercover school operation to any person without the prior express approval of the county prosecutor or designee.
 - d. The Superintendent, Principal, or any other school district staff or Board member who may have been informed regarding the existence of the undercover school operation shall immediately communicate to the county prosecutor or designee if they subsequently learn of information that suggests the undercover officer's true identity has been revealed, the undercover officer's identity or status as a bona fide member of the school community has been questioned, or the integrity of the undercover school operation has been in any other way compromised;
8. The procedures for and responsibilities of school district staff concerning the safe and proper handling of a seized controlled dangerous substance, including anabolic steroids, drug paraphernalia, or a firearm or other deadly weapon, and the prompt delivery of the items to appropriate law enforcement authorities shall be in accordance with N.J.A.C. 6A:16-6.2, Policy and Regulation 5530, and the MOA;
 9. The procedures for and responsibilities of school district staff in notifying authorities of a suspected violation of laws prohibiting the possession; sale or other distribution of a controlled dangerous substance, including anabolic steroids; drug paraphernalia; or a firearm or other deadly weapon shall be in accordance with Policy and Regulation 5530 and the MOA;



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Cooperation with Law Enforcement Agencies

10. Provisions for requesting uniformed police attendance at extracurricular school events shall be in accordance with the MOA;
11. Provisions for notifying parents as soon as possible whenever a student is arrested for violating a law prohibiting the possession; sale or other distribution of a controlled dangerous substance, including anabolic steroids; drug paraphernalia; or a firearm or other deadly weapon shall be in accordance with Policy and Regulation 5530;
12. Provisions for in-service training of school district staff concerning policies and procedures established in this subchapter, and the exchange of information regarding the practices of the school district and law enforcement agencies shall be in accordance with the MOA;
13. A MOA with appropriate law enforcement authorities in accordance with N.J.A.C. 6A:16-6, Policy 9320, and this Regulation;
14. An annual process for the Superintendent and appropriate law enforcement officials to discuss the implementation and need for revising the MOA, and to review the effectiveness of policies and procedures implemented pursuant to N.J.A.C. 6A:16-6.2 and the MOA;
15. Provisions for contacting the Chief Executive Officer of the involved law enforcement agency, county prosecutor, and/or Division of Criminal Justice, as necessary, to resolve disputes concerning law enforcement activities occurring on school grounds shall be in accordance with the MOA; and
16. Provisions for directing inquiries or complaints received by school district staff regarding interviews, investigations, arrests, or other operations conducted by sworn law enforcement officers to the appropriate law enforcement agency shall be in accordance with the MOA.



REGULATION

RIDGEWOOD BOARD OF EDUCATION

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Cooperation with Law Enforcement Agencies

C. Mandatory Reporting

1. There are seven offenses that must be reported to law enforcement if they qualify as mandatory reports, as set forth and explained in further detail in the MOA. These mandatory reports include:
 - a. Whenever any school district staff has reason to believe a student is in possession of a controlled dangerous substance or related paraphernalia, or is involved or implicated in distribution activities regarding controlled dangerous substances, pursuant to N.J.A.C. 6A:16-6.3;
 - b. Whenever any school district staff in the course of their employment develops reason to believe that a firearm or other dangerous weapon has unlawfully been possessed on or off school grounds, a weapon was used in an assault against a student or other school personnel, or that any student or other person has committed an offense with, or while in possession of, a firearm, whether or not such offense was committed on school grounds or during school operating hours, pursuant to N.J.A.C. 6A:16-5.5, 5.6(d)4 and 6.3(b);
 - c. Whenever any school district staff in the course of their employment develops reason to believe that anyone has threatened, is planning, or otherwise intends to cause death, serious bodily injury, or significant bodily injury to another person under circumstances in which a reasonable person would believe that the person genuinely intends at some time in the future to commit the violent act or to carry out the threat, pursuant to N.J.A.C. 6A:16-6.3(c) through (e);
 - d. Whenever any school district staff in the course of their employment develops reason to believe that a crime involving sexual penetration or criminal sexual contact has been committed on school grounds, or by or against a student during school operating hours or during school-related functions or activities, pursuant to N.J.A.C. 6A:16-6.3(d);



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Cooperation with Law Enforcement Agencies

- e. Whenever any school district staff in the course of their employment develops reason to believe that an assault upon a teacher, administrator, other school Board employee, or district Board of Education member has been committed, with or without a weapon, pursuant to N.J.A.C. 6A:16-5.7(d)5;
 - f. Whenever any school district staff in the course of their employment develops reason to believe a “bias-related act” has been committed or is about to be committed on or off school grounds, pursuant to N.J.A.C. 6A:16-6.3(e); and
 - g. Whenever any school employee in the course of their employment develops reason to believe a student is potentially missing, abused, or neglected, pursuant to N.J.A.C. 6A:16-11.1(a)3i. through iii.
- D. Nothing in the policies and procedures required under N.J.A.C. 6A:16-6 and Policy 9320 and this Regulation shall be construed to prohibit school district staff from disclosing information, pursuant to N.J.A.C. 6A:32-7.2 and 7.5(f), if necessary, to protect the immediate health or safety of a student or other persons.
- E. The Superintendent or designee shall annually review Policy 9320 and this Regulation as adopted by the Board to ensure each are in accordance with the requirements outlined in the MOA.

Adopted:



BYLAWS

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

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Board Member Use of Electronic Mail/Internet

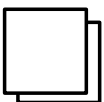
0169 BOARD MEMBER USE OF ELECTRONIC MAIL/INTERNET

The Board of Education is a public body as defined in the New Jersey Open Public Meetings Act, N.J.A.C. 10:4-6 et seq., and the Board and its members are required to comply with the provisions of this Act. It is the right of the public to be present at meetings of public bodies and to witness in full all phases of the deliberations, policy formulation, and decision-making. Board members acknowledge certain discussions between Board members, other than during a Board meeting, may be subject to the provisions of the Open Public Meetings Act.

The Board of Education is also subject to the Open Public Records Act, N.J.S.A. 47:1A-1 et seq. The Open Public Records Act requires public agencies/School Boards to make certain governmental records subject to public access. Board members may, by written and/or electronic mail (e-mail), communicate with each other and with certain school staff regarding the school district's public business. "Public business" means and includes all matters that relate in any way, directly or indirectly, to the performance of the public body's functions or the conduct of its business. Board members acknowledge these written communications may be classified as a governmental record and may be subject to public access pursuant to the Open Public Records Act.

In order to ensure the Board and/or individual Board members comply with the requirements of the Open Public Meetings Act and the Open Public Records Act, the following guidance is provided regarding certain discussions and written communications regarding the public business:

1. Written letters, e-mails, and supporting documents regarding school district matters written by Board members to other Board members or written by Board members to school staff, unless the subject matter is specifically exempt under the Open Public Records Law, are governmental records and are subject to public access. Based on the potential for improper/inappropriate disclosure and/or breach of confidentiality that may compromise the Board or Board member, these communications should not involve confidential matters, especially any matter the Board may discuss in executive/private session outside the presence of the public pursuant to the Open Public Meetings Act.
2. Written letters, internet (chat) discussions, e-mails, and supporting documents regarding the school district's public business written by Board members to other Board members shall not replace deliberations that would prevent the public from witnessing in full detail all phases of the Board's deliberations, policy formulation, and decision-making process in accordance with the intent of the Open Public Meetings Act.



BYLAWS

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

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Board Member Use of Electronic Mail/Internet

3. Internet (chat) discussions between Board members regarding the school district's public business shall not include multiple Board members with the potential that a quorum of the Board may be involved, or become involved, in such discussion.
4. **Board members shall only use the school district provided email address and account for all communication as a Board of Trustee. The address and account shall not be used for any other purpose other than for the Board member's responsibility as a Board of Trustee.**

In the event a Board member(s) fails to comply with the guidance of this Policy, the matter shall be referred to the Board President, who will meet and/or discuss the matter and this Policy with the Board member(s). The Board President may request the Board Attorney participate in this meeting and/or discussion.

N.J.S.A. 10:6-4 et seq.

N.J.S.A. 47:1A-1 et seq.

FIELD TRIPS FOR APPROVAL

July 25, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$115 per day for teachers and \$170 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
8/25/22	RHS	Holmdel Park Practice, Holmdel, NJ	14 Varsity Cross Country Members	1	0	\$0	\$242 (Driver)	Yes	Yes
10/14/22	Orchard	Third Grade Study of Ridgewood Walk, Ridgewood, NJ	61 3rd Grade Students	19	1 Sub Nurse	\$170	\$170	Yes	Yes
05/12/23	RHS	LPGA Founders Tournament, Upper Montclair Country Club, Clifton, NJ	10 Girls Golf Team Members	N/A	0	0	\$56 (Driver)	No	Yes

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$100 per day for teachers and \$170 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
8/22/22 - 8/25/22	RHS	NCA Summer Cheer Camp at Lake Bryn Mawr in Honesdale, PA	Approx. 30 Varsity Cheerleaders	2	0	\$0	0	\$0	\$0	Yes	Yes
9/16/22 - 9/17/22	RHS	Briarwood Invitational, Philadelphia, PA	7	1	0	0	0	\$0	\$665 (Bus)	Yes	Yes
1/19/23 - 1/23/23	RHS	NCA Nationals, Dallas, TX	Approx. 15 Varsity Cheerleaders	2	0	0	0	\$0	0	Yes	Yes
3/24/23 - 3/28/23	RHS	Softball Spring Training, Orlando, FL	Approx 18 Softball Team Members	2	0	0	1 Sub - 3 days	\$300	\$300	No	Yes

Ridgewood Public Schools
2019-2020 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Amaral	Carla	BFMS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Bonazzi	Rachel	BFMS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Cardew	Charles	BFMS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Connelly	Molly	BFMS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Heins	Lisa	BFMS	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Klion	Emily	BFMS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Miller	Danielle	BFMS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Spadaccini	Ann	BFMS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Tilyou	Tina	BFMS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Baek	Jihye	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Baloch	Sumera	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Batawala	Yamuna	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Battaglia	Karen	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Doyle	Christine	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Engstrom	Anna	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Fernandez	Patricia	Glen	Teacher Assistant (REACH)	16.51	5.75	5	94.93	474.66	17,087.85
Fogarty	Jeanette	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Gamalath	Nirosha	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Hong	Yong	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Krasniqi	Arizana	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
LaChapelle	Victoria	Glen	Self-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Latif	Shaista	Glen	Self-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Lauritano	Scott	Glen	Self-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Lam	Atenette	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.72	5	146.66	733.30	26,398.94
Linton	Kristin	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Maxwell	Andrea	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75

Ridgewood Public Schools
2019-2020 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Pollock	Yanet	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Radoncic	Azra	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Rim	Makdesi	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Tulipano	Traci	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Wahler	Nicole	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Wonsowicz	Leslie	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Yoo	Euna	Glen	Sel-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Lawrence	John	GWMS	Brailist	25.64	5.75	5	147.43	737.15	26,537.40
Pilson	Mine	GWMS	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Sand	Grace	GWMS	Self-Contained (LLD)	16.51	5.75	5	94.93	474.66	17,087.85
Sharar	Connie	GWMS	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Tucker	Annette	GWMS	Self-Contained (LLD)	16.51	5.75	5	94.93	474.66	17,087.85
Cadorette	Christi	Hawes	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Carney	Elizabeth	Hawes	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Encarnacion	Kathleen	Hawes	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Fischer	Susan	Hawes	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Fossari	Rosemary	Hawes	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Haug	Sheri	Hawes	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Maluenda	Mellany	Hawes	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Zaveri	Salomee	Hawes	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Bartoli	Karen	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40
Collins	Carla	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40
Gigante	Anthony	Oak Street	STEPSS Job Coach	22.19	5.75	5	127.59	637.96	22,966.65
Hiller	Ari	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40
Kim	Sung-Hui	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40
Palazzola	Joan	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40

Ridgewood Public Schools
2019-2020 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Ardito	Daniel	Orchard	Kindergarten Aide	17.50	5.75	5	100.63	503.13	18,112.50
Bednarski	Patricia	Orchard	First Grade	17.50	5.75	5	100.63	503.13	18,112.50
Haley	Laura	Orchard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Lewis	Jenny	Orchard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Caban	Melissa	RHS	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Crabbe	Joseph	RHS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Eitner	Valarie	RHS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Fridman	Yaniv	Glen	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Lohr	Jennifer	RHS	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Lug	Raymond	RHS	ESL Aide (Title 3 Immigrant Fund)	19.25	5.75	5	110.69	553.44	19,923.75
Quayum	Rebecca	RHS	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Wang	Jue	RHS	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Britcher	Ashley	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Cancio	Josylin	Ridge	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Coughlin	Ryan	Ridge	Lunch Aide	17.50	3	5	52.50	262.50	9,450.00
Coughlin	Wendy	Ridge	Kindergarten Aide	17.50	5.75	5	100.63	503.13	18,112.50
Elieh	Nada	Ridge	One-to-One	19.25	5.76	5	110.78	553.92	19,941.08
Fierro	Judy	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Hopper	Ann	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Kim	Jeongmin	Ridge	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Lynch	Lisa	Ridge	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Maccarrone	Meghan	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Minardi	Jacqueline	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Perry	Cynthia	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Russo	Nicole	Ridge	Resource Room	19.25	5.5	5	105.88	529.38	19,057.50
Totaro	Dayna	Ridge	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00

Ridgewood Public Schools
2019-2020 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Vehmas	Heidi	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Wilson	Maguerite	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Aynilian	Elizabeth	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Bowley	Melissa	Somerville	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Chlewicki	Payton	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Eidschun	Maura	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Feldhahn	Karen	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Galeano	Javier	Somerville	PERL - Applied Behavior Analyst Aide	22.19	5.75	5	127.59	637.96	22,966.65
Geraghty	Lara	Somerville	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Greco	Leah	Somerville	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Haworth	Anna	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Hutcherson	Julia	Somerville	PERL - Applied Behavior Analyst Aide	22.19	5.75	5	127.59	637.96	22,966.65
Kacmarcik	Christine	Somerville	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Levanti	Stamatina	Somerville	PERL - Applied Behavior Analyst Aide	25.64	5.75	5	147.43	737.15	26,537.40
Lieberman-Kahn	Amy	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Manziano	Kimberley	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
McLaughlin	Amy	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Parisi	Laurie	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Pierro	Melissa	Somerville	Resource Room	19.25	5.75	5	96.72	483.58	17,408.70
Tarabocchia	Maryjane	Somerville	Kindergarten Aide	17.50	5.75	5	96.72	483.58	17,408.70
Felipe	Brenda	Travell	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Giannaccini	Giulia	Travell	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Hughes	Regina	Travell	Resource Room	16.51	5.75	5	94.93	474.66	17,087.85
Porfido	Joann	Travell	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Pounds	Catherine	Travell	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Schmarak	Lorraine	Travell	Resource Room	16.51	5.75	5	94.93	474.66	17,087.85

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

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Yucis	Jessica	Travell	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Bukowski	Stacey	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Burgess	Jennifer	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Cunningham	Carol	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Galvin	Jennifer	Willard	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Lubben	Alyssa	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Luongo	Elizabeth	Willard	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Neilson	Margaret	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Paris-Rodriguez	Amber	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Passno	Edith	Willard	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Rinaldo	Geraldine	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Sklar	Judith	Willard	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Ward	Kathryn	Willard	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00

JULY 25, 2022 2022-2023 TECHNOLOGY INNOVATION SPECIALIST (1.06 ratio ATTACHMENT F

Staff Member	Location	To
Charles Appel	RHS	\$96,081 (\$90,642 + \$5,439 ratio), Cl. MA, St. 14
Ann Brown	George Washington Middle School	\$124,529 (\$115,782 + \$300 CP + \$1, 500 longevity + \$6,947 ratio) Class MA+45, Step 18
Lauren Carr	Somerville School	\$107,698 (\$101,602 + \$6,096 ratio) Class MA, Step 17
Noreen Clarke	Benjamin Franklin Middle School	\$121,110 (\$112,462 + \$300 CP + \$1,600 longevity + \$6,748 ratio) Class MA+30, Step 18
Michele Coppola	Ridge School	\$121,056 (\$115,782 + \$300 CP +\$1,500 longevity + \$3,474 ratio) Class MA+45, Step 18
Ana Del Orbe-Anthon	Benjamin Franklin Middle School	\$92,795 (\$87,542 + \$5,253 ratio) Cl. MA, St. 13
Stephanie Gigante	Ridgewood High School	\$123,029 (\$115,782 + \$300 CP + \$6,947 ratio) Class MA+45, Step 18
Mary Louise Handy	George Washington Middle School	\$124,529 (\$115,782 + \$300 CP + \$1,500 longevity + \$6,947 ratio) Class MA+45, Step 18
Mary LeBlancq	Ridge School	\$72,427 (\$70,317 + \$2,110 ratio) Class BA, Step 7
Corrina Moss-Keller	Ridgewood High School	\$91,637 (\$86,167 + \$300 CP + \$5,170 ratio) Class MA+30, St. 10
Jerome Ong	Willard School	\$107,892 (\$101,502 + \$300 CP + \$6,090 ratio) Class MA+45, Step 15
Stephen Polanin	Travell School	\$87,207 (\$84,667 + \$2,540 ratio) Class MA, Step 11
Nicole Redfern	Orchard School	\$104,447 (\$98,252 + \$300 + \$5,895 ratio) Class MA+45, Step 14
John Wohner	RHS	\$80,295 (\$75,467 + \$4,528 ratio) Class MA, St. 6
TBD	Hawes School	
TBD	Travell School	

Curriculum	New or Revised (N/R)	Staff Member	Total Hours	Cost per hour 53.33	APPROVED 6/20/22 REVISE FROM:	Amount Not to Exceed REVISE TO:
SOCIAL STUDIES						
ESLIP (ESL Integration Program)	N	Amy Nolan	0		12 hours/\$639.96	0 hours / 0
		Josh Saladino	0		12 hours/\$639.96	0 hours / 0
		Doug Aday	18		12 hours/\$39.96	18 hours / \$959.94
		Patrick Thurlow	18		0 hours / 0	18 hours / \$959.94
Psych	R	Sean Lynaugh	9		9 hours/\$239.98	9 Hours / \$479.97
Psych H	R	Sean Lynaugh	9		9 hours/\$239.98	9 Hours / \$479.97
Psych AP	R	Sean Lynaugh	9		9 hours/\$239.98	9 Hours / \$479.97

Elementary Literacy Boot Camp		18 hours each @ \$53.33 per hour = \$959.94	
Foerch, Summer	Somerville		
Levy, Daniela	Hawas		
Witham, Lynne	Somerville		
Proficiency PLCs		18 hours each @ \$53.33 per hour = \$959.94	
Porod, Leigh	GW		
Teacher-led Workshops (In Addition to PLCs)			
6 Additional Hours @ \$53.33 per hour = \$319.98			
Coppola, Michele	Ridge		
Luo, Miles	RHS		
Maxwell, Athena	RHS		
Wohner, John	RHS		
One-Day Workshops (In Addition to PLCs)			
6 Additional Hours @ \$53.33 per hour = \$319.98			
Bray, Natalie	RHS		
Cerbasi, Joyce	GWMS		
D'Elia, Eileen	RHS		
Friel, Donald	Willard		
McCoy, Lydia	Willard		
Moss-Keller, Corrina	RHS		
Petitt, Carol	GWMS		
Rockey, Collen	Willard		
Walker, Christine	GWMS		
Zilvetti, Suzanne	GWMS		
Performance-based School Intervention System Training			
6 Hours @ \$53.33 per hour = \$319.98			
Betstadt, Molly	Ridge		
Catalano, Nanci	Ridge		
Delaney, Lynne	Ridge		
Elbaum, Gila	Ridge		
Main, Laurie	Ridge		
Mitchell, Lindsay	Ridge		
Polay, Jessica	Ridge		
Williams, Jennifer	Ridge		



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on August 29, 2022 at 5:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Ms. Sheila Brogan; Mr. Saurabh Dani

Absent:

Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts, Interim Superintendent of Schools, Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Scott Bisig, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Kwak moved the following resolution. Mr. Lembo 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. Kwak announced the Board has been meeting in Executive Session pursuant to NJSA:10:4-12. The minutes from this meeting will be released when the need for confidentiality no longer exists. The Board was meeting to conduct a residency hearing.

B. MOTION TO OPEN REGULAR SESSION

At 5:15 p.m., Ms. Kwak called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Ms. Sheila Brogan; Mr. Saurabh Dani

Absent:

Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts, Interim Superintendent of Schools, Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Mr. Scott Bisig, Business Administrator/Board Secretary, Ms. Ojetta Townes, Manager of Human Resources.

Visitors:

There were approximately 5 visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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. PRESENTATION

A. Resolution Honoring Ojetta Townes

Whereas, Ojetta Townes has served as the Human Resource Manager for the Ridgewood Public Schools with the utmost distinction and integrity from 2013 until 2022;

Whereas, Ms. Townes has continuously acted in the best interest of the Ridgewood Public Schools demonstrating honesty, fairness, and thoughtfulness in all of her dealings with the various stakeholders;

Whereas, Ms. Townes has been a vocal advocate for exemplary hiring practices that promote the best policies to attract, recruit and retain highly effective support staff, teachers, and administrators;

Whereas, Ms. Townes has worked tirelessly to build strong partnerships across the District that have enhanced the development and well-being of faculty and staff in countless ways;

Whereas, during the COVID-19 pandemic Ms. Townes led the way to safeguard the good health and boost morale of the staff and design appropriate testing services as required by the state;

Whereas, Ms. Townes has a remarkable ability to listen, console, and advise when called upon to problem solve and guide;

Whereas, we owe Ms. Townes an enormous debt of gratitude for all that she has done to serve and advance personnel initiatives for the District;

Therefore be it resolved, that we, the members of the Ridgewood Board of Education, wish Ms. Townes all the best in her future endeavors and retirement; and

Be it further resolved, that this resolution be entered into the official minutes of the Ridgewood Board of Education meeting held on the 29th day of August, 2022.

V. COMMENTS FROM THE PUBLIC

Laura Grasso, 136 Circle Ave. Here to speak about her colleague and friend Ojetta Townes. She has had the pleasure of working closely with Ojetta since 2013 thanks to her position with the Ridgewood Education Association. Over the last nine years Ojetta has been the go-to person every day for over 500 members of the REA. People have turned to her in times of need for information gathering for confidential private matters and to celebrate milestones. Her knowledge and professionalism has helped so many and for these reasons and many more she is here to thank you on behalf of the Ridgewood Education Association. Personally speaking she's going to miss the daily phone calls and meetings. She's going to miss sharing laughs and good times and she's also going to miss the times when we agreed to disagree on matters. The work we've done together has been with one goal in mind, to make Ridgewood public Schools a better place and because of you Ojetta, she feels that we have succeeded. You have an incredible work ethic and organizational skills that created a positive influence on the district, you inspire others to do good every day, your professional expertise and knowledge is indeed unparalleled. Your actions speak for themselves. Your helpful nature remains truly inspiring. She has realized from you the importance of supporting and nurturing fellow colleagues. You are the go-to person with a calm demeanor who has helped many, especially the most challenging situations. Your support remains invaluable on any given day. Thank you for all of your efforts you undertake every day which makes a difference to all of us in the Ridgewood Public Schools. Thank you for the impact you have made. You are someone whom I have learned so much from and will be sorely missed. You are not just a wonderful colleague but a remarkable and special human being. Your endless support, weekly check ins, guidance, prayers and love have helped her during the most difficult four years of her life and for that she is eternally grateful. Thank you Ojetta, she feels blessed to call you a friend. She wishes you all the best in retirement, you've earned it. May you be blessed with good health and happiness along with many years of joyous occasions as you surely will reach grandma status.

Ashley Laub 303 West Gate Road, she is a mother of an incoming Kindergartner who will be starting at Orchard next week. She is very concerned about the sexual education curriculum that is on the docket for approval tonight and she is just requesting that all of you really think about the lack of effective participation from the community up until this point and she uses that term effective communication because it's part of our District's policy on curriculum development. She's had wonderful conversations with Mr. Kilday, and with Stacey about curriculum and she's very appreciative for that time that they have made for her, but when she thinks about effective communication she really thinks about how do we involve parents in a process and she knows that that's very hard to do and she appreciates how difficult that is but when we're talking about a topic as sensitive as we are, when it comes to sexual orientation, gender identity, these topics of our children thinking about these things in a school setting. She really would hope that there would be more effective communication and

engagement with parents to understand what parents are really thinking and how that might influence the curriculum that's being built. She is not just looking for a venting session, she's not looking to just be heard but if the option is just going to be to opt her child out, she appreciates that but then what is her child doing during that time? What is that process going to look like and that there's going to be a presentation on this tonight. She hopes that there's a level of detail and a level of transparency that parents can really understand what the entire process is going to look like. She knows that there's going to be a presentation on this tonight, and just hopes that there's a level of detail and a level of transparency that parents can really understand what the entire process is going to look like. What are the details of that curriculum down to the books that are going to be recommended that are being read. Parents have a right to know what their children are going to be taught not just during those specific health conversations but also if books were being recommended and then being read during circle time, or during morning story time in kindergarten. How is she opting out of that? She's trying to be very realistic about that, so she thinks those conversations are important if we are talking about effective communication about a topic like this. As this goes to a vote tonight, she really would from a parent to parents here around the table just really think about how we need to engage with the community more before we approve this specific curriculum. Our neighbors in Glen Rock just last week at their board meeting did not approve the curriculum because they felt as though they needed more collaboration and engagement with the community before they did so and she thinks you're seeing that a little more around the state. This is not meant to be a fight or any kind of argument, we're trying to engage and collaborate and really have a thoughtful conversation about what's best for each of our kids on such a sensitive topic. She looks forward to the presentation tonight and urges you all to consider that as you go to the vote on this curriculum tonight.

Christian Clark 269 Woodside Avenue, he is a product of the Ridgewood Public Schools, he went to Bidby Basketball with Tim Riley, here with Laura Grasso who is a fantastic gym teacher at GW and he could go on with all the legends. He had Bill Ward, Gabe Runner and he thinks so highly of the District and the people he had are fantastic. Mr. Albergate, he was a dear role model. He doesn't know how this works, but he wants to echo Ashley's comments, he sat down with Mr. Kilday today and he appreciates that, he had a really nice discussion and one of the things in the organization that he works in they talk about feedback and they say that one way to give feedback is more of less of. More of Dan, more feedback, more communication and he knows Dan has just bent over backwards to have these discussion kind of ad hoc with parents as he did today, and he was very impressed by the way in which the initiative kind of came from statue in 2020 during covid and here we are kind of trying to hammer it out in a local way and he was very impressed by the way the American system is working. We hammer it out locally and so he says more of that and so that's how he sort of ties it to Ashley's comments. He thinks obviously these are weighty topics, sexual orientation, gender identify and if we can think of a way of just having more opportunities to talk about these really important issues, he doesn't think anyone wants to be in a position of kind of a year or two from now having people feel like they didn't participate and so he thinks that's kind of the headline for him in speaking with Dan and he thinks just speaking from one parent's perspective. His oldest first grader and just kind of laser focused on what's the curriculum for second grade. Obviously it's your job, all of you ladies and gentlemen Board to look at the whole, he thinks it's difficult if you've got a parent in high school, they're one foot out of the door maybe, they're putting Tarvin Realtors sign up next spring and then you've got people like him who are at the other end of the spectrum. He didn't really have an eye on what it

looks like and he's interested to hear the presentation what does that look like ninth grade benchmark, twelfth grade benchmark and this is a complex and weedy decision, so if there are ways to think of even more community engagement more opportunities for Dan to have tabletops or open sessions where parents can really weigh in, he would just encourage the board to think about that before there's a final approval and we're sort of off to the races. He will look forward to Mr. Kilday's presentation.

VI. PRESENTATION

A. Health Curriculum

➤ Stacie Poelstra and Daniel Kilday

Ms. Poelstra started the presentation by echoing the two citizens comments, Mr. Kilday has dedicated tremendous time and energy toward really doing a very thorough assessment of our current curriculum prior to these standards in conjunction with his entire team. The PE, Wellness Teachers, and school nurses who teach health at the elementary level have all been involved.

The health curriculum revisions aligned to the 2020 New Jersey Student Learning Standards for Comprehensive Health and Physical Education were reviewed. The presentation included a grade-by-grade overview of disciplinary concepts, units, and resources. The revisions were also presented at the Board Curriculum Committee last week, which is part of the district's curriculum review process.

The process for communicating with parents and opting out of specific topics, as per Ridgewood Board of Education Policy 2422, was explained. Sample parent letters were shared and may be viewed in the PDF of the presentation that is posted on the District website. A community forum is being planned for September; parents will receive information about this event once the details are finalized.

Scroll to 32:30 to view this portion of the meeting.

VII. SUPERINTENDENT REPORT

Dr. Fitts expressed his appreciation to Mr. Kilday, Ms. Poelstra and the entire staff that put countless hours into this project to bring us such an incredible and well thought out product to sensitive issues that we are dealing with here in the Ridgewood area and as well as other schools throughout the State of NJ.

Dr. Fitts shared that the district recently welcomed forty-two new teachers at a three-day New Teacher Orientation. The Office of Curriculum and Instruction, administrators, and staff created a robust program for incoming educators to familiarize them with the district's mission and vision, policies and procedures, and technology onboarding.

He stated that we are in the final stage of preparing for the school year, and he is excited to meet the students, staff, and parents at various events. He expressed his gratitude to the entire staff for their dedication and hard work.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Kwak moved approval of A. Attendance of Conferences

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fitts presented for consideration B. Administration.

B. ADMINISTRATION**i. Adoption: Ridgewood Public Schools Purchasing Manual**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the adoption of the Ridgewood Public Schools Purchasing Manual.

The Board has received background information.

ii. Adoption: Second Reading and Adoption of Revised Policy.

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the first reading of the revised policy as listed below and in **Attachment B**.

Revised:

- Bylaw 0169 Board Member Use of Electronic Mail/Internet

iii. Approval: Resolution Opposing the Proposed Increases to the School Health Employees Health Benefits Program

WHEREAS, the School Employees Health Benefits Program (SEHBP), governed by *N.J.S.A. 52:14-17.46 et seq.*, offers medical, prescription drug, and dental coverage to participating school district employees, retirees, and eligible dependents; and

WHEREAS, all SEHBP plans are self-funded, meaning that the money paid out for benefits comes directly from an SEHBP fund supplied by participating local employers and member premiums; and

WHEREAS, the Division of Pensions and Benefits is responsible for the daily administrative activities of the SEHPB, the School Employees Health Benefits Commission is the executive organization responsible for overseeing the SEHBP; and

WHEREAS, the School Employees Health Benefits Commission, comprised of state officials, union representatives and a representative of the New Jersey School Boards

Association, annually considers the calendar year premium levels for the Local Education Employee Group of the SEHBP based on recommendations found in the Rate Setting Recommendation Analysis of the Local Education Employee Group; and

WHEREAS, the School Employees' Health Benefits Plan Design Committee has the responsibility for and authority over the various plans and components of the plans, including for medical benefits, prescription benefits, dental, vision, and any other health care benefits, offered and administered by the SEHBP; and

WHEREAS, existing law requires three members of the School Employees' Health Benefits Plan Design Committee to be appointed by the Governor as representatives of public employers (i.e., local school districts) whose employees are enrolled in the program, but currently all such representatives are state-level appointees;

WHEREAS, the recommended rate changes for medical and prescription drug coverage for the Active 2023 Local Education Employer Group is 15.1%, which includes a 15.3% increase for active employees enrolled in NJ DIRECT 10/15 and a 14.9% increase for active employees enrolled in the NJ Educators Health Plan (NJEHP); and

WHEREAS, such proposed exorbitant rate increases will fall upon the local property taxpayer, as well as school employees, at a time where there is record inflation; and

WHEREAS, since employees enrolled the NJEHP pay a percentage of salary toward their health benefits per P.L.2020, c.44, commonly referred to as "Chapter 44", any increase in NJEHP premiums will fall almost entirely upon local boards of education, placing a severe strain on their budgets; and

WHEREAS, the proposed premium increase for most active employees will take thousands more out of their paychecks annually and lead to huge costs for local school districts that will translate into higher property tax bills for struggling families; and

NOW, THEREFORE, BE IT RESOLVED, by the Ridgewood Board of Education in the county of Bergen call upon the School Employees Health Benefits Commission to reconsider the rate increase and strike a rate increase that is appropriate in the current economic conditions; and

BE IT FURTHER RESOLVED, that the Ridgewood Board of Education in the county of Bergen urge the Legislature to adopt legislation expanding the composition of the School Employees Health Benefits Commission and the School Employees' Health Benefits Plan Design Committee to include additional representatives from local school district management; and

BE IT FURTHER RESOLVED, that the Ridgewood Board of Education in the county of Bergen urge the Legislature and executive branch to examine the impact that "Chapter 44" has had on school district budgets and to adopt legislation that will reverse any of its negative consequences and provide relief to those districts; and

BE IT FURTHER RESOLVED that a copy of this resolution be forwarded to Governor Murphy, State Treasurer Muoio, Senate President Scutari, Assembly Speaker

Coughlin, Senator Kristin M. Corrado, Assemblyman Christopher P. DePhillips, Assemblyman Kevin Rooney and the New Jersey School Boards Association.

iv. **Approval: Settlement Agreement SE#1/2022-2023**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#1/2022-2023 between the parents of student #909478 and the Ridgewood Board of Education.

The Board has received background information.

v. **Approval: 2022-2023 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 2022-2023 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 per year, at a fee of \$750. Services requested beyond the five weeks will be billed at \$150 per week. There is no increase in fee from the 2021-2022 school year. Fee not to exceed \$1500.

The Board has received background information.

Ms. Brogan moved approval of B. Administration, with the caveat that the submission date within the purchasing manual be corrected.

Ms. Brogan also stated that for item iii. They are not opposing any modification, they are opposing the rate which is about a 15% increase. This is significantly higher than it's been in the last few years and these health plans were put into place with a promise of saving, reduced costs. She wants everyone who is reading this to know they are not opposing having health insurance, they are opposing the rate increase.

Ms. Kwak seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani , Ms. Kwak, Mr. Lembo, NAYES: none

Mr. Dani wants to add a comment in the minutes that at the last meeting Mr. Shoop recommended to us that we should adopt the purchase requisition justification form that he implemented at Passaic School District, of Paterson School District and he has a template for that. Mr. Dani is recommending or requesting that we should probably look at that and we should also implement that because he said that was the best practice.

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

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

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

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the annual contract with Bergen County Special Services School District for Hospital Instruction for the 2022-2023 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. There is no increase from the 2021-2022 school year.

The Board has received background information.

iii. **Approval: New Community School Courses for Fall 2022**

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the New Community School Courses for Fall 2022, as listed on **Attachment D**.

iv. **Approval: Textbooks for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim 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 E**, for the 2022-2023 school year, in accordance with the N.J.S.A. 18A:33-1 and the Thorough and Efficient Education requirements; and be it further

Resolved, that the textbook list may be modified on the recommendation of the Interim Superintendent of schools and the approval of the Board of Education.

v. **Approval: New and Revised Curricula for the 2022-23 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves new and revised curricula for the 2022-23 school year, as listed on **Attachment F**.

vi. **Approval: Professional Development Program Proposal, TMI Education**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves a professional development program proposal from TMI Education. TMI Education will provide 8 professional development sessions related to strategic planning for the Fine and Applied Arts department as part of its 5-year program review. The dates of the professional development are to be determined and the total cost is \$15,000. This professional development will be paid for with ESSER III Educator Support funds.

The Board has received background information.

Ms. Kwak moved approval of C. Curriculum & Instruction.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo
 NAYES: none

Mr. Dani asked if we know what type of revenue we make from the day tours and the touring companies. We advertise for some third-party tour companies where they have these day tours and weekly tours. He has noticed that the brochure that is mailed to Ridgewood households is a pretty thick brochure and it has a lot of pages of those tours. How much do we spend in that printing and mailing costs versus how much do we make from these tours?

Mr. Bisig will talk to the community school to get the information on how much they spend on the brochures and how much we make.

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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

ARTHURS, David - Leave of Absence Replacement Special Education (English) Teacher (non-tenure track), Ridgewood High School, effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Mr. Arthurs possesses a NJDOE Standard Certificate as a Teacher of English and Teacher of Students with Disabilities.

Salary: \$62,867
 Cl. BA, St. 1

Account #11-213-100-101-00-10-019-000

FLUET, Melissa - Leave of Absence Replacement Librarian/Media Specialist (non-tenure track), Hawes Elementary School, effective September 1, 2022 through June 30, 2023. Ms. Fluets is pending issuance of an NJDOE Emergency Certification as a Media Specialist.

Salary: \$62,867
 Cl. BA, St. 1

Account #11-000-222-104-00-02-019-000

GOLDEN, Michelle - Special Education SAIL Teacher (tenure track), Hawes Elementary School, effective October 3, 2022, or as soon after as possible, through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms. Golden possesses a NJDOE Standard Certificate as an Elementary School Teacher in Grades K-6 and is pending renewal of NJDOE Provisional Certificate as a Teacher of Students with Disabilities. Ms. Golden will be registered into the NJDOE Provisional Teacher Program.

Salary: \$75,467 prorated
Cl. MA, St. 6

Account #11-212-100-101-00-02-019-000

NEGRON, Catherine - Fifth Grade Teacher (tenure track), Somerville Elementary School, effective October 10, 2022, or as soon after as possible, through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms. Negron possesses a NJDOE Certificate of Eligibility as an Elementary School Teacher in Grades K-6 and Teacher of Students with Disabilities. Ms. Negron will be registered into the NJDOE Provisional Teacher Program.

Salary: \$70,467
Cl. MA, St. 2

Account #11-120-100-101-09-05-019-000

SCHNEIDER, Kayla - Leave of Absence Replacement Second Grade Teacher (non-tenure track), Hawes Elementary School, effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms. Schneider is pending issuance of an NJDOE Standard Certificate as a Teacher of Preschool through Grade 3.

Salary: \$62,867
Cl. BA, St. 1

Account #11-120-100-101-09-02-019-000

VITALE, Erica - Mathematics Teacher (tenure track), Ridgewood High School, effective September 27, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms. Vitale possesses a NJDOE Standard Certificate as a Teacher of Mathematics.

Salary: \$66,467
Cl. BA, St. 5

Account #11-140-100-101-01-10-019-000

Long-term Substitutes

ALY, CARLY - Social Studies Teacher, Ridgewood High School, effective September

27, 2022 through February 9, 2023, at a daily rate of \$185 per day, until the assignment ends. Ms. Aly possesses a NJDOE Standard Certificate as a Teacher of Social Studies.

Account #11-140-100-101-05-10-019-000

CLARKE-ANDERSON, Kathleen - English Elective Teacher, Benjamin Franklin Middle School, effective September 6, 2022 through November 30, 2022, at a daily rate of \$185 per day, until the assignment ends. Ms. Clarke-Anderson possesses a NJDOE Standard Certificate as a Teacher of English.

Account #11-130-100-101-03-08-019-000

LABARR, Maureen - Library/Media Specialist, Orchard Elementary School, effective September 14, 2022 through **TBD**, at a daily rate of \$185 per day, until the assignment ends. Ms. Labarr possesses a NJDOE Standard Certificate as an Associate Educational Media Specialist.

Account #11-000-222-104-00-03-019-000

MORALISHVILI, David - Mathematics Teacher, Ridgewood High School, effective September 1, 2022 through November 28, 2022, at a daily rate of \$185 per day, until the assignment ends. Mr. Moralishvili possesses a NJDOE Certificate of Eligibility with Advanced Standing as a Teacher of Mathematics.

Account #11-140-100-101-01-10-019-000

Classroom/Lunchroom Aides for the 2022-2023 School Year, as listed on Attachment G.

Field Placements

GERMANO, Sara - Montclair State University, practicum, to shadow Allison Barba, School Psychologist, George Washington Middle School, effective September 9, 2022 through December 23, 2022.

RODRIGUEZ, Kassandra - Montclair State University, Internship, to shadow Allison Barba, School Psychologist, George Washington Middle School, effective September 9, 2022 through December 23, 2022.

Permanent Substitutes for the 2022-2023 School Year

Pre-School - Glen Elementary School

- **DeMallie, Angela**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.
- **McCarthy, Martina**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-216-100-101-00-01-024-001

Hawes Elementary School

- **Pena, Chelsea**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account # 11-120-100-101-00-00-019-002

Orchard Elementary School

- **Fullam, Aretoula**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-120-100-101-00-00-019-002

Ridge Elementary School

- **Dittamo, Rachel**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-120-100-101-00-00-019-002

Somerville Elementary School

- **Pielka, Susan**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-120-100-101-00-00-019-002

Travell Elementary School

- **Montelbano, Tara**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-120-100-101-00-00-019-002

Willard Elementary School

- **Raymond, Maureen**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-120-100-101-00-00-019-002

Benjamin Franklin Middle School

- **Cermack, Lisa**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.
- **Downs, Emily**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.
- **Rezzonico, Gabrielle**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-130-100-101-00-00-019-002

George Washington Middle School

- **Kaukonen, Philip**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.
- **Schoenberger, Gerald**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-130-100-101-00-00-019-002

Ridgewood High School

- **Feeney-LoPrinzi, Brad**, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #11-140-100-101-00-00-019-002

Special Education

- **Tozaji, Sasha**, Benjamin Franklin Middle School, 5.75 hours per day, 5 days per week, at an hourly rate of \$32.17.

Account #20-223-100-101-00-08-024-001

Revision: Fall 2022 Coaching Assignments, approved by the Board at its meeting June 20, 2022

As listed on **Attachment H**.

Home Instructors, on an as-needed basis, for the 2022-2023 School Year

Benjamin Franklin Middle School

- **Briggs, Amy**, World Language Teacher, at an hourly rate of \$58.21.
- **Cigolini, Lucille**, Language Arts Teacher, at an hourly rate of \$58.21.
- **Corlett, Susan**, Special Education Teacher, at an hourly rate of \$60.32.
- **Donnelly, Trecia**, Special Education Teacher, at an hourly rate of \$60.32.
- **Gilbert, Kristen**, Social Studies Teacher, at an hourly rate of \$60.32.
- **Imbruglia, Lauren**, World Language Teacher, at an hourly rate of \$58.21.
- **Litvak, Roman**, Mathematics 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)

George Washington Middle School

- **Delaney, Doreen**, English and Mathematics Teacher, at an hourly rate of \$59.36.

Account #11-150-100-101-00-24-024-001

Ridgewood High School

- **Barker, Barbara**, World Language Teacher, at an hourly rate of \$60.32.
- **Besser, Lauren**, Social Studies Teacher, at an hourly rate of \$58.09.
- **Camera, Mary**, Health and Physical Education Teacher, at an hourly rate of \$59.36.
- **Contreras, Colleen**, Special Education Teacher, at an hourly rate of \$58.21.
- **Cuellar, Angelica**, World Language Teacher, at an hourly rate of \$58.21.
- **Darakjy, Christa**, Science Teacher, at an hourly rate of \$59.36.
- **Escobar, Alejandro**, Social Studies Teacher, at an hourly rate of \$59.36.
- **Fink, Gary**, Music Teacher, at an hourly rate of \$58.09.
- **Gigante, Stefanie**, World Language Teacher, at an hourly rate of \$60.32.
- **Gyulay, Joseph**, Mathematics Teacher, at an hourly rate of \$60.32.
- **Kase, Sean**, Business Education Teacher, at an hourly rate of \$60.32.
- **LaFemina, Freddie**, Social Studies Teacher, at an hourly rate of \$60.32.
- **Lug, Raymond**, Mathematics Teacher, at an hourly rate of \$59.36.
- **Lynaugh, Sean**, Social Studies Teacher, at an hourly rate of \$58.21.
- **Maksimov, Melissa**, English Teacher, at an hourly rate of \$60.32.
- **Marzloff, Scott**, Science Teacher, at an hourly rate of \$60.32.
- **Mendez, Karen**, Business Education Teacher, at an hourly rate of \$60.32.
- **Minichini, Gina**, Mathematics Teacher, at an hourly rate of \$59.36.
- **Murtha, Timothy**, Business Education Teacher, at an hourly rate of \$58.09.
- **Nyhuis, Philip**, Mathematics Teacher, at an hourly rate of \$60.32.
- **Orfini, Caitlyn**, Social Studies Teacher, at an hourly rate of \$60.32.
- **Polk, Lauren**, World Language Teacher, at an hourly rate of \$60.32.
- **Reilly, Nancy**, Special Education Teacher, at an hourly rate of \$60.32.
- **Richardson, Monika**, Computer Science/Mathematics Teacher, at an hourly rate of \$60.32.
- **Rosenfeld, Lauren**, Mathematics Teacher, at an hourly rate of \$60.32.
- **Tolve, Laura**, Special Education Teacher, at an hourly rate of \$60.32.
- **Valeri, Amanda**, Special Education Teacher, at an hourly rate of \$60.32.
- **Weinstein, Laura**, Mathematics Teacher, at an hourly rate of \$60.32.
- **Yannone, Meredith**, Chemistry Teacher, at an hourly rate of \$60.32.
- **Zaino, Gregory**, Social Studies Teacher, at an hourly rate of \$60.32.

Account #11-140-100-101-00-10-010-001

Additional: 2022 Summer School Special Programs Staffing**Special Programs Extended School Year**

- **Bray, Ariana**, not to exceed 20 hours, at an hourly rate of \$43.94 (\$878.80).

Account #11-204-100-101-00-66-050-001

Additional: 2022 Summer Ridgewood Community School Employees**Summer Academies**

- **Arsi, Curtis**

Account #11-422-100-101-00-65-050-001

Summer Adventure

- **Cancio, Jocelyn**
- **DiMaulo, Terri**

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

Addition: RHS - Student Employee, effective June 28, 2022 – September 1, 2022, not to exceed 180 hours, at an hourly rate of \$13.00

- **Herrera, Owen**

Account #11-000-218-110-00-10-010-001

Additions/Revisions: Technology Innovation Specialists for the 2022-2023 School Year, approved by the Board at its meeting on July 25, 2022

Hawes Elementary School

Remove: TBD

Replace: Trubac, Thomas, \$99,526 (\$93,892 + \$5,634 ratio), Cl. MA, St. 15

Account: 11-120-100-101-09-02-019-000

Somerville Elementary School

Remove: Carr, Lauren

Replace: Calandra, Laura, \$80,296 (\$75,467+\$300 CP + \$4,528 ratio), Cl. MA, St. 6

Account: 11-120-100-101-09-05-019-000

Travell Elementary School

Remove: TBD

Replace: O’Herlihy, Christopher, \$82,306 (\$79,617 + \$300 CP + \$2,389 ratio), Cl. MA, St. 8

Account #11-120-100-101-09-06-019-000

Ridgewood Community School Employees - Fall Semester 2022

Resolved that the list of individuals listed on **Attachment I**, be approved to work for the Ridgewood Community School for the Fall 2022 Semester. Salary range is \$25-\$75 per hour and/or \$12-\$125 per participant and/or \$65-\$475 per course.

*Related to staff member

ii. **Contract Renewals and Hourly Rates for Non-Contract Personnel Infant/Toddler Development Center**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves contract renewals and salaries for full-time and part-time Infant/Toddler Development Center Staff members, effective September 1, 2022 through June 30, 2023, with the exception of the Director (12 month) and Secretary (11 month) employees, as follows:

Full-time Employees

- **Kontos, Lisa**** - Director (7/1/22-6/30/23) - \$60,973 (12-month employee).

Account #62-990-200-103-00-62-060-000

- **Pisani, Lynda**** - Secretary (9/1/22-7/30/23) - \$40,419 (11-month employee).

Account #62-990-200-105-00-62-060-000

- **Edreich, Meagan** - \$30,000
- **Flanagan, Marion**** - \$36,151
- **Middlebrook, Katrina**** - \$34,630
- **Southey, Dawn**** - \$33,772
- **Stevens, Barbara**** - \$35,651

** Denotes employees receiving health benefits (all others, receive \$3,000 in lieu of benefits package).

Salary includes \$750 Professional Growth Pathway.

Account #62-990-100-101-00-62-060-000

Hourly Rates for Non-contract Personnel

Aide (High School) *	\$13.00
Aide (College)	\$15.00
Teacher Assistant - Step 1	\$16.00
Step 2	\$16.40
Step 3	\$16.80
Step 4	\$17.20
Step 5	\$17.60

Current employees move up 1 step per year and receive \$0.40 per hour increase on base.

*NJ State minimum wage increase as of 2022.

Anderson, Melody	\$16.80
Angun, Cemile	\$16.00
Bienert, Charlotte	\$13.00
Cafaro, Stephanie	\$15.00
Cherba, Sofia	\$13.00
Dabal, Olivia	\$13.00
Dabal, Emmersen	\$13.00
Dicuffa, Cara	\$13.00
Dempsey, Cheryl	\$16.40
Donkersloot, Jennifer	\$16.00
Eliopoulos, Carrie	\$15.00
Elizondo-Fallas, Sofia	\$15.00
Gerstein, Skye	\$13.00
Greco, Barbara	\$17.60
Gunderson, Sierra	\$13.00
Holzberg, Tatum	\$13.00
Kawash, Emily*	\$13.00
Kissil, Ifat	\$15.00
Mendolia, Sophie	\$13.00
Mullahey, Brianna	\$13.00
Prezzia, Julianna	\$13.00
Southey, Sophie*	\$13.00
Terrin, Melissa	\$13.00
Vivas, Valerie	\$13.00
Volpe, Annamaria	\$17.20

Wilmot, Lily	\$13.00
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Whittemore-Pillow, Marlene - \$90.00 hourly rate (music teacher)

Maltese, Michele - \$80.00 hourly rate (yoga teacher)

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

***Related to staff member**

iii. **Change of Assignments for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

ADAY, Douglas - **from** 1.0 FTE Special Education (Social Studies) Teacher, Ridgewood High School, **to** 1.0 FTE Special Education (Social Studies) Teacher and .20 FTE Special Education (Mathematics) Teacher, Ridgewood High School, effective September 1, 2022 through November 23, 2022.

From: \$103,465 (\$98,252 + \$300 CP + \$4,913 ratio)

Cl. MA+45, St. 14

To: \$123,115 (\$117,902 + \$300 CP + \$4,913 ratio) (non-pensionable)

Cl. MA+45, St. 14

Account #11-213-100-101-00-10-019-000

ANDERSON, Christine - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 1, 2022 through November 11, 2022.

From: \$92,577 (\$92,277 + \$300 CP)

Cl. MA+45, St. 11

To: \$111,032 (\$110,732 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 11

Account #11-140-100-101-01-10-019-000

CARR, Lauren - **from** Fifth Grade Teacher, Somerville Elementary School, **to** Assistant Principal Middle School, Benjamin Franklin Middle School, effective September 1, 2022 through June 30, 2023.

Ms. Carr credentials are as follows:

- Elementary School Teacher, Somerville Elementary School, Ridgewood, 2007 to present
- Technology Specialist/Staff Developer K-12, Ridgewood, 2017 to present
- Elementary School Teacher, Bruns Avenue Academy Elementary School,

Charlotte, 2005 to 2007

- Aquatic Director: Private Day Camp, Young World Day School, Mahwah 1999 to 2009

Education:

- The College of Saint Elizabeth, Morristown, NJ, Master of Arts, Educational Leadership, May 2010
- Elon University, Bachelor of Arts, Elementary Leadership, May 2005

Possesses the following New Jersey Standard Certificates:

- Principal
- Supervisor
- Elementary School Teacher Grades K-5

From: \$107,698 (\$101,602 + \$6,096 ratio)

Cl. MA, St. 17

To: \$128,000 prorated

Account # 11-000-240-103-00-08-019-000

DISTEFANO, Alissa - **from** 1.0 FTE Special Education (Collab) Teacher, George Washington Middle School, **to** 1.0 FTE Special Education (Collab) Teacher and .20 FTE Eighth Grade Science Teacher, George Washington Middle School, effective September 1, 2022 through June 30, 2023.

From: \$95,452 (\$95,152 + \$300 CP)

Cl. MA+45, St. 13

To: \$114,450 (\$114,150 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 13

Account #11-213-100-101-00-09-019-000

Account #11-130-100-101-02-09-019-000

FANOS, Jaclyn - **from** Resource Room Teacher, Travell Elementary School and Willard Elementary School, **to** Resource Room Teacher, Hawes Elementary School and Travell Elementary School, effective September 1, 2022 through June 30, 2023.

Salary will remain the same.

\$109,392 (\$109,092 + \$300 CP)

Cl. MA+45, St. 17

Account #11-213-100-101-00-02-019-000

Account #11-213-100-101-00-06-019-000

GALASSO, Patricia - **from** 1.0 FTE Spanish Teacher, Ridgewood High School, **to** 1.20 Spanish Teacher, Ridgewood High School, effective September 1, 2022 through June 30, 2023.

From: \$80,442
 Cl. BA, St. 13
To: \$96,530 (non-pensionable)
 Cl. BA, St. 13

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

GIANNETTI, Courtney - **from** 1.0 FTE Seventh Grade Science Teacher, George Washington Middle School, **to** 1.0 FTE Seventh Grade Science Teacher and .20 FTE Eighth Grade Science Teacher, George Washington Middle School, effective September 1, 2022 through June 30, 2023.

From: \$117,582 (\$115,782 + \$300 CP + \$1,500 longevity)
 Cl. MA+45, St. 18
To: \$140,738 (\$138,938 + \$300 CP + \$1,500 longevity) (non-pensionable)
 Cl. MA+45, St. 18

Account #11-130-100-101-02-09-019-000

GYULAY, Joseph - **from** 1.0 Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 1, 2022 through November 11, 2022.

From: \$106,132
 Cl. MA, St. 18
To: \$137,358 (non-pensionable)
 Cl. MA, St. 18

Account #11-140-100-101-01-10-019-000

HOOGERHYDE, Michael - **from** 1.0 FTE Special Education (Collab - Science) Teacher, Ridgewood High School, **to** 1.0 FTE Special Education (Collab - Science) Teacher and .20 FTE Special Education (Mathematics) Teacher, Ridgewood High School, effective September 1, 2022 through November 23, 2022.

From: \$112,762 (\$112,462 + \$300 CP)
 Cl. MA+30, St. 18
To: \$135,254 (\$134,954 + \$300 CP) (non-pensionable)
 Cl. MA+30, St. 18

Account #11-213-100-101-00-10-019-000

INGOGLIA, Brenda - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 1, 2022 through November 11, 2022.

From: \$116,082 (\$115,782 + \$300 CP)
 Cl. MA+45, St. 18
To: \$139,239 (\$138,939 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 18

Account #11-140-100-101-01-10-019-000

KASE, Sean - **from** 1.0 FTE Business Education Teacher, Ridgewood High School, **to** 1.10 FTE Business Education Teacher, Ridgewood High School, effective January 25, 2022 through June 30, 2022.

From: \$93,892

Cl. MA, St. 15

To: \$103,281 (pensionable)

Cl. MA, St. 15

Account #11-140-100-101-13-10-019-000

MCKEARY, Julieann - **from** 1.0 FTE Seventh Grade Science Teacher, George Washington Middle School, **to** 1.0 FTE Seventh Grade Science Teacher and .20 FTE Eighth Grade Science Teacher, George Washington Middle School, effective September 1, 2022 through June 30, 2023.

From: \$70,967

Cl. MA, St. 3

To: \$85,160 (non-pensionable)

Cl. MA, St. 3

Account #11-130-100-101-02-09-019-000

MENDEZ, Karen - **from** 1.0 FTE Business Education Teacher, Ridgewood High School, **to** 1.10 FTE Business Education Teacher, Ridgewood High School, effective September 1, 2022 through January 24, 2023.

From: \$101,802 (\$101,502 + \$300 CP)

Cl. MA+45, St. 15

To: \$111,952 (\$111,652 + \$300 CP) (pensionable)

Cl. MA+45, St. 15

Account #11-140-100-101-13-10-019-000

MINICHINI, Gina - **from** 1.0 FTE Special Education (Mathematics) Teacher, Ridgewood High School, **to** 1.20 FTE Special Education (Mathematics) Teacher, Ridgewood High School, effective September 1, 2022 through November 23, 2022.

From: \$71,967

Cl. MA, St. 4

To: \$86,360 (non-pensionable)

Cl. MA, St. 4

Account #11-213-100-101-00-10-019-000

MURTHA, Timothy - **from** 1.0 FTE Business Education Teacher, Ridgewood High School, **to** 1.10 FTE Business Education Teacher, Ridgewood High School, effective September 1, 2022 through January 24, 2023.

From: \$70,617

Cl. BA+30, St. 5

To: \$77,679 (pensionable)

Cl. BA+30, St. 5

Account #11-140-100-101-13-10-019-000

NYHUIS, Philip - **from** 1.0 FTE Special Education (Mathematics) Teacher, Ridgewood High School, **to** 1.20 FTE Special Education (Mathematics) Teacher, Ridgewood High School, effective September 1, 2022 through November 23, 2022.

From: \$89,597 (\$89,297 + \$300 CP)

Cl. MA+30, St. 11

To: \$107,456 (\$107,156 + \$300 CP) (non-pensionable)

Cl. MA+30, St. 11

Account #11-213-100-101-00-10-019-000

OJEA, Christal - **from** 1.0 FTE Spanish Teacher, Ridgewood High School, **to** 1.20 FTE Spanish Teacher, Ridgewood High, effective September 1, 2022 through June 30, 2023.

From: \$74,917

Cl. BA, St. 10

To: \$89,900 (non-pensionable)

Cl. BA, St. 10

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

POROD, Jason - **from** 1.0 FTE Seventh Grade Mathematics Teacher and Science Elective Teacher, George Washington Middle School and Benjamin Franklin Middle School, **to** 1.0 FTE Seventh Grade Mathematics Teacher and Science Elective Teacher, George Washington Middle School and Benjamin Franklin Middle School and .20 FTE Eighth Grade Science Teacher, George Washington Middle School, November 14, 2022 through January 24, 2023.

From: \$117,582 (\$115,782 + \$300 CP + \$1,500 longevity)

Cl. MA+45, St. 18

To: \$140,738 (\$138,938 + \$300 CP + \$1,500 longevity) (non-pensionable)

Cl. MA+45, St. 18

Account #11-130-100-101-02-09-019-000

Account #11-130-100-101-02-08-019-000

RICHARDSON, Monika - **from** 1.0 FTE Computer Science/Mathematics Teacher,

Ridgewood High School, **to** 1.20 FTE Computer Science/Mathematics Teacher, Ridgewood High School, effective September 1, 2022 through November 11, 2022.

From: \$116,082 (\$115,782 + \$300 CP)

Cl. MA+45, St. 18

To: \$139,239 (\$138,939 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 18

Account #11-140-100-101-01-10-019-000

ROSENFELD, Lauren - **from** 1.0 FTE Special Education (Mathematics) Teacher, Ridgewood High School, **to** 1.20 FTE Special Education (Mathematics) Teacher, Ridgewood High School, effective September 1, 2022 through November 23, 2022.

From: \$116,082 (\$115,782 + \$300 CP)

Cl. MA+45, St. 18

To: \$139,238 (\$138,938 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 18

Account #11-213-100-101-00-10-019-000

SCEVOLA, Adam - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 1, 2022 through November 11, 2022.

From: \$92,577 (\$92, 277 + \$300 CP)

Cl. MA+45, St. 11

To: \$111,032 (\$110,732 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 11

Account #11-140-100-101-01-10-019-000

SUDOL, Eliza - **from** Registrar, Ridgewood Community School, Education Center, **to** Coordinator, Ridgewood Community School, Education Center, effective November 1, 2022 through June 30, 2023.

From: \$45,097

To: \$73,000 prorated

Account #13-602-200-104-00-60-060-000 (40%)

Account #13-422-200-104-00-60-060-000 (25%)

Account #13-423-200-104-00-60-060-000 (25%)

Account #13-424-200-104-00-60-060-000 (10%)

WEISS-CHROMECK, Courtney - **from** 1.0 FTE Learning Disabilities Teacher-Consultant, George Washington Middle School, **to** 1.0 FTE Learning Disabilities Teacher-Consultant and .20 FTE Eighth Grade Science Teacher, George Washington Middle School, effective September 1, 2022 through June 30, 2023.

From: \$87,531 (\$83,077 + \$300 CP + \$4,154 ratio)

Cl. MA+45, St. 6

To: \$104,146 (\$99,692 + \$300 CP + \$4,154 ratio) (non-pensionable)

Cl. MA+45, St. 6

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

Account #11-130-100-101-02-09-019-000

WONDRA, Thomas - **from** 1.0 FTE Sixth Grade Science Teacher, George Washington Middle School, **to** 1.0 FTE Sixth Grade Science Teacher and .20 Eighth Grade Science Teacher, George Washington Middle School, effective September 1, 2022 through June 30, 2023.

From: \$86,792

Cl. BA, St. 15

To: \$104,150 (non-pensionable)

Cl. BA, St. 15

Account #11-130-100-101-02-09-019-000

iv. **Leave of Absences**

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

GERONIMO, Kristi – Music Teacher, Ridgewood High School, effective December 12, 2022 through May 12, 2023, with a reinstatement date of May 15, 2023, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

KEPPEL, Katherine – Special Education Teacher (LLD), George Washington Middle School, effective September 19, 2022 through April 28, 2023, with a reinstatement date of May 1, 2023, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

MELUCCI, Michelle – Assistant Principal Middle School, George Washington Middle School, effective September 19, 2022 through March 7, 2023, with a reinstatement date of March 8, 2023, using sick days in accordance with the REA/Board Agreement and utilizing the FMLA and/or NJFLA leave entitlement.

SCEVOLA, Adam – Mathematics Teacher, Ridgewood High School, effective January 23, 2023 through February 17, 2023, with a reinstatement date of February 22, 2023 and June 12, 2023 through June 30, 2023, with a reinstatement date of September 1, 2023, utilizing FMLA and/or NJFLA leave entitlement.

v. **Supplemental Pay Beyond Contract**

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

below.

Glen Elementary School

Additional: 2022 Secretarial Summer Hours

- **Macolino, Nadine**, not to exceed 50 hours, at an hourly rate of \$32.87 (\$1,643.50).

Account #11-000-219-105-00-01-024-001

Moving Classroom

- **Pospischil, Leanne**, not to exceed 12 hours, at an hourly rate of \$40.17 (\$482.04).

Account #11-216-100-101-00-01-024-001

Orchard Elementary School

Lunch Time Supervision

- **Moran, Kathleen**, not to exceed 5 days per week, at an hourly rate of \$17.50.
- **Stahl, David**, not to exceed 5 days per week, at an hourly rate of \$27.87.

Account #11-000-262-107-00-03-003-001

Somerville Elementary School

Lunch Time Supervision

- **Chakonis, Ashley**, not to exceed 5 days per week, at an hourly rate of \$17.50.
- **Oh, Justin**, not to exceed 5 days per week, at an hourly rate of \$27.87.

Account #11-120-100-101-00-05-005-001

FableVision Learning Software Training - August 18, 2022

- **Kaplan, Nancy**, not to exceed 3 hours, at an hourly rate of \$53.33 (\$159.99).
- **Staniewicz, Samantha**, not to exceed 3 hours, at an hourly rate of \$53.33 (\$159.99).

Account #11-120-100-101-00-05-005-001

Corrected Account # 20-488-223-104-00-22-022-001

Professional Development Days - September 1-2, 2022

- **Chlewicki, Payton**, each for a daily rate of \$150.
- **Negron, Catherine**, each not to exceed 7 hours, each at an hourly rate of \$46.98 (\$657.72).

Account #11-120-100-101-00-05-005-001

Benjamin Franklin Middle

Moving Classrooms, each not to exceed 12 hours, each at an hourly rate of \$40.17 (\$1,446.12)

- Clark, Kelly
- Ferreri, Todd
- Employee ID #6558

Account #11-120-100-101-00-08-008-001

Back-to-School Night

- Christopher, Susan, not to exceed 3 hours, at an hourly rate of \$39.78 (\$119.34).
- Karch, Elisa, not to exceed 3 hours, at an hourly rate of \$37.56 (\$112.68).

Account #11-000-240-105-00-08-008-001

Ridgewood High School

Haas, Jeffrey – to chaperone the following activities, each activity at an hourly rate of \$40.17 (\$1,446.12).

- Bergen County Band Auditions - November 29, 2022, not to exceed 6 hours (\$241.02).
- Senior Region Band Auditions - January 7, 2023, not to exceed 8 hours (\$321.36).
- All State Band Auditions – January 21, 2023, not to exceed 6 hours (\$241.02).
- Junior Region Band Auditions – February 11, 2023, not to exceed 8 hours (\$321.36).
- Region Jazz Auditions - March 13, 2023, not to exceed 4 hours (160.68).
- All-State Jazz Auditions – May 1, 2023, not to exceed 4 hours (\$160.68).

Account #11-401-100-101-00-10-010-001

Luckenbill, John – to chaperone the following activity, at an hourly rate of \$40.17 (\$160.68).

- Region Jazz Auditions - March 13, 2023, not to exceed 4 hours (\$160.68).

Account #11-401-100-101-00-10-010-001

TBD – to chaperone the following activities, each activity at an hourly rate of \$40.17 (\$803.40).

- Senior Region Orchestra Auditions - January 7, 2023, not to exceed 8 hours (\$321.36).

- Senior Region Orchestra Rehearsal – date **TBD**, not to exceed 4 hours (\$160.68).
- All State Orchestra Auditions – date **TBD**, not to exceed 8 hours (\$321.36).

Account #11-401-100-101-00-10-010-001

Cardillo, Natalie - to chaperone the following activities, each activity at an hourly rate of \$40.17 (\$482.04).

- All-State Choir Rehearsal, October 15, 2022, not to exceed 5 hours (\$200.85).
- All-State Choir Auditions, date **TBA**, not to exceed 8 hours (\$321.36).
- Region Choir Auditions - January 7, 2023, not to exceed 8 hours (\$321.36).
- Region Choir Rehearsal - date **TBA**, not to exceed 4 hours (\$160.68).
- Bergen County Choir Auditions, November 2, 2022, not to exceed 6 hours (\$241.02).

Account #11-401-100-101-00-10-010-001

Fink, Gary - to chaperone the following activities, each activity at an hourly rate of \$40.17 (\$160.68).

- Region Jazz Auditions - March 13, 2023, not to exceed 4 hours (\$160.68).

Account #11-401-100-101-00-10-010-001

Haas, Jeffrey - to supervise & conduct the following 7th & 8th Grade District Honor Band activities, not to exceed 25 hours, at an hourly rate of \$40.17 (\$1,004.25):

- 7th & 8th Grade Honor Band Rehearsal, December 13, 2022.
- 7th & 8th Grade Honor Band Rehearsal, December 15, 2022.
- 7th & 8th Grade Honor Band Final Dress Rehearsal, December 20, 2022.
- 7th & 8th Grade Honor Band Concert, December 20, 2022.

Account #11-401-100-101-00-10-010-001

Luckenbill, John - to supervise & manage the following 7th & 8th Grade District Honor Band activities, not to exceed 25 hours, at an hourly rate of \$40.17 (\$1,004.25):

- 7th & 8th Grade Honor Band Rehearsal, December 13, 2022.
- 7th & 8th Grade Honor Band Rehearsal, December 15, 2022.
- 7th & 8th Grade Honor Band Final Dress Rehearsal, December 20, 2022.
- 7th & 8th Grade Honor Band Concert, December 20, 2022.

Account #11-401-100-101-00-10-010-001

10 Sectional Clinicians (TBD) - to provide a clinic and rehearsal for the 7th & 8th Grade District Honor Band, not to exceed 25 hours, an hourly rate of \$40.17 (\$1,004.25):

- 7th & 8th Grade Honor Band Clinic & Rehearsal, December 13, 2022.

Account #11-401-100-101-00-10-010-001

After-School Rehearsals & Concerts, each not to exceed 6 hours, each at an hourly rate of \$40.17 (\$964.08)

- Cardillo, Natalie
- Haas, Jeffrey
- Luckenbill, John
- TBD

Account #11-401-100-101-00-10-010-001

Winter Band Concert - December 6, 2022

- **Three Chaperones: Natalie Cardillo, William Ebbels, and Henry Heyzer**, 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 Orchestra Concert - December 7, 2022

- **Two Chaperones: Henry Heyzer and Amanda Zlotkin** 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 14, 2022

- **Three Chaperones: TBD, Jeffrey Haas, and John Luckenbill**, 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

Spring Band Concert - March 28, 2023 - West Side Presbyterian Church

- **Three Chaperones: TBA**, 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

Spring Choir/Orchestra Concert - April 19, 2023 - West Side Presbyterian Church

- **Three Chaperones: TBA**, 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

End of Year Choir Concert - June 6, 2023

- **Three Chaperones: TBA**, 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

End of Year Orchestra Concert - June 7, 2023

- **Three Chaperones: TBA**, 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

Additional: 2022 Nurse Summer Hours

- **Morgan, Maureen**, not to exceed 5 hours, at an hourly rate of \$76.62 (\$383.10).

Account #11-000-213-104-00-10-010-001

Marching Band Arrangements

- **Fink, Gary**, not to exceed 40 hours, at an hourly rate of \$40.17 (\$1,606.80).

Account #11-401-100-101-00-10-010-001

Linda Mood Bell Training - August 30, 2022, August 31, 2022, September 1, 2022 and September 2, 2022

- **Gordon, Julie**, not to exceed 11 hours, at an hourly rate of \$53.33 (\$2,346.52).

Account #20-488-223-104-00-22-022-001

Professional Development Days - September 1, 2022, September 2, 2022, October 10, 2022, March 13, 2023, and June 23, 2023

- **Clark, Kelly**, not to exceed 4.5 hours, at an hourly rate of \$63.16 (\$1,421.10).
- **DiBrita, Christine**, not to exceed 3.75, at an hourly rate of \$47.31 (\$887.06).
- **Fink, Gary**, not to exceed 6 hours, at an hourly rate of \$47.08 (\$1,412.40).
- **Holand, Larry**, not to exceed 2.25, at an hourly rate of \$63.16 (\$710.55).

Account #11-401-100-101-00-10-010-001

Graduation Practice & Graduation Ceremony - June 21-22, 2022

- **Gorman, Michelle**, not to exceed 5 hours, at an hourly rate of \$40.17 (\$200.85).

Account #11-401-100-101-00-10-010-001

Secretarial Support

- **Sheridan, Karen**, not to exceed 6 hours, at an hourly rate of \$28.82 (\$172.92).

Account #11-000-240-105-00-10-010-001

2022 Summer Hours

- **DePinto, Lauren**, not to exceed 10 hours, at an hourly rate of \$75.47 (\$754.70).
- **Feeley, Kevin**, not to exceed 10 hours, at an hourly rate of \$73.24 (\$732.40).

Account #11-000-218-104-00-10-010-001

Back-to-School Night

Secretarial Support and Technology, each not to exceed seven hours, at the contracted hourly rate.

- **Altomare, Jacquelyn**, at an hourly rate of \$31.52 (\$220.64).
- **Brunner, Adam**, at an hourly rate of \$43.65 (\$305.55).
- **Crocamo, Janet**, at an hourly rate of \$33.06 (\$231.42).
- **Kazmierczak, Jennifer**, at an hourly rate of \$34.07 (\$238.49).
- **Ortega, Celinett**, at an hourly rate of \$35.82 (\$250.74).

Account#11-000-222-104-00-10-010-001(Technology)

Account #11-000-240-105-00-10-010-001 (Secretary

Lunch Time Supervision

- **Brunner, Adam**, not to exceed 5 days per week, at an hourly rate of \$30.24.
- **Camera, Mary**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Contreras, Colleen**, not to exceed 5 days per week, at an hourly rate of \$30.24.

- **Farrar, Eva**, not to exceed 5 days per week, at an hourly rate of \$25.90.
- **John, Carlin**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **LoPrinzi, Brad**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Lug, Raymond**, not to exceed 5 days per week, at an hourly rate of \$30.24.
- **Mende, Allison**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Mitola, Candace**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Nuzzo, Laura**, not to exceed 5 days per week, at an hourly rate of \$25.90.
- **Reilly, Nancy**, not to exceed 5 days per week, at an hourly rate of \$30.24.

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

- **Bunzey, Craig**
- **Syvret, Mark**

Account #11-140-100-101-00-10-010-001

Before-School Library Supervision

- **Donnelly, James**, not to exceed 45 minutes per day, 5 days per week, at an hourly rate of \$40.17, effective September 1, 2022 through June 21, 2023.

Account #11-140-100-101-00-10-010-001

Academic Study Hall/Detention Supervisors, each at an hourly rate of \$40.17, each not to exceed one hour per day

- **Bourque, Steven**
- **Demirjian, Linda**
- **Dolby, Luke**
- **Lynaugh, Sean**
- **Yannone, Meredith**

Account #11-140-100-101-00-10-010-001

Additional: Summer Athletic Trainer Coverage

- **Joannides, Jaime**, not to exceed 50 hours, at an hourly rate of \$40.17 (\$2,008.50).

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

Additional: Fall 2022 Site Supervisor for Athletic Games - each up to 30 hours, each at an hourly rate of \$40.17

- **Appel, Charles**
- **Cronk, Paul**
- **Luo, Mile**

- **McDemott, Michael**
- **Mitola, Candace**
- **Reilly, Nancy**
- **Scevola, Adam**
- **Troy, Michael**
- **Watson, Andrea**

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

Special Programs

Additional: 2022 Summer Special Programs Personnel

- **Acosta, Kathleen**, not to exceed 20 hours, at an hourly rate of \$51.37 (\$1,027.40).

Account #11-000-216-104-00-24-024-001

Handle with Care Training - August 31, 2022 (\$9,758.35)

- **Acosta, Kathleen**, not to exceed 7 hours, at an hourly rate of \$57.30 (\$401.10).
- **Aday, Douglas**, not to exceed 7 hours, at an hourly rate of \$68.98 (\$482.86).
- **Batista, Giselle**, not to exceed 7 hours, at an hourly rate of \$63.39 (\$443.73).
- **Bray, Ariana**, not to exceed 7 hours, at an hourly rate of \$50.38 (\$352.66).
- **Capolongo, Justine**, not to exceed 7 hours, at an hourly rate of \$47.31 (\$331.17).
- **DeFlora, Patrick**, not to exceed 7 hours, at an hourly rate of \$42.24 (\$295.68).
- **Donovan, Jennifer**, not to exceed 7 hours, at an hourly rate of \$46.98 (\$328.86).
- **Elbaum, Gila**, not to exceed 7 hours, at an hourly rate of \$77.19 (\$540.33).
- **Finnegan, Kathleen**, not to exceed 7 hours, at an hourly rate of \$50.62 (\$354.34).
- **Fisher, Isabelle**, not to exceed 7 hours, at an hourly rate of \$55.00 (\$385.00).
- **Gerald, Jane**, not to exceed 7 hours, at an hourly rate of \$78.92 (\$552.44).
- **Hegewald, Patricia**, not to exceed 7 hours, at an hourly rate of \$81.25 (\$568.75).
- **Killby, Kate**, not to exceed 7 hours, at an hourly rate of \$66.72 (\$467.04).
- **Klion, Danielle**, not to exceed 7 hours, at an hourly rate of \$51.28 (\$358.96).
- **Maneri, Jessica**, not to exceed 7 hours, at an hourly rate of \$53.28 (\$372.96).
- **Miller, Melissa**, not to exceed 7 hours, at an hourly rate of \$53.23 (\$372.61).
- **Nast, Jennifer**, not to exceed 7 hours, at an hourly rate of \$75.29 (\$527.03).
- **Oriondo, Jennifer**, not to exceed 7 hours, at an hourly rate of \$49.04 (\$343.28).
- **Pfeiffer, David**, not to exceed 7 hours, at an hourly rate of \$82.79 (\$579.53).
- **Rubin, Lindsay**, not to exceed 7 hours, at an hourly rate of \$63.93 (\$447.51).
- **Valeri, Amanda**, not to exceed 7 hours, at an hourly rate of \$62.94 (\$440.58).
- **Vasi, Gilda**, not to exceed 7 hours, at an hourly rate of \$61.61 (\$431.27).
- **Williams, Jennifer**, not to exceed 7 hours, at an hourly rate of \$56.44

(\$395.08).

- **Wine, Rae**, not to exceed 7 hours, at an hourly rate of \$46.98 (\$328.86).

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

Handle with Care Training - September 1-2, 2022, each not to exceed 14 hours, each at an hourly rate of \$25.64 (\$1,794.80)

- **Bartoli, Karen**
- **Collins, Carla**
- **Hiller, Ari**
- **Kim, Sung-Hui**
- **Palazzola, Joan**

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

Handle with Care Training - September 1-2, 2022, each not to exceed 14 hours, each at an hourly rate of \$23.35 (\$8,826.30)

- **Amaral, Carla**
- **Baek, Jihye**
- **Baloch, Sumera**
- **Batawala, Yamuna**
- **Britcher, Ashley**
- **Cardew, Charles**
- **Connelly, Molly**
- **Crabbe, Joseph**
- **Eitner, Valarie**
- **Fierro, Judy**
- **Fridman, Yaniv**
- **Gamalath, Nirosha**
- **Hong, Yong**
- **Hopper, Ann**
- **Klion, Emily**
- **Lam, Antenette**
- **Levanti, Stamatina**
- **Makdesi, Rim**
- **Miller, Danielle**
- **Minardi, Jacqueline**
- **Perry, Cynthia**
- **Radoncic, Azra**
- **Spadaccini, Ann**
- **Vehmas, Heidi**
- **Wahler, Nicole**
- **Wilson, Marquerite**

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

Handle with Care Training - September 1-2, 2022, each not to exceed 14 hours,

each at an hourly rate of \$22.19 (\$1,242.64)

- **Barclay, Andrea**
- **Carpentieri, Anthony**
- **Florida, Sofia**
- **Gigante, Anthony**

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

Handle with Care Training - September 1-2, 2022

- **Tozaj, Sasha**, not to exceed 14 hours, at an hourly rate of \$32.17 (\$450.38).

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

Preparation Handle With Care and Rethink Training

- **Lora, Cindy**, not to exceed 6 hours, at an hourly rate of \$73.36 (\$440.16).

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

Ridgewood Community Schools

- **Sudol, Eliza**, Interim Coordinator, Ridgewood Community School, effective August 15, 2022 through October 31, 2022, \$1,162.63 per check, not pensionable.

Account #13-602-200-104-60-060-000

Curriculum, Instruction & Assessment

Revision: 2022 Summer Curriculum Writing, approved by the Board at its meeting on June 20, 2022

- Staff members as listed on **Attachment J**, at the curriculum hourly rate of \$53.33.

Information Technology Department

Security Camera Maintenance and Repair

- **Enmore, Jaeson**, Associate Systems Administrator, effective September 1, 2022, through June 30, 2023, not to exceed 150 hours, at a base hourly rate of \$54.34 (Total \$8,151) and a maximum overtime hourly rate of \$81.52 (Total \$12,228).

Account #11-000-266-104-08-31-031-001

Additional Door Swipes at Ridgewood High School, Benjamin Franklin Middle School, Willard Elementary School and Orchard Elementary School

- **Enmore, Jaeson**, Associate Systems Administrator, effective September 1, 2022, through June 30, 2023, not to exceed 10 hours, at a base hourly rate of \$54.34 (Total \$543.40) and a maximum overtime hourly rate of \$81.52 (Total \$815.20).

Account #11-000-266-104-00-08-031-001

Universal Power Supply (UPS) Replacement

- **Michels, James**, Technology Coordinator (9-12) effective September 1, 2022, through June 30, 2023, not to exceed 15 hours, at a base hourly rate of \$45.71 (Total \$685.65) and a maximum overtime hourly rate of \$68.57 (Total \$1,028.55).
- **Valere, Neil**, Technology Coordinator (K-8) effective September 1, 2022, through June 30, 2023, not to exceed 20 hours, at a base hourly rate of \$45.71 (Total \$914.20) and a maximum overtime hourly rate of \$68.57 (Total \$1,371.40).

Account #11-000-266-104-00-08-031-001

Cabling (All Buildings)

- **Michels, James**, Technology Coordinator (9-12) effective September 1, 2022, through June 30, 2023, not to exceed 30 hours, at a base hourly rate of \$45.71 (Total \$1,371.30) and a maximum overtime hourly rate of \$68.57 (Total \$2,057.10).

Account #11-000-266-104-00-08-031-001

vi. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Substitute Teachers: Anderson, Deirdre; Arluna, George; Ashford, Kelly; Bimonte-Brush, Carolyn; Boddy, Paul; Bridges, Kristin; Brooks, Richard; Brown, Maryanne; Brown Monplaisir, Ginger; Bruno, Marcella; Burslem, Robert; Byrne, Erin*; Cadaret, Kim-Yvette; Calvin, Nina; Cermack, Lisa*; Cheung, Virginia; Chewlicki, Payton; Chowby, Ritu; Crabbe, Joseph; Crosby, William; DeLamater, John; De Mallie, Angela; DeSisto, Jennifer; DeVincenzo, Kerry; Dinice, Anthony; Dittamo, Rachel; Downs, Emily; Dudley, Jennifer; Egan, Paige; Elsouccari, Zenab; Feder, Karen; Feeney-Loprinzi, Brad; Felipe, Brenda; Fluet, Melissa; Fong Man Luen*, Ford, Joshua; Fossari Rosemary; Frank, Noah; Fullam, Aretoula; Gieniec, Colleen; Gill, Mark; Goodman, Nancy; Grasso, Meghan*; Greaney, Julie; Haley, Patricia; Hegybeli, Paula; Held, Diane; Herlihy, John; Holmes, Stewart; Ismail, Samir; Kaukonen, Phillip; Kelly, Theresa; Kinnealy, Jennifer; Kraisorn, Kerry; Lai, Yuhsiu; Lee, Sungsu; Lopez, Melissa;

Lucca, Cameron; Maamoun, Nora; Magnuson, Audrey; Maksoud, Emily; Manin, Steven; Manji, Fatima; Maurer, Nicholas*; McCabe, Jennifer; McCarthy, Martina; McCotter, Rose Mary; McCourt, Sarah; McLaughlin, Amy; Meyer, Maureen; Montelbano, Tara*; Moshasha, Fakhrossadat; Mukaida, Maraid; Muzilla, Amy; Negrón, Lissette; Neilson, Margaret; Pace, Adam; Panariti, Nina; Parsons, Jessica; Pielka, Susan; Pounds, Catherine*; Raymond, Maureen; Rezzonico, Gabrielle; Rice, Emily; Rienzi, Caterina; Rottinger, Elizabeth; Safa, Lara; Scali, Deirdre; Schoenberger, Gerald; Schwartz, Kathrine; Sharar, Connie; Singh, Pratyusha; Smith, Kelly; Smith, Susan; Spence, Lucinda; Suel, Katherine; Sullivan, Sandra; Tarantino, Brittany; Taylor, Caroline*; Taylor, Marcee; Tozaj, Sasha; Trujillo, Karen; Vehmas, Christopher*; Venditti, Nicole; Walsh, Evan; Whelan, Brian; White, Donald; Wittlinger, Brooke; and Wolfstirn, Christopher*

\$150 Daily Rate

Substitute Nurses: Charles, Josiane; Coromilas, Lynn; DiMaulo, Theresa; Setoodeh, Cynthia; and Wong, Emily

\$200 Daily Rate

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources with the addendum.

Ms. Kwak seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Lembo Ms. Kwak, Mr. Dani, Ms. Brogan

NAYES: none

Ms. Kwak made a correction to the account number for the Fablevision learning software training on August 18, 2022. The account number should be 20-488-223-104-00-22-022-001.

Ms. Brogan thanked Ms. Townes for her work on clearing the rates for the aides.

Dr. Fitts presented E. Finance for consideration.

Ms. Kwak requested to table items iii. Secretary's Line Item Certification, iv. Acceptance of the Board Secretary and Treasurer Report and v. Budget Appropriation Transfers because they have not had time to review and they did not have a finance committee meeting on it and requested at the next meeting they do this in conjunction with the surplus allocation.

Ms. Brogan asked a question regarding the transportation routes; do we have any sense of how this compares to last year's pricing versus this year and what kind of percentage.

Mr. Bisig replied that he does not have the exact increase broken down by route, but it is about an eight percent increase.

Mr. Dani asked what did we budget?

Mr. Bisig replied that we had budgeted twenty percent, he will follow up with the exact percentage when he gets back to the office.

Ms. Kwak asked if this will be similar to what we can expect from the other bus company?

Mr. Bisig said that is doubtful and confirmed that the athletic transportation and special education are separate.

Mr. Bisig confirmed that the State has not increased the in-lieu of payment. The amount is still \$1,000.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Ridgewood High School Home and School Association	\$4,665	To be used for landscaping and plantings at the Ridgewood High School courtyard.	20-025-200-890-00-10-010-002
Somerville HSA	\$58,742.50 <i>(gift in kind)</i>	Gift in Kind for HVAC at the Somerville Elementary School.	N/A
Dad's Night	\$58,742.50 <i>(gift in kind)</i>	Gift in kind for HVAC at the Somerville Elementary School.	N/A
Somerville HSA	\$6,500	To be used to pay for Somerville clubs for the 2022-2023 school year	20-025-100-890-00-05-005-006
NJSTEAM Tank Challenge	\$2500	To be used to enhance the Applied Engineering Club and STEM Education.	20-001-100-731-00-10-010-006

ii. **Approval: Student Price List with Pomptonian Food Service for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the student price list as per **Attachment K** for the 2022-2023 school year.

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

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **June 2022**,

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 Interim 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 2022**; 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.

v. **Approval: Budget Appropriation Transfers**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **June 2022** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

vi. **Approval: Transportation Contract for 2022-2023**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves the following parent transportation contracts for

the 2022 ESY and 2022-2023 school year:

Route #	Contractor	Rate	Annual Cost
9058	Parent	\$ 30.00 Per day	\$5400. Based on actual # of days attended
9058S	Parent	\$ 30.00 Per day	\$570. Based on actual # of days attended
9051	Parent	\$ 30.00 Per day	\$5400. Based on actual # of days attended
9051S	Parent	\$ 30.00 Per day	\$690. Based on actual # of days attended
9050	Parent	\$ 30.00 Per day	\$5400. Based on actual # of days attended
9050S	Parent	\$ 30.00 Per day	\$690. Based on actual # of days attended

vii. Approval: Revision Special Education Aide Hourly Rate

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves special education aide hourly rates of pay for the 2022-2023 school year as listed below:

Type of Aide	Hourly Rate
Resource Room, Self-Contained, One-to-One	\$16.51
Resource Room, Self-Contained, One-to-One (with 60 college credits)	\$19.25
ABA (non-certified), STEPSS Job Coach(non-certified)	\$22.19
ABA (certified)	\$23.35
STEPSS Job Coach (certified)	\$25.64
Brailist	\$25.64

viii. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2022-2023 school year, as listed on **Attachment L**.

ix. Approval: 2022-2023 Additional Received Tuition Student Paid by Parents

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following additional received tuition student for the 2022-2023 school year, listed below. Tuition will be paid by the parents.

- 1 student attending Somerville Elementary School

x. Approval: Transportation for 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement for transportation with the Essex County Regional Educational Services Commission for the 2022-2023 school year as follows:

Bid held August 2, 2022							
Contractor: Scholastic Bus: 54 Shuttle							
Route	Route Cost	1 Aide Cost	#of Aides	Aide Cost	Per Diem (184 days total)	Sum	Total w/4.75% Adm.
BFMS01	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
BFMS02	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
BFMS03	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
BFMS04	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
BFMS05	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
GWSR01	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
GWSR02 - PM ONLY	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
HES01	480.00	150.00	0	0.00	480.00	88,320.00	92,515.20
HES02	480.00	150.00	0	0.00	480.00	88,320.00	92,515.20
HES03	480.00	150.00	0	0.00	480.00	88,320.00	92,515.20

HES04	480.00	150.00	0	0.00	480.00	88,320.00	92,515.20
RWHS01	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
RWHS02	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
RWHS03	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
RWHS04	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
RWHS05	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
RWHS06	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
RWHS07	288.00	150.00	0	0.00	288.00	52,992.00	55,509.12
Grand Total						1,147,188.48	

xi. **Approval: 2022-2023 Extended and Regular School Year Received Tuition Students from Other School Districts**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves the received tuition students from other school districts that pay tuition for the 2022-2023 school year, as listed below:

2022-2023 ESY Received Tuition Students		
Home District	School Attending/Program	# of students
Wyckoff Board of Ed, NJ	Ridge RISe	2
Wyckoff Board of Ed, NJ	Ben Franklin RISe	1
Oakland Board of Ed, NJ	Ridge RISe	1
Mahwah Board of Ed, NJ	STEPSS Program	1
Mahwah Board of Ed, NJ	Glen RISe	1
Emerson Board of Ed, NJ	Ben Franklin S.A.I.L	1
Emerson Board of Ed, NJ	Glen RISe	1
Allendale Board of Ed, NJ	Glen RISe	1

Glen Rock Board of Ed, NJ	Ridge S.E.L	1
Hillsdale Board of Ed, NJ	Hawes S.A.I.L	1
Ramapo Indian Hills Regional, NJ	Ridgewood H.S. RISe	1
Ramapo Indian Hills Regional, NJ	STEPSS Program	1
River Vale Board of Ed, NJ	Ridge RISe	1
2022-2023 School Year Received Tuition Students		
Home District	School Attending/Program	# of Students
Wyckoff Board of Ed, NJ	Ridge RISe	2
Wyckoff Board of Ed, NJ	Glen RISe	1
Wyckoff Board of Ed, NJ	Ben Franklin RISe	1
Oakland Board of Ed, NJ	Ridge RISe	1
Mahwah Board of Ed, NJ	STEPSS Program	1
Mahwah Board of Ed, NJ	Glen RISe	1
Emerson Board of Ed, NJ	Ridge RISe	1
Allendale Board of Ed, NJ	Ridge RISe	1
Wallington Board of Ed, NJ	Ridgewood H.S.	1
Hillsdale Board of Ed, NJ	Hawes S.A.I.L	1
Ramapo Indian Hills Regional, NJ	Ridgewood H.S. RISe	1
Ramapo Indian Hills Regional, NJ	STEPSS Program	1
River Vale Board of Ed, NJ	Ridge RISe	1
Midland Park Board of Ed, NJ	Ridgewood H.S.	1

**xii. Approval: Budgeted Extended School Year and Regular School Year
Out-Of-District Placements and Extraordinary Services for the 2022-2023 School
Year**

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools approves the budgeted 2022-2023 extended and regular school year out-of-district placements and extraordinary services for the 2022-2023 school year as listed below.

ESY Out-Of-District Extraordinary Services for Tuition Placements	
School	# of students
Bergen County Special Services, Paramus, NJ	1
Bergen County Special Services, Emerson, NJ	1
Bergen County Special Services, Midland Park, NJ	2
Banyan School, Fairfield, NJ	1
Bergen Ctr For Child Develop., Haworth, NJ	1
CTC Academy, Fair Lawn, NJ	3
Forum School, Waldwick, NJ	1
Glenview Academy, Fairfield, NJ	1
Matheny Medical And Educational Center, Peapack, NJ	2
Morris-Union Jointure Commission Board Of Ed, New Providence, NJ	1
New Beginnings, West Caldwell, NJ	1
Old Tappan Board of Ed, Old Tappan, NJ	1
Phoenix Center, Nutley, NJ	2
Pompton Lakes Board of Ed, Pompton Lakes, NJ	1
Spectrum 360 – Upper School, Livingston, NJ	2
ESY Out-Of-District Tuition Placements	
School	# of students
Bergen County Special Services, Paramus, NJ	1
Bergen County Special Services, Emerson, NJ	1
Bergen County Special Services, Midland Park, NJ	2
Banyan School, Fairfield, NJ	1
Banyan Upper School, Livingston, NJ	1
Benway School, Wayne, NJ	1
Bancroft, Cherry Hill, NJ	1

Bergen Ctr For Child Develop., Haworth, NJ	1
Alpine Learning Group, Paramus, NJ	5
CTC Academy, Oakland, NJ	2
CTC Academy, Fair Lawn, NJ	3
Cornerstone Day School, Mountainside, NJ	1
Caldwell University Ctr For Autism, Caldwell, NJ	1
ECLC, HoHoKus, NJ	5
EPIC, Paramus, NJ	3
Forum School, Waldwick, NJ	1
Glenview Academy, Fairfield, NJ	1
Institute For Educational Achievement, New Milford, NJ	2
Matheny Medical And Educational Center, Peapack NJ	2
Morris-Union Jointure Commission Board Of Ed, New Providence, NJ	1
New Beginnings, West Caldwell, NJ	1
Newmark High School, Scotch Plains, NJ	1
Old Tappan Board of Ed, Old Tappan, NJ	1
Phoenix Center, Nutley, NJ	2
Pompton Lakes Board of Ed, Pompton Lakes, NJ	1
Reed Academy, Oakland, NJ	4
Sage Alliance, Mahwah, NJ	1
Sage Alliance, Paramus, NJ	1
Sage Alliance, Rochelle Park, NJ	1
Windsor Bergen Academy, Ridgewood, NJ	1
Windsor Prep High School, Paramus, NJ	1
Spectrum 360 – Upper School, Livingston, NJ	2
Regular School Year Out-Of District Extraordinary Services Tuition Placements	

School	# of students
Bergen County Special Services, Paramus, NJ	1
Bergen County Special Services, Emerson, NJ	1
Banyan School, Fairfield, NJ	1
Bergen Ctr For Child Develop., Haworth, NJ	1
CTC Academy, Fair Lawn, NJ	3
Forum School, Waldwick, NJ	1
Glenview Academy, Fairfield, NJ	1
Matheny Medical And Educational Center, Peapack, NJ	2
Morris-Union Jointure Commission Board Of Ed, New Providence, NJ	1
New Beginnings, West Caldwell, NJ	1
Old Tappan Board of Ed, Old Tappan, NJ	1
Phoenix Center, Nutley, NJ	2
Pompton Lakes Board of Ed, Pompton Lakes, NJ	1
Spectrum 360 – Upper School, Livingston, NJ	2
Regular School Year Out-of District Tuition Placements	
School	# of students
Alpine Learning Group, Paramus, NJ	5
Banyan School, Fairfield, NJ	1
Banyan Upper School, Livingston, NJ	1
BCSS – HIP MP Godwin, Highland, NJ	2
BCSS – Washington Elem. School, Paramus, NJ	1
BCSS – NOVA North Emerson, NJ	1
BCSS – New Bridges, Paramus, NJ	1
Bergen County Technical School, Hackensack, NJ	38
Bergen County Technical School, Teterboro, NJ	19

Benway School, Wayne, NJ	1
Bancroft, Cherry Hill, NJ	1
Bergen Ctr For Child Develop., Haworth, NJ	1
Calais School, Whippany, NJ	1
Chapel Hill Academy, Montville, NJ	1
CTC Academy, Oakland, NJ	2
CTC Academy, Fair Lawn, NJ	3
Craig School, Mountain Lakes, NJ	1
Caldwell Univ., Center For Autism, Caldwell, NJ	1
Cornerstone Day School, Mountainside, NJ	1
ECLC, HoHoKus, NJ	4
EPIC, Paramus, NJ	3
Forum School, Waldwick, NJ	2
Glenview Academy, Fairfield, NJ	1
Holmstead School, Ridgewood, NJ	1
Institute For Educational Achievement, New Milford, NJ	2
Matheny Medical And Educational Center, Peapack, NJ	2
Morris-Union Jointure Commission Board Of Ed, New Providence, NJ	1
New Beginnings, West Caldwell, NJ	1
Newmark High School, Scotch Plains, NJ	1
Old Tappan Board of Ed, Old Tappan, NJ	1
Phoenix Center, Nutley, NJ	2
Pompton Lakes Board of Ed, Pompton Lakes, NJ	1
Reed Academy, Oakland, NJ	4
River Dell Regional School District, River Dell, NJ	1
Sage Alliance, Mahwah, NJ	1
Sage Alliance, Paramus, NJ	1

Sage Alliance, Rochelle Park, NJ	2
Spectrum 360 – Upper School, Livingston, NJ	2
South Bergen Jointure Commission, Lodi, NJ	1
Windsor Bergen Academy, Ridgewood, NJ	1
Windsor Prep High School, Paramus, NJ	2
Alpine Learning Group, Paramus, NJ	5
Banyan School, Fairfield, NJ	1
Banyan Upper School, Livingston, NJ	1
BCSS – HIP MP Godwin, Highland, NJ	2
BCSS – Washington Elem. School, Paramus, NJ	1
BCSS – NOVA North Emerson, NJ	1
BCSS – New Bridges, Paramus, NJ	1
Bergen County Technical School, Hackensack, NJ	38
Bergen County Technical School, Teterboro, NJ	19

xiii. Approval: Agreement with the Town of Secaucus, Department of Recreation

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with the Town of Secaucus, Department of Recreation for fourteen - ninety minutes sessions of scheduled ice rink usage from November 1, 2022 through February 28, 2023 in the amount of \$6,300. This is the first time the Ridgewood Board of Education is entering into this contract.

The Board has received background information.

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

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves the agreement with Midtown Bridge, LLC, d/b/a Ice House, Hackensack, NJ, for scheduled rink usage from November 21, 2022 through March 1, 2023 in the amount of \$27,893.75. There is no increase in fees since the 2021-2022 school year.

The Board has received background information.

xv. Approval: Amendment to Shared Services Agreement with Bergen County Special Services School District

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the amendment to the shared services

agreement with Bergen County Special Services School District for the provision of qualified BCSS staff members to provide services on an “as needed” basis for the period September 1, 2022 through June 20, 2023. Ridgewood Board of Education shall pay to BCSS a sum equal to \$70 per hour for each staff member performing services under this agreement and \$125 per hour for each staff member providing program coordination services and parent training services, not including para-professionals under this agreement.

The Board has received background information.

Ms. Kwak moved approval of E. Finance with the exception of items iii., iv., and v. Mr. Dani seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Ms. Kwak

NAYES: none

Ms. Brogan stated that they received a preliminary recommendation from Scott. From her recollection, the emergency reserve account was capped on how much you can have in your emergency reserve and that is a million dollars.

Ms. Kwak read the donations into record and thanked the responsible parties.

Dr. Fitts presented IX. Resolutions and Motions Not Included in Consent Agenda.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Award of Contract For Annual Maintenance, Support, and Licensing Agreement with Automated Logic of Clifton, New Jersey

BE IT RESOLVED; based upon the recommendation of the School Business Administrator/Board Secretary, the Board of Education, pursuant to N.J.S.A. 18A:18A-5 (a) (19), awards to Automated Logic of Clifton, New Jersey, the contract for the maintenance, support, and the licensing agreement of the District’s automation equipment and systems as per the June 10, 2022, proposal received from Automated Logic.

The cost for the annual maintenance, support and licensing agreement is \$14,556.00.

The School Business Administrator/Board Secretary according to N.J.A.C. 5:34-9.1 (c) certifies the need for this contract with Automated Logic to continue to provide support and maintenance to the district’s automation equipment and systems.

This contract is an exception to bidding pursuant to N.J.S.A. 18A:18A-5 (a) (19) and it is not “practicable” to solicit quotations as Automated Logic is the only vendor that may provide support and maintenance to its proprietary equipment and systems

The term of the contract shall be from July 1, 2022, through June 30, 2023.

The Board has received background information.

Ms. Brogan moved approval of A. Award of Contract for Annual Maintenance, Support,

and Licensing Agreement with Automated Logic of Clifton, New Jersey
Mr. Lembo seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Ms. Kwak, Mr. Dani

NAYES: none

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Ms. Kwak.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
July 28	Columbia Bank On-Line	106702-106807	603,523.70
Aug 5	Columbia Bank On-Line	106808-106858	91,620.88
Aug 12	Columbia Bank On-Line	106859-106932	271,493.83
Aug 22	Columbia Bank On-Line	106933-107019	1,083,037.45
July 21	Payroll Transfer	P40863	894,423.12
July 30	Payroll Transfers	P40864	866,810.88
July 6	Electronic Transfer	R40865	5,483.20
July 6	Electronic Transfer	C40870	3,286.31
July 8	Electronic Transfer	R40869	670.04
July 19	Electronic Transfer	C40868	3,728.55
July 25	Electronic Transfers	L40608-L40609	59,880.00
July 28	Electronic Transfer	L40679	22,515.23
July 30	Electronic Transfer	F40871	7,620.83
July 31	Electronic Transfer	R40735	9,536.21
Aug 4	Electronic Transfer	R40734	35,600.00
Aug 15	Electronic Transfer	B40788	27,137.50

July 28	Food Service	620394-620395	119,501.90
Aug 5	Food Service	620396	2,200.00
TOTAL			4,108,069.63

Ms. Kwak moved approval of bills approved by her.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Ms. Kwak

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan thanked the staff for planning and participating in the Administrative Retreat and New Teacher Orientation.

Ms. Brogan is looking forward to the All-Staff Convocation that is taking place on Thursday, September 1 at Benjamin Franklin Middle School.

Ms. Kwak made the following announcement: With sincere condolences to George Neville's family and friends, I wanted to honor George Neville, beloved former principal at GW Middle School who recently passed away. Mr. Neville had a full career and life, and we at Ridgewood were fortunate to have benefited from his knowledge and commitment during his tenure at Ridgewood Public School district from 1987 to 2005. It was announced that an ice cream social memorial will be held at a later date in Ridgewood.

XII. BOARD COMMITTEE REPORTS

None at this time.

XIII. DISCUSSION ITEMS

Ms. Townes stated that she is getting inquiries from the Elementary Principals regarding when we gave the increase for the ta's we did not include lunch aides, the kindergarten aides or first grade aides that we're having this year. Presently they will be making \$17.50 an hour. They've been getting alot of feedback about that from people who are in those roles, so she wants to bring attention that we did not change their starting rate, lunch aides, Kindergarten and first grade aides we're paying them out of the ESSER funds and the general funds but their starting salary will be \$17.50.

Ms. Townes stated she will try to find out how many there are and what it would cost if you were to give them the 10% increase that you gave everyone else. Ms. Townes recommendation will be brought to the next Finance Committee Meeting.

➤ 2022-2023 Board and District Goals

Ms. Kwak began the discussion regarding the 2022-2023 Board and District Goals. She thinks that the BOE Goal #2 is something that we can carry over.

Mr. Dani stated for Goal #3, as per Mr. Shoop's presentation he had mentioned that he likes to put everything as part of the agenda instead of a lot of things that the Board has provided background information regarding the contracts and wherever there is any financial discussion. He would consider this part of public participation and open communication.

Ms. Brogan stated we should always have a district goal about improving instruction. We do have QSAC this year. She is not sure what the action plans would be, we've had these goals, but we've never had an action plan for the last few years.

The Board discussed QSAC and the possibility of adding information as part of the Board Goals. To view this portion of the meeting scroll to 1:43.

Ms. Kwak stated that one of the goals from another District has one that is good, the Board goal is written to the effect of; make communications to the public more efficient with a focus on the chain of command.

Ms. Townes replied that when we first hired our communications officer, she did a schematic on what the communication chain was.

Ms. Kwak would like to add that to the website and add that as an action plan.

Ms. Kwak thinks that three goals is good, we can always add more. Not in any particular order, one has to do with QSAC, one with finance and budgeting and number three is our communications.

Ms. Poelstra added that the Communications Protocol entitled: who do I contact is already posted on the District website.

Ms. Kwak moved on to the District goals. The first one is regarding mental health, The second one was for in-person instructional model, that she thinks we've already satisfied. Number three was to examine and evaluate the learning progress of all students.

Mr. Dani believes that number three we have made a lot of progress last year by identifying the data and evaluation tools. This year he thinks we should add something that we can measure. He will look to Dr. Fitts for his guidance. Not comparing to other districts, just to ourselves and if we are doing better than last year.

Dr. Fitts recommended looking at becoming Blue Ribbon Schools throughout the District at all schools.

Ms. Kwak stated one of the action plans, the blue ribbon designation which is a three year process to earn it. She asked Dr. Fitts to provide them with some data that he thinks would best represent progress and how they can measure progress.

The Board discussed adding data to determine how we are doing, hiring practices and action plan, blue ribbon school status as a goal. To view this portion of the meeting scroll to 1:52.

XIV. ACCEPTANCE OF MINUTES

- April 20, 2022 Executive Session Meeting
- April 25, 2022 Executive Session Meeting
- July 25, 2022 Executive Session Meeting
- June 20, 2022 Regular Public Meeting
- July 25, 2022 Regular Public Meeting

Ms. Brogan moved acceptance of minutes except April 20, 2022 Executive Session Minutes and adding June 13 Executive Session Meeting.

Mr. Lembo seconded the motion which was unanimously approved.

XV. OTHER BUSINESS

Mr. Lembo discussed that the PBA is throwing a fundraiser, a food truck festival on October 9 for raising funds for Pediatric Cancer in memory of Cole McKeon.

Ms. Kwak presented the following resolution:

Approval: Residency Hearing Determination

WHEREAS, the Superintendent of Schools recommends that students bearing identification numbers 909976 and 910683 be found ineligible to receive a free public education in the Ridgewood Public School District;

WHEREAS, the District has determined that the students do not reside within the Village of Ridgewood and are not otherwise entitled to a free public education provided by the Ridgewood Board of Education (the Board);

BE IT RESOLVED, the Board conducted a formal hearing on August 29, 2022 pursuant to and in accordance with N.J.S.A. 10:4-6 et seq. At which time the Board held a formal vote regarding the Students' eligibility for a free public education in the District;

BE IT RESOLVED, that the Board hereby finds the Students do not reside within the Village of Ridgewood;

NOW THEREFORE, BE IT RESOLVED that the Board hereby finds that the Students are ineligible to receive a free public education in the Ridgewood Public School District pursuant to N.J.S.A. 18A:38-1 and N.J.A.C. 6A:22, based on residency requirements.

Ms. Kwak moved approval of the Residency Hearing Decision.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Ms. Kwak

NAYES: none

XVI. COMMENTS FROM THE PUBLIC

Ashley Laub, 3030 Gateway Road, She wants to confirm that she saw letters first grade, second grade, she did not take a picture of it and can't remember the exact grades so is opting out only an option for those specific grades or is it for all the grades?

Ms. Poelstra stated the only standards that students are allowed to opt out of are those related to social sexual, health, family life and sex education because those are the grades that in particular draw standards from those that pertain specifically to family life or sex education, that's why those particular grades have letters.

Can you confirm that in Kindergarten will there be discussion of sexual orientation, gender identity.

Ms. Poelstra stated no.

There are no recommended books or conversations for kindergarten related to those topics.

Ashley continued, here's is her concern, her son is entering kindergarten. There's a list of books that she has heard that sparkle boy may have been one of them recommended for kindergarten. He's sitting there during morning circle time or whatever time, they read a book that book is being read I would prefer that he not listen maybe to a book of that nature. Will I have the opportunity to know that that book is going to be read or a related type of book and have the opportunity to opt out.

Ms. Poelstra stated that is a conversation she should have with the building principal as well, but she will be very candid. She had attended a legal training, so for example there is an lgbtq mandate in the state so with all the transparency we have a social studies unit in grade one that is all kinds of families there may be books about families with two moms, two dads, so with sexual orientation it may come up in other paces in the curriculum not related to health. She just wants to be clear about that. In the all kinds of families social studies unit, we will talk about different types of family multi-generational, single parent, two moms, two dads.

Ashley continued, she is totally supportive of all of that and she thinks overall acceptance and that whole conversation should be part of the discussion happening with our children. Where she wants to make sure that she has the opportunity for her child to not be part of the discussion is, hey Owen do you feel like you're a girl today? Those conversations and if there's a book related.

Ms. Poelstra replied that gender identity does not come up until fifth grade.

Ashley continued, she wants to trust Ms. Poelstra and she's not saying that she does not but when she looks at the recommendations coming from the state and the sample lesson plans around, a girl card and a boy greeting card and why and those sample lesson plans, she wants to make sure that those conversations, because those are sample things

recommended for kindergarten.

Ms. Poelstra stated that we have not adopted any of those from 3r, but she again thinks that you should have the conversation with the principal.

She hopes that parents in the community are getting involved along with the few that are here.

Christian Clark, 269 Woodside, he was so sad to learn of George Neville, he was his middle school principal, eight grade public speaking, so thanks to him. He was an incredible teacher. Thanks for the presentation Stacie and Dan. He thinks a few things he wants to emphasize as the board makes this decision about the curriculum after hearing and with speaking Dan. He's not the only person who is comforted that we're not teaching masturbation to fifth graders, IVF and surrogacy isn't necessarily affirmatively being taught in fifth grade. The catalyst for this is something coming down at the beginning from the state level and has something in there, that's why we're here. We talked about a bottom up process, he wants to continue encouraging the board and district to go into that direction. He thinks the question of when to introduce things we're on the same page as a goal, it's a judgment thing, it's a prejudice thing but there's a way in which when you introduce a topic, you give it air, to make it real in a way that maybe wasn't there before. He's run into it personally. There's a book Catherine Johnson, the scientist from NASA who is subject of hidden figures if you remember, when you get halfway through the book there is a line that explains that how other people didn't think catherine could do the amazing things she did, his innocent first grader will look up at him and say you know dad, why is that. There are these kind of bittersweet moments where I say to myself, he didn't even realize nothing occurred to him that of course Catherine Johnson could do it because she's a wonderful person and put her mind to it, he questions how much we kind of give life to things when they're introduced so early and then lastly he think It's going to be very delicate how at grade 5 or grade 8 whenever it comes in sexual orientation gender expression, gender identify these are fast, the sands are shifting very quickly. Some of these ideas are things that were bandied about in graduate school coffee houses 10 years ago and the list and the language around it is constantly shifting so he things we're in a big social experiment adn to the extend the district can continue to exercise prudence and a wait-and-see approach.

XV. ADJOURNMENT

At 7:30 p.m., on a motion made by Ms. Kwak, seconded by Mr. Lembo and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development**8/29/2022**

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Lorna Oates-Santos	Advancing Individual Leadership Development TMI Education Virtual One Wednesday per month	Professional Development	\$199.00	0
Julie Gordon	Visualizing and Verbalizing Training Lindamood-Bell Virtual 8/30/22 - 9/2/22	Professional Development	\$750.00	0
Jean-Anne O'Neill	Curriculum Consultation with Nancy Schultz Conquer Mathematics Fairfield, NJ 9/15/22	Professional Development	\$250.00	0
Paul Cronk	Teen Mental Health First Aid Training National Council for Mental Wellbeing Virtual 9/21/22 - 9/23/22	Professional Development	\$1,700.00	0
Megan Galanti	"A Kaleidoscope of Experts on Key Issues in Literacy" NJ Branch International Dyslexia Association Virtual 10/14/22 and 10/15/22	Professional Development	\$175.00	0
Nicole Gizzi	"A Kaleidoscope of Experts on Key Issues in Literacy" NJ Branch International Dyslexia Association Virtual 10/14/22 and 10/15/22	Professional Development	\$175.00	1
Katheryn Bielicky	Conquer Math SLS Year 2 Conquer Mathematics Pompton Plains, NJ 11/1/22, 1/13/23 and 4/25/23	Professional Development	\$510.00	3
Ross Dembin	Interdisciplinary Lessons Day 1 & 2 Conquer Mathematics Pompton Plains, NJ 11/2/22 and 1/6/23	Professional Development	\$340.00	2

The total cost for these conferences is \$4,199.00. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$24,498 leaving a balance of \$175,502.

The total cost of substitutes for these conferences is \$900. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$9,150.

BYLAWS

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

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Board Member Use of Electronic Mail/Internet

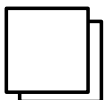
0169 BOARD MEMBER USE OF ELECTRONIC MAIL/INTERNET

The Board of Education is a public body as defined in the New Jersey Open Public Meetings Act, N.J.A.C. 10:4-6 et seq., and the Board and its members are required to comply with the provisions of this Act. It is the right of the public to be present at meetings of public bodies and to witness in full all phases of the deliberations, policy formulation, and decision-making. Board members acknowledge certain discussions between Board members, other than during a Board meeting, may be subject to the provisions of the Open Public Meetings Act.

The Board of Education is also subject to the Open Public Records Act, N.J.S.A. 47:1A-1 et seq. The Open Public Records Act requires public agencies/School Boards to make certain governmental records subject to public access. Board members may, by written and/or electronic mail (e-mail), communicate with each other and with certain school staff regarding the school district's public business. "Public business" means and includes all matters that relate in any way, directly or indirectly, to the performance of the public body's functions or the conduct of its business. Board members acknowledge these written communications may be classified as a governmental record and may be subject to public access pursuant to the Open Public Records Act.

In order to ensure the Board and/or individual Board members comply with the requirements of the Open Public Meetings Act and the Open Public Records Act, the following guidance is provided regarding certain discussions and written communications regarding the public business:

1. Written letters, e-mails, and supporting documents regarding school district matters written by Board members to other Board members or written by Board members to school staff, unless the subject matter is specifically exempt under the Open Public Records Law, are governmental records and are subject to public access. Based on the potential for improper/inappropriate disclosure and/or breach of confidentiality that may compromise the Board or Board member, these communications should not involve confidential matters, especially any matter the Board may discuss in executive/private session outside the presence of the public pursuant to the Open Public Meetings Act.
2. Written letters, internet (chat) discussions, e-mails, and supporting documents regarding the school district's public business written by Board members to other Board members shall not replace deliberations that would prevent the public from witnessing in full detail all phases of the Board's deliberations, policy formulation, and decision-making process in accordance with the intent of the Open Public Meetings Act.



BYLAWS

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

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Board Member Use of Electronic Mail/Internet

3. Internet (chat) discussions between Board members regarding the school district's public business shall not include multiple Board members with the potential that a quorum of the Board may be involved, or become involved, in such discussion.
4. Board members shall only use the school district provided email address and account for all communication as a Board of Trustee. The address and account shall not be used for any other purpose other than for the Board member's responsibility as a Board of Trustee.

In the event a Board member(s) fails to comply with the guidance of this Policy, the matter shall be referred to the Board President, who will meet and/or discuss the matter and this Policy with the Board member(s). The Board President may request the Board Attorney participate in this meeting and/or discussion.

N.J.S.A. 10:6-4 et seq.

N.J.S.A. 47:1A-1 et seq.

Adopted: 7 December 2009

FIELD TRIPS FOR APPROVAL

August 29, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
9/2/22	RHS	BJs Wholesale Warehouse, Paramus, NJ	3 RHS Student Congress Members	1	0	0	0	Yes	Yes
9/16/22	RHS	BJs Wholesale Warehouse, Paramus, NJ	3 RHS Student Congress Members	1	0	0	0	Yes	Yes
9/20/22	RHS	Metropolitan Museum of Art, New York, NY	78 AP Art History/Latin 4 Students	5	0	0	\$350 (Bus)	Yes	Yes
9/20/22 (Rain Date 9/27/22)	RHS	Arrow Yearbook Advertising Walk, Ridgewood, NJ	12 Yearbook & Journalism Production Students	1	0	0	0	Yes	Yes
9/24/22	RHS	US Bands Competition, Northern Valley Old Tappan HS, Old Tappan, NJ	85 Marching Band Members	15	0	0	\$2,985 (3 Buses)	Yes	Yes
10/1/22	RHS	NJMBDA Competition, Randolph HS, Randolph, NJ	85 Marching Band Members	15	0	0	\$2,985 (3 Buses)	Yes	Yes
10/7/22	RHS	BJs Wholesale Warehouse, Paramus, NJ	3 RHS Student Congress Members	1	0	0	0	Yes	Yes
10/8/22	RHS	US Bands Ludwig Musser Classic Competition, East Rutherford, NJ	85 Marching Band Members	15	0	0	\$2,985 (3 Buses)	Yes	Yes
10/14/22	RHS	BJs Wholesale Warehouse, Paramus, NJ	3 RHS Student Congress Members	1	0	0	0	Yes	Yes
10/22/22	RHS	US Bands Competiton, Basking Ridge, NJ	85 Marching Band Members	15	0	0	\$3,375 (3 Buses)	Yes	Yes
10/29/22	RHS	US Bands NJ State Championships, Monmouth Junction, NJ	85 Marching Band Members	15	0	0	\$2,985 (3 Buses)	Yes	Yes

11/6/22	RHS	US Bands National Championship, J. Birney Crum Stadium, Allentown, PA	85 Marching Band Members	15	0	0	\$3,825 (3 Buses)	Yes	Yes		

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
8/30/22 - 9/1/22	RHS	Varsity Cross Country Training, West Dover, VT	15 Cross Country Members	3	0	0	0	0	\$321.36 (Bus)	Yes	Yes
11/10/22 - 11/12/22	RHS	Harriman State Park, Harriman, NY	30 ALPS Club Members	2	3 (2 nights each)	\$1,200	0	0	\$1,200.00	Yes	No
11/28/22 - 12/2/22	GW	Disney Leadership Conference, Walt Disney Resort, Orlando, FL	8 8th Grade Students (who will be joining 16 RHS students that were already approved on 5/9/22 agenda)	0	3 (4 nights each)	\$2,400 (cost already approved on 5/9/22 agenda)	0	0	\$2,400 (cost already approved on 5/9/22 agenda)	Yes	Yes
1/6/23 - 1/8/23	RHS	Winter Downhill Skiing Trip, Dippikill Outdoor Center, Thurman, NY	20 ALPS Club Members	2	2 (2 nights each)	\$800	0	0	\$800.00	Yes	Yes
1/27/23 - 1/29/23	RHS	Winter Cross Country Ski Trip, Dippikill Outdoor Center, Thurman, NY	36 ALPS Club Members	2	2 (2 nights each)	\$800	0	0	\$800.00	Yes	Yes
3/31/23 - 4/9/23	RHS	RHS French Exchange, Lille and Paris, France	15 French Students	0	2 (9 nights each)	\$3,600	2 - one 1/2 day each	\$150 (2 * \$75)	\$3,750.00	No	Yes
5/5/23 - 5/7/23	RHS	Stony Creek Organic Farm, Walton, NY	20 ALPS Club Members	1	2 (2 nights each)	\$800	0	0	\$800.00	Yes	Yes

**Ridgewood Community School Fall 2022 Semester
New Trips and Courses**

Day Tours

Amore Italia - Historic Smithville Italian Festival & Lucy the Elephant

Group Tours & Travel

Have you been craving the tastes, sounds and scents of Italy? Then the Historic Smithville Italian Festival is the perfect place for you! It will be amore for everything Italian today as we celebrate the rich Italian culture and heritage of the region. Follow the aroma of sausage and peppers, meatballs, and pizza in the air as you're serenaded by the sounds of Italian crooners and festive accordionists. There will of course be local wine tasting vendors and Italian beer on tap to pair with some delicious, homemade Italian desserts. Browse the vendor market filled with hand-crafted items and imported Italian specialties. If you're up for some action, join in the Italian Folk dancing and free Bocce ball! After our taste of Italy, we'll visit the iconic and newly renovated Lucy the Elephant who towers six stories over the beach in Margate. Built in 1881 as a gimmick to attract potential land buyers to the region, Lucy has persevered through the decades and became a National Historic Landmark with a newly completed restoration. Our guided tour will take us inside "The World's Largest Elephant" where we'll learn about her storied past, look through her eyes, and marvel at her fabulous facelift!

001 - Saturday, September 24, 2022

Mysterious Island Adventure - Bannerman Castle & Dia: Beacon

Group Tours & Travel

A mysterious abandoned castle brittle with over a century of time sits on top of rocky and wild Pollepel Island outside of Beacon, New York. Despite its fairy tale façade, which is now mostly ruins, Bannerman Castle was built by a Scottish patriot as an arsenal for military surplus that still lies beneath the castle walls. You may spot the "Bannerman's Island Arsenal" cast in concrete on one of the castle's remaining walls. Bannerman's Castle has everything expected from a proper castle including terraced gardens, a dry moat of thistle plants, a drawbridge, a heavy metal gate decorated with spikes, and a promenade around the island's perimeter made from sunken barges. The Bannerman's didn't reside here; however, they constructed a smaller, castle-like summer home nearby. Today we cruise aboard the Estuary Steward down the Hudson River to visit Bannerman Castle where we'll visit the ruins, gardens and summer residence while learning about all things Bannerman on an intriguing walking tour. Be on the lookout for Bannerman's artistic details of his native Scotland like Shamrocks and thistles, along with military motifs, a personally designed crest, and special sayings handcrafted on each fireplace. Native Americans along with Dutch Settlers created an aura of mystery about the island with stories of resident spirits and goblins, keeping visitors away, but today we visit anyway! Before our island adventure, we'll spend some time in the Hudson town of Beacon, where you can visit the amazing Dia. Housed in a former Nabisco box printing factory, Dia's collection of art from the 1960s and '70s represented in individual galleries fashioned specifically for the creations can only make you say, Wow. Spend as much time as you wish at the gallery, grab some lunch downtown and browse the nearby shops.

002 - Friday, September 30, 2022

Fall into Nature - Honey Hollow, Bucks County

Group Tours & Travel

Leave everything else behind and fall into nature on our Forest Therapy Walk in the peaceful surroundings of the Bucks County Audubon Society at Honey Hollow. Let everything go and immerse yourself in this gentle practice that involves moving very slowly and mindfully through nature, soaking it in with all our senses. Our guide, Sharon, will lead us through the natural beauty of Honey Hollow with invitations to awaken our senses to its sounds, being, smells, and textures while taking time to wander, pause, observe and just be at one with nature. These peaceful practices help to slow and calm the mind, making all your worries melt away, leaving a feeling of pure tranquility. Proven health benefits are associated with this Japanese inspired tradition, so keep what you learned today with you and remember to take a moment to be present, awake, and peaceful amidst the quiet rhythm of nature. Bring your newly found peace along to the eclectic riverside village of New Hope where we'll spend the afternoon strolling the marvelous Main Street with time to find a delicious lunch on your own. On our drive home, we'll fill our senses once again with the scenic streams, farmlands, historic buildings and bridges along our journey to New Jersey.

003 - Wednesday, October 12, 2022

Gatsby Murder Mystery at The Village Teahouse

Group Tours & Travel

Our favorite teahouse is having another fun, special event! The Village Teahouse, situated in a 124-year-old Victorian home, has embraced the storied history of the West Point village in Pennsylvania to create a tearoom full of character and elegance. It is here, among the two unique Victorian dining rooms where we'll be transported to Land's End, a grand estate on the tip of Long Island known for its lavish parties. Glam it up with a fabulous flapper dress or other extravagant, flashy party ware from the roaring 20s. But, before our party can begin, there is a murder sparking an immediate investigation and everyone is a suspect! Can you find the perpetrator? Get into character and join in the game! Participation is highly encouraged but not required. As we search for the suspect, we'll dine on a 1920's inspired dinner menu with mocktails and, of course, delicious tea. Bring your sense of fun and adventure along with your sleuthing skills and don't miss out on this festive, spirited special event! (A mystery surprise stop awaits before our adventure).

004 - Sunday, October 9, 2022

Myths & Mysteries of Sleepy Hollow

Group Tours & Travel

Set high on the banks of the Hudson River is the unique and spectacular Armour-Stiner Octagon House. This enigmatic fully domed octagonal mansion was built in 1872 to replicate Donato Bramante's Tempietto in Rome and wow is it a sight to see! For years, local rumors have swirled around The Octagon House implying its connection with the spirit world. Today we'll delve into the myths and mysteries of the house from its floor plan rooted in 19th century Phrenology to speculations of a resident ghost and otherworldly experiences had by the current owners. In the spirit of Halloween, we'll hear tales of the unexplained and uncanny events that occurred in this magical house while experiencing the delight of this meticulously restored architectural wonder. Lunch will be on your own in quaint, downtown Tarrytown where you can choose from a variety of restaurants with diverse cuisine. Our next encounter will be with the "ghosts" at the Sleepy Hollow Cemetery. Our guided walking tour will provide stories to unlock some of the secrets behind the stones in this 170-year-old cemetery while discovering the meaning of unusual symbols along the way. Our walk will be filled with interesting history, artistic sculptures, and lovely scenery with amazing architecture while visiting some of the most impressive residents, including the infamous Washington Irving. Keep an eye out for the "Headless Horseman Bridge" as we leave the cemetery!

005 - Wednesday, October 26, 2022

Eclectic Queens - Encore Props & The Neustadt Gallery

Group Tours & Travel

Imagine going behind the scenes to a place where film and television directors find thrones for their medieval sets, top hats for their 19th century character actors, and fake squirrels for nature scenes in NYC. This wonderland actually exists, right here in a warehouse in Queens! Our tour, led by the CEO and founder of Eclectic/Encore Props will lead us through the former Pepsi Cola factory with interesting stories of how the company began while passing by the expansive collection of props from dozens of categories including Sports & Weapons, Toys, Diner, and Jukeboxes. On our way to lunch, we'll pass by a secluded and relaxed neighborhood filled with gentle rolling rows of Tudor Houses and tulip trees. No, we're not back home in New Jersey but instead are in Forest Hills, a mostly residential area that feels like a throwback with old school pizza parlors, sweet shops, knisheries and a vintage train station. Take your time strolling Austin Street among the diverse restaurants for that perfect place for lunch on your own. Located in a NYC building used in two World's Fairs is the Queens Museum, an expansive art space dedicated to the uniquely diverse, ethnic and cultural international community of the area. An extra special exhibit awaits in the Neustadt Gallery: Tiffany Lamps, and lots of them! Walk among these beautiful creations, each with hundreds or sometimes thousands of pieces of glass while learning about the complex processes behind their fabrication. Don't miss the unusual Panorama of NYC, a 9,335 square foot detailed replica of the five boroughs, complete with boats and tiny airplanes.

006 - Wednesday, November 2, 2022

Exquisite Indian Art & Culture

Group Tours & Travel

Today we travel to Robbinsville, New Jersey where we'll be transported to India on our special visit to the BAPS Shri Swaminarayan Mandir. A Mandir is a sacred Hindu place of worship and a place where the mind becomes still giving the opportunity to experience inner peace. India's sages have been enlightened with profound spiritual truths that serve as a basis for their rituals, philosophies, scientific discoveries, and religious faith. As an expression of their spiritual faith, yogis evolved and created beautiful mandirs to uphold these traditions. For centuries, these sacred spaces have remained a community forum in which people forget their differences and voluntarily unite to serve society. The Mandir also serves as a place for understanding and appreciation of India art, culture, and religion for generations to come. On our visit here we'll learn about Hinduism while enjoying exquisite Indian art and architecture. We will be welcomed with a short introduction followed by a video presentation of the history and construction of the Mandir, followed by a guided tour that includes viewing sacred images. A beautiful Arti Ritual will be performed which is the innermost calling of the soul and symbolizes the five elements of space, wind, light, water and earth. After our spiritual and cultural morning, we'll dine together for an included lunch then be delighted with some chocolate tastings at the David Bradley Chocolate Factory.

007 - Wednesday, November 16, 2022

A Victorian Christmas - Ringwood Manor & Christmas in the Village

Group Tours & Travel

Did you know there's a Gilded Age summer estate hiding in a National Historic Landmark District nestled in the surrounding Ramapo Mountains? Welcome to Ringwood Manor, home to wealthy ironmasters whose property had historical importance spanning from Native American occupation through the early 20th century. This 51 room manor was built in a wide array of styles that characterized the Victorian period with interior furnishings equally eclectic due to the owner's worldly travels and unique collections purchased along the way. Today we wander through this wondrous estate beautifully decorated by the Women's Club of West Milford for a holiday seasonal delight. As you ooh and ahh at the gorgeous furnishings and Victorian Christmas decorations, you may be inspired to bring these ideas home with you. Sit back and relax while enjoying an included lunch at a comfortable local restaurant nearby. Now it's time for Christmas in the Village! Stroll through the festive atmosphere of Museum Village of Old Smith's Clove and spread some Christmas cheer.

008 - Wednesday, December 14, 2022

Glitter & Gold - Lockwood Mathews Mansion & Grand Holiday Illumination

Group Tours & Travel

A visit to the splendidly decorated Victorian Lockwood Mathews Mansion is the perfect way to kick off the holiday season! Join us on a tour of this impressive, sprawling Second Empire Style country house, with its extraordinary architecture and interiors that illustrate magnificently the beauty and splendor of the Victorian Era. We'll step back into the Gilded Age as we wander through the traditional display of trees adorned with historic decorations and lights, pass by mantles festooned with period greens and fruits, and walk among a selection of vintage toys and games. The glittering and festive holiday exhibit will help us to capture that Christmas magic. Next stop is SoNo (South Norwalk), a classic waterfront neighborhood with an urban hip vibe featuring a diverse array of restaurants perfect to grab a late lunch on your own. Now it's time for Untermyer Gardens Grand Holiday Illumination! As darkness approaches, take a glittering stroll through this annual Yonkers tradition where you can experience the magic of 100,000 holiday lights in the Walled Garden while being serenaded with multicultural holiday music. Grab some hot cocoa to stay warm throughout this dazzling display.

009 - Friday, December 16, 2022

Multi-Day Tours

Autumn Road Trip: The Berkshires - Naumkeag, Natural Bridge & Falconry

Group Tours & Travel

Throw your worries in a bucket and escape to the Berkshires where you can unwind and relax in the nature and serenity of this beautiful mountainous region. There's no better time for a mountain getaway than fall foliage season when Mother Nature splashes her forests, meadows, and fields with a rainbow of colors. As we travel the winding, scenic roads that twist through the rolling mountains, we'll catch a glimpse of the natural beauty that has inspired so many of the poets, writers, and artists who were drawn here. Our adventure will be filled with sculptures, Gilded Age Cottages, a natural marble arch and amazing falcons. Best of all, our home for two nights will be at the most charming Red Lion Inn whose character expresses timeless tradition and each unique room tells a delightful story. Other highlights include: two nostalgic nights at the historic & charming Red Lion Inn, The Gilded Age Naumkeag, Art Omi Sculpture Park, Natural Bridge State Park, Falconry Experience, charming village of Lenox, lovely downtown Stockbridge, quaint, historic Wethersfield, CT, all breakfasts, two lunches, one dinner, tour escort and more.

010-October 5-7, 2022

Jack O Lantern Spectacular: Bristol, Rhode Island

Group Tours & Travel

Tis the season for Halloween hauntings, fall foliage, farm time fun and best of all artistically carved Jack O Lanterns lighting up the sky! Join us as we wander the landscape of the Roger Williams Park Zoo that will be transformed into an illuminated organic gallery of 6,000 pumpkins, all lit with a variety of colored LED lights glowing along our pathway. A second nighttime adventure will take us on the *Viaggio di Fantasme* or "Trip of Ghosts" along the peaceful serenity of the Providence riverfront in an authentic Venetian gondola. We'll journey through 200 years of history at Linden Place, an 1810 Federal style mansion occupied by slave traders, merchants, tycoons and artists, each with an intriguing story to tell along with ghostly tales and rumored hauntings. Get "lost" in the magnificent corn maze at Escobar Farm and take in the Fall foliage sights and scents on a hayride through the picturesque countryside, and wander among unique, creative sculptures in a quaint New England setting. There's lots of fun to be had up in Rhode Island, so why not leave New Jersey behind and join in the fall festivities! Other highlights include: two tranquil nights at the Coastal Bristol Harbor Inn, Jack-O-Lantern Spectacular at the Roger Williams Park Zoo, Linden Place Museum, Haunted Gondola Ride, Downtown Providence, Escobar Farm Corn Maze & Hayride, Quaint Tiverton Four Corners, Four Corners Art Center & Sculpture Park, downtown historic, Bay Town of Bristol, all breakfasts, two lunches, one dinner, tour escort and more.

011 - October 18-20, 2022

Grand Historic Luxury: An Historic Hotel of America Tour

Omni Homestead Resort, Hot Springs, Virginia

Group Tours & Travel

If you love the history, elegance, and luxury of The Greenbrier Resort and Grand Hotel in Mackinac, then you will fall in love with the comparable Omni Homestead Resort, located across 2,300 acres of scenic Virginia landscape amid restorative natural hot springs. Named in honor of the Homesteaders who built the resort and bathhouses in 1766, the Omni Homestead doesn't just have history, it actually made history by being the first resort in the United States – 10 years before America even became a country. Experience the southern hospitality and elegant charm that have made the Homestead a premier destination for 23 U.S. Presidents as we explore both the property and the surrounding natural area. There's so much to discover on our travels among the waning fall foliage of the Allegheny Mountains including waterfalls and gorges, art and crafts, farms and scenic mountain views. We'll delve into the resort's storied history, enjoy Southern teas, classic movies and delicious S'mores along with a full-service spa that taps into the same mineral waters that President Jefferson experienced in 1818. Don't miss out on this natural treasure, one that will take you back in time with all the modern-day amenities. And if we're lucky, the pastry chef will be cooking up his famous donuts with a recipe that's been around since 1902! Other highlights include: three luxurious nights at the Omni Homestead Resort, Hot Springs Virginia, Fall Festival Art Show, Homestead History Tour, Southern Social Hour, Homestead Theater, Homestead S'mores Express, Falling Springs Falls, Alleghany Highlands Arts & Crafts Center, Cascade Gorge Hike, Island Ford Cave, Shepherdstown, West Virginia, \$75 spa credit, all breakfasts, four lunches, \$125 Dinner Credit, tour escort and more.

012 - November 7-10, 2022

A German Christmas in Georgia & The Picture-Perfect Town of Helen

Group Tours & Travel

It will be a picture-perfect holiday in the small, alpine inspired village of Helen; a town filled with the charm of Bavaria in the heart of the Blue Ridge Mountains. Only a short flight away, we'll be transported to an enchanting place that feels like you're in the middle of the Alps. With its cobblestone streets, quaint shops, cafes and hotels, Helen is the perfect backdrop for a fun-filled holiday adventure. There are so many ways to celebrate this festive time of year in this magical place and we'll enjoy them all. Find that one of a kind gift at the holiday markets, visit a house decked out in Victorian holiday cheer, watch glowing floats in a fun festive parade, sit back and relax on a horse drawn carriage ride, and just soak up the scenery of the fairy tale village surrounding us. There is also more to explore in the area, so don't miss out on this alpine adventure. Other highlights include: nonstop, roundtrip air from Newark to Atlanta, three magical nights at the Helendorf River Inn, Victorian Christmas at Hardman Farm, Helen Marktplatz Christkindlmarkt, Christmas in the Mountains Celebration & Lighted Parade, Holiday Market in Cleveland, GA, Merry Merchants Open Houses, horse drawn carriage ride, Festival of Trees at Unicoi State Park & Lodge, Anna Ruby Falls, Nora Mill Granary, Sautee Nacoochee Indian Mound, three continental breakfasts, one lunch, one dinner, tour escort and more.

013 - December 1-4, 2022

Christmas City Glitter & Bethlehem, PA

Group Tours & Travel

Sparkling white lights adorn trees and 18th century buildings among the Historic Moravian District of the small town named Bethlehem in 1741 on Christmas Eve. Now known as Christmas City, this enchanting place offers its own unique, holiday events that evoke the Christmas Spirit, so join us as we adventure into the glitter of the holiday season. There will be two holiday markets, each with their own surprises, interesting history, local traditions, a dazzling array of decorated trees, and a spectacular mansion that you can call home for a night. All you need is an overnight bag to experience the magic that lingers in the air of the charming town of Bethlehem! Other highlights include: overnight at the beautifully historic Sayre Mansion, an Historic Hotel of America, Historic Trees of Bethlehem in Five Historic Sites, Christmas City Village, Moravian Historical Society, Christkindlmarkt Bethlehem, Holiday Putz Trail, historic downtown Bethlehem, Holiday Window Decorating Competition, Gingerbread Games, one breakfast, one dinner, tour escort and more.

014 - December 8-9, 2022

Island Hopping: Coastal Georgia - Jekyll Island, Sapelo Island & St. Simons Island

Group Tours & Travel

Let's go where the dead of winter doesn't exist! With January temperatures averaging 60 degrees it's a great time to take advantage of the quiet off-season and experience the serenity of the nature infused coastal Georgia Islands. We'll hop from island to island exploring everything this seaside region has to offer. Our home will be on Jekyll Island, where we are privileged to stay in our own island sanctuary at the opulent and historic Jekyll Island Club Resort, dating back to 1888. There is a lot to do right here and we will see it all; from the historic district to the wild and wonderful Driftwood Beach. A ferry will whisk us away to Sapelo Island, an isolated barrier island rich with Gullah-Geechee culture and surrounded by centuries old moss draped live oak trees is home to the 200-year-old Gilded Age Reynolds Mansion. On St. Simon's Island we'll experience unspoiled beauty with history and Southern charm, and best of all a delicious Oyster Roast Dinner under the stars! So why stay in dreary, cold New Jersey when all the warmer island exploration awaits in Georgia! Other highlights include: nonstop, roundtrip airfare from Newark to Jacksonville, five extravagant nights at the Historic Jekyll Island Club Resort, Historic Landmark District Trolley Tour, Mosaic Jekyll Island Museum, Island Treasures Hunt, Driftwood Beach, Horton House, Horton Pond and Tupelo Trail, Sea Turtle Center, Sapelo Island Tour, Gilded Age Reynolds Mansion, St. Simons Island Tour, Cannon's Point Preserve, Fort Frederica National Monument, Redfern Village, Bloody Marsh Site, Pier Village, St. Simons Lighthouse, Avenue of the Oaks, Gascoigne Bluff, Cassina Garden Club Slave Cabins, St. Simon's Oyster Roast. all breakfasts, three lunches, one Oyster Roast Dinner, tour escort and more.

015 - January 17-22, 2023

Ancient Floridian Treasures - St. Augustine & Amelia Island

Group Tours & Travel

There's still a chill in the air so why not go south to St. Augustine, the "Nation's Oldest City" where we'll step into a warmer climate perfect for strolling quaint brick lined streets and exploring the many historical charms. Founded in 1545 by the Spanish and named after a feast day, St. Augustine's old city is steeped rich with history and home to some of the oldest buildings in the U.S. So much of the history is preserved today right down to the narrow lanes and alleys lined with century old buildings with beautiful Spanish colonial architecture, many dating to when the Spanish first settled. With 450 years of history, there's a lot to explore! Wander through the oldest of the old from a fort to a store and lots of fun things in between, take a deep breath in as you squeeze down the narrowest street in America, and step foot on the oldest street in the U.S. Soak up Minorcan culture and have a taste of their heritage and take a walk through a district founded by freed slaves. History doesn't stop here! Our travels take us to Amelia Island where we'll step into history in downtown Fernandina and embrace the wonders of nature while exploring the island's enchanted rivers, marshes and greenways. It's the perfect getaway to put some spring back in your step! Other highlights include: nonstop, roundtrip airfare from Newark to Jacksonville, three relaxing nights in St. Augustine, two nights in Amelia Island, Villa Zorayda, Castillo de San Marcos, Old Jail, Colonial Quarter, Oldest Store Museum, Whetstone Chocolates Tasting Tour, Old Town Trolley Hop On & Off, St. Augustine Lighthouse, Old Senator Oak Tree & Live Oak Canopy, Huguenot Cemetery, St. Photios Greek Orthodox Chapel, Oldest Wooden Schoolhouse, Lincolnville Historic District, Beyond the Grave Walking Tour, Amelia and Cumberland Island Cruise, Shark Tooth Adventure, Fort Clinch State Park Nature Walk, Amelia Island Lighthouse, Beluthahatchee Park, tour escort and more.

Seven Day Tour ~ March 2023

Careers

Public Speaking Bill Ervolino

It's been called the greatest phobia of adults and Bill suffered from it, too! He took one public speaking course in college and discovered that he could, indeed, stand in front of a room and speak without shaking to death. Nowadays, in addition to performing stand-up, in front of hundreds of people, he speaks almost weekly at libraries, schools, dinners and conferences. This course addresses the fears of each student and helps them develop confidence and more effective speaking skills. (Bill was initially surprised by how many of his students were English as a Second Language students, who wanted to better their skills to help advance in the workplace.) This is a fun class that addresses speaking fears, confidence, basic skills (posture, speaking clearly and effectively) as well as how to write and edit speeches, sales pitches and whatever other types of speaking that students wish to address

Culinary

Party at My House

Joseph Scilleri

You will be the hit of the evening as you present your guests with a lovely elegant dinner. In this one-night class you will prepare a pork loin stuffed with fresh sautéed spinach, red roasted peppers and fresh mozzarella. We will then crust the outside with pistachio and flavored bread crumbs. Side dishes will include duchess potatoes, fresh vegetable medley and Caesar salad with homemade Caesar dressing. Our grand finale dessert will be homemade chocolate mousse topped with fresh whipped cream and chocolate shavings. Please bring to class: an apron, a dishtowel, oven mitts, a chopping knife and containers to take food home. A food fee of \$45 is payable to the teacher at the class.

Fish-tastic

Joseph Scilleri

Cooking fish is easier than you think so don't be afraid to join us and fully participate in this 2-night class. Our first evening will feature scallop scampi, seafood quiche, brown rice with pignoli nuts and sautéed escarole to compliment. Our second evening will feature shrimp parmigiana with homemade marinara sauce, mussels with butter wine basil sauce, scalloped potatoes and lemon mousse dessert. Do not eat prior to class since you will eat and taste all items prepared in class. Please bring to class: an apron, a dishtowel, a chopping knife and container to take food home. A food fee of \$60 is payable to the teacher at the class.

Pavlovas

Kim Hendrickson

A pavlova is a stack of large meringue layers, baked to a point where the outer layers are crunchy and the inside is still chewy. Topped with cream and fresh fruit, it is a stunning and delicious dessert made without too much effort. In this one-night class, each person will make a pavlova to take home. Please bring to class: a hand mixer, a container measuring 12"X12" or a baking sheet (to take your dessert home), a paring knife, an apron and oven mitts. Tuition includes a food fee of \$15.

Linzertorte Mastered Kim Hendrickson

What is the secret to making this old world tart? This classic dessert is more crust than filling, uses a mixture of nuts, and spices with a raspberry jam filling and a beautiful lattice top crust. This is the ultimate dessert. Each person will make a Linzertorte to take home. Good news: it freezes well! Please bring to class: an 11" removable bottom tart pan (not black), a baking sheet to carry it home while still hot, an apron and oven mitts. Tuition includes a food fee of \$15.

Delicious New Side Dishes

Kim Hendrickson

We seem to cook more in the fall and winter, regardless of holidays, but often we just make the same old side dishes. Kim has put together two nights featuring 8 different vegetable side dishes; recipes that will "shake up" your menu. If Vegetable Paella, Sichuan Green Beans, or Upside-Down Tomato Tart sound interesting, please join us. Please bring to class: containers to take food home, a paring knife, an apron and oven mitts. Tuition includes a food fee of \$30.

Delicate & Fragile Cookies - Florentines, Tuiles & Cat's Tongues

Kim Hendrickson

We delight in them even when their delicate nature makes them brittle and broken, these fragile cookies are really not hard to make once you know a few tips. Kim will coach you each night so that you have enough cookies to take home and share. Please bring to class: containers to take cookies home, an apron and oven mitts. Tuition includes a food fee of \$30.

Fudge Simplified

Kim Hendrickson

Classic fudge is frustrating and completely unpredictable. Come to this one-night class to learn how to make fudge for the holidays. Taste a variety of flavors when we create Chocolate Walnut, Peanut Butter and Rocky Road Fudge recipes. Please bring to class: containers to take food home, a chopping knife, apron and oven mitts. Tuition includes a food fee of \$15.

Vegetable Hors d'Oeuvres

Kim Hendrickson

Are hors d'oeuvres your favorite part of the meal? The focus on using more veggies and grains has made its way into our entertaining menus. This two-night class will explore and prepare 8 different delicious veggie/grain based small bites, preparing you for your next party. Please bring to class: containers to take food home, a chopping knife, a paring knife, oven mitts and an apron. Tuition includes a food fee of \$30.

Handcrafting

Intro to Scrapbooking Jacklyn Carter

This is a 3-part workshop covering the basic elements of scrapbooking: photography, storytelling, and embellishments. You will have the opportunity to create your own memory project, no matter if you decide to start small or go big. With the help of Jaclyn from Love Jac, you will learn tips and techniques to make scrapbooking a part of your life. So whether you've been meaning to put together that baby album or want to document your everyday life, you will gain knowledge to make it happen with this course. A materials fee of either \$15 (basic) or \$30 (includes scrapbook) is payable to the instructor at the first class.

Make Art to Mail

Jacklyn Carter

Join us for this one-night creative event. Using watercolors, washi-tape, and stickers you will be guided through the artistic process to create three handmade cards and envelopes. We will discuss technique and process as well as the importance of connections. There will be time to write your notes and postage stamps will be provided, so that by the end of the workshop you can mail each letter to someone you love. A materials fee of either \$15 is payable to the instructor at the first class.

Crochet II

Messalina Morley-Alton

This is the perfect class for those with a good understanding of basic crochet terms, and stitches who want to accomplish advanced beginner and intermediate patterns. Over eight classes, you will learn how to follow complex patterns, stitch flat and in the round and seamlessly join work together, among other skills. Bring a 5.5mm, 6mm or 6.5mm hook and solid light color, worsted weight (4) yarn at least 50g, scissors and an embroidery needle to the first class. Alternatively, packages with all supplies needed will be available to purchase at the first class for \$25 per kit.

Health

Chakras & Shui - Feng Shui for Your Soul

Lois Kramer-Perez, C.Ht.

“As Within, So Without.” Your space is a reflection of what is going on inside of you. Have you ever stopped to think about how the areas blocked in your life, and your physical space are somehow connected to your body? Learn how the chakras in your body are always sending you personal messages. We will also discuss fabulous feng shui tips to create a space where your mind, body & soul can thrive. Experience a chakra clearing meditation and receive a special crystal. Enjoy a fun & informative presentation giving you insight and tools to manage your personal "Chakras & Shui." *No Chakra, Feng Shui or meditation experience required. All are welcome!

Home

Fall Centerpiece

Donna Dorsey & Maggie Levine

We are going to take an ordinary sugar pumpkin and turn it into a lovely centerpiece. You will be provided with ribbon, silk flowers, pinecones and whatever else we can dig up to make your pumpkin the perfect Fall centerpiece. The best part is that these festive centerpieces usually last for a couple of months. A materials fee of \$15 is payable to the instructors at class

Holiday Decorated Planter

Donna Dorsey & Maggie Levine

Join this class and make a beautiful and festive planter to decorate your house during the holiday season. We are going to start with a 10-12-inch pot and fill it with soil. Then we are going to add greens to the pot, and white pine, balsam and juniper will be cut to fit and added to the planter. We will then add white branches, pinecones and a bow to finish your planter off. A materials fee of \$45 is payable to the instructors at class.

Holiday Wreath

Donna Dorsey & Maggie Levine

Make your own beautiful wreath for the holidays. We will start with a 24-inch balsam wreath from Canada. You will be provided with pinecones, balls and a choice of 5 different ribbons to choose from along with some creative examples. We will show you how to make a bow but will give you the option of having us make it for you. Then comes the fun part, letting your creative side take over. This is a great class for a girl's night out or a group night out. A materials fee of \$45 is payable to the instructors at class.

NJ Boating Certificate Course

Vinnie Florio, Coast Boating School LLC

This is a NJ State Police approved course in order to operate anything power driven including jet ski. Topics included in the course are boating safety and equipment, trailering, navigation, rules, water sports, knot tying, NJ legal requirements, jet ski, capsizing, and many more topics.

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> <i>NEFE H.S Financial Planning Program</i>	Kapoor, Diabay, Hughes	Glencoe/McGraw Hill National Endowment for Financial Education	2005 2006	5/18/2009 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					
S	Merchandising	<i>Marketing Essentials (Student Activity Workbook, 3rd Edition)</i>	Farese, Kimbrell, Woloszyk	Glencoe/McGraw Hill	2002	8/25/2008

ENGLISH

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	Language Arts/English 6-8	<i>Grammar for Writing</i>		Sadlier	2014	5/21/2018
		<i>Tell Me Who You Are: A Roadmap to Cultivating Cultural Literacy</i>	Winona Guo & Priya Vulchi	Perigree	2019	5/24/2021
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 Lar	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
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	<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

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		<i>Doing History: A Strategic Guide to Document-Based Questions (Global Studies Edition)(Supp.)</i>	Jensen	Great Source Ed Group	2002	5/9/2011
Q	A Study of Poetry 8	<i>Primary Edition (Supp.)</i>	Tait	Weigl	2008	5/9/2011
		<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
S	Creative Writing 7, or 8	<i>The Random House Book of Poetry for Children (Supp.)</i>	<i>Prelutsky, ed.</i>	Random House	1983	5/9/2011
		<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
Q	Shakespeare 8	<i>Mastering the Mechanics</i>	L. Hoyt, L. Brent	Scholastic	2011	5/2/2016
		<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 English 9 - 12	<i>Scholastic Dictionary of Idioms (Supp.)</i>	Terban, ed	Scholastic	1996	5/18/2009
		<i>I Was Their American Dream</i>	Malaake Gharib	Clarkson Potter	2019	5/24/2021
		<i>The Beautiful Struggle</i>	Ta-Nehisi Coates	One World	2009	5/24/2021
		<i>Sissy: A Coming of Gender Story</i>	Jacob Tobias	Penguin	2019	5/24/2021
Y	English 9	<i>A Walk in My World: International Short Stories about Youth (Supp.)</i>	Mazar	Persea	1998	5/18/2009

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	<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>	Kirszner, 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 v	<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

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		<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
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>	Grison, Kathleen	Touchstone	2010	5/5/2014
		<i>Grammar for Writing</i>	Beverly Ann Chin	Sadlier	2014	5/21/2018

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Y	English 10 H	<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.) 1984</i>	Munrich	Person	2007	5/3/2010		
		<i>A Midsummer Night's Dream (Supp.)</i>	Orwell	Signet	1950	8/25/2008		
		<i>A Separate Place</i>	Shakespeare	Folger	1993	8/25/2008		
		<i>Ethan Frome (Supp.)</i>	Knowles	Scribner	1987	8/25/2008		
		<i>Fences</i>	Wharton	Scribner	1939	8/25/2008		
		<i>Frankenstein</i>	Wilson		1990	8/25/2008		
		<i>I Know why the Caged Bird Sings</i>	Shelley	Bantam	1991	8/25/2008		
		<i>Julius Caesar</i>	Angelou	Bantam	1969	8/25/2008		
		<i>Lord of the Flies</i>	Shakespeare	Folger	1992	8/25/2008		
		<i>Ordinary People (Supp.)</i>	Golding	Signet	1966	8/25/2008		
		<i>Points of Departure (short stories)</i>	Guest	Penguin	1976	8/25/2008		
		<i>Taming of the Shrew (Supp.)</i>	Various	Mentor	1999	8/25/2008		
		<i>To Kill a Mockingbird</i>	Shakespeare	Folger	1992	8/25/2008		
		<i>The Art of Voice: Language and Composition</i>	Lee	Warner Books	1960	8/25/2008		
		<i>Kitchen House</i>	Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014		
		<i>Grammar for Writing</i>	Grisson, Kathleen	Touchstone	2010	5/5/2014		
		<i>Long Way Down</i>	Beverly Ann Chin	Sadlier	2014	5/2/2016		
		Y	English 10 American Studies	<i>A Narrative of the Life of Mary Jemison</i>	Reynolds, Jason	Atheneum	2019	5/23/2022
				<i>Adventures of Huckleberry Finn</i>	Seavers	Syracuse Univ. Press	1990	8/25/2008
<i>Benito Cereno</i>	Twain			Bantam	1981	8/25/2008		
<i>Billy Budd</i>	Melville			Dover	1995	8/25/2008		
<i>Civil Disobedience</i>	Melville			Signet	1998	8/25/2008		
<i>Civil Was Poetry and Prose</i>	Walden			Signet	1960	8/25/2008		
<i>Fahrenheit 451</i>	Whitman			Dover	1995	8/25/2008		
<i>Our Town</i>	Bradbury			Ballantine	1992	8/25/2008		
<i>The Crucible</i>	Wilder			Perennial	1998	8/25/2008		
<i>The Lottery</i>	Miller			penguin	1982	8/25/2008		
<i>The Norton Anthology of American Literature</i>	Jackson			Fawcett	1977	8/25/2008		
<i>The Scarlett Letter</i>	Ed. Nina Baym et al.			W.W. Norton & Co.	1995	8/25/2008		
<i>The Tempest</i>	Hawthorne			Bantam	2003	8/25/2008		
	Shakespeare			Folger	1961	8/25/2008		

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	English 10 American Humanities	<i>Walden</i> <i>The Lines We Cross</i>	Thoreau Abdel-Fettah, Randa	Dover Scholastic	1995 2018	8/25/2008 5/23/2022
Y	English 10 AHLISA	<i>Poet X</i> <i>Sea Prayer</i> <i>Daisy Miller</i> <i>Julius Caesar</i> <i>Narrative of the Life of Frederick Douglass</i> <i>Points of Departure (short stories)</i> <i>The Age Innocence</i> <i>The Crucible</i> <i>The Scarlett Letter</i> <i>The Art of Voice: Language and Composition</i> <i>Grammar for Writing</i>	Acevedo, Elizabeth Hosseinii, Khaled James Shakespeare Douglass Various Wharton Miller Hawthorne Muller, Gilbert, Whiting Beverly Ann Chin	Harper Teen Penguin Dover Folger Signet Mentor Collier Penguin Bantam McGraw Hill Sadlier	2020 2020 1995 1992 1968 1999 1968 1982 1965 2014 2014	5/23/2022 5/23/2022 5/2/2016 8/25/2008 8/25/2008 8/25/2008 8/25/2008 8/25/2008 8/25/2008 5/5/2014 5/2/2016
Y	English 10 RAHP	<i>The Immortal Life of Henrietta Lacks</i> <i>Cutting for Stone and Better</i> <i>A Separate Place</i> <i>Flowers for Algernon</i> <i>Frankenstein</i> <i>Lord of the Flies</i> <i>Ordinary People (Supp.)</i> <i>Points of Departure (short stories)</i> <i>To Kill a Mockingbird</i> <i>The Art of Voice: Language and Composition</i> <i>Cutting for Stone and Better</i> <i>Better: A Surgeons Notes on Performance</i> <i>Grammar for Writing</i> <i>The Art of Voice: Language and Composition</i> <i>The Radium Girls: The Dark Story of America's Shining Women</i>	Skoot, Rebecca Verghese, Abraham Knowles Keyes Shelley Golding Guest Various Lee Muller, Gilbert, Whiting Verghese, Abraham Gawande, Atul Beverly Ann Chin Muller, Gilbert, Whiting Kate Moore	Crown Knoph Doubleday Scribner Harcourt Bantam Signet Penguin Mentor Warner Books McGraw Hill Knoph Doubleday Picador Sadlier McGraw Hill Source Books	2011 2009 1987 1984 1991 1966 1976 1999 1960 2014 2009 2007 2014 2018	6/2/2016 5/5/2014 8/25/2008 8/25/2008 8/25/2008 8/25/2008 8/25/2008 8/25/2008 8/25/2008 5/5/2014 5/5/2014 5/5/2014 5/5/2014 5/20/2019
Y	English 11	<i>Macbeth</i> <i>Paul's Case (Supp.)</i> <i>Poems: American Themes</i> <i>Points of View</i>	Shakespeare Cather Bassel, ed. Various	Folger Dover Amsco Mentor	1992 1996 1995 1995	8/25/2008 8/25/2008 8/25/2008 8/25/2008

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	<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
	<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

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	<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
English 11 H Cont'd	<i>Disability Visibility</i>	Wong, Alice	Doubleday	2020	5/23/2022
	<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
	<i>Disability Visibility</i>	Wong, Alice	Doubleday	2020	5/23/2022
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			

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English 11 AHLISA	<i>Sing, Unburied, Sing a Novel</i>	Jesmyn Ward	Scribner	2017	5/21/2018
	<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
English 11 American Studies	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
	<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
English 11 American Studies Cont'd	<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
	<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 Interpreter of Maladies</i>	Lahiri, Jhumpa	Houghton Mifflin	2003	8/25/2008
	<i>Different Seasons - Rita Hayworth & The Shawshank Redemption</i>	King	Signet	1982	8/25/2008
	English 11 RAHP	<i>Macbeth</i>	Shakespeare	Folger	1992
<i>My Sister's Keeper</i>		Picoult	Atria	1997	2/4/2008

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	<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
	<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 & Li</i>	Anne Lamott	Anchor Books	1995	5/5/2014
	<i>Shakespeare's Restless World: A Portrait on a</i>	Neil MacGregor	Viking	2008	5/21/2018
	<i>Drown</i>	Junot Diaz	Riverhead	1996	5/21/2018
	<i>Crying in H Mart</i>	Zauner, Michelle	Knopf Doubleday	2021	5/23/2022
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>	Sophocies	Harourt	1977	8/25/2008
	<i>Sound & Sense</i>	Perine ed.	Perine	1978	8/25/2008

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		<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>	Northrup, 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
		<i>Crying in H Mart</i>	Zauner, Michelle	Knopf Doubleday	2021	5/23/2022
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
		<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, and Jay Heinrichs</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

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S	Creative Writing Honors	<i>Hitchhikers Guide to the Galaxy</i>	Adams, Douglas	Random House	2002	5/5/2014
		<i>Poetry: An Introduction, 5th Edition</i>	Meyer	Bedford St, Martin	2007	8/25/2008
S	Crime & Mystery Honors	<i>Writing Down the Bones</i>	Goldberg	Schambhela	2005	8/25/2008
		<i>A Pocket Full of Rye</i>	Christie	Signet	2000	8/25/2008
Y	Literature & Film	<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
		<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		
<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

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Y	Literature, Identity & Media	<i>The Metamorphosis and Other Stories</i>	Kafka	Dover	1996	5/9/2011
		<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
Y	Literature and Psychology	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
		<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
Y	Myth, Legend and the Bible	<i>Beowulf</i>	Healey	Norton	1987	8/25/2008
		<i>Best Loved Folktales of the World</i>	Cole, ed.	Anchor Press	1982	8/25/2008

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		<i>Gilgamesh</i>	Mason	Houghton Mifflin	2003	8/25/2008
		<i>Sir Gawain and the Green Knight</i>	Stone	Penguin	1974	8/25/2008
		<i>Siddharta</i>	Hesse	Bantam	1971	8/25/2008
		<i>The Bible</i>	Richardson, ed.	Harper	1984	8/25/2008
		<i>Three Short Novels</i>	Faulkner	Vintage	1996	8/25/2008
		<i>Me Talk Pretty One Day</i>	Sedaris	Little, Brown & Co.	2000	4/23/2012
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
S	Non-Fiction Creative Writing	<i>I am Scout</i>	Shields	Henry Holt & Co.	2008	4/23/2012
		<i>Me Talk Pretty One Day</i>	Sedaris	Little, Brown & Co.	2000	4/23/2012
		<i>The Fourth Genre: Contemporary Writer of/on</i>	Root, Jr., Steinberg	Longman	2010	4/23/2012
		<i>Travels with Charley (Supp.)</i>	Steinbeck	Bantam Books	1961	4/23/2012
Y	Philosophy and Literature	<i>Arcadia</i>	Stoppard	Faber	1993	8/25/2008
		<i>Major British Poets</i>	Williams, ed	Mantor	1963	8/25/2008
		<i>Patterns of Religion</i>	Schmidt	Wadsworth	1999	4/29/2002
		<i>Song of Innocence and Songs of Experience</i>	Blake	Dover	1992	8/25/2008
		<i>The Flies</i>	Sartre	Vintage	1976	8/25/2008
		<i>The Fountainhead</i>	Rand	Signet	1993	8/25/2008
		<i>The Illiad of Homer</i>	Homer	Univ of Chicago	1951	8/25/2008
		<i>The Mentor Book of Major American Poets</i>	Williams, ed.	Mentor	1962	8/25/2008
		<i>The Oresteia</i>	Aeschylus	Dover	1996	8/25/2008
		<i>The Republic</i>	Plato	Dover	2000	8/25/2008
		<i>The Tempest</i>	Shakespeare	Folger	1993	8/25/2008
		<i>Walden</i>	Thoreau	Dover	1995	8/25/2008
		<i>Zen and the Art of Motorcycle Maintenance</i>	Robert Pirsig	Harpertourch	2006	5/21/2018
		<i>The Movie Goer</i>	Waler Percy	Ivy Books	1989	5/21/2018
		<i>Interior Chinatown</i>	Yu, Charles	Doubleday	2020	5/23/2022
S	Shakespeare I / II Honors	<i>King Lear</i>	Shakespeare	Folger	1993	8/25/2008
		<i>Much Ado About Nothing</i>	Shakespeare	Folger	1995	8/25/2008
		<i>Othello</i>	Shakespeare	Folger	1993	8/25/2008
		<i>The Merchant of Venice</i>	Shakespeare	Folger	1992	8/25/2008
		<i>The Tempest</i>	Shakespeare	Folger	1994	8/25/2008
		<i>Twelfth Night</i>	Shakespeare	Folger	1993	8/25/2008
	Philosophy of Race	<i>There There: A Novel</i>	Tommy Orange	Vintage Books	2019	5/24/2021
		<i>Homegoing</i>	Yaa Gyasi	Vintage Books	2017	5/24/2021

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English All Core Tell Me Your Story	<i>Working Towards Whiteness: How America's Immigrants Became White</i>	David Roediger	Basic Books	2018	5/24/2021
	<i>The Fire Next Time</i>	James Baldwin	Random House	1997	5/24/2021
	<i>Racial Formation in the United States</i>	Michael Omi & Howard Winant	Routledge	2014	5/24/2021
	<i>One Life</i>	Megan Rapinoe	Penguin	2020	5/23/2022
	<i>The Closer</i>	Rivera, Mariano	Lttle Brown & Co.	2014	5/23/2022
	<i>Broken Place, Outer Spaces</i>	Okorafor, Nnedi	Ted Ebooks	2019	5/23/2022
	<i>Almost American Girl: An Illustrated Memoir</i>	Ha, Robin	Balzer & Bray Ebooks	2020	5/23/2022
	<i>Crying in H Mart</i>	Zauner, Michelle	Knopf Double Day	2021	5/23/2022
	<i>Funny, You Don't Look Autistic</i>	McCreary, Michael	Anmick Press	2019	5/23/2022

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	SAVVAS	2015	5/24/2021
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	SAVVAS	2015	5/24/2021
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	Advanced Algebra & Trigonometry	<i>Algebra & Trigonometry 2e</i>	Jay Abramson	Open Stax	2021	5/23/2022
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

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Y	Calculus H	<i>Calculus Concepts & Applications</i>	Foerster	Key Curriculum	2005	7/23/2007
Y	AP Statistics	<i>The Practice of Statistics 6th Edition</i>	Starnes, Tabor, Yates, Morroe	W.H Freeman	2018	5/27/2020
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>	Brown	Lawrencville	2005	6/2/2008
		<i>Python Programming in Context</i>	Miller & Ranum	Jones & Bartlett	2021	5/24/2021
		<i>Simply Java Programming An Application Driven Approach</i>	Deitel, Deitel	Prentice Hall	2004	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	SAVVAS	2021	5/24/2021

SCIENCE

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	K - Physical Science	<i>Measurement, Motion & Forces</i>	William Banko, MD Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario Knowing Science LLC	2017	5/22/2017
	Life Science	<i>Matter & Energy in Organisms & Ecosystems</i>				
	Earth Science	<i>Earth Surface Processes</i>				
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

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		<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	<i>Campbell: Biology Concepts & Connections 10th Edition</i>	Taylor et al	Savvas	2021	5/23/2022
Y	Biology AP	<i>Campbell Biology AP, 12th Edition</i>	Urry, Cain, Wasserman	SAVVAS	2021	5/24/2021
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, Murhy, Woodward	Pearson	2018	4/22/2013
Y	Environmental Science	<i>Environmental Science</i>	Jay Withgott	Savvas	2021	5/23/2022
Y	Environmental Science AP	<i>Environment: the Science Behind the Stories</i>	Withgott & LaPosta	Savvas	2021	5/23/2022
Y	Genetics	<i>Human Genetics: Concepts and Applications 13th Edition</i>	Lewis	McGraw Hill	2021	5/23/2022
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
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 11E AP Edition</i>	Cutnell	Houghton Mifflin Harcourt	2018	5/24/2021
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

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Y	AP Seminar RAHP	<i>The Craft of Research, 4 Edition</i>	Booth, Colomb, Williams, Bizup, Fitzgerald	Chicago Press	2016	5/27/2020
y	AP Research	<i>Publication Manual of the American Psychological Association</i>		American Psychological Association	2020	5/24/2021
	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.)</i> Hakim	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
Y	American Government and F	<i>American Government - Reading & Cases 15th Edition</i>	Wolf	Pearson - Longman	2004	8/25/2008
S	Contemporary Issues in Soci	<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

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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
Y	The Trojan War	<i>Ancient Rome and Modern America The Iliad</i>	Margaret Malamud Homer; Translated by Robert Fables	Wiley-Blackwell Penguin	2009 1990	4/23/2013 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

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		<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
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
S	The Power of One: Reflections on the Holocaust & the 21st Century	<i>Holocaust and Human Behavior 4th Edition</i>	Facing History & Ourselves	Facing History & Ourselves	2017	5/24/2021
		<i>Man's Search for Meaning</i>	Viktor Emil Frankl	Random House	2006	5/24/2021

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
Y	Grade 6 - Band	<i>Essential Elements for Strings, Book 1</i>	Allen, Gillespie, Hayes	Hal Leonard	1994	4/22/2013
		<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
Y	Grade 6 - Chorus	<i>Wohlfahrt Etudes, Op 45</i>	Wohlfahrt	G. Schirmer	1905	8/25/2008
		<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
Y	Grade 7 - 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
Y	Grade 7 - Chorus	<i>Wohlfahrt Etudes, Op 45</i>	Wohlfahrt	G. Schirmer	1905	8/25/2008
		<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 8 - Band	<i>Essential Technique Book 3</i>	Lautzenheiser, et al.	Hal Leonard	1999	8/25/2008
		<i>Standard of Excellence 2</i>	Pearson, Bruce	Neil Kjos	1999	8/25/2008
		<i>Standard of Excellence 2, Music Theory & History Workbook</i>	Elledge, Yarbrough, Pearson	Neil Kjos	1999	8/25/2008
Y	Grade 8 Orchestra	<i>All for Strings 1, 2</i>	Anderson, Frost	Neil Kjos	1986	8/25/2008
		<i>Wohlfahrt Etudes, Op 45</i>	Wohlfahrt	G. Schirmer	1905	8/25/2008

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		<i>Essentials for Strings, A Systematic Approach to Technical Development</i>	Gerald Anderson	Neil Kjos	1985	4/22/2013
		<i>Technicises for Strings, Putting Pieces Together</i>	Jim Probasco	Heritage Music	2002	4/22/2013
Y	Grade 8 - Chorus	<i>Sing at First sight: Foundation in Choral Sight Singing, Level 1</i>	Beck, Surmani, Lewis	Alfred Publishing Co.	2004	4/22/2013
		<i>Essential Elements for Choir, Book One: Essential Musicianship</i>	Crocker, Leavitt	Hal Leonard	1985	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
		<i>Art History</i>	Stokstad, Cothren	Pearson	2014	4/22/2013
Y	Studio Art I & II AP	<i>Launching the Imagination</i>	Stewart	McGraw Hill	2006	7/7/2007
Y	Innovating Through Design Thinking	<i>Creative Confidence</i>	Tom Kelley, David Kelly	Crown	2013	5/4/2015
		<i>That Used to Be Us</i>	Friedman & Mandelbaum	Picador	2012	5/4/2015
		<i>A Whole New Mind: Why Right Brainers Will Rule the Future</i>	David Pink	Riverhead Books	2006	5/4/2015
		<i>101 Design Methods: A Structured Approach for Driving Innovation in Your Organization</i>	Vijay Kumar	Wiley	2012	5/4/2015
Y	Music Theory AP	<i>Tonal Music with an Introduction to 20th Century Music 5th Edition</i>	Kostka, Pyne	McGraw Hill	2004	7/22/2005
		<i>Student Workbook for Tonal Music with an Introduction to 20th Century Music 5th Edition</i>	Kostka, Pyne	McGraw Hill	2004	7/22/2005
		<i>Auralia (v.2.1.1) Software</i>		Rising Software		8/25/2008
		<i>Sibellius (v.3) Software</i>		Sibelius Software		8/25/2008
Y	Symphonic Band	<i>I Recommend</i>	James D. Ployhar	Byron-Douglas	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
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021
Y	Grade 8 - French	<i>Bien Dit! French I</i>	Champeny, DeMado, Ponterio	Houghton Mifflin Harcourt	2018	5/27/2020
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021
Y	Grade 7 - Latin	<i>Cambridge Latin Unit 1</i>	Cambridge University Classics	Cambridge University Pres	2015	5/2/2016
Y	Grade 8 - Latin	<i>Cambridge Latin Unit 2</i>	Cambridge University Classics	Cambridge University Pres	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
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021

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Y	French II	<i>Bon Voyage 2</i>	Schmitt, Lutz	Glenco McGraw Hill	2002	6/24/2002
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021
Y	French II	<i>Bon Voyage 2</i>	Schmitt, Lutz	Glenco McGraw Hill	2002	6/24/2002
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021
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
Y	German I	<i>Deutsch Aktuell 1, 7th Edition</i>	Kraft, Wolf	EMC	2017	5/20/2019
		<i>Komm Mit I</i>	Winkler	Holt Rinhart Winkler	1996	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>	Specht, Jarvis, Kraft	EMC	2017	5/20/2019
		<i>Komm Mit II</i>	Winkler	Holt Rinhart Winkler	1996	1/2/1997
Y	Latin I	<i>Cambridge Latin Units 1 and 2</i>	Cambridge University Classics	Cambridge University Pres	2015	5/2/2016
		<i>Suburani</i>		Hands Up	2020	5/23/2022
Y	Latin II	<i>Cambridge Latin Unit 3</i>	Cambridge University Classics	Cambridge University Pres	2015	5/2/2016
Y	Latin III Honors	<i>Cambridge Latin Unit 4</i>	Cambridge University Classics	Cambridge University Pres	2015	5/2/2016
Y	Latin IV Honors	<i>Horace: Selected Odes and Satire & Workboo</i>	Ancona	Bolchazy - Carducci	2004	8/25/2008
		<i>Our Latin Heritage Book IV</i>	Hines, Howard	Harcourt Brace	1969	8/25/2008
Y	Latin V AP	<i>Vergil's Aeneid: Selected Reading from Books</i>	Barbara Welden Boyd	Bolchazy - Carducci	2013	5/20/2019
		<i>Caesar: Selections from hs Commentarii De Bello Gallico</i>	Hans Friedrich Mueller	Bolchazy - Carducci	2013	5/20/2019
		<i>A Song of War: Readings in Vergils Aeneid</i>	LaFleur, McKay	Pearson Prentice Hall	2004	6/29/2009
Y	American Sign Language	<i>Master ASL! Level One</i>	Jason E. Zinza	Sign Media Inc.	2006	5/23/2022

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

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>	American Heart Association	First American Heart	2016	5/21/2018
		<i>First Aid/CPR/AED Student Workbook</i>	American Heart Association	First American Heart	2016	5/21/2018

2022 - 2023 New & Revised Curriculum

Mathematics	Social Studies (continued)
Algebra II	ESLIP (New)
Advance Algebra with Trigonometry (New)	American Studies I & II
Statistics with Finance (New)	Amer Govt Politics AP
Science	The Power of One CP/H
Science K-5	Criminal Law H
Science Grade 8	Constitutional Law H
Genetics & Biotechnology H	Global Economy H
Physics, Engineering & Art H	World History
Forensic Science H	History of the Modern World
Human Anatomy & Physiology H	US History I H, AP
English Language Arts	US History II, II H, II AP
ELA Word Study Units Grade 4&5	AHLISA I & II
ELA Grade 5	American Experience I & II
World Languages	Psychology CP/H & AP
American Sign Language I (New)	Human Geography H/CP & AP
Spanish 7,8	AP Euro History
Spanish I, II, III, III H, IV,IV H, V H, VAP	Sociology H
Spanish Culture & Conv I & II	Western/Non Western Philosophy H
French III H, IV H, V H	Contemporary Issues H
Latin I	Film History H
Social Studies	Stock Market H
Social Studies 6, 7, 8	Micro/Macro AP
American Humanities (New)	

2022 - 2023 New & Revised Curriculum

Fine & Applied Arts	
K-5 Art	Innovating through Design Thinking
Grade 6 & 7 Art	Design Thinking Studio: Experiences in Design & Rapid Prototyping
2D & 3D Art	Interactive Design (Introduction to Electricity, Electronics & Coding)
Apprentice to Master I & II	Interactive Design II
Grade 6, 7, 8 Band	Robotics I & II
Grade 6, 7, 8 Orchestra	Real World Engineering
Symphonic Band	Yearbook Production I, II, III
Concert Band	Yearbook Management I & II
Wind Ensemble	Journalism Production I & II
Chorale	Health & Wellness
Concert Choir	K-8 Physical Education
Treble Choir	K-8 Health
Acting I	Health 9A, 9B, 10
Acting Advanced	Driver Education
Architectural Design I & II	Health 11
Art History AP	First Aid and Safety
Digital Photography I & II	Personal Fitness - 9
Advanced Digital Photography	Physical Activities 9, 10, 11, 12
Advanced Portfolio Development	Strength & Conditioning 10, 11
TV Production	Yoga & Stress Management
Video Production	Senior Wellness
Intro to Media Technology	

Ridgewood Public Schools
2022-2023 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Cardew	Charles	BFMS	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Connelly	Molly	BFMS	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Heins	Lisa	BFMS	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Klion	Emily	BFMS	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Miller	Danielle	BFMS	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Spadaccini	Ann	BFMS	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Amaral	Carla	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Baek	Jihye	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Baloch	Sumera	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Batawala	Yamuna	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Battaglia	Karen	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Doyle	Christine	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Engstrom	Anna	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Fernandez	Patricia	Glen	Teacher Assistant (REACH)	16.51	5.75	5	94.93	474.66	17,087.85
Fogarty	Jeanette	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Gamalath	Nirosha	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Herbert	Rachel	Glen	Self-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Hong	Yong	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Krasniqi	Arizana	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
LaChapelle	Victoria	Glen	Self-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Latif	Shaista	Glen	Self-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Lauritano	Scott	Glen	Self-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Lam	Atenette	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.72	5	133.56	667.81	24,041.16
Linton	Kristin	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Maxwell	Andrea	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Pollock	Yanet	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75

Ridgewood Public Schools
2022-2023 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Radonic	Azra	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Makdesi	Rim	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Tulipano	Traci	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Wahler	Nicole	Glen	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Wonsowicz	Leslie	Glen	Teacher Assistant (REACH)	19.25	5.75	5	110.69	553.44	19,923.75
Yoo	Euna	Glen	Sel-Contained (RED)	19.25	5.75	5	110.69	553.44	19,923.75
Lawrence	John	GWMS	Brailist	25.64	5.75	5	147.43	737.15	26,537.40
Pilson	Mine	GWMS	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Sand	Grace	GWMS	Self-Contained (LLD)	16.51	5.75	5	94.93	474.66	17,087.85
Sharar	Connie	GWMS	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Tucker	Annette	GWMS	Self-Contained (LLD)	16.51	5.75	5	94.93	474.66	17,087.85
Cadorette	Christi	Hawes	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Carney	Elizabeth	Hawes	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Encarnacion	Kathleen	Hawes	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Fischer	Susan	Hawes	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Fossari	Rosemary	Hawes	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Haug	Sheri	Hawes	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Lazration	Sara	Hawes	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Maluenda	Mellany	Hawes	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Zaveri	Salomee	Hawes	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Bartoli	Karen	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40
Collins	Carla	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40
Gigante	Anthony	Oak Street	STEPSS Job Coach	22.19	5.75	5	127.59	637.96	22,966.65
Hiller	Ari	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40
Kim	Sung-Hui	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40
Palazzola	Joan	Oak Street	STEPSS Job Coach	25.64	5.75	5	147.43	737.15	26,537.40

Ridgewood Public Schools
2022-2023 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Ardito	Daniel	Orchard	Kindergarten Aide	17.50	5.75	5	100.63	503.13	18,112.50
Bednarski	Patricia	Orchard	First Grade	17.50	5.75	5	100.63	503.13	18,112.50
Dabestani	Barbara	Orchard	Lunch Aide	17.50	5.75	5	100.63	503.13	18,112.50
Garcia	Aaron	Orchard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Haley	Laura	Orchard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Lewis	Jenny	Orchard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Mariconda	Bette	Orchard	Lunch Aide	17.50	5.75	5	100.63	503.13	18,112.50
Spina	Dorothy	Orchard	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Caban	Melissa	RHS	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Crabbe	Joseph	RHS	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Eitner	Valarie	RHS	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Florida	Sophia	RHS	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Fridman	Yaniv	RHS	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Lamce	Alma	RHS	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Lohr	Jennifer	RHS	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Lug	Raymond	RHS	ESL Aide (Title 3 Immigrant Fund)	19.25	5.75	5	110.69	553.44	19,923.75
Quayum	Rebecca	RHS	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Barclay	Andrea	Ridge	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Britcher	Ashley	Ridge	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Alicea	Rachel	Ridge	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Cancio	Josylin	Ridge	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Carpentieri	Anthony	Ridge	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Coughlin	Ryan	Ridge	Lunch Aide	17.50	3	5	52.50	262.50	9,450.00
Coughlin	Wendy	Ridge	Kindergarten Aide	17.50	5.75	5	100.63	503.13	18,112.50
Curci	Maria	Ridge	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Elieh	Nada	Ridge	One-to-One	19.25	5.76	5	110.78	553.92	19,941.08

Ridgewood Public Schools
2022-2023 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Fierro	Judy	Ridge	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Hopper	Ann	Ridge	Applied Behavior Analyst Aide (ABA)	25.64	5.75	5	147.43	737.15	26,537.40
Lee	Sunghoon	Ridge	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Maccarrone	Meghan	Ridge	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Minardi	Jacqueline	Ridge	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Perry	Cynthia	Ridge	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Ramanathan	Vijayalakshmi	Ridge	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Russo	Nicole	Ridge	Resource Room	19.25	5.5	5	105.88	529.38	19,057.50
Scillieri	Joellen	Ridge	Applied Behavior Analyst Aide (ABA)	22.19	5.75	5	127.59	637.96	22,966.65
Sgambati	Jean	Ridge	First Grade	17.50	5.75	5	100.63	503.13	18,112.50
Totaro	Dayna	Ridge	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Vehmas	Heidi	Ridge	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Wilson	Maguerite	Ridge	Applied Behavior Analyst Aide (ABA)	23.35	5.75	5	134.26	671.31	24,167.25
Aynilian	Elizabeth	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Bowley	Melissa	Somerville	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Chlewicki	Payton	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Eidschun	Maura	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Feldhahn	Karen	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Galeano	Javier	Somerville	PERL - Applied Behavior Analyst Aide	22.19	5.75	5	127.59	637.96	22,966.65
Geraghty	Lara	Somerville	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Greco	Leah	Somerville	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Haworth	Anna	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Howes	Kasandra	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Hutcherson	Julia	Somerville	PERL - Applied Behavior Analyst Aide	22.19	5.75	5	127.59	637.96	22,966.65
Kacmarcik	Christine	Somerville	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Levanti	Stamatina	Somerville	PERL - Applied Behavior Analyst Aide	23.35	5.75	5	134.26	671.31	24,167.25

Ridgewood Public Schools
2022-2023 Classroom/Lunchroom Aides

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Kahn	Amy	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Manziano	Kimberley	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
McLaughlin	Amy	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Parisi	Laurie	Somerville	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Pierro	Melissa	Somerville	Resource Room	19.25	5.75	5	96.72	483.58	17,408.70
Tarabocchia	Maryjane	Somerville	Kindergarten Aide	17.50	5.75	5	96.72	483.58	17,408.70
Burns	Debra	Travell	Resource Room	19.25	5.75	5	96.72	483.58	17,408.70
Carewicz	Damian	Travell	First Grade	17.50	5.75	5	96.72	483.58	17,408.70
Felipe	Brenda	Travell	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Giannaccini	Giulia	Travell	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Hughes	Regina	Travell	Resource Room	16.51	5.75	5	94.93	474.66	17,087.85
Lynch	Lisa	Travell	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Porfido	Joann	Travell	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Pounds	Catherine	Travell	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Schmarak	Lorraine	Travell	Resource Room	16.51	5.75	5	94.93	474.66	17,087.85
Walikainen	Maryjoe	Travell	Kindergarten Aide	17.50	5.75	5	100.63	503.13	18,112.50
Yucis	Jessica	Travell	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Brandao	Luciana	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Bukowski	Stacey	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Cunningham	Carol	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Feola	Dianne	Willard	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Galvin	Jennifer	Willard	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Lubben	Alyssa	Willard	Kindergarten	17.50	5.75	5	100.63	503.13	18,112.50
Luongo	Elizabeth	Willard	Self-Contained (LLD)	19.25	5.75	5	110.69	553.44	19,923.75
Neilson	Margaret	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Paris-Rodriguez	Amber	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75

**Ridgewood Public Schools
2022-2023 Classroom/Lunchroom Aides**

Last Name	First Name	Location	Assignment	Hourly Rate	No Hrs/day	No. Days/Wk	Daily Rate	Weekly Salary	Annual Salary
Passno	Edith	Willard	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00
Rinaldo	Geraldine	Willard	First Grade	17.50	5.75	5	100.63	503.13	18,112.50
Seguin	Danielle	Willard	Resource Room	19.25	5.75	5	110.69	553.44	19,923.75
Solis	Leslie	Willard	Kindergarten	17.50	5.75	5	100.63	503.13	18,112.50
Ward	Kathryn	Willard	Lunch Aide	17.50	2	5	35.00	175.00	6,300.00

RIDGEWOOD HIGH SCHOOL
REVISED FALL 2022-2023 COACHING ASSIGNMENTS ESTIMATE
To be paid equal installments 10/15/2022 and 11/15/2022

				Total	One-half	One-half
Name	Position	Step	Ratio*	Stipend	10/15/2022	11/15/2022
Watson, Torrance	Head Football	IV	0.130	12,316.00	6,158.00	6,158.00
Aday, Douglas	Assistant Football	IV	0.085	8,053.00	4,026.50	4,026.50
Scevola, Adam	Assistant Football	IV	0.085	8,053.00	4,026.50	4,026.50
Johnson, Charles	Assistant Football	IV	0.085	8,053.00	4,026.50	4,026.50
Maxwell, Ryan	Assistant Football	IV	0.085	8,053.00	4,026.50	4,026.50
McDermott, Michael	Assistant Football	IV	0.085	8,053.00	4,026.50	4,026.50
Crabbe, Joseph	Assistant Football	IV	0.085	8,053.00	4,026.50	4,026.50
Gentile, Robert	Assistant Football	IV	0.085	8,053.00	4,026.50	4,026.50
McCluskey, Aidan	Head Boys Soccer	IV	0.094	8,906.00	4,453.00	4,453.00
McDade, Andrew	Assistant Boys Soccer	IV	0.064	6,063.00	3,031.50	3,031.50
Zielyk, Mathew	Assistant Boys Soccer	IV	0.064	6,063.00	3,031.50	3,031.50
Kay, Peter	Head Girls Soccer	IV	0.094	8,906.00	4,453.00	4,453.00
Reynolds, Christine	Assistant Girls Soccer	III	0.059	5,590.00	2,795.00	2,795.00
Turano, Rebecca	Assistant Girls Soccer	III	0.059	5,590.00	2,795.00	2,795.00
Ryan, Patrick	Head Boys Cross Country	IV	0.080	7,579.00	3,789.50	3,789.50
Marzloff, Scott	Assist. Boys/Girls X-Country	IV	0.055	5,211.00	2,605.50	2,605.50
Opremcak, Stephen	Head Girls Cross Country	IV	0.080	7,579.00	3,789.50	3,789.50
Sieck, Alison	Head Girls Tennis	IV	0.077	7,295.00	3,647.50	3,647.50
Tobin, Deirdre	Assistant Girls Tennis	IV	0.060	5,685.00	2,842.50	2,842.50
Currier, Robert	Assistant Girls Tennis	IV	0.060	5,685.00	2,842.50	2,842.50
Gilfedder, Jaime	Head Volleyball	IV	0.094	8,906.00	4,453.00	4,453.00
Quirk, Brian	Assistant Volleyball	IV	0.064	6,063.00	3,031.50	3,031.50
Jannone, Christina	Assistant Volleyball	IV	0.064	6,063.00	3,031.50	3,031.50
Mendez, Karen	Head Gymnastics	IV	0.094	8,906.00	4,453.00	4,453.00
Stahl, David	Assistant Gymnastics	IV	0.064	6,063.00	3,031.50	3,031.50
Centrelli, Erica	Head Cheerleader Advisor	IV	0.067	6,348.00	3,174.00	3,174.00
TBD	Assist. Cheerleader Advisor	II	0.054	5,116.00	2,558.00	2,558.00
Beyer, James	Fall Site Manager			5,000.00	2,500.00	2,500.00
Bunzey, Craig	Fall Site Manager			5,000.00	2,500.00	2,500.00
Totals				196,304.00	98,152.00	98,152.00
*Ratio is applied to the B.A. Maximum			\$94,742			

Adult Education**Account #13-602-100-101-00-60-060-001**

Abramenko, Emily
 Andreasen, Carl
 Antine, Stacey
 Austin, Robert
 Burke, Robert
 Burns, Vivian
 Carter, Jackie
 Chahine, Alain
 Chahine, Martine
 Christopher, Susan
 Ciccolella, David
 Costello, Mary Lee
 Crevatas, Christopher
 Davidoff, Roger
 DiCostanzo, John
 Dishuk, Janette
 Dittmar, Dawn
 Dorsey, Donna
 Ervolino, William (Bill)
 Feingold, Richard
 Finnerty-Eagan, Karen
 Fitzgerald, Mary
 Florio, Vinnie
 Fortunato, Irene
 Gross, Gwendolen
 Hall, Burton
 Hammond, Frederick
 Harrison, Amy
 Helmy, Marize
 Hendrickson, Kim
 Kovalcik, Terrance
 Kramer-Perez, Lois
 Larkin, Marya

Adult cont.

Laub, Ashley
 Lee, Loren
 LeLuc, Isabel
 Levine, Maggie
 Linnemeyer, Patricia
 Livingstone, Robert
 Lustica, Joe
 Maniaci, Angela
 Manna, Michael

*Related to staff member

McKinnon, Evelyn
 Michels, James
 Moran, Dreena
 Morley-Alton, Messalina
 Petretti, Mayra
 Petzold, Harold
 Plumley, Kristen
 Popadics, Joel
 Rodriguez, Patricia
 Santoli, Eric
 Schwartz, Zahava
 Schwartzman, Marshall (MT)
 Scillieri, Joseph
 Secreti, Joanna
 Skulskaia, Ekaterina
 Sobel, Arlene
 Soloman, Charles
 Tyree, LaShondra
 Valere, Neil
 Vangieri, Patricia
 Walker, Lorinda
 Winner, Anne
 Zaitsev, Maksim

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Junior Edition

13-423-100-101-00-60-060-001

Alcaro, Annamaria
Alexander, Lisa
Beaumont, Megan
Bilyk, Matthew
Brescia, Kenneth
Burns, Vivian
Capalbo, Michele
Carter, Jackie
Cheng, Zhe (Gil)
Conti, Eva
Cosco, Catherine
Fink, Gary
Goldberg, Daryl
Hankle, Benjamin
Landes, Gregory
Lazzara, Patricia
Moran, Dreena
Neville, Benjamin
Reedy, Dana
Sullivan, Matthew
Troy, Michael
Zaitsev, Maksim

Driver Education

13-424-100-101-00-60-060-001

Cosgrove, James
Currier, Robert
Kay, Peter *
Knott, Ronald
Mitola, Candace
Ross, Jennifer
Watson, Andrea *

*Related to staff member

Curriculum	New or Revised (N/R)	Staff Member	Total Hours	Cost per hour 53.33	APPROVED 6/20/22 REVISE FROM:	Amount Not to Exceed REVISE TO:
SOCIAL STUDIES						
World History	R	Mike Troy	0		9 hours / \$239.98	0 hours / 0
		Lauren Besser	4.5		0 hours / 0	4.5 hours / \$239.98
US II	R	Linda Chamesian	0		4.5 hours / \$239.98	0 hours / 0
		Patrick Thurlow	9		4.5 hours / \$239.98	9 hours / \$479.97
Social Studies 7	R	Chris Watkins	4.5		0 hours / 0	4.5 hours / 239.98
		Kristen Gilbert	4.5		0 hours / 0	4.5 hours / 239.98
Social Studies 8	R	Lauren Upton	4.5		0 hours / 0	4.5 hours / 239.98
		Lauren Zielinski	4.5		0 hours / 0	4.5 hours / 239.98
FINE & APPLIED ARTS						
Digital Photography I	R	Lisa Valenti	0		12 hours / \$639.96	0 hours / 0
		Paul Cronk	12		0 hours / 0	12 hours / \$639.96
Digital Photography II	R	Lisa Valenti	0		12 Hours / \$639.96	0 hours / 0
		Paul Cronk	12		0 hours / 0	12 hours / \$639.96
Art 4 th Grade	R	Rob Krokus	0		18 hours / \$959.94	0 hours / 0
		Samantha Stankiewicz	18		0 hours / 0	18 hours / \$959.94

PRICE LIST

Approved by:

SIGN: _____

DATE: _____

RIDGEWOOD SCHOOL DISTRICT

ELEMENTARY

~~2021-2022~~2022-2023

Student Lunch	\$4.25 <u>4.75</u>
Featured Favorite Lunch	5.25 <u>5.75</u>
Reduced Price Lunch50
Gluten-Free Lunch.....	5.25-6.25 <u>5.75-6.75</u>
Organic Lunch	6.50 <u>7.00</u>
Second Pizzeria Pizza Slice w/Lunch Meal	\$2.50 <u>2.75</u>
Freshly Baked Cookie75 <u>.95</u>
Milk, 8 oz. plastic bottle	1.40 <u>1.25</u>
(Choice of Non-Fat Chocolate, Skim, 1%)	
Bottled Spring Water, 10 oz.....	1.00 <u>1.25</u>
Baked Chips, single serve	1.10 <u>1.75</u>
Organic Milk	2.50 <u>2.75</u>

Approved by:

SIGN: _____

DATE: _____

Attachment K



POMPTONIAN
FOOD SERVICE

RIDGEWOOD SCHOOL DISTRICT

MIDDLE SCHOOL

~~2021-2022~~2022-2023

Student Breakfast.....	\$4.00 <u>4.50</u>
Student Premium Breakfast.....	5.50
Student Lunch	4.25 <u>4.75</u>
Featured Favorite Lunch	5.25 <u>5.75</u>
Gluten-Free Lunch.....	5.25-6.25 <u>5.75-6.75</u>
Organic Lunch	6.50 <u>7.00</u>
Reduced Price Lunch50
Faculty Lunch	5.00 <u>5.50</u>
Faculty Featured Favorite Deli Lunch.....	5.50 <u>6.00</u>

LUNCH ENTRÉE:

All Hot Lunch Entrées and Bread.....	\$3.75 <u>4.25</u>
All Hot Lunch Entrées and Bread (faculty)	
.....	4.50 <u>5.00</u>
Pizzeria Pizza	2.50 <u>2.75</u>

DELI CENTRAL:

Boar's Head Deli Sandwich.....	5.25 <u>5.75</u>
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FRESH FARMSTAND:

Entrée Salad Platter Specials including, Grilled Chicken Caesar, Chef's, Tuna.	5.25 <u>5.75</u>
Vegetable Crudité w/Low-Fat Dip	2.25
Fresh Fruit or Melon Cup, 16 oz.	2.75 <u>3.50</u>
Yogurt Parfait w/Fresh Fruit	3.95 <u>4.25</u>

SOUP:

Homemade Soup, bowl, 8 oz.....	2.50 <u>3.00</u>
Homemade Soup, bowl, 12 oz.....	3.00 <u>3.50</u>

BREADS & ROLLS:

Bagel w/Butter.....	\$2.00 <u>2.25</u>
Bagel w/Cream Cheese	2.60 <u>2.85</u>
Extra Cream Cheese.....	.85 <u>.95</u>
Cereal w/Milk.....	2.50 <u>2.75</u>

SNACK SHACK:

David's Cookie75 <u>.95</u>
Fresh Fruit.....	1.25 <u>1.50</u>
Baked Chips.....	1.10 <u>1.75</u>

BEVERAGES:

Milk, 8 oz. plastic bottle.	1.10 <u>1.25</u>
Bottled Spring Water, 16 oz.	1.25 <u>1.50</u>
Canned Beverage	1.75 <u>2.00</u>
Naked Juice (varieties)	4.00 <u>4.75</u>
Coffee/Tea, 8 oz (faculty).....	1.60 <u>1.95</u>

Approved by:

SIGN: _____

DATE: _____

Attachment K



POMPTONIAN
FOOD SERVICE

RIDGEWOOD SCHOOL DISTRICT

HIGH SCHOOL

2021-20222022-2023

Student Breakfast	\$4.00 <u>4.50</u>
Student Premium Breakfast	5.50
Student Lunch	5.50 <u>6.00</u>
Complete Daily Meal Special	5.50 <u>6.00</u>
Featured Favorite Lunch	5.50-6.50 <u>6.00-7.00</u>
Organic Lunch	6.50 <u>7.00</u>

DELI CENTRAL:

Boar's Head Sandwiches	5.50 <u>6.00</u>
Extra 1 oz. Portion	1.00 <u>1.25</u>

FRESH FARMSTAND:

Entrée Salad Platter Specials including;	
Grilled Chicken Caesar, Chef's & Tuna	5.50 <u>6.00</u>
Vegetable Crudité w/Low-Fat Dip	2.25
Fresh Fruit Cup or Melon Cup, 16 oz....	2.75 <u>3.50</u>
Individual Garden Salad Bowl, 16 oz ...	2.90 <u>3.50</u>

DAILY DISH:

Pasta (Semolina, Whole Wheat, or Tricolor)	
w/Choice of Sauce	5.10 <u>6.00</u>
Vegetarian Selections	5.50-6.50 <u>6.00-7.00</u>
Internationale Theme Bar.....	5.50-6.50 <u>6.50-7.50</u>

SOUP:

Bowl, 8 oz	2.50 <u>3.00</u>
Bowl, 12 oz	3.00 <u>3.50</u>

BREADS & ROLLS:

Bagel w/Butter.....	2.00 <u>2.25</u>
Bagel w/Cream Cheese	2.60 <u>2.85</u>
Extra Cream Cheese85 <u>.95</u>

BREAKFAST GRILL:

Breakfast Selections	3.75-5.25 <u>4.50-5.50</u>
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AMERICAN GRILLE:

French Fries, all varieties	\$1.90 <u>2.25</u>
Pizzeria Pizza	2.50 <u>2.75</u>
Mozzarella Sticks (5).....	3.95 <u>4.25</u>
Fresh Quarter-Pound Burgers.....	5.00 <u>6.00</u>
Grilled Fresh Chicken Breast Sandwich....	5.00 <u>6.00</u>
All-Natural Chicken Tenders (4).....	5.00 <u>6.00</u>

SNACK SHACK:

David's Cookie75 <u>.95</u>
Whole Fresh Fruit.....	1.25 <u>1.50</u>
Baked Chips, single serve.....	1.10 <u>1.75</u>
Homemade Muffin, large.....	2.50 <u>2.85</u>
Yogurt Parfait w/Fresh Fruit	3.95 <u>4.25</u>

BEVERAGES:

Milk, 8 oz. plastic bottle	1.10 <u>1.25</u>
Bottled Spring Water, 16 oz.	1.25 <u>1.50</u>
Canned Beverages, 12 oz.....	1.75 <u>2.00</u>
Diet Beverage, 12 oz. can (non-carbonated or carbonated)	1.75
Naked Juice	4.00 <u>4.75</u>
Coffee or Tea, 12 oz... ..	1.85 <u>2.25</u>
Hot Cocoa, 12 oz.	2.00 <u>2.25</u>
Coffee or tea, 16 oz.....	2.60

Approved by:

SIGN: _____

DATE: _____

Attachment K



POMPTONIAN
FOOD SERVICE

RIDGEWOOD SCHOOL DISTRICT

HIGH SCHOOL FACULTY

~~2021-2022~~2022-2023

LUNCH ENTRÉE:

Homemade Specialties ~~\$5.25-6.50~~5.75-7.00

DELI CENTRAL:

Premium Boar's Head Sandwich. ~~5.50~~6.00

Extra 1 oz. Portion ~~1.00~~1.25

FRESH FARMSTAND:

Steamed Vegetables..... ~~1.75~~2.00

Specialty Vegetables ~~2.00~~3.00

SOUP:

Soup, 8 oz..... ~~2.50~~3.00

Soup, 12 oz..... ~~3.00~~3.50

BREADS & ROLLS:

Bagel w/Butter..... ~~2.00~~2.25

Bagel w/Cream Cheese ~~2.60~~2.85

Extra Cream Cheese ~~.85~~.95

SNACK SHACK:

David's Cookie \$ ~~.75~~.95

Baked Snacks and Chips ~~1.10-2.00~~1.75-2.75

Homemade Desserts..... ~~2.00-2.50~~2.50-3.00

Homemade Muffin, large ~~2.50~~2.85

Yogurt Parfait w/Fresh Fruit..... ~~3.95~~4.25

BEVERAGES:

Milk, 8 oz plastic bottle. ~~1.10~~1.25

Bottled Water, 16 oz. ~~1.25~~1.50

Canned Beverages..... ~~1.75~~2.00

Coffee or Tea, 12 oz..... ~~1.85~~2.25

Hot Cocoa, 12 oz..... ~~2.00~~2.25

Coffee or Tea, 16 oz.....2.60

Contracted Therapists/ Providers for Special Education Student Services for the 2022- 2023 School Year

Contractor	Service	Schedule	Rates
Bliss A Chalemian, MD	Psychiatric Evaluations	as needed	\$495/initial eval, \$123.75 every add't 15 minutes
CG Mental Health	Psychiatric Evaluations	as needed	\$1,500/eval, \$250/30 min
Learning Tree BiLingual Evals SP & SK	Bilingual Evaluations Language Interpretation/Translation Services	as needed as needed	\$750 per eval \$180 per hour
St. Joseph's School for the Blind	Developmental Vision Instruction	22-23 School Year	2/wk for 30 min @ \$150/hr
Supreme Consultants	Bilingual Speech, Psychological, Educational & OT Evaluations, Interpretations	as needed	\$47/hr and/or \$750/Eval
TechVision, LLC	Tech Support for Visually Impaired Students	22-23 School Year	\$130 per hour

Contracted Therapists/ Providers for Special Education Student Services for the 2022- 2023 School Year

Contractor	Service	Schedule	Rates
ABA Clinic	Curriculum Development & Implementation Services	2022 ESY	\$105/hr - max of 10 hours
ABA Clinic	Direct ABA services PERL & STEPSS Programs - max of 20 hr/wk for each	Sept 22- June 23	\$105/hr
ABA Clinic	Direct ABA services PERL & STEPSS Programs - max of 12 hr/wk for each	Aug 1 - 30, 2022	\$105/hr
Above & Beyond Learning Group	BCBA Consultation Services	July 2022	\$155/hr
Above & Beyond Learning Group	Speech & Language Services	2022-2023 School Year	\$100/hr
Bergen County Special Services School District	OT/PT/SL/ ABA/ AVT/TOD/ In Home Services	2022-2023 School Year	\$17.25 - \$165/hr
Brain Health Neuropsychology	Neuropsychological Evaluations	2022-2023 School Year	\$4,500 per eval
Dr. Lori Hanes	Educational, Psychological, Speech & Language, Social, OT and PT Evaluations	as needed	\$450 per evaluation, \$80/hr
Good Talking People	Social Prep Summer Programs 12 package session (2 students)	Summer 2022	\$1,500 per student
Pillar Care Continuum	Assistive Technology Services	2022-2023 School Year	\$10,000/month
Pillar Care Continuum	Occupational Therapy Services as needed	2022-2023 School Year	\$100/hour, \$400 per eval
Progressive Therapy	ABA Therapy, Coordination, Supervision, Consult, Parent Training	2022-2023 School Year	\$115/hr
Reed Academy	ABA Therapy, 1:1, Coordination, Supervision	2022-2023 School Year	\$57 - \$150/hr
Region II - Pascack Valley Council for SE	ABA Parent Training	2022-2023 School Year	\$250 per family
Spectrum Works, Inc.	School-To-Career Transition Services (STEPSS Program)	2022-2023 School Year	\$35/hr
Silver Lining Therapist	Evaluations	2022-2023 School Year	\$150 per session
St. Joseph's School for the Blind	Vision Instruction for OOD student	2022-2023 School Year	\$150/hr
Volt	Parent Training/Home Programming/ABA Therapy	2022-2023 School Year	\$60/hr - ABA, \$110/hr - BCBA
YMCA	YMCA Membership for STEPSS Program	2022-2023 School Year	\$35/student/month



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on September 12, 2022 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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. INFORMATION

Ms. Kwak congratulated the Advanced Placement scholars.

Ms. Poelstra provided data in terms of how students have been participating in the AP program.

To view this portion of the meeting scroll to 6:19.

A Board discussion regarding AP scholars ensued. The view this portion of the meeting scroll to 13:10.

A. Advanced Placement Scholars

Two hundred twenty two 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.

Eighty seven 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.

Some of these students are **Krishna Anant, Madeline Andrews, Eric Baw, Christopher Chang, Esha Chinchankar, Lindsey Christinger, Shriya Dani, Aiden Dartley, Rhea Desai, Weronika Domanska, Sam Eppley, Elliott Ewell, Coreen Ferraro, Samantha Fitch, Gwendolyn Flusche, Nicholas Galis, Will Gasaway, Lily Glenning, Sara Goto, Hailey Haglid, Karis Han, Lydia Han, Michael Hanna, Brian Harrison, Annabelle He, Bhakti Hegde, Sarah Jeong, Rohan Jha, Peter Joseph, Neri Jung, Liam Kahankkim y, Austin Kim, Daniel Kim, Yeryeong Kim, Yoon Kim, Zachary Kim, Matthew Kotchkin, Ian Lah, Jonathan Lai, Erin Lee, Hyejin Lee, Isabel Lee, Seungrok Lee, Matthew Lia, Jacob Liu, Musaab Mahmoud, Leandros Manwaring, Viane Matsibekker, Meghan McGorty, Philip Micale, Paul Nasr, Kalyan Patel, Marcus Phillips, Cassandra Ponomarciuc, Hari Rajesh, Aidan Reid, Julia Rojkov, Luemilica Emilio Scala, Spurthi Setty, Saira Shah, Alanna Sherman, Audrey Shin, Ethan Shiu, Riley So, Brandon Son, Theodore Stephens, Leyna Summers, Anisha Tehim, Emily Truszkowski, Michaela Tsapatsaris, Caroline Villemoes, Sonali Wagh, Eleni Wain, Clare Walicki, Zoe Warne, Lilian Williams, Philip Williams, Lulu Xu, Bulent Yesilyurt, Vivian Yuan.**

Fifty five 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.

Some of these students are **Amy Awadalla, Catherine Blau, Theodore Brassel, Corbin Brito, Harper Campbell, Penelope Caswell, Thomas Cheng, Lillian Clay, Ava Cope, Lauren Creed, Samuel Crosly, Gabriella Dineen, Eva Galbraith, Katherine Gelshenen, Ethan Holden, Christina Huang, Kaycee Hunt, Isabella Iorii, Michael Ip, Harin Jeong, Alexander Khalitov, Thomas Koltermann, Ena Kovac, Zoe Kovac, Jack Lira, Ava Martin, Dylana McGinley, Courtney McKenna, Kate Minn, Joonho Oh, Andreas Pelekis, Ariel Reyes, Gillian Roche, Julia Sands, Mark Sarnov, Jeremy Schneider, Jack Schwanewede, Brandon Shintani, David Sklar, Kirsten Tiangco, Matthew Winnert, Jonah Wunder, Taiki Yanagihara, Alice Zhang**

Eighty students qualified for the AP Scholar Award by completing three or more AP Exams with grades of 3 or higher.

Some of these students are **Claudia Abramenko, Daric Anderson, Marc Anzalone, Seungjun Bae, Lila Batley, Anna Beiersdorf, Hayden Blair, Melissa Boag, Thomas Bode, Chloe Cho, Samriddhi Chowdhury, Thomas Clark, Jake Cohen, Murette Conenello, Cole Conneen, Nicole Constant, Serena Corcoran, Nicky Crane, Cole Cunningham, Gregory Cutler, Grace DeAngelis, Bruce Dickson, John Dunphey, Katrina Eilender, Tessa Florida, Sean Fortunato, Julia Geraghty, Saya Ghinea, Grace Gluckow, Sasha Golden, Olivia Grace, Alexis Grana, Isabella Harellick, Annalise Hofman, Aidan Holt, Mayuna Homma, Imran Husain, Emiri Imamura, Sage Janjigian, Olivia Johnston, Jake Kleiman, Carson Kopff, Colin LaForty, Noah Lee, Shivansh**

Madan, Sarah Marcovici, William Messineo, Anna Mevissen, Alexander Mueller, Nicola Naidoo, Saachi Patil, Riddhima Patlollu, Charlotte Reis, Lilian Riedel, Milla Rosenzweig, Victoria Schecter, Kyle Shevlin, Maxwell Swanson, Cormac Taylor, AnnaMarie Tretola, Caitlyn Wall, Brigitte Walla, Declan Winn, Palmer Yates, Rebecca Yurgelonis

V. PRESENTATIONS

A. Student Representative Report

Ava Martin, Ridgewood High School Student Representative presented the following report:

The class of 2026 was introduced to the school on Thursday, September 1 at the Freshman Focus student orientation. Freshman focus is a program run by Ms. Watson and Mr. Cronk to help transition incoming students to RHS. At orientation the Freshman were given tours by upperclassmen peer counselors who they'll continue to meet with this year.

Senior Focus began meeting today, the 12th. Here the seniors can meet with a guidance counselor every four days to receive help navigating through the common app and college process.

The opening home football game took place on Friday, September 2 against Hackensack High School. The game was a blow out with a winning score of 42-0. It was very well attended by all students, parents, and faculty.

Since opening night, the football team has played Clifton High School on the 9th. Their next game is a home game, this Friday, against Northern Highlands.

The girl's varsity soccer team had their home opening game last Thursday, September 8. The game went into overtime but Ridgewood came out with a winning score of 4 to 3. Girls varsity tennis also had their first match against Ramapo this past Friday.

Also this past Friday was the School club fair and welcome back barbeque. Both were very well attended by students. The high school has over 110 returning clubs and several new ones this year.

Coming up, for parents: tomorrow night there is a meeting for 12th grade parents, and a ninth grade parent meeting on the 22nd. For all parents, this Thursday is Back to School Night where they get to walk through their students' schedules.

VI. COMMENTS FROM THE PUBLIC

Deborah Steinbaum, 295 Grandview Circle, thanked Dr. Fitts for being here and thanked the

Board for being here. She is here to bring up school start times in particular the high school, but also the middle school and as many of you know, she's the head of the Ridgewood Chapter for Start School later. She's been involved with the New Jersey Chapter the American Academy of Pediatrics working on school start times for several years. Our district has been dipping its toe in the water of school start times for years and years and spending lots of money in doing it and many of us, herself of course included, feel that it's time to just take the plunge and do this and stop paying lip service to studying the issue. The science really is incontrovertible. Nobody argues the science of later start times and how it impacts adolescents, what's really an issue is the logistics and how we do it in a way that's effective that works for communities as part of that she wants to invite all of you to a webinar that will be given by the New Jersey Chapter of the American Academy of Pediatrics. Our task force on school start times it will be at this point we don't have an exact date but it will be in early October and it's specifically addressing logistical issues of implementing later school start and we'll be featuring three administrators and this is designed for school officials and administrators it will feature Kenneth Batchelor who's the superintendent of the Radnor Pennsylvania District. You may have heard of Radnor, they implemented later school start in the school year 2019-2020. He has said and she's paraphrasing that this was the best decision he's made in his entire career of school life. It's also going to feature one of the newest towns that transitioned to later school start with the superintendent Michael DeSouza from Chatham. Chatham as you may know just started this month with their later school start times and he reached out in order to be on the panel because he felt strongly about it and the third administrator that she knows that will be there is Jessica Baxter who was one of the principals at Princeton High School when they implemented later start. They are hoping that this will provide some database of knowledge and experiences for everyone as to how we can do it and these are comparable school districts to Ridgewood in terms of their excellence in education and their student population and they've all found significant results in terms of mental health academics. She is leaving with two thoughts, one is a quote from one of the speakers we had earlier this year, a sleep specialist from Harvard who said "to do nothing is to do harm." Doing nothing is doing harm because our kids are being harmed by their lack of sleep and their sleep deprivation. The other quotation she's going to read is from California, the legislator who introduced the bill in California, they now do have later school start and it says "teaching adolescents at a time they cannot effectively learn is an ineffective use of public funds and undermines our children's health and their chances for success today and in the future." So as stewards of our public funds and stewards of our children's education she would actively encourage you to change our school start times as soon as possible.

Peter Malton, 294 West End Ave., Last year the Board took a lot of time in regards to the aides and for the substitutes in terms of trying to figure out the right pay and structure for them. He is hoping we would get an update in regards to how many aides and subs were looking to be hired this year and where we currently are in the hiring process and if there's any additional data that has been gathered to this point in regards to if some of the remedies that were discussed last year look like they are working at this point. The other item he would love to hear more about is a number of meetings ago we had the physical education presentation and the elementary school seemed to be underrepresented in this category and he was wondering what remedies there were that may be discussed for increasing the physical education of the children in the elementary schools. There's one last thing that didn't get answered the last time he called in, before the previous superintendent had left there was going to be a study in regards to class sizes if there can be an update. He doesn't know if

that was presented to the Board from the previous Superintendent and if there have been discussions in regards to size and feasibility study.

Ann Loving, 342 South Irving Street, thanked the Board for letting her speak tonight. She'd like to mention a subject which has been brought up at previous meetings regarding the possibility the trustees might be permitted to attend these meetings virtually and she'd like to state that she is one hundred percent opposed to this idea. Policies are discussed and decided upon at these meetings, procedures are debated. Problems are analyzed. You can't have someone who isn't present who might have a shaky connection on their internet, an off-site trustee could not see everyone in the room, could not receive documents that might be handed out by someone. A trustee really needs to be present for the meeting in person. If the trustee's not in the room, she thinks legal or possibly ethical questions during a vote, a discussion or a debate. We really wouldn't know who the trustee was with, where they were and so on. She's not suggesting that anyone would do something like this but there's always a possible appearance that something unethical or unprofessional might be going on just off the screen. She understands that all Trustees are very busy sometimes, family or work obligations could make it simply impossible to attend a meeting. There's nothing wrong with that for heaven's sake a person can miss a meeting, it happens at the Village Council as well. It makes way more sense to miss a meeting when one one has a pressing matter to deal with than to try and attend a meeting virtually while dealing with whatever it is that prevents them from being on Cottage Place. On the other hand, please know that she continues to very much appreciate that members of the public are allowed to dial in their comments to these meetings. This is a very progressive and inclusive action that the Board of Education continues to support, but of course we must make the distinction that we the public are not elected officials. We are not participating in discussions. We have no power to vote or decide on policies so virtual participation by the public is a huge difference from virtual participation by an elected official. Remote participation by Trustees has come up in a couple of meetings as a suggestion and she just wants to state here firm opinion that this should never be permitted.

Anne Burton Walsh, 112 South Irving Street, It's great to see you all, she hopes you all had a great summer and Dr. Fitts welcome to Ridgewood, it's great to have you. She just wanted to echo Deb Steinbaum's comments regarding later start and to thank her and the whole later start committee that's worked tirelessly since 2009 on this issue. She really hopes that we are not going to wait for something tragic to happen before we make this change. At this point the New Jersey legislature has literally put forward a bill to move the time to 8:30. Ridgewood should just do it now. She totally understands the concern about instructional minutes, but she doesn't think that we can say we have a concern about instructional minutes and at the same time have 80-minute class periods which she's heard kind of across the board are not fully utilized, they just can't be. So we can take time from those longer class periods and make this happen.

VII. SUPERINTENDENT REPORT

Dr. Fitts thanked the entire staff for their hard work, which resulted in a positive start to the school year. The Alternative Schedules Initiative will continue to be explored. Staff members met with the K12 Insight team today to review the survey results. There will be a presentation to review the results at the 9/19 Board Meeting.

Ms. Kwak would like to remind everyone that the pandemic has changed the contours of that conversation. A Lot has changed and we're trying to adapt to make sure that this examination of the alternative schedule really advances the needs of every student in the District.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. Approval: Receipt of Suspensions

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions since the last Board meeting.

Ms. Kwak moved approval of B. Administration.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Human Resources.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

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

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of schools, approves a contract for services with The Great Schools Partnership, Inc. for fifteen days of school coaching focusing on advancing the goals of the district strategic plan, for the period from September 1, 2022 through June 30, 2023, not to exceed \$25,000. These services will be paid for with ESSER III Educator

Support funds.

The Board has received background information.

Ms. Brogan moved approval of C. Curriculum and Instruction.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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

FREEDMAN, Richard - Interim Middle School Assistant Principal, George Washington Middle School, effective September 19, 2022 through March 8, 2023, pending verification of employment as outlined by Chapter 5. Mr. Freedman possesses a NJDOE Standard Certificate as Principal and Supervisor.

Salary: \$600 daily rate

Account #11-000-240-103-00-09-019-000

Teacher

DABIS, Nari - Leave of Absence Replacement Special Education (LLD) Teacher (non-tenure track), George Washington Middle School, effective September 14, 2022 through May 1, 2023, pending verification of employment as outlined by Chapter 5. Ms. Dabis possesses a NJDOE Standard Certificate as a Teacher of Students with Disabilities and Teacher of English.

Salary: \$62,867

Cl. BA, St. 1

Account #11-204-100-101-00-09-019-000

Revision: VITALE, Erica - Mathematics Teacher (tenure track), Ridgewood High School, **from** effective September 27, 2022 through June 30, 2023, approved by the Board at its meeting on August 29, 2022, **to** effective September 1, 2022 through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms.

Vitale possesses a NJDOE Standard Certificate as a Teacher of Mathematics.

Salary: \$66,467
Cl. BA, St. 5

Account #11-204-100-101-00-09-019-000

Special Programs Extended School Year

- **Lora, Cindy**, not to exceed 20 hours, at an hourly rate of \$62.94 (\$1,258.80).

Account #11-204-100-101-00-66-050-001

Additional: Classroom/Lunchroom Aides for the 2022-2023 School Year

ARRUE, Alyssa - Applied Behavior Analyst Aide (ABA), Glen Elementary School, effective September 6, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

Account #11-000-217-106-00-01-024-001

BEKKERMAN, Alla - Applied Behavior Analyst Aide (ABA), Benjamin Franklin Middle School, effective September 20, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

Account #11-000-217-106-08-024-001

EVERETT, Abria - Resource Room Special Education Classroom Aide, Travell Elementary School, effective September 6, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$16.51.

Account #11-213-100-106-00-06-024-001

JAHANBIN, Allia - STEPSS Job Coach, Oak Street, effective September 13, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

Account #11-212-100-106-66-12-024-001

JEONG, Jeong Hee - Kindergarten Aide, Somerville Elementary School, effective September 6, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.50.

Account #11-000-217-106-00-05-024-001

KIM, Jeongmin - Applied Behavior Analyst Aide (ABA), Ridge Elementary School, effective September 6, 2022, or as soon after as possible, through June 21, 2023, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

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

MINASSIAN, Alessia - Resource Room Special Education Classroom Aide, Benjamin Franklin Middle School, effective September 13, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.25.

Account #11-000-217-106-00-08-024-001

Revision: from SEGUIN, Danielle, approved by the Board at its meeting on August 29, 2022, to SAYWARD, Danielle - Resource Room Special Education Classroom Aide, Willard Elementary School, effective September 6, 2022 through June 21, 2023, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.25.

Account #11-213-100-106-00-07-024-001

Infant/Toddler Development Center

COLLINS, Bradley - Aide (High School-College), effective September 7, 2022, or as soon after as possible, through June 30, 2023, 5 hours per day, 5 days per week, at an hourly rate of \$13.00.

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

HJELM, Kiersten - Aide (High School-College), effective September 7, 2022, or as soon after as possible, through June 30, 2023, 5 hours per day, 5 days per week, at an hourly rate of \$13.00.

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

MASCELLI, Kendra - Aide (High School-College), effective September 7, 2022, or as soon after as possible, through June 30, 2023, 5 hours per day, 5 days per week, at an hourly rate of \$13.00.

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

Field Placements

CORNELL, Rebecca - William Paterson University, Practicum placement with Andrea Watson and Michael Mullin, Ridgewood High School and George Washington Middle School, effective January 2023 through May 2023 for 600 hours.

POULIS, Cassandra - St. Joseph's University, observation, to shadow William Cahill, Orchard Elementary School, effective September 13, 2022 through December 10, 2022.

Additional: Home Instructor, on an as-needed basis, for the 2022-2023 School Year**Willard Elementary School**

- **Valentine, Christa**, Elementary School 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)

Revisions: Technology Innovation Specialists for the 2022-2023 School Year, approved by the Board at its meeting on July 25, 2022**Benjamin Franklin Middle School**

Remove: **Clarke, Noreen**

Replace:

Arensmeier, Meredith, \$90,144 (\$87,227 + \$300 CP + \$2,617), Cl. MA+45, St. 8

Schulke, Kyle, \$106,228 (\$102,842 + \$300 CP + \$3,086), Cl. MA+30, St. 16

Account #11-120-100-101-09-08-019-000

ii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

ARANA, Ada - **from** 1.0 FTE Spanish Teacher, George Washington Middle School, **to** 1.20 FTE Spanish Teacher, George Washington Middle School, effective September 6, 2022 through September 30, 2022.

From: \$117,582 (\$115,782 + \$300 CP + \$1,500 longevity)

Cl. MA+45, St. 18

To: \$140,738 (\$138,938 + \$300 CP + \$1,500 longevity) (non-pensionable)

Cl. MA+45, St. 18

Account #11-130-100-101-07-09-019-000

BATTAGLIA, Karen - **from** Teacher Assistant (REACH), Glen Elementary School, **to** Resource Room Special Education Classroom Aide, Hawes Elementary School, effective September 6, 2022 through June 21, 2023, 5.75 hours per day, 5 days per week.

Hourly rate will remain the same.

\$19.25 per hour

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

BRIGGS, Amy - **from** 1.0 FTE Spanish Teacher, Benjamin Franklin Middle School, **to** 1.10 FTE Spanish Teacher, Benjamin Franklin Middle School and George Washington Middle School, effective September 6, 2022 through September 30, 2022.

From: \$96,342 (\$94,742 + \$1,600 longevity)

Cl. BA, St. 17

To: \$105,816 (\$104,216 + \$1,600 longevity) (non-pensionable)

Cl. BA, St. 17

Account #11-130-100-101-07-08-019-000

CHICAS, Christina - **from** Art Teacher, Orchard Elementary School and Willard Elementary School, **to** Art Teacher, Orchard Elementary School, effective September 1, 2022 through June 30, 2023.

Salary will remain the same.

\$79,917 (\$79,617 + \$300 CP)

Cl. MA, St. 8

Account #11-120-100-101-04-03-019-000

CHLEWICKI, Payton - **from** Resource Room Special Education Classroom Aide, Somerville Elementary, **to** First Grade Aide, Somerville Elementary School, effective September 6, 2022 through June 21, 2023, 5.75 hours per day, 5 days per week.

From: \$19.25 per hour

To: \$17.50 per hour

Account #11-000-217-106-00-05-024-001

CRAWFORD, Ryan - **from** 1.0 FTE Adapted Physical SAIL Teacher, Glen Elementary School and Benjamin Franklin Middle School, **to** 1.0 FTE Adapted Physical SAIL Teacher and .10 FTE Physical Education Teacher, Ridge Elementary School, effective September 6, 2022 through December 23, 2022.

From: \$64,867

Cl. BA, St. 4

To: \$71,354 (non-pensionable)

Cl. BA, St. 4

Account # 11-212-100-101-00-08-019-000

Account # 11-212-100-101-00-01-019-000

Account # 11-120-100-101-06-04-019-000

DEL ORBE-ANTHON, Ana - **from** 1.0 FTE Spanish Teacher, Benjamin Franklin Middle School, **to** 1.20 FTE Spanish Teacher, Benjamin Franklin Middle School and George Washington Middle School, effective September 6, 2022 through September

30, 2022.

From: \$92,795 (\$87,517 + \$5,253 ratio)

Cl. MA, St. 13

To: \$110,273 (\$105,020 + \$5,253 ratio) (non-pensionable)

Cl. MA, St. 13

Account #11-130-100-101-07-08-019-000

Revision: DISTEFANO, Alissa - **from** 1.0 FTE Special Education (Collab) Teacher, George Washington Middle School, **to** 1.0 FTE Special Education (Collab) Teacher and .20 FTE Eighth Grade Science Teacher, George Washington Middle School, effective September 1, 2022 through June 30, 2023, approved by the Board at its meeting August 29, 2022 (amount was amended).

From: \$114,450 (\$114,150 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 13

To: \$114,482 (\$114,182 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 13

Account # 11-213-100-101-00-09-019-000

Account # 11-130-100-101-02-09-019-000

GIZZI, Nicole - **from** Special Education Teacher, Travell Elementary School and Willard Elementary School, **to** Special Education Teacher, Willard Elementary School.

Salary will remain the same.

\$116,082 (\$115,782 + \$300 CP)

Cl. MA+45, St. 18

Account #11-213-100-101-00-07-019-000

Revision: GYULAY, Joseph - **from** 1.0 Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 1, 2022 through November 11, 2022, approved by the Board at its meeting August 29, 2022 (amount was amended).

From: \$137,358 (non-pensionable)

Cl. MA, St. 18

To: \$127,358 (non-pensionable)

Cl. MA, St. 18

Account #11-140-100-101-01-10-019-000

Revision: KASE, Sean - **from** 1.0 FTE Business Education Teacher, Ridgewood High School, **to** 1.10 FTE Business Education Teacher, Ridgewood High School, **from** effective January 25, 2022 through June 30, 2022, approved by the Board at its

meeting August 29, 2022, **to** September 1, 2022 through June 30, 2023.

From: \$93,892
Cl. MA, St. 15
To: \$103,281
Cl. MA, St. 15

Account #11-140-100-101-13-10-019-000

KREISMER, Drew - **from** Music Teacher, Orchard Elementary School and Willard Elementary School, **to** Music Teacher, Orchard Elementary School, effective September 1, 2022 through June 30, 2023.

Salary will remain the same.

\$117,682 (\$115,782 + \$300 CP + \$1,600 longevity)
Cl. MA+45, St. 18

Account #11-120-100-101-04-03-019-000

LUCCHESI, Michael - **from** 1.0 FTE Physical Education Teacher, Willard Elementary School, **to** 1.20 FTE Physical Education Teacher, Willard Elementary School, effective September 6, 2022 through December 23, 2022.

From: \$107,632 (\$106,132 + \$1,500 longevity)
Cl. MA, St. 18
To: \$128,858 (\$127,358 + \$1,500 longevity) (non-pensionable)
Cl. MA, St. 18

Account #11-120-100-101-06-07-019-000

Revision: MENDEZ, Karen - **from** 1.0 FTE Business Education Teacher, Ridgewood High School, **to** 1.10 FTE Business Education Teacher, Ridgewood High School, **from** effective September 1, 2022 through January 24, 2023, approved by the Board at its meeting on August 29, 2022, **to** September 1, 2022 through June 30, 2023.

From: \$101,802 (\$101,502 + \$300 CP)
Cl. MA+45, St. 15
To: \$111,952 (\$111,652 + \$300 CP)
Cl. MA+45, St. 15

Account #11-140-100-101-13-10-019-000

Revision: MURTHA, Timothy - **from** 1.0 FTE Business Education Teacher, Ridgewood High School, **to** 1.10 FTE Business Education Teacher, Ridgewood High School, **from** effective September 1, 2022 through January 24, 2023, approved by the Board at its meeting on August 29, 2022, **to** September 1, 2022 through June 30, 2023.

From: \$70,617
Cl. BA+30, St. 5
To: \$77,679
Cl. BA+30, St. 5

Account #11-140-100-101-13-10-019-000

RANSOM, Robert - **from** 1.0 FTE Physical Education, George Washington Middle School, **to** 1.0 FTE Physical Education and .20 FTE Health Teacher, George Washington Middle, effective September 6, 2022 through November 9, 2022.

From: \$112,762 (\$112,462 + \$300 CP)
Cl. MA+30, St. 18
To: \$135,254 (\$134,954 + \$300 CP) (non-pensionable)
Cl. MA+30, St. 18

Account #11-130-100-101-06-09-019-000

SOLIS, Leslie - **from** Kindergarten Aide, Willard Elementary School, **to** Resource Room Special Education Classroom Aide, Willard Elementary School, effective September 6, 2022 through June 21, 2023, 5.75 hours per day, 5 days per week.

From: \$17.50 per hour
To: \$19.25 per hour

Account #11-213-100-106-00-07-024-001

TARABOCCHIA, Maryjane - **from** Kindergarten Aide, Somerville Elementary School, **to** One-to-One Special Education Classroom Aide, Somerville Elementary School, effective September 6, 2022 through June 21, 2023, 5.75 hours per day, 5 days per week.

From: \$17.50 per hour
To: \$19.25 per hour

Account #11-000-217-106-00-05-024-001

STAHL, David - **from** 1.0 FTE Physical Education Teacher, Orchard Elementary School and Willard Elementary School, **to** 1.0 FTE Orchard Elementary School and .10 FTE Willard Elementary School, effective September 6, 2022 through December 23, 2022.

From: \$92,577 (\$92,277 + \$300 CP)
Cl. MA+45, St. 11
To: \$101,805 (\$101,505 + \$300 CP) (non-pensionable)
Cl. MA+45, St. 11

Account # 11-120-100-101-06-03-019-000

Account # 11-120-100-101-06-07-019-000

TOBIN, Deirdre - **from** 1.0 FTE Physical Education, Ridge Elementary School, **to** 1.10 FTE Physical Education, Ridge Elementary School, effective September 6, 2022 through December 23, 2022.

From: \$117,582 (\$115,782 + \$300 CP)
Cl. MA+45 , St. 18
To: \$127,660 (\$127,360 + \$300 CP) (non-pensionable)
Cl. MA+45. St. 18

Account #11-120-100-101-06-04-019-000

TUCKER, Erika - **from** 1.0 FTE Physical Education/Health Teacher, George Washington Middle School, **to** 1.0 FTE Physical Education and .20 FTE Health Teacher, George Washington Middle School, effective September 6, 2022 through November 9, 2022.

From: \$70,317
Cl. BA, St. 7
To: \$84,380 (non-pensionable)
Cl. BA, St. 7

Account #11-130-100-101-06-09-019-000

iii. Resignations

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

Teacher

CLARKE, Noreen - Social Studies (Elective/BFBN), Benjamin Franklin Middle School, effective October 28, 2022.

Support Staff

WEINKAUFF, Jennifer - Confidential Administrative to Assistant Superintendent of Schools, Education Center, effective September 30, 2022.

Classroom Aide

MAXWELL, Andrea - Teacher Assistant (REACH), Glen Elementary School, effective September 15, 2022.

iv. 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.

Classroom Aides

BARTOLI, Karen - STEPSS Job Coach, Oak Street, 5.75 hours per day, 5 days per week, at an hourly rate of \$25.64.

LAMCE, Alma - Applied Behavior Analyst (ABA), Ridgewood High School, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

COLLINS, Carla – Classroom Aide, Oak Street School, effective September 6, 2022 through October 14, 2022, with a reinstatement date of October 17, 2022, utilizing the FMLA and/or NJFLA leave entitlement.

vi. Supplemental Pay Beyond Contract

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

Hawes Elementary School

Lunch Time Supervision

- **Enright, Susan**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Harney, Thomas**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Higgins, Patricia**, not to exceed 5 days per week, at an hourly rate of \$17.50.
- **Monnerat, Maria**, not to exceed 5 days per week, at an hourly rate of \$17.50.
- **Raupp, Ellen**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Trubac, Thomas**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Zampino, Erica**, not to exceed 5 days per week, at an hourly rate of \$25.90.

Account #11-000-262-107-00-02-002-001

Willard Elementary School

Lunch Time Supervision

- **Brunner, Dina**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Chanod, Margaret**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Devaney, Eileen**, not to exceed 5 days per week, at an hourly rate of \$27.87.
- **Galvin, Jennifer**, not to exceed 5 days per week, at an hourly rate of \$17.50.

Account #11-120-100-101-00-07-007-001

Moving Classroom

- **Delaney, Lynne**, not to exceed 12 hours, at an hourly rate of \$40.17 (\$482.04).

Account #11-120-100-101-00-07-007-001

Travell Elementary School

Lunch Time Supervision

- **DeLucca, Brianne**, not to exceed 5 days per week, at an hourly rate of \$17.50.
- **James, Kimberly**, not to exceed 5 days per week, at an hourly rate of \$17.50.
- **Mahler, Allison**, not to exceed 5 days per week, at an hourly rate of \$25.90.
- **Polanin, Stephan**, not to exceed 5 days per week, at an hourly rate of \$25.90.

Account #11-120-100-101-00-06-006-001

Benjamin Franklin Middle School

Moving Classroom

- **Klion, Danielle**, not to exceed 12 hours, at an hourly rate of \$40.17 (\$482.04).

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

Ridgewood High School

ACT Administrative Duties - October 22, 2022, January 10, 2023, and February 11, 2023

- **Valeri, Amanda** - each for a total stipend of \$300 (\$900).

Account #11-000-218-104-00-10-010-001

Professional Development Days - October 11, 2021, November 3, 2021, and May 2, 2022

Downs, Emily, not to exceed 6 hours, at an hourly rate of \$42.24 (\$253.44).

Account #11-140-100-101-00-10-010-001

Information Technology Department

Additional: Door Swipes at RHS, Benjamin Franklin Middle School, Willard Elementary School and Orchard Elementary School

- **ENMORE, Jaeson**, Associate Systems Administrator, effective September 1, 2022, through June 30, 2023, not to exceed 30 hours, at a base hourly rate of \$54.34 (Total \$1,600.20) and a maximum overtime hourly rate of \$81.52 (Total \$2,445.60).

Account #11-000-266-104-00-08-031-001

Special Programs**Additional: Handle with Care Training - August 31, 2022 (\$7,335.75)**

- **Bray, Ariana**, not to exceed 2 hours, at an hourly rate of \$50.38 (\$100.76).
- **Chua, Kelly**, not to exceed 7 hours, at an hourly rate of \$41.91 (\$293.37).
- **DeRienzo, Kristen**, not to exceed 7 hours, at an hourly rate of \$54.12 (\$378.84).
- **Donnelly, Trecia**, not to exceed 7 hours, at an hourly rate of \$70.75 (\$495.25).
- **Fink, Susan**, not to exceed 7 hours, at an hourly rate of \$79.92 (\$559.44).
- **Galanti, Megan**, not to exceed 7 hours, at an hourly rate of \$75.79 (\$530.53).
- **Gelenius, Megan**, not to exceed 7 hours, at an hourly rate of \$81.25 (\$568.75).
- **Giardino, Stacy**, not to exceed 7 hours, at an hourly rate of \$78.92 (\$552.44).
- **Goldberg, Sarah**, not to exceed 7 hours, at an hourly rate of \$49.68 (\$347.76).
- **Gorman, Michelle**, not to exceed 7 hours, at an hourly rate of \$58.36 (\$408.52).
- **Main, Laurie**, not to exceed 7 hours, at an hourly rate of \$71.25 (\$498.75).
- **McAloon, Stephanie**, not to exceed 7 hours, at an hourly rate of \$55.93 (\$391.51).
- **Mellozzo, Karen**, not to exceed 7 hours, at an hourly rate of \$81.25 (\$568.75).
- **Mitchell, Lindsay**, not to exceed 7 hours, at an hourly rate of \$70.29 (\$492.03).
- **Nam, Suh Young**, not to exceed 7 hours, at an hourly rate of \$50.62 (\$354.34).
- **Osso, Susan**, not to exceed 7 hours, at an hourly rate of \$51.81 (\$362.67).
- **Roesemann, Megan**, not to exceed 7 hours, at an hourly rate of \$61.72 (\$432.04).

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

Additional: Preparation Handle With Care and Rethink Training

- **Lora, Cindy**, not to exceed 9 hours, at an hourly rate of \$73.36 (\$660.24).

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

Compensatory Service

- **Gordon, Julie**, not to exceed 90 hours, at an hourly rate of \$70.75 (\$6,367.50).

Account #11-213-100-101-00-024-024-001

vii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as

listed below.

Substitute Teachers: Bowley, Melissa; Caban, Melissa; Doyle, Christine; Durant, Jacqueline; Geraghty, Lara; Kim Sung-Hui; Krettecoc, Alyssa; Lam, Antenette; Levanti, Stamatina; and Lewis, Jenny

\$150 Daily Rate

Substitute Nurses: Thurlow, Laura*

\$200 Daily Rate

Substitute Secretary: Stoehr, Angela

\$15.62 Per Hour

Mr. Lembo moved approval of D. Human Resources.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. Approval: 2022-2023 Budget Development Schedule

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the 2022-2023 Budget Development Schedule, as listed on **Attachment C**.

ii. Approval: Secretary's Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **June 2022**,

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.

iii. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2022**; 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.

iv. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **June 2022** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

Ms. Brogan moved approval of E. Finance.

Ms. Kwak seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented IX. Resolutions and Motions Not Included in Consent Agenda.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Shared Services Agreement with The Village of Ridgewood

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves the Shared Services Agreement with the Village of Ridgewood for the cost of a lightning detection system provided by Earth Networks for fourteen different parks and fields within the Village, which are either owned by the Village or the District. The purchase order provided by Earth Networks inc. totals \$13,639 per annum for a five year period.

The Board has received background information.

Ms. Brogan moved approval of IX. Resolutions and Motions not Included in Consent Agenda

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan asked to avoid some confusion, we already have lightning detection systems in place so this is really a service contract for them?

Mr. Bisig answered that this is correct.

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Lembo.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
July 28	Columbia Bank On-Line	106702-106807	603,523.70
Aug 5	Columbia Bank On-Line	106808-106858	91,620.88
Aug 12	Columbia Bank On-Line	106859-106932	271,493.83
Aug 22	Columbia Bank On-Line	106933-107019	1,083,037.45
July 21	Payroll Transfer	P40863	894,423.12
July 30	Payroll Transfers	P40864	866,810.88
July 6	Electronic Transfer	R40865	5,483.20
July 6	Electronic Transfer	C40870	3,286.31
July 8	Electronic Transfer	R40869	670.04
July 19	Electronic Transfer	C40868	3,728.55
July 25	Electronic Transfers	L40608-L40609	59,880.00
July 28	Electronic Transfer	L40679	22,515.23
July 30	Electronic Transfer	F40871	7,620.83
July 31	Electronic Transfer	R40735	9,536.21
Aug 4	Electronic Transfer	R40734	35,600.00
Aug 15	Electronic Transfer	B40788	27,137.50

July 28	Food Service	620394-620395	119,501.90
Aug 5	Food Service	620396	2,200.00
TOTAL			4,108,069.63

Mr. Lembo moved approval of bills approved by him.

Ms. Kwak seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Mr. Mahmoud called out the great work from Dr. Fenwick and the Special Education Team have done for the selection of Ridgewood High School to be named the Special Olympics national Banner Unified Champion School for their demonstration commitment to inclusion.

Ms. Brogan thanked the staff for a wonderful convocation. The Marching Band was just great. Congratulations to them for celebrating the 100th anniversary. It is a proud day for Ridgewood. The New Players did not fail to delight us and make us laugh. Thank you to Kelly Van Zile and the staff who put that together and to the student performers. Our Administrators, teachers and support staff came together that day and it was really a celebration of Ridgewood, thank you.

Ms. Kwak highlighted information about two Village initiatives, the Ridgewood Public Library Strategic Planning Survey, can be found on the district website. As an incentive for completing the Ridgewood Public Library Strategic Planning Survey, there is an option to be entered into a raffle to receive a \$100 gift card. Residents are encouraged to participate in both initiatives.

Ridgewood Master Plan Draft and Public Hearing on that matter. The planning Board is scheduled to meet to discuss this on September 20 at 7:30 pm at Village Hall. This has been a long range plan that's required every number of years as well and any input is greatly welcomed. All that information is available at the Village and District websites.

XII. BOARD COMMITTEE REPORTS

Ms. Kwak reported that the Finance Committee met and reviewed the June transfer reports and the budget development schedule.

Mr. Dani reported that the Facilities Committee met to review the maintenance projects and is very impressed with the work that is being done by the team. There were some projects that were seen as being possible capital projects when we were in the audience or we initially joined here and they are finding ways to do those projects under maintenance. If it's a small area in a bathroom is broken, that floor can be repaired and the whole floor is

epoxied instead of replacing the whole bathroom. Those are the opportunities that they are going to try and find and take our dollars and extend it. There is a lot of work happening with facilities and it is encouraging. We asked about the possibility of a bigger package where we can do a few things if we have money leftover from last year and they are still working out those details. He thinks when we work on the reserves, we can't allocate it yet because we don't know which projects we'll be doing. Once they come up with a priority list then we can allocate money towards that until then we'll have to keep it somewhere else.

Mr. Mahmoud echoed, a great job by Scott, Damian and the team. Walking the grounds with the maintenance teams and the contractors making sure the work is being done, shopping for quotes to save money. A lot of work is being funded by PSE&G on the HVAC side as well. A lot of due diligence was done.

The Board discussed maintenance projects. To view this portion of the meeting scroll to 45:34.

XIII. DISCUSSION ITEMS

Ms. Kwak discussed that as a continuation of the discussion of the goals that seemed to carry over into the 2022-2023 year is this one: The Board of Education in collaboration with the Superintendent will develop the budget while preserving financial flexibility and reducing inefficiencies without undermining educational progress.

Ms. Kwak stated that the next goal is about communication. When looking at other J districts, this is a common area of interstate. Communications, how do we interface with the public with our stakeholders, how do we communicate and make sure that they are in the loop appropriately. We have phrased it and we can continue with it, up to the Board is: The Board of Education wherever and whenever possible will foster increased public participation, collaboration and open communication with all stakeholders.

The Board discussed action items for communication with the public as a Board goal. To view this portion of the meeting scroll to 47:56.

As a result of the conversation, Mr. Dani asked Mr. Fitts to look into two parts of communication. One is the questions people have and the other is if people want to send us information.

Ms. Kwak stated that a third appropriate Board Goal would be the Board of Education will work with the appropriate stakeholder input to identify to help guide the Superintendent selection process.

Ms. Kwak stated for the fourth one, it could be the QSAC process to facilitate and support as the District undergoes the QSAC process.

Ms. Kwak moved on to the District Goals. One of the things they can talk about is how to measure and quantify the learning progress. One suggestion was perhaps for each building to establish a timeline to achieve a blue ribbon designation. She thinks that may be valid,

but maybe that is an action plan.

The Board discussed identifying a blue ribbon plan for the individual schools. To view this portion of the meeting scroll to 1:05.

Mr. Dani proposed a goal that the Ridgewood Public Schools will work to ensure student progress and equity resting are above state averages for all Ridgewood schools. Currently some schools are rated at average or below average level when compared and we will work to improve on these two measures to achieve the above average state.

Ms. Kwak stated that the third goal should involve the alternative school schedule. It was worded, The District will investigate, evaluate and potentially implement an alternative school schedule addressing the start and end times as well as how time is utilized during the school day.

Mr. Dani stated that we should continue the social emotional ones because those are continuous processes.

The Board discussed adding equity and measuring student progress rating for equity. To view this portion of the meeting scroll to 1:13.

Mr. Mahmoud discussed that last year we had a problem with staffing subs and aids and that led the board to raise the pay rate to hopefully address that. He asked Ms. Murphy if we could we have a consistent part of the agenda moving forward, live a five minute presentation on how many open positions we have especially the subs and the aids portion and how many we have filled, how many are outstanding per school or grade level? That way if we have challenges and you're having a hard time hiring then we can step in as a Board and see where we need to support to make sure that we're able to fill those positions.

Mr. Dani added that a parent requested during the public comment meeting for an update as well.

Ms. Kwak stated to acclimate Ms. Murphy to a new District, a new system she's going to bring a lot of best practices to our district that she would like to give her this time to settle in, especially since the beginning of the school year. She thinks this is a great suggestion but maybe not at every meeting because hiring is fluid. She wants to respect that Ms. Murphy is new and it will take some time for her to implement things that she would like to do within our district.

The Board discussed receiving the information quarterly, implementation of new initiatives from Ms. Murphy, pay equity for aides through ESSER funds. To view this portion of the meeting scroll to 1:29.

XIV. ACCEPTANCE OF MINUTES

- April 20, 2022 Executive Session Minutes
- August 29, 2022 Executive Session Minutes

➤ August 29, 2022 Regular Public Meeting

Ms. Kwak requested to table the August 29 Regular Public Meeting minutes because there seems to be some issue there.

Ms. Kwak moved approval of the April 20, 2022 Executive Session minutes and asked for a roll call,

Mr. Lembo seconded the motion which was unanimously approved.

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Kwak moved approval of the August 29, 2022 Executive Session minutes

Mr. Dani stated that he does not have any edits.

Ms. Kwak stated that we can vote on it as is.

Mr. Dani stated that if it were edited per Ms. Brogan's feedback, we don't have the edited version.

Ms. Kwak requested to table the August 29, 2022 Executive Session Minutes.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

Janet Reilly, 487 Dorchester Road, Some of the questions that Peter Moulton had at the beginning of the meeting and she didn't hear them addressed. She is not sure she understood what was just discussed about the classroom needs, but basically she had three questions or things she'd like the Board to please pick up, revisit and respond to in the future. The classroom aide pay and the lack of world language and PE in elementary schools. She believes in the June meeting when two world language teachers were in the budget and it was decided at the last minute to take them out because the decision from what she understood was made to pay classroom aides more which she thinks is great and she fully supports. She didn't understand at the time and she still does not understand why the decision to pay classroom aids at the elementary level was therefore necessitated, cutting world languages. One it sounds like from this meeting that there hasn't been a decision about paying aids more and she hopes there should be because there were two world language teachers cut from her understanding in order to create funding to pay classroom aides more. She knows the first grade aids for instance that was appropriate or budgeted for elementary hasn't been hired and she assumes it would be easier to hire if there was more money being offered. Second, in that same meeting, she doesn't know if was June exactly but Dr. Gorman mentioned that the elementary schools are not meeting state standards both in world languages and PE. She tried to do some research, her understanding is that State standards say that we should have 150 minutes PE per week if that's the case we're way below. She believes her kids have 50 to 80 minutes or something per week, depending on the week but she hopes that a priority

going forward and also world languages. State Standards also say that our children should be receiving world language instruction. She believes that should be in person instruction. They're not receiving any or her kids have never received any that she is aware of, not even Rosetta Stone or anything, but to be clear she does not think Rosetta Stone is the solution. The kids deserve to have world languages instruction, they deserve to have the State standards met in PE and world language. She's getting a little frustrated hearing about this Tradition of Excellence and then realizing that we're substandard in our elementary schools. She's still waiting for the first grade at Hawes, she's still waiting for PE and World Languages and she knows that was in the budget and Ms. Brogan advocated for it and Dr. Gorman before he left. It was cut at the last minute and she remembers Mr. Dani saying there's no one here asking for World Languages, so it must not be important. So I'm going to keep calling in and asking for World Languages. I've spoken to a lot of people and they believe its very important. She thinks a lot of people trust that our Board of Ed is just meeting standards and are surprised that we're not. So she encourages you to please make that a priority.

Mr. Dani requested to clarify since his name was specifically called out. He is in agreement of world languages in the elementary schools and the plan that he had proposed and he's even provided some links and solutions where we can provide for the same budget and we can provide more than one language, we should not be limiting to one world language. We have a diverse community and we should be trying to provide more than one when students want to learn more languages.

Ms. Poelstra asked if she can clarify on that. The state provision is that they're supposed to be a certified World Language teacher starting in Kindergarten with our students in person. She thinks that is the starting point for what we should be providing in world language. Mr. Dani, based on your request she did some seeking out around the cost of what it would be to stream in and she had shared those costs with the Board and it was way, way more expensive than having hired teachers. She just wanted to clarify that it was examined and looked into and that the starting baseline according to the State is that from K through 12 the expectation is that there is a certified world language teacher providing instruction in the classroom.

Mr. Dani stated he did send a follow up to that to Dr. Fitts that was probably when he just started so he'll send that again because there were some questions on those numbers that were provided. He has reforwarded that to Dr. Fitts and is waiting on answers. He questions whether we have to pay seven figures for the software license.

Ms. Poelstra replied that you pay for the license and the streaming service is extra and you pay by the student and by the session per streaming session.

Ms. Kwak stated perhaps in terms of particular comments that have been raised on two areas, world language and phys ed, that will action plan or examination of those areas will arise from our board and district goals. Our new ones is about understanding that we do have budgetary constraints and we are looking to continue to build financial flexibility and reduce inefficiency so that we can advance educational process and on the district side, it could be an action item within that which is maybe as we explore blue ribbon certification maybe that is one of those requirements and when it comes to equity it could be one of

those requirements. We are mindful of it within our situation and we will continue that examination throughout the year through our board and district goals.

XVII. ADJOURNMENT

At 8:40 p.m., on a motion made by Ms. Kwak, seconded by Mr. Lembo and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development**BOE Date 9/12/2022**

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Catherine Negron - taking Lauren Carr's place (previously board approved on July 25, 2022)	Grade 5 - Year 1 Math Conquer Mathematics Pompton Plains, NJ 9/21/22, 10/21/22, 12/1/22, 1/5/23, 2/1/23, 3/6/23 and 3/30/23	Professional Development	\$1,268.00	7
Laura Vargo	National Association for College Admission Counseling (NACAC) Conference National Association for College Admission Counseling (Houston, TX 9/21/22 - 9/24/22	Professional Development	\$1,438.00	0
David Bailey	National Association for College Admission Counseling (NACAC) Conference National Association for College Admission Counseling (Houston, TX 9/21/22 - 9/24/22	Professional Development	\$2235 (Paid out of ESSER Funds)	0
Christine Salerno	National Association for College Admission Counseling (NACAC) Conference National Association for College Admission Counseling (Houston, TX 9/21/22 - 9/24/22	Professional Development	\$1,488.00	0
Gila Elbaum	Trauma-Informed SEL TMI Virtual 10/6/22	Professional Development	\$0.00	0
Lauren Imbruglia	Teach for Acquisition Foreign Language Educators of New Jersey (FLENJ) Monroe Twp, NJ 10/6/22	Professional Development	\$179.00	0
Kathleen Finnegan	Beyond Bias NJ State Bar Foundation New Brunswick, NJ 10/12/22	Professional Development	\$24.50	0

Lindsay Rubin	Beyond Bias NJ State Bar Foundation New Brunswick, NJ 10/12/22	Professional Development	\$30.52	0
Melissa Miller	Beyond Bias NJ State Bar Foundation New Brunswick, NJ 10/12/22	Professional Development	\$0.00	0
Christie DeAraujo	The 37th Annual Fall Conference on a Virtual Platform New Jersey Branch of International Dyslexia Association Virtual 10/14/22	Professional Development	\$125.00	0
Theresa Ross	Conquer Math SLS Year 1 Conquer Mathematics Pompton Plains, NJ 10/18/22, 1/11/23, 2/7/23 and 3/13/23	Professional Development	\$680.00	3
Amy Raiani	NJ Science Convention NJ Science Convention Princeton, NJ 10/19/22	Professional Development	\$224.73	1
Cassandra Fabish	Conquer Math SLS Year 2 Conquer Mathematics Pompton Plains, NJ 11/1/22, 1/3/23, 4/25/23	Professional Development	\$510.00	3
Kristen Alpaugh	University of Tampa Counselor Fly-In University of Tampa Tampa, FL 11/6/22 and 11/7/22	Professional Development	\$0.00	0

The total cost for these conferences is \$4,699.00 (excluding Catherine Negrón's where the amount was previously board approved). Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$29,198 leaving a balance of \$170,802.

The total cost of substitutes for these conferences is \$1,050 (again excluding Catherine Negrón). Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$10,200.

FIELD TRIPS FOR APPROVAL

September 12, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
9/28/22	BF	Camp Shiloh, Hewitt, NJ	05 6th Grade Student	7	1 Sub Nurse	\$200	\$200	Yes	Yes
9/29/22	BF	Camp Shiloh, Hewitt, NJ	05 6th Grade Student	8	1 Sub Nurse	\$200	\$200	Yes	Yes
10/7/22 (originally approved for 10/14/22 on the 7/25/22 agenda)	Orchard	Third Grade Study of Ridgewood Walk, Ridgewood, NJ	61 3rd Grade Students	19	1 Sub Nurse	\$170	\$170	Yes	Yes
10/13/22	RHS	RAHP Exploration, The Valley Hospital, Ridgewood, NJ	15 RAHP Students	1	0	0	0	Yes	Yes
10/25/22	RHS	NJSTEAM Tank Challenge/NJ School Boards, Atlantic City, NJ	Applied Engineering Stud	2	0	0	0	No	Yes
11/2/22	Willard	Sterling Mines, Ogdensburg, NJ	8 5th Grade Students	17	1 Sub Nurse	\$200	\$200	Yes	Yes
12/7/22	RHS	RAHP Exploration, The Valley Hospital, Ridgewood, NJ	15 RAHP Students	1	0	0	0	Yes	Yes
3/2/23	RHS	RAHP Exploration, The Valley Hospital, Ridgewood, NJ	15 RAHP Students	1	0	0	0	Yes	Yes

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
3/23/23 - 3/27/23 (date change - previously approved on 7/25/22)	RHS	Softball Spring Training, Orlando, FL	Revised to up to 40 Varsity and JV Softball Team Members	Revised to 3	0	0	1 Sub - 3 days	\$450 (rate updated)	\$450	No	Yes

**RIDGEWOOD PUBLIC SCHOOLS
2023-2024 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
September 15, 2022	Budget documentation and timeline for budget managers distributed.	September 30, 2022
October 01, 2022	Budget managers complete budget proposals and input into CSI including uploading backup documentation	November 25, 2022
October 30, 2022	Develop and distribute enrollment projections.	November 25, 2022
November 15, 2022	Public Board Meeting budget update	November 15, 2022
December 01, 2022	<p>CSA and Cabinet meets with Budget Managers to review budget proposals</p> <ul style="list-style-type: none"> Proposal Review (Superintendent's Office) Proposal Review (HR Department) Proposal Review (Community School) Proposal Review (Special Programs) Proposal Review (Summer Programs) Proposal Review (AD-Athletics) Proposal Review (Ridge) Proposal Review (IT Department) Proposal Review (Somerville) Proposal Review (BFMS) Proposal Review (RHS) Proposal Review (GWMS) Proposal Review (Orchard) Proposal Review (Willard) Proposal Review (Travell) Proposal Review (Hawes) Proposal Review (Assist Superintendent) Proposal Review (Infant Toddler Program) Proposal Review (Buildings & Grounds Supervisor) Proposal Review (Summer School) Proposal Review (Aramark) <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. Specific dates to be determined</p>	December 22, 2022
January 01, 2023	State Fiscal Guidelines will be published Public Board Meeting budget update-Budget Constraints/Cost Centers/Class Size	January 31, 2023
February 01, 2023	BOE public meeting to review the preliminary budget	February 14, 2023
February 2023 TBA	State Aid report to be received from the State (Tentative).	February 28, 2023
March 1, 2023	BOE public meeting to approve preliminary budget advertise. (Tentative)	March 7, 2023

**RIDGEWOOD PUBLIC SCHOOLS
2023-2024 BUDGET DEVELOPMENT SCHEDULE**

Note: All dates and times subject to change based upon NJ State Department of Education Budget Procedures Calendar and District needs.

March 10, 2023	Submit 2023-2024 preliminary budget to County Superintendent of Schools for review and approval	March 21, 2023
March 18, 2023	Board and Administration continue deliberation on instructional and operational budget.	March 30, 2023
April 01, 2023	Advertise Budget and Public Hearing (date of notice to be at least 4 days before hearing). (Tentative)	April 20, 2023
April 25, 2023	Public Hearing and Final Adoption of Budget (Tentative)	May 09, 2023 is the last day for public hearing.
May 10, 2023	E-News to the community outlining Budget highlights. Post links of the Budget PowerPoint for Tentative Budget which will be pending Bergen County Review.	May 11, 2023



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on September 19, 2022 at 7:14 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Kwak moved the following resolution. Mr. Dani 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 matters.

Ms. Kwak announced the Board has been meeting in Executive Session pursuant to NJSA:10:4-12. The minutes from this meeting will be released when the need for confidentiality no longer exists. The Board was meeting to discuss litigation.

B. MOTION TO OPEN REGULAR SESSION

At 7:14 p.m., Ms. Kwak called the Regular Public Meeting to Order.

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Ms. Brogan, Mr. Saurabh Dani

Absent: Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Visitors:

There were approximately 15 visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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. Recognition of Ashby Award and Tradition of Excellence Winners

- Medha Kirtane, Ashby Award Recipient
- Liz Aynilian, Tradition of Excellence Recipient

Dr. Fitts read remarks about the award recipients.

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. This award is the highest honor that the Ridgewood Public Schools can bestow on a staff member. This year's recipient is Medha Kirtane, RHS Social Studies teacher.

The Tradition of Excellence Award recognizes a support staff member for extraordinary service to the district in five categories. This year's recipient is Liz Aynilian, Classroom Aide at Somerville Elementary School.

To view this portion of the meeting scroll to 30:19.

B. Student Representative Report

Ava Martin, Ridgewood High School presented the following report:

Cross Country had their first meet on Friday the 10th in Darlington. And on Saturday, September 10th, the girls varsity tennis team attended the September Smash Invitational in Livingston. After a day full of matches they came out winning the entire tournament! And last Friday was the Varsity Football team's second home game against Northern Highlands.

The National Honors Society(NHS) began meeting last week. Students in the National Honors Society take on active roles through community service including offering both drop-in and one-on-one scheduled tutoring sessions to other students at the highschool. Starting this year, in addition to providing tutoring slots during academic study hall from 3:15-4:15, NHS members will also be available in the learning commons during the periods before and after lunch. If students need extra help studying for a test or even just feedback on an essay, the NHS tutors can be a really great resource.

The Art History and Advanced Latin classes will be going on a field trip to the Metropolitan Museum of Art in New York. Right now the Art History students are studying prehistoric art and are looking forward to seeing in real life some of the pieces they have been learning about.

Friday September 23 is the first enrichment day of the school year. Enrichment days are scheduled on every other Friday in the year. On these days school begins an hour later, at 8:45, and all periods are 50 minutes.

September 20th there will be a meeting for 12th grade parents, and one for 9th grade parents on the 29th. Also this Thursday the 22nd is Back to School Night.

Ms. Kwak announced that they will be switching the order so that the presentation from K-12 insights on the Alternative Schedule Survey will occur now and then the first public comment period.

VI. PRESENTATIONS

A. K-12 Insights Alternative Schedule Survey Results

➤ Lauren Gonzalez, K-12 Insights Research Director

The Alternative Schedules Survey was administered to parents/guardians, staff members, students in grades 6-12, and community members to gather feedback about potential changes to the school day start and end times. The presentation included a project overview and executive summary of the survey results, followed by a review of survey data and a thematic analysis.

To view this portion of the meeting scroll to 44:00.

Mr. Dani stated that he sees a lot of data, but he is looking for insights.

Ms. Gonzalez reviewed that the purpose of this was to collect perspectives and see how parents felt overall about what a schedule change, what their concerns might be. From what they are seeing, for the most part parents, especially high school parents and students would be open to having that change, but they need to have more information about what the schedule would look like.

The Board asked questions and discussed the data with Ms. Gonzalez.

Mr. Dani requested that Ms. Gonzalez remove the elementary staff from the calculation, to determine if we will have a different number from the staff perspective.

Ms. Gonzalez will get that information regarding that aggregation for school level for staff.

Ms. Poelstra deferred to the Superintendent regarding what next steps he would like to take with this.

Ms. Brogan is in agreement that we need more information on the staff responses broken down, but would like to see it broken down for all three levels: elementary, middle and high school. After looking at this data, there are a few action items and that would be taking a look at the perspective of parents and read the level of the comments. Another

action would be to talk to the three schools that we've identified as doing it, Chattam, Princeton and Radnor. Maybe ask those Superintendents on a zoom, to talk with us as a Board and a community. Another action would be to leave the elementary schools alone and look at the Middle School and High School and then we need, what is that cost. If we left the elementary schools alone and let the busing proceed, what does that mean for the busing for the middle and high school. If we were to have a later start for the elementary school, let's say 9:00 and we could tier the bussing cost. She would like to at some options on the bussing. What would the schedule look like for both the Middle School and High School?

Ms. Kwak requested if possible to split by special needs education.

Mr. Dani stated that from his perspective he does not think that we need to change anything on elementary schools, that data is very clear so we should not be adding any more confusion.

To view this portion of the meeting scroll to 1:06.

V. COMMENTS FROM THE PUBLIC

Christy, 522 North Maple Avenue, she, her husband and son have lived here in Ridgewood for a few years now. Her son Porter is on the autism spectrum, he is what is classified as minimally verbal thanks to the services at Ridgewood he started as non-verbal. He spent two years in the program at Glenn and is currently in Kindergarten, the Kindergarten Rise program at Ridge. Listening to the awards ceremonies and all the survey data and the debate it is very clear that the district takes their role in educating our kids and providing quality services very, very seriously. She wants to thank you as a parent, she and her husband are grateful every day that they live in Ridgewood and that our kids and soon to be kid, which is why she's out of breath, to be part of the community. It's really hard to explain to people what it's like to parent a special needs child. She doesn't try very often because she really misses the naive day of not knowing herself, but the second they found out that her son was on the spectrum at around three years old, she and her husband were faced with a stark realization that all fo the things that most parents believe are guaranteed in the parent-child relationship aren't necessarily, not all kids despite the best commentary of Porter's aunts, uncles and grandmas make it to Kindergarten talking in full sentences and not all kids are guaranteed to be independent one day and when you have to stare that reality in the face for the first time it is very very difficult and it challenges every ounce of control and all the problem-solving skills you've prided yourself on for so long and it also forces you to really put your faith and trust in people like our teachers and aides in this District to make sure your kids are getting what they need. From the first moment her son walked into the Glenn School two years ago, Lightning McQueen car in hand which he still does every single day at school, she and her husband were astonished by the care and love the teachers, aides, the janitor, everyone at the school provided Porter had a great experience there and she is certain he left last summer thinking he was the mayor of the entire campus and when we got to Rise at Ridge, we were equally as excited unfortunately last week middle of the week, as we were waiting program details and schedules for her sons one of her worst fears as a parent was brought to life in that due to a miscommunication which they do happen, none of the aides were showing up to class for our kids and so therapists were being pulled

to cover our son's classroom so that compliance issues were met and the IEP services that he's guaranteed that you guys so graciously guarantee were not being provided. Porter can't come home and tell me this about his day. I noticed something was off, he tends to go into his own world when he has not been engaged enough, but he really can't communicate it. So when we took a step back and started looking at the situation and what was going on, it was really brought to our attention how instrumental the role the Aides are in ensuring that our kids are getting the services that they need. If you look on the website data entry is a huge part of the job and what the program provides our kids to ensure their success. If you look at the job descriptions for Ridgewood aides, that data entry is the first bullet point in what they do every day. There are several of them here tonight who are asking you as this vote comes up to really take a minute and acknowledge the fact that our aides are instrumental to these programs and these services. They need more time to do their work, they need better communication, they need contracts ahead of the school year. It is essential to our kids safety but also their success and success of this program moving forward.

Nicole Coppola, 243 Brookside Avenue, Her son James is in the Rise program at Ridge. She doesn't know how many of you have ever stepped foot inside a special needs classroom before, but let me paint you a picture. On a typical day one child is in the throes of a full-scale sensory meltdown biting, hitting, rockstar destruction, spitting, cursing, you name it. Another child who is having an issue with potty training has just had an accident and is fecal smearing. She doesn't know how many of you are familiar with that. A few tables down a child who's been known to eat inedible substances takes this opportunity of chaos to try and suck down a bottle of hand sanitizer and finally in another corner of the classroom a breakthrough happens when a non-verbal child who has been working for months on communication finally says their first word. This may sound extreme, but I assure you this is an average day in the life of a special needs classroom. They are beautiful moments and there are horrific moments. The people who work with this population aren't doing so for extra pocket cash. They're doing it because they're angels and they love our children and our children have unlovable moments. This job and this life are not for the faint of heart. Education and background are no substitute for disposition and you have to have a certain disposition to work with this population and a level of fearlessness. To attract and to keep this high quality of fearlessness and love we need to show these aides that they are appreciated. Words of appreciation, accolades and awards are beautiful, but let's get real, thank yous don't pay the bills and they don't keep quality people from staying in our district. It's come to our attention that surrounding similar districts offer a much more comprehensive package of perks and benefits, so why are people staying? Let it be known that from this moment on the parents fully support all of the support staff in our district and we will be working behind the scenes with them from here on out to ensure they're properly taken care of and compensated.

Jamie Davis, 204 Anondale Road, she is also here to speak on behalf of the behavior aides in the Rise program. Her son, like Porter is minimally verbal. This means if he has a bad day at school, if he's sad, if he's scared, if he's sick, he can't tell me. It means when he runs off which is more often than she'd like to admit and she calls after him he will not respond. He will not stop regardless of whether he's running into traffic. A simple errand at the grocery store can be devastating. Parents of children like Escher live with a level of fear and concern that she hopes none of you have had to know. Our children also have more intense needs in the classroom. Some might refer to these needs as special. The skill acquisition requires

evidence-based approach like ABA which is the method used in the Rise program and an essential component of this is consistency and also a rapport with the adult who's implementing the program. You have to understand it takes a tremendous amount of trust to send Escher to school each day and I have to hope that the therapists, the teachers, the aides have the skills and dedication to do what he needs. She's aware that several aides have come before you and talked about how difficult their days can be and how underappreciated and by extension under compensated they are, although they're received a modest raise and I understand it's on the agenda today to do something for them as well. It's not enough. The bottom line is this is not just a budgeting issue because increasing their compensation to an appropriate amount would be a relatively minor expenditure. The board does not seem to understand and value the critical role that these employees play in the lives of some of the district's most challenged learners. An employee's compensation reflects the value the employer places on the employee. An undercompensated employee feels undervalued and disincentivized to stay especially if they're more lucrative opportunities available elsewhere. The fact is behavior Aids in our district are undercompensated and many do not stay. The fact is they're paid an hourly rate less than that of neighboring districts and unlike the other district they don't receive health benefits, pay for all their training days, paid for holiday or pay for other days the schools close such as for inclement weather. The Board can no longer get away with paying these aides the bare minimum in the interest of cost savings. She has to ask herself what is the Board missing? Does it not understand what these tremendous people do day in and day out? Does it not have a sense of what it takes to supervise and instruct special needs children? Has it even ever visited the Rise classroom and seen a day like Nicole described? If the Board really got it, she thinks you would have a really hard time taking these special people for granted any longer. Unless the District does something these individuals may leave as many of their coworkers have done in the past. The attitude can't be, let's pay them as little as possible and if they leave, let them. As it is there are too few Aides in several of the Rise classrooms which is not merely an inconvenience, too few aides means not enough supervision of students prone to running off and other dangerous behavior. Too few aides means ABA programs are either not being sufficiently run or data is not being taken to a robust amount. High turnover means less of the crucial consistency that our children require and lost time as children build rapport with new staff. This means the district is out of compliance with IEP's and children's safety and progress are at risk. Why on earth would we not do everything we can to incentivize the ones we have to stay and for others to join them? She urges the Board to consider not only raising behavior aides hourly rate as anticipated later tonight, but also start improving the situation to pay for these other things. She asked for 10 more seconds. She will ask one of her friends to read the last paragraph since it is the most important one.

Dan Foreman, 1151 Monte Vista Avenue. He's here to read the rest of Jamee's paragraph because it's really good and then he has just a few things to say. This request is not for wouldn't it be nice if the students had a new model chromebook or wouldn't it be nice if we could better subsidize field trips, this is a matter of the safety of our special needs kids, the most basic primer for serving our students. Well this matter of whether our special needs children make any progress if you neglect to provide compensation or behavior aides commensurate with the amazing challenging critical work they do go by extension be neglecting some of the most vulnerable learners in our district and then to treat these aides with dignity strikes at everyone's core because it suggest that the safety and progress of all the kids and their peers is not a priority or a significant concern. Please prove him wrong, do

the right thing and help him believe that his child's well-being and success matters to this board as many other students. Please let's get this done.

He thanks the Board for all of their time. He gets that there are quantitative things and qualitative things. He's sure that everybody here would want to pay everybody and do everything they can but as Miss Kwak said, it's a pie and the pie has to be divvied up and he doesn't think any of us are naive to that we're all adults, we all work, we all know what's going on. He thinks that in a district with a budget of 125 million, 85 percent of which comes from the tax paying public of the district, there are a lot of opinions and there is a lot of passion and there's a lot of vested interest in every program and every student, so he doesn't have any doubt about that. 12 percent of the kids in the Ridgewood School District are special education kids. He doesn't know the percentages of Rise, it's not broken down in your budget, it's not broken down in anything. He knows that in any field whether it's law enforcement, financial services, education, we try to attract the best people we can and the basic way to do that is to pay people what they should be paid and to provide them with benefits. He doesn't think that is out of the realm and he doesn't think that's unnecessarily complicated. He noticed in the teacher's contract that the starting salary for a teacher is \$63,000 which he believes is above the average for New Jersey. He thinks that's fantastic, he thinks all of them are here and we've all moved to either grown up in this district or moved to this district because it provides some of the best education not just in the state but in the country. He thinks that a starting salary for a teacher of \$63,000 is still too low but that's for another time in another place and he thinks that's not what we're here trying to solve. So he looked at the math and what you're proposing for an ABA certified aide which is what all of our children need as a one on one, both in practice and legally by their IEP is a \$25.65 per hour wage which he believes in rough numbers would be about a \$29,000 a year salary with no benefits. He doesn't know who can live on that. He doesn't know who would want to do that specifically someone who's supposed to be qualified and do all of these amazing things that all of our kids need. He thinks that the district has proven that it is the place to be for special education. He's known people who have moved from other countries to live in Ridgewood to go to this District to receive the services here. He doesn't think that that's within dispute so if we want to be the best at special education and we want to attract all of these kids and be that safe haven, but we don't want to pay the people who actually to your point Dr. Fitts, are the oil that makes the engine run. Those seem incongruous to him and he thinks that for at least this slice of the pie, it needs to be looked at and it needs to be considered more.

Terry Anzano, 464 Fairway Road, she's grieving that she has to talk about this and not support what they are here for, but she is talking about the health and wellness curriculum. She's going to move pretty quickly because of time. She wants to start at grade one, in grade one we talk about identifying behaviors that would be considered child abuse, emotional physical or sexual. She is concerned about what is going on in the classroom on that level for grade one, we also are talking about listing medically accurate names for the body parts including your genitals, the vagina and the penis in first grade. In second grade, we are discussing the range of ways people express their gender which she feels is inappropriate for that age. They're also talking about issues of health and wellness globally which includes climate change in grade four, in grade five they are explaining the human sexual development and the role of hormones including sexual feelings, masturbation, mood swings and the timing of pubertal onset. She is reading off of the website, this is the curriculum in Ridgewood. Grade five, they're describing gender role stereotypes and their potential impact

on self and others. Still in grade five the differentiating between sexual orientation and gender identity, they are including a dental identifying resources to assist with parenting. They're analyzing in grade six feelings within your emotions that may lead to sadness, anxiety, depression. There is no sexual education units in grades seven. Then we move to grade eight. The differentiating between gender identity and gender expression, sexual orientation. Grade eight they define vaginal oral and anal sex in middle school. By the end of second grade there are examples of how girls and boys think they should act and the end game of 12th grade they differentiate between biological sexual orientation, gender identity and expression. Her question is that she is asking the Board to list this specifically and let the entire community of taxpayers know and why would we put any money, effort or thought into this. To tell the state this is not our demographics and to take any money, efforts and thoughts as example to make sure that we get what those children need which is real for learning. This she believes is abusive, this is child abuse, this is detrimental and abusive to our children.

Janet Riley, 487 Dorchester Road, she wants to call in to reiterate that there are three areas that she mentioned last week at the end of the meeting which she hopes you'll respond to today, areas in which she feels the district is under-serving elementary school students. Listening to meetings, a lot of focus tends to be on the high school and on performance, statistics and things like that, but listening to the testimony of parents tonight, it's very moving and it very much reminds her of the testimony that elementary parents brought last year to you about the need for classroom aides and for pay equity and a pay raise. The fact that parents still have to bring this to the Board of Ed it makes no sense. It should have been done by now and in fact on the May 23rd Board of Ed meeting there was a decision seemingly made to increase pay and there were mentions of pay equity and a 10 percent raise and she's not exactly sure what was decided. Somewhere in the mix, the world language teachers that Dr. Gorman had recommended that the budget be taken out with justification being that the money would be better spent on classroom aides. There was an expectation that World Language Teachers would be hired for September and that was not going to happen so that you had the money to pay aides. She has no idea why this hasn't happened now and it needs to happen. Second of all, with respect to the World Language, she doesn't understand where the District is unable to provide or to meet State learning standards. Every District around us GlenRock, Fair Lawn, Midland Park, Wyckoff, Franklin Lakes, River Edge, Oradell all provide in-person World Languages instruction from Kindergarten. The New Jersey student learning standards which were required to be implemented in September 2022 states that elementary schools should be providing in-person World Language instruction. She knows there was some response to her comment last week that there were questions about whether you could instead use a streaming service and Ms. Poelstra's comments seemed to suggest that was more expensive than in-person teachers regardless of whether it was more expensive than in-person teachers, regardless of whether that was more expensive or not there's no reason that the District should be hiring or spending money on streaming services. Our Kindergarteners, first graders do not need to be spending time in front of screens. They deserve in-person instruction that surrounding district and New Jersey state standards require. Third, physical education it's another area where the District is out of compliance with the State statute that states that you should be providing 150 minutes of physical education to students every week in the elementary schools. That's 30 minutes per day, instead elementary students receive 50 minutes per week with an alternating extra 25 minutes every other week. So at any given week our elementary

students are receiving a third to a half of state standards and those aren't just standards. That is a state statute, so you're opening yourself up to liability. You're required to provide that other districts, like Tenafly provide 150 minutes. This is constant use of the language of financial flexibility and budget restraint and claiming like we're in some kind of unique situation. Like those parents said, people move here because they value education. They're willing to pay for it and there's no reason why our elementary schools are not meeting State standards, why they cannot pay classroom aides and why they cannot provide an adequate education for our students.

Peter Maltin, 294 West End Avenue, he wishes he could be there with the parents tonight from Ridge. He understands and we've been having conversations in regards to class issues and our special ed students at Ridge for many months at this meeting. We had teachers in the meetings last year about the needs of our students from Ridge. We now have an issue in regards to Rise and he asked the question last meeting and he believes in the previous meeting in regards to how we are doing with aides and our substitutes. This is basic data stuff that this Board wants to look at. How are we doing in regards to retaining our talent and attracting new talent. How many aides and substitutes have we hired this year and how many do we have and how many are showing up to work, apparently via the Rise program. To see that the wage increase that has been discussed and believes implemented them, not exactly sure its working and he has asked the question in previous meetings also. Did you look at the wages of the substitutes versus the aides because we know aides that have now moved to Subs because of economics and that have left the District because of economics and we are here because we love Ridgewood and we love the schools, but he's talking to new people in his District, new people that have just moved here and they're flabbergasted by the conversations about how basic needs and basic state mandates are not being met. Physical education, world language, special needs class sizes, aides, substitutes. How can this not be right and he feels so badly for those parents that are there right now at the beginning of the school year with special needs children that many of them have difficulty with transition like our son, that now have to come to a board meeting, or the teachers who were there last year that were begging for help. Did we get an extra classroom for first grade in Ridge, did we get all the aides? Where are we in terms of these things and it's flabbergasting that he understands the budget constraints but these are absolute needs of a district and everything should be looked at and dismantled immediately by the Superintendent to review why these needs are not all being met now. Conversations have to be done at a certain point. You have data, you have parents who have teachers and action needs to be taken in regards to these things and he appreciates the wage items but it's not working. You need to figure out something else and it can't be every District's having this problem because it's Ridgewood. We're not supposed to have the same problems as others and we're supposed to be able to elevate ourselves and we have a high special needs population and we need to elevate ourselves. That's why people move here and he hopes the Board and the Superintendent consider all of these items and we'll move to action as quickly as possible.

Anne Burton Walsh, congratulated Medha Kirtane and Liz Aynilian on their awards, that was a great presentation. She also wants to thank the Board for their thoughtful questions about the later school start time survey results. She agrees with Mr. Dani's analysis that based on the results later start can and should be implemented for middle and high school She hasn't seen data simply for a 15 minute lag between start times. The survey questions about the current schedule at least she didn't recall when she took the survey, that there was a

question as to how rested or tired the students are as a result of the current schedule instead those questions all focused on output such as schoolwork and time with family and not how the current schedule affects the wellbeing of the student. She agrees with President Kwak and Ms. Poelstra but a question about how concerned people are about the effect of later start on health and sleep was very confusing. When she took the survey she imagines that the results would look just the way they did and it's implausible that 47% of parents think that a student's health and sleep would be somehow harmed by later start. As Ms. Kwak pointed out that does not square with the high percentages of parents and students who thought later start would be a big benefit and this is because the question was biased toward a negative response from the start. The question was how concerned would you be if we put this measure into place, it didn't say how concerned would you still be about after this measure which was a biased survey question. Unfortunately, this has led to a lot of confusion as far as the free responses by parents who are opposed, she'd like to know how many of those there were and she's concerned about giving time to views that students won't be able to get up for work in the future. That seems to ignore all of the education that this District conducted on this issue that it's adolescence you need to sleep and they'll be done with their adolescent development at some time soon. Then they'll get up early for work in the future. She couldn't agree more with Ms. Poelstra's statement about the popular vote, although she thinks she comes out at a different place. She doesn't think that this makes sense to basically put this important health measure to the vote. The bottom line is that the survey is asking lay people rather than doctors about a measure that pediatricians have already been saying for years is really important to student physical and mental health and with respect this research is not new. There was a league of women voter study from Greenwich, Connecticut in 2006 that is 16 years ago that compiled the overwhelming medical research at that time in favor of an 8:30 start for teens and then regarding instructional time. She thinks the survey results were unfortunately not useful because there was no proposed quantity of instructional minutes that might have to be reduced in the survey. She thinks the results would look very different if the question was whether reducing class periods by 51 seconds each for example was a concern and the survey also did mention that the current 80-minute classes, few people would say they're able to be fully used so if we're really honest the 80 minute class periods themselves amount to a reduction of actual instructional minutes from each of those 80 minute class periods. The staff comments included a note that shorter class periods, she believes it's 60 minute periods are important for learning. The bottom line is that later school start time has been done and can be done specifically at 8:30 or 8:20 start. Pediatricians are very clear that an 8:30 start time will serve all adolescent students across the board and not making the change does not serve those students.

Ms. Kwak responded to comments. She stated that the New Jersey State standards on gender and sex identify, what the curriculum looks like, we did a very thoughtful and detailed presentation. She encourages you to look at that and if you have any specific questions you can always reach out to Mr. Dan Kilday and the Administration. They've done a wonderful job of explaining what the changes are and our compliance and how we've really tailored it to our community and it is a sensitive topic for many. It is going to be in the context of health and wellness and safety, but for the particulars please reach out to the building principals and to Mr. Kilday. We do have to adhere to the standards, we receive State funding, we have to adhere to the standards on how each district addresses it, there is some flexibility and she does believe that the Administration has done a terrific job of presenting material that will be adhering to the standards but very thoughtful.

Ms. Kwak continued on the other comment about cost savings, the basic math of budgets is that we can't spend more than we have and inflation is hitting the individual households, it is hitting us just as much. If not more, most of our costs are fixed, there is very little we can do, we don't have the luxury of cutting bus routes or turning down the lights a little bit more. We have pretty limited flexibility so when there are any "cost savings" we are channeling it and allocating it to continue to provide T and E, thorough and efficient education, that's our mandate. It has become such a concern of how to manage our resources we are not the only district. For Bergen County School Board Association, the key topic coming up which she's registered for is school finance during the inflationary period. It is a real challenge, we will try and do everything we can to continue to advance student progress but understand that we are facing an economic reality and we are trying to manage our resources in order to do so.

VII. SUPERINTENDENT REPORT

Dr. Fitts stated that he is continuing to enjoy his tenure here in Ridgewood. Schools were opened timely. We are beginning to feel some of the vibrations in the system and are beginning to give attention and take action to those things; cutting down trees, trimming back brush so that pictures of children.

There was an unfortunate accident this afternoon. A contracted bus that transports our special needs children, one child on the bus was from our school community. Six children were taken to the hospital, but there were no significant injuries. He has asked the Business Office to be in contact with the parents to inform them of our insurance liability and make available all services to the family. He has heard some of the comments tonight and he appreciates the comments. We have restarted the conversation about late start time, when they are given the charge to proceed and to go ahead we will start building the program around what they know. It is a concept now but it's got to move to another stage, we've got to get the engineers to say what we've heard, what we know, what resources we have and what resources we need to make this a high performing program.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak (except the ones associated with her name),
Mr. Lembo (except the ones associated with his name)

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. **Approval: District Nursing Services Plan and Standing Orders for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves the District Nursing Services Plan and Standing Orders for the 2022-2023 school year.

The Board has received background information.

ii. **Approval: Submission of Chapter 27 Emergency Virtual or Remote Instruction Program for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the 2022-2023 Chapter 27 Emergency Virtual or Remote Instruction Program.

The Board has received background information.

iii. **Approval: Settlement Agreement SE#2/2022-2023**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#2/2022-2023 between the parents of student #908489 and the Ridgewood Board of Education.

The Board has received background information

iv. **Approval: Settlement Agreement SE#3/2022-2023**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#3/2022-2023 between the parents of student #906345 and the Ridgewood Board of Education.

The Board has received background information

Ms. Brogan moved approval of B. Administration.

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Ms. Kwak except Item iv. settlement agreement - she has recused herself from this item.

NAYS: none

Dr. Fitts presented for consideration C. Human Resources.

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

Ms. Kwak moved approval of C. Curriculum and Instruction.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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

FOX, David - Leave of Absence Replacement Social Studies Teacher (non-tenure), Ridgewood High School, effective September 13, 2022 through February 3, 2023, pending verification of employment as outlined by Chapter 5. Mr. Fox possesses a NJDOE Provisional Certificate as a Teacher of Social Studies. Mr. Fox will be registered into the NJDOE Provisional Program.

Salary: \$62,867 prorated
Cl. BA, St. 1

Account #11-140-100-101-05-10-019-000

SCHNELL, Beth - English Teacher (Elective) (tenure track), Benjamin Franklin Middle School, effective October 10, 2022, as soon after as possible, through June 30, 2023, pending verification of employment as outlined by Chapter 5. Ms. Schnell possesses a NJDOE Standard Certificate as a Teacher of English.

Salary: \$69,967 prorated
Cl. MA, St. 1

Account #11-130-100-101-03-08-019-000

Additional: Classroom/Lunchroom Aides for the 2022-2023 School Year

KRAISORN, Kerry - First Grade Aide, Willard Elementary School, effective September 20, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.50.

Account #11-000-217-106-00-07-024-001

Infant/Toddler Development Center

COREA, Jacqueline - Teacher Assistant - Step 1, effective September 20, 2022, or as soon after as possible, through June 30, 2023, 8 hours per day, 5 days per week,

at an hourly rate of \$16.00.

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

KONTOS, Emily* - High School/College Aide, Infant/Toddler Development Center, effective September 6, 2022 through June 30, 2023, 5 hours per day, 5 days per week, at an hourly rate of \$15.00.

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

***Related to staff member**

ii. **Change in Salary Classification, effective September 1, 2022 through June 30, 2023, 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 September 1, 2022 through June 30, 2023, in accordance with the REA/Board Agreement, as listed on **Attachment C**.

iii. **Change of Assignments for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2021-2022 school year, as listed below.

BERNINGER, Lisa - Teacher Assistant, Step 1, Infant/Toddler Development Center, effective September 6, 2022 through June 30, 2023, 8 hours per day, 5 days per week.

From: \$15.00 per hour

To: \$16.00 per hour

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

ELIOPOULOS, Carrie - Teacher Assistant, Step 1, Infant/Toddler Development Center, effective September 6, 2022 through June 30, 2023, 8 hours per day, 5 days per week.

From: \$15.00 per hour

To: \$16.00 per hour

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

FINK, Gary - **from** .20 FTE Music Teacher, Ridgewood High School, **to** 1.20 FTE Music Teacher, Ridgewood High School, effective December 12, 2022 through May 15, 2023.

From: \$14,123

Cl. BA+30, St. 5
To: \$84,740 (non-pensionable)
 Cl. BA+30, St. 5

Account #11-140-100-101-04-10-019-000

KISSIL, Ifat - Teacher Assistant, Step 1, Infant/Toddler Development Center, effective September 6, 2022 through June 30, 2023, 8 hours per day, 5 days per week.

From: \$15.00 per hour

To: \$16.00 per hour

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

iv. **Resignation**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the resignation, as listed below.

Teacher

Revision: CLARKE, Noreen - Social Studies (Elective/BFBN) Teacher, Benjamin Franklin Middle School, **from** effective October 28, 2022, approved by the Board at its meeting September 12, 2022, **to** effective September 30, 2022.

v. **Leave of Absence**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Revision: ORFINI, CAITLIN – Social Studies Teacher, Ridgewood High School, **from** effective September 27, 2022 through February 9, 2023, with a reinstatement date of February 10, 2023, approved by the Board on July 25, 2022, **to** effective September 12, 2022 through February 3, 2023, with a reinstatement date of February 6, 2023, 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 Interim Superintendent of Schools, approves the supplemental pay beyond contract, as listed below.

Hawes Elementary School

- Clubs and Activities for the 2022-2023 School Year, as listed on **Attachment D**.

Orchard Elementary School

- Clubs and Activities for the 2022-2023 School Year, as listed on **Attachment**

E.

New Family Orientation

- **Moran, Kathleen**, not to exceed 2 hours, at an hourly rate of \$30.90 (\$61.80).
- **Rubin, Lindsay**, not to exceed 2 hours, at an hourly rate of \$63.93 (\$127.86).

Account #11-120-100-101-00-03-003-001**Ridge Elementary School**

- Clubs and Activities for the 2022-2023 School Year, as listed on **Attachment F**.

Somerville Elementary School

- Clubs and Activities for the 2022-2023 School Year, as listed on **Attachment G**.

Travel Elementary School

- Clubs and Activities for the 2022-2023 School Year, as listed on **Attachment H**.

Willard Elementary School

- Clubs and Activities for the 2022-2023 School Year, as listed on **Attachment I**.

Benjamin Franklin Middle School

Co-curricular Activity Advisors and Stipends for the 2022-2023 School Year, as listed on **Attachment J** (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2022-23 BA Maximum of \$94,742).

2022-2023 Student Club Activity Advisors

- Student Club Activity Advisors for the 2022-2023 School Year, as listed on **Attachment K**.

Intramural Activities for the 2022-2023 School Year

Girls Volleyball, Boys Volleyball, Track, Weight Lifting, Open Gym, not to exceed a total of 300 hours, each to receive an hourly rate of \$40.17 (\$12,000)

Advisors: **Briggs, Amy; Donnelly, Trecia; Ferrari, Todd; Klion, Danielle; Marzocchi, Jaime; Nizza, Amber; Papapietro, Megan; Ran, Benjamin; Rooney, Michael; Schulke, Kyle; Skettini, Donna; Skettini, Kelly; Sutera, Lisa; Ordini, Jason; Reilly, Kerriann; Valere, Neil; Watson, Torrance; and Wearley, Meredith.**

Account ##11-401-100-101-00-10-010-001**George Washington Middle School**

Co-curricular Activity Advisors and Stipends for the 2022-2023 School Year, as listed on **Attachment L** (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2022-23 BA Maximum of \$94,742).

2022-2023 Student Club Activity Advisors

- Student Club Activity Advisors for the 2022-2023 School Year, as listed on **Attachment M**.

Morning Cafeteria Supervision - September 6, 2022 through June 21, 2023

- **Schoenberger, Gerald**, not to exceed 0.50 hours per day, at an hourly rate of \$32.17.

Account #11-000-262-107-00-09-009-001

Ridgewood High School

Co-curricular Activity Advisors and Stipends for the 2022-2023 School Year, as listed on **Attachment N** (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2022-23 BA Maximum of \$94,742).

Ski Club Trip to Mountain Creek, Vernon, New Jersey - January 10, 2023, January 17, 2023, January 24, 2023, and February 7, 2023, each not to exceed 7 hours per trip, each to receive an hourly rate of \$40.17 (to be funded by donations)

- Beyer, James
- Bunzey, Craig
- Jannone, Christine
- Kay, Peter
- Knott, Ronald
- Mahler, Craig
- McDermott, Michael
- Mende, Allison
- Mitola, Candace
- Quirk, Brian
- Richards, Caroline

Account ##11-401-100-101-00-10-010-001

Revision: ACT Administrative Duties - from October 22, 2022, January 10, 2023, and February 11, 2023, approved by the Board at its meeting on September 12, 2022, to October 22, 2022, February 11, 2023, and June 10, 2023

- **Valeri, Amanda** - each for a total stipend of \$300 (\$900).

Account #11-000-218-104-00-10-010-001

Curriculum, Instruction & Assessment

Revision: 2022 Summer Curriculum Writing, approved by the Board at its meeting on June 20, 2022

- Staff members as listed on **Attachment O**, at the curriculum hourly rate of \$53.33.

Special Programs

2022-2023 Bus Supervision on as-needed basis

- **Sand, Grace**, at an hourly rate of \$16.51.

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

ABA Training Completed and Certified – hourly rates from \$22.19 to \$25.64, effective September 6, 2022

- **Gigante, Anthony**

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

vii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers: Daly, Ann; Delmonaco, Alyssa; Lazration, Sara; Miller, Danielle; and Shovlin, Emily

\$150 Daily Rate

Mr. Lembo moved approval of D. Human Resources.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo

NAYS: none

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number

Ridgewood High School Girls Lacrosse	\$1,500	To be used to pay for a portion of the extra girls lacrosse games taping for the 2022-2023 season.	20-045-100-890-00-10-034-002
Ridgewood High School Football Scholarship Committee	\$2,500	To be used to pay for a portion of the football game taping for the 2022-2023 season.	20-020-100-890-00-10-034-001
Ridgewood Lacrosse Association RHS Boys LAX	\$850	To be used to pay for a portion of the extra boys lacrosse games taping for the 2022-2023 season.	20-046-100-890-00-10-034-002

ii. **Approval: Substitute Rate of Pay**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the additional substitute rate of pay for the 2022-2023 school year as listed below:

Paraprofessional \$110 per diem

iii. **Approval: Additional Contracted Therapists to Provide Special Education Services for the 2021-2022 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the additional contracted therapist to provide special education services for the 2022-2023 school year, as listed on **Attachment P**.

iv. **Approval: Revision Special Education Aide Hourly Rate**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the revised special education aide hourly rates of pay for the 2022-2023 school year as listed below:

Type of Paraprofessional	From Rate	To Rate
Resource Room, Self-Contained, On-to One, Grade 1, Kindergarten	\$16.51	\$17.50 (same rate as lunch aides)
Resource Room, Self-Contained, On-to One, Grade 1, Kindergarten (with 60 college credits)	\$19.25	\$19.25 (no change)
ABA (non-certified)	\$22.19	\$22.19 (no change)
ABA (certified)	\$23.35	\$25.64
STEPSS Job Coach	\$25.64	\$27.00

Brailleist	\$25.64	\$27.00
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Ms. Brogan moved approval of E. Finance.

Ms. Kwak seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo

NAYS: none

Ms. Kwak read the donations into record and thanked the responsible parties.

The Board discussed the revision of the Special Education Aide rate. To view this portion of the meeting scroll to 2:28.

Ms. Brogan asked Dr. Fitts and Ms. Murphy to take a look at the items that have come for discussion regarding the paraprofessional aspects of their employment. Those items have been brought to our attention and to see how we might address them if not this year, with next year's budget. There are things that one might expect which could be if there is required State training that the certain hours spent for that should be reimbursed. She asked them to take a look at some of these issues and bring to the Board with recommendations if you feel they are warranted.

Dr. Fitts presented IX. Resolutions and Motions Not Included in Consent Agenda.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Change of Use of Educational Space for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools approves the change of use of room 19 at the Glen School due to an increase in enrollments. Room 19 will be converted into an Occupational and Physical Therapy (OT/PT) area.

The Board has received background information.

B. Approval: Appointment of Hazard Young Attea Association to Conduct The Superintendent Search

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of Hazard Young Attea Association to conduct the Superintendent search. The following is a breakdown of the contractual agreement for the search firm: Consulting Fee \$23,500.00, Associate expenses not to exceed \$1,500.00, unless extenuating circumstances occur, Background Checks/Executive Diligence Service Fee \$1,950.00. Alternate costs during the contract term: HYA Research-based, nationally-normed community survey fee \$2,000.00, Hard-copy printing, binding, and shipping is 3.0% of consulting fee at a cost of \$705.00.

Not to exceed \$30,000 in fees.

The Board has received background information.

Ms. Brogan moved approval of A. Change of Use of Education Space for the 2022-2023 School Year and B. Appointment of Hazard Young Attea Association to Conduct the Superintendent Search

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo
 NAYS: none

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Dani.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Sept 12	Columbia Bank On-Line	107168-107348	224,492.60
Aug 15	Payroll Transfers	P41111-P41112	654,684.16
Aug 30	Payroll Transfers	P41113-P41114	557,208.55
TOTAL			1,436,385.31

*checks 107169-107250 canceled due to a printing error

Mr. Dani moved approval of bills approved by him.

Ms. Kwak seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo
 NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

None at this time.

XII. BOARD COMMITTEE REPORTS

Ms. Kwak reported that the Fields Committee met and planned to resume the meeting early this morning after experiencing technical issues. Flood management was discussed, and the athletic director presented using turf mats as a possible solution.

Mr. Lembo stated that the Citizens Safety Advisory Committee met this week and discussed parking concerns around the schools, specifically the area around the high school.

To view this portion of the meeting scroll to 2:33.

XIII. DISCUSSION ITEMS

The Board discussed the Board and District goals.

To view the entire discussion scroll to 2:35

Board Goal 1

The Board of Education in collaboration with the Interim Superintendent and the Business Office will develop the 2023 -2024 budget while preserving financial flexibility and reducing inefficiencies without undermining educational progress.

Board Goal 2

The Board of Education will continue to foster public participation, collaboration and open communication with all stakeholders. We will investigate increasing the role of technology and new platforms to provide outreach and gather feedback efficiently.

Board Goal 3

The Board of Education with the guidance of a professional search firm will seek to select a highly successful successor Superintendent.

The Board discussed adding a timeline to Board Goal 3.

To view this portion of the meeting scroll to 2:39.

Board Goal 4

The Board of Education will facilitate and support the District to achieve high performing status as determined by the Quality Single Accountability Continuum (QSAC) audit conducted by the New Jersey Department of Education.

District Goal 1

The District will initiate a three year process to be nominated and earn the National Blue Ribbon Schools program recognition. In year one the schools will investigate, examine and evaluate what is necessary to be an applicant for participation in the Blue Ribbon School selection process. In year two the schools will start to take the necessary steps to meet and exceed requirements for participation in the program. In year three, the schools will submit the formal applications for Blue Ribbon Schools designation.

Ms. Brogan stated that this may not be a great goal. When looking at the Blue Ribbon, the nominations are school by school and dependent upon the chief state school officer in the State to nominate you. They can only do nine schools a year in New Jersey, a third of which have to be 40% or greater with a high percentage of students from disadvantaged backgrounds, so that leaves you with six schools a year and then you can be awarded that once every five years as an exemplary high performing school. She's wondering the value of it, when there are so many other things on our plate. We have ten schools and there are six hundred schools in New Jersey, it's not only public schools but private charter.

Ms. Kwak thinks that the notion is we invoke that, the motto of Tradition of Excellence. This is saying that we are demonstrating that we have earned and we are recognized by tradition of excellence. Where is the accountability, how can we demonstrate that.

Ms. Poelstra added that because of our demographic, there are only six schools that will have to represent the state overall and a variety of elementary, middle school and high school, a variety of programs, because you cannot nominate yourself, you have to be selected by the commissioner and they can only choose six schools like ours per year, the math seems very challenging, but it is up to the Board.

The Board further discussed this District Goal.

To view this portion of the meeting scroll to 2:44.

As a result of the discussion District Goal 1 was rephrased as follows:

The District will initiate a three year process to be nominated and earn the National Blue Ribbon Schools program recognition to be evaluated each year.

District Goal 2

The District will evaluate, enhance and implement ways to ensure student progress and equity resulting in above average ratings for all Ridgewood Schools. Data will be obtained from state level reports to guide this goal.

The Board discussed the State Data or Great Schools data that will be used to evaluate this goal.

To view this portion of the meeting scroll to 2:51.

District Goal 3

The District will continue to obtain stakeholders input to assist in the development of a proposed alternative school schedule. This initiative will consider the impact on Elementary, Middle, High School and special populations in the district.

District Goal 4

The District will examine practices related to diversity equity and inclusion to ensure all who enter the Ridgewood Public Schools be safe, respected and valued. The District will seek to foster a culture of belonging and provide equitable access to all opportunities and advancement.

District Goal 5

The District will implement, enhance and evaluate ways to address mental health issues as necessary.

Mr. Dani moved approval of the Board and District Goals as presented.

Ms. Kwak seconded the motion, which carried by the following roll call vote

AYES: Ms. Brogan (except to District goal one), Mr. Dani, Ms. Kwak, Mr. Lembo

NAYS: Ms. Brogan for District goal one

XIV. ACCEPTANCE OF MINUTES

- August 29, 2022 Executive Session Minutes
- August 29, 2022 Regular Public Meeting
- September 12, 2022 Regular Public Meeting

Ms. Kwak requested to make a correction to the August 29, 2022 Regular Public Meeting Minutes. There's a statement that she would like to put on the record for today's minutes with Mr. Bisig's permission it was not audible in the recording and so the statement that will be made today is:

Mr. Bisig stated that he had misquoted himself regarding the 8% bus increase which was actually the percentage for the sewage increase. He will follow up and review the increase with the finance committee.

Ms. Brogan asked if the edit was made to the August 29, 2022 Executive Session Minutes. Ms. Brogan's edit was sent to Dr. Fitts because there is a sentence that does not make sense.

Ms. Kwak stated that the August 29, 2022 Executive Session Minutes will be tabled.

Ms. Kwak moved approval of the September 12, 2022 Regular Public Meeting Minutes and the August 29, 2022 Regular Public Meeting Minutes with the discussed change.

Mr. Dani seconded the motion which was unanimously approved.

XV. OTHER BUSINESS

Ms. Brogan brought up that the Board of Education hasn't seen the Board evaluations that we sent into New Jersey School Boards, we didn't see them for last year or the year before. She would like to have Matt Lee come with the evaluation information and present to the Board. That's usually the normal routine when we do evaluations to get a report back on how we're doing. In a perfect world, this would inform what the goals would be for next year.

Ms. Kwak has spoken to the NJSBA field rep and he stated that it was not mandatory, it will be the same as last year in terms of the presentation he provides. Ms. Kwak asked him if there's anything specific to them and he said not particularly but he's always happy to come and speak, so that's why they proceeded with the schedule, but she can follow up and have him repeat the presentation.

Ms. Brogan stated that we did not have a presentation on the Board evaluations. She is asking that they did their evaluations of our Board and we send it into School Boards and they put a presentation together about how we are performing. It's a performance review. We've done it every year except for the last two years. She's asking that we have this report. Why are we doing this evaluation if we don't get the report back?

Ms. Kwak stated that she thinks it was a moment of self-reflection as well but if Ms. Brogan would like the summary, she will follow up separately.

Ms. Brogan followed that in the spring the Board does their evaluations and usually in the summer as we go into the school year we have a report from New Jersey School Boards that is a summary of that evaluation and then we move forward.

Ms. Brogan asked if they do not want to do it?

Ms. Kwak stated that Matt Lee said that it was repetitive from last year. It sounds like Ms. Brogan and Matt Lee have different interpretations of what you're looking. Ms. Kwak will circle back with him.

XVI. COMMENTS FROM THE PUBLIC

Terry Ann Zano 464 Fairway Road, she wants to reiterate her thoughts here that the curriculum that we have for health and wellness from starting with first grade all the way through to twelfth, starting with first grade is damaging and harmful to our kids talking about body parts, the vagina and the penis to a first grader is wrong. It's abusive. Talking about masturbation to a fifth grader is wrong. Talking about anal, oral and vaginal sex to an eight grader is wrong. Moving all the way up on this agenda in the interest of time. She cannot go over all of it but she's asking the board to make a statement to the State of New Jersey and she has seen them make statements before that this information is harmful to our children. This is damaging. Talking about gender identity in any other way it shouldn't be talked about at all. A girl is a girl and a boy is a boy period. Talking about any kind of other identity is inappropriate, it is wrong and it is damaging and we should not be putting any money, resources, anything, time into it. She wanted to make that clear; that was her point of coming up here today. To state to the community maybe there's somebody watching that feels this way, she would hope and pray and hope that this is inappropriate for our District. This is wrong, this is harmful to our children and she is not making a statement to get rid of the entire health and wellness curriculum, that's not her statement. This specifically is wrong whether it's mandated by the State or not the Board of Ed has a fiduciary responsibility to protect our children. That's our number one. Number two, commenting on the aides, she does not think we can wait a year. She doesn't think we can wait at all because a year in these kids lives or any students. She thinks we need to look in creative ways how we can fund and meet whatever their needs. We can go back to the State, there's some federal money, she doesn't know why the Feds are involved in education as a violation of the 10th amendment but we can go back to the State and see what they can do. She doesn't think we can just sit here and do nothing. She just doesn't think that's the right answer. She doesn't think that State testing is an absolute terrible way to determine our progress. She thinks there are benchmark ways to that. Sheila, she absolutely agrees with you. She's like to see a Board evaluation presented. She thinks that is good, she would like the community to know about it and she would come to the presentation. She questions the use of our resources for mental health issues as a goal. Although she can see why our kids would have mental health issues by what's being implemented in the health and wellness curriculum, circling back to the damaging effects of what's being taught in the classroom. She would like to see more current assessments and she thinks Sheila you made a comment which she agrees with how are we getting our assessments? She thinks assessments from the State would not be the way to ultimately

evaluate how we are doing and she thinks Sheila, again you mentioned how are we doing, what are our assessments and she agrees with that.

Jaime Davis, 204 Avondale Road, she wants to thank those Board members who suggested more discussion about the aide compensation. She's going to volunteer her friends without speaking to them, any input or contribution to that discussion that we can make we are more than happy to do so. She wants to say with all due respect to what you all are charged with in balancing budgets. When the safety of our children is concerned, you'll find the money, you'll find a way to do it. She's telling you some of our children are not as safe as they can be. She does not mean to be snarky, she does not want to hear about tarps on the fields, it's almost insulting to them that discussion can be had but then we're told we can't do it, there's inflation. Inflation has hit us, she does not mean to sound bitter but she really with all of her heart, this is a basic issue. Yes, it's important that students have pencils and chromebooks and all of these things. Mental health all of it, but it's also important that they're safe and that they have people working with them who can meet their basic needs and what we're trying to say is that the people who are doing that are doing that out of love in their heart and they're not feeling appreciated for it. She wants them all to know the parents appreciate them at a bare minimum, but please to give them some of what they're asking for in the aggregate. She ran some of the numbers would cost less than the salary of one teacher in this District. This is not a huge amount of money and she's happy to delve into the numbers more. If she's wrong, she's wrong but when we're talking about people who are earning \$25 and change for 5.75 hours, that's about \$125 a day. We're talking about two snow days times the number of aides. This isn't a huge amount of money. Thank you for being open to more discussion about this. Please let us be part of that. She looks forward to a subsequent meeting. Maybe going a little further with what you feel comfortable approving in light of your other constraints.

Dan Foreman, 1151 Monte Vista Avenue, Ms. Kwak, you made a comment at the end of the first public response that resources are finite and we're on the same financial constraints and he runs a budget for his company and when we want to be evasive and when we want to basically say we're just not going to be able to that, that's what we say.

Ms. Kwak interrupted with a point of order, she advised he cannot project what personal interpretation to her words. You can talk about the Board, but you're saying that Ms. Kwak is insinuating something and she objects to that.

Mr. Forman replied that Ms. Kwak made a comment.

Ms. Kwak replied that she is saying that they act as a Board, her specifically and you're interpreting something and she is not sure that is the way he wants his public commenting period to be utilized, for interpreting her comments.

Mr. Foreman continued, the Board he thinks either has a prioritization problem or a communication problem because if the Board's desire to pay for things likes aides and things that people think are essential, that's not being communicated effectively and if the Board's goal is to say this isn't a high priority for us as it is for you, then he thinks that needs to be told to the parents and the people who live in this District because that's not

abundantly clear. He thinks they've heard from other people that this merits further discussion and he understands that maybe in this year that's not going to happen, but he thinks basically you have a list of priorities and what he's gathering is that this isn't very high up on that list and so obviously there'll be more public discussion which is great and there'll be a budget for 2023 and 2024 that he thinks a lot more people will be interested in seeing what's going on and he thinks that there's this communication gap between what the Board is trying to convey and what we are experiencing as parents, he thinks what our teachers and our aides are experiencing in this regard, he is hoping that we can do that a little better and he hopes that there is more of a forum for a robust discussion and not just four minutes of one-way speaking.

Peter Maltin, 294 West End Ave., He has a few comments from the meeting. We have been talking about aides for eight or nine months and he sympathizes with the situation from the parents that are there tonight waiting for the aides as was also an issue last year. There were physical issues in our school, there were learning issues in our schools, and this cannot wait. He implores the Superintendent to review this issue. The last year we had a superintendent who was exiting that maybe didn't take the time to review these issues and hopefully that will occur and can present how to fix these issues for our youngest learners in their school to the Board, if necessary. If it's a Board issue, it's not something the Superintendent can handle. Thank you to the Board for asking the Superintendent to review some of the aide concerns presented tonight. He hopes staffing issues is something that the Superintendent communicates on an ongoing basis with our Board. He'd love to learn more about the tradition of excellence via the Blue Ribbon review process especially for our elementary schools and what is required for selection. He does question if Blue Ribbon exploration and efforts and money is appropriate while we aren't meeting the basic needs and safety concerns of our elementary students. Your parents tonight speaking about how their kids cannot perform due to the lack of aides, do you think Ridge is close to a blue ribbon based one what you heard this year from parents and last year from parents and staff. Is it not more appropriate to have a goal of how to compete in a high inflation environment with a low labor pool that was discussed many times by the HR representative last year. This is something that is a very large challenge but again he presents this to the Board, but based on listening tonight, we talk about getting rid of excess and goals. There should be a consideration of not just adding to our budget moving forward but some type of a dismantling process and rebuilding process and he knows that difficult with an Interim Superintendent but saying we're going to add a certain amount per year because of taxes, you're going to face an issue with the unions so there's a math issue and we've discussed this many times at these meetings or at least he's mentioned it. You have an issue because of inflation, our PSE&G bills are going up 23% this year, people aren't aware. Look at the railroad workers, other unions, they're negotiating for much more substantial increases and also for service employees and for utilities. This is coming and saying we can increase by the two percent us, plus the state, so three percent but whatever the number may be at one point you're gonna have to ask the town and as a Board you need to figure that out and hopefully to spread that out over year, other than being a substantial tax increase in one year, although he knows it would be great to keep taxes low and he wants that, we all want that, it's actually just not going to be possible and we've discussed some of those issues as their funds go in the way other inflation issues it needs to be dealt with in a prophylactic way. T and E were mentioned tonight, that's basic essentials, is that really tradition of excellence? Adequate staff was

mentioned tonight, what is the plan for staffing? Does the Superintendent have a plan for the appropriate, not just the adequate minimum for our town? Dollars for physical aesthetics for pictures, that's fantastic but obviously you know we have basic needs in our community that you've heard tonight. The last two issues, he hasn't heard anything more about recreation sports, he would love to have more presentations and review. Please start talking straight about reducing items, we hate reducing things but there needs to be reductions in a budget to add other things and he understands we've talked about constraints tonight and he understands you need to do that we all need to understand that, but what are we reducing and are willing to say we're reducing?

Susan Madison, She is calling in to second Sheila Brogan's point, you did not have your assessment of how you did against your goals last year. You had the person in to give you a presentation on how to make goals but when it came time for a review, you were out of time and you didn't have that review. She would love to see a review of how you did against your goals last year and apparently the year before. She suspects you did not do very well against your goals last year because she believes communication was also a goal last year and here we are more than a year later and the communication still consists of people coming and speaking one way for four minutes. She doesn't think you need to reinvent the wheel with some kind of anonymous tip line, perhaps you could consider going back to the coffees you used to have or a community forum or some kind of exercise like that which has happened for years before the last two years. It is just obvious that there is a lot of issues in the schools and while many of the parents here tonight are focused on the elementary school issues, unfortunately they continue up through the higher levels. People may not realize, but we have a non-standard math curriculum. You wanted to talk about using state data, pull the start strong results for geometry for Ridgewood and compare them against Northern Highlands, Northern Valley, Pascack Valley, our children's 20% scored proficient. Mr. Maltin is right, you are going to have to come to the taxpayers for an increase he is right. Inflation and these costs of what we need to do to provide the basic services for our children just keep going up and you're going to have a much better chance doing that if you've established dialogue and trust with us. Maybe start right now by backing up Ms. Brogan's request that you have this consultant back into explain and to do an assessment of how you performed against last year's goals because she thinks that at least would be a starting point. She would welcome that information.

Mr. Lembo added that he found the correspondence with the school boards and the reason why last year it was not done, it's not a requirement so if it's not done, it's not mandatory. He was conversing with him and due to the election change, they said it should be done at a different points that's why it was moved to the next year. We'll try and figure something out but that's why it's not required.

Ms. Brogan added that to be clear, the evaluation is not about the goal, it's about our performance and how we and some of our administrators see against different standards so for two years in the spring, we have been asked to do these evaluations and yet we have not received the information.

Mr. Lembo added when he was President they weren't always complete, he thinks it's a good idea, we can do it, but he is just saying that it's not always manageable. It's not

against our goals. We're asking how we interact with each other.

Mr. Dani commented that as one of the the audience members, resident, said that when we look at this State data it will show that we have a problem with the eight grade geometry and algebra change, at least these state test score numbers and even if we go and ask our teachers, our teachers don't agree with that change. If the state data doesn't give us favorable ratings there, maybe we need to revisit and look at it so when we start looking at the data that will guide us on what should be changed because we made a decision but data and our teachers are saying that is not a good decision. We should go back and revisit.

Ms. Poelstra questioned if Mr. Dani has spoken to the teachers or gone to a department meeting and gathered input and feedback.

Mr. Dani stated that's the feedback from his child's teacher at back to school night.

Ms. Brogan stated she had requested going back into executive session.

Ms. Kwak stated they can vote on it and mentioned that nobody has been rice noticed and they have not advertised for it, so we can vote on it. Ms. Kwak asked if that was the motion on the floor?

Ms. Brogan said yes.

Ms. Kwak asked for a second. The motion has failed.

XVII. ADJOURNMENT

At 10:21 p.m., on a motion made by Ms. Kwak, seconded by Mr. Dani and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development

BOE Date 9/19/2022

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Summer Foerch	Conquer Math Year 1 Conquer Mathematics Pompton Plains, NJ 9/19/22	Professional Development	\$0.00	1
Jaime Rosado	Academy Intro to DOE & Bd Sec/Treasurer Report New Jersey Association of School Business Officials Robbinsville, NJ 9/29/22	Professional Development	\$100.96	0
Lisa Scrudato	Bergen County Technology High School Admissions Breakfast Bergen County Technical High School Paramus, NJ 9/29/22	Professional Development	\$2235 (Paid out of ESSER Funds)	0
Lindsay Rubin	Social Skills Groups Bergen County School Counselors Association Maywood, NJ 9/30/22	Professional Development	\$0.00	0
Suh Young (Liz) Nam	Beyond Bias NJ State Bar Foundation New Brunswick, NJ 10/12/22	Professional Development	\$30.24	0
David Pfeiffer	Beyond Bias NJ State Bar Foundation New Brunswick, NJ 10/12/22	Professional Development	\$29.89	0
Shauna Stovell	2022 NJPSA/FEA/NJASCD Fall Conference: Honoring Courageous Leadership New Jersey Principals and Supervisors Association (NJPSA) Atlantic City, New Jersey 10/13/22 and 10/14/22	Professional Development	\$737.40	0
Melissa Finucane	The Thirty-Seventh Annual Fall Conference: A Kaleidoscope of Experts on Key Issues in Literacy New Jersey Branch of International Dyslexia Association Virtual 10/14/22 and 10/15/22	Professional Development	\$175.00	1

Attachment A

Cassandra Amos	The Thirty-Seventh Annual Fall Conference: A Kaleidoscope of Experts on Key Issues in Literacy New Jersey Branch of International Dyslexia Association Virtual 10/14/22 and 10/15/22	Professional Development	\$175.00	1
Donna Merhige-Petrick	The Thirty-Seventh Annual Fall Conference: A Kaleidoscope of Experts on Key Issues in Literacy New Jersey Branch of International Dyslexia Association Virtual 10/14/22 and 10/15/22	Professional Development	\$175.00	1
Stephanie McAloon	Emotional Regulation Supports for Today's World Cornerstone Day School West Orange, NJ 10/18/22	Professional Development	\$0.00	0
Summer Foerch	Conquer Math Year 1 Conquer Mathematics Pompton Plains, NJ 10/19/22, 11/29/22, 1/26/22 and 3/27/22	Professional Development	\$680.00	5
Tulsi Bodiwala	NJ Science Convention NJ Science Convention Princeton, NJ 10/19/22	Professional Development	\$224.73	1
Courtney Weiss-Chromeck	NJALC Fall Symposium - Reading & Writing: The Casualties of the Pandemic New Jersey Association of Learning Consultants Virtual 10/20/22 and 10/21/22	Professional Development	\$125.00	0
Jeanette Nast	NJALC Fall Symposium - Reading & Writing: The Casualties of the Pandemic New Jersey Association of Learning Consultants Virtual 10/20/22 and 10/21/22	Professional Development	\$225.00	0
Scott Bisig	NJSBA Workshop 2022 New Jersey School Board Association Atlantic City, NJ 10/24/22 - 10/27/22	Professional Development	\$1,002.51	0
Jaime Rosado	NJSBA Workshop 2022 New Jersey School Board Association Atlantic City, NJ 10/24/22 - 10/27/22	Professional Development	\$1,002.51	0
Ken Bovasso	NJSBA Workshop 2022 New Jersey School Board Association Atlantic City, NJ 10/24/22 - 10/27/22	Professional Development	\$1,002.51	0

Attachment A

Julie Yohana	NJSBA Workshop 2022 New Jersey School Board Association Atlantic City, NJ 10/24/22 - 10/27/22	Professional Development	\$1,002.51	0
Jaime Cangialosi-Murphy	NJSBA Workshop 2022 New Jersey School Board Association Atlantic City, NJ 10/24/22 - 10/27/22	Professional Development	\$1,002.51	0
HyunJu Kwak	NJSBA Workshop 2022 New Jersey School Board Association Atlantic City, NJ 10/24/22 - 10/27/22	Professional Development	\$1,002.51	0
Mike Lembo	NJSBA Workshop 2022 New Jersey School Board Association Atlantic City, NJ 10/24/22 - 10/27/22	Professional Development	\$1,002.51	0
Leonard Fitts	NJSBA Workshop 2022 New Jersey School Board Association Atlantic City, NJ 10/24/22 - 10/27/22	Professional Development	\$1,002.51	0
Serhiy Morhun	Brainstorm Educational Technology Conference Midwest Educational Technology Association Pocono Manor, PA 10/13/22 - 10/15/22	Professional Development	\$657.93	0
Amanda Valeri	Memoirs of a Child Almost Left Behind: The Importance of Embracing a Diverse Student Population Windsor Prep High School Paramus, NJ 12/9/22	Professional Development	\$0.00	0
Michelle Fenwick	Aide Support in IEPs - The Decision Making Process Analyzed with the Intent of Maximizing Student Independence Morris-Union Jointure Commission New Providence, NJ 12/12/22	Professional Development	\$142.51	0
Rachel Streitman	Conflict Literacy - Paths of Peace TMI Education Ramapo College, Mahwah, NJ 12/12/22	Professional Development	\$0.00	0
Jaime Rosado	Budget Best Practices New Jersey Association of School Business Officials Robbinsville, NJ 2/2/23	Professional Development	\$100.96	0

Attachment A

Jaime Rosado	Audit Review New Jersey Association of School Business Officials Robbinsville, NJ 4/18/23	Professional Development	\$100.96	0
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The total cost for these conferences is \$11,701. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$40,898 leaving a balance of \$159,102.

The total cost of substitutes for these conferences is \$1,500. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$11,700.

FIELD TRIPS FOR APPROVAL

September 19, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
10/14/22	Somerville	Secor Farms, Mahwah, NJ	59 Kindergarten Students	21	0	\$0	\$0	Yes	Yes
10/14/22	GW	RHS Band Day, Ridgewood High School, Ridgewood, NJ	38 8th Grade Students	2	1/2 Day	\$75	\$350 (Bus)	Yes	Yes
10/14/22	BF	RHS Band Day, Ridgewood High School, Ridgewood, NJ	67 8th Grade Students	3	1/2 Day	\$75	\$350 (Bus)	Yes	Yes
10/19/22	RHS	Rotations at Valley Hospital, Ridgewood, NJ	21 RAHP 11 Students	1	0	0	\$0	Yes	Yes
10/21/22	RHS	Museum of Modern Art, New York, NY	40 AP Studio Art I and II Students	4	0	0	\$0	No	Yes
10/21/22	RHS	Mentorship at Valley Hospital, Ridgewood, NJ	22 RAHP 12 Students	1	0	0	\$0	Yes	Yes
11/15/22	RHS	Rotations at Valley Hospital, Ridgewood, NJ	21 RAHP 11 Students	1	0	0	\$0	Yes	Yes
11/30/22	RHS	Mentorship at Valley Hospital, Ridgewood, NJ	22 RAHP 12 Students	1	0	0	\$0	Yes	Yes
12/15/22	RHS	Rotations at Valley Hospital, Ridgewood, NJ	21 RAHP 11 Students	1	0	0	\$0	Yes	Yes
1/13/23	RHS	Mentorship at Valley Hospital, Ridgewood, NJ	22 RAHP 12 Students	1	0	0	\$0	Yes	Yes
1/26/23	RHS	Rotations at Valley Hospital, Ridgewood, NJ	21 RAHP 11 Students	1	0	0	\$0	Yes	Yes
2/3/23	RHS	Mentorship at Valley Hospital, Ridgewood, NJ	22 RAHP 12 Students	1	0	0	\$0	Yes	Yes
2/17/23	RHS	Rotations at Valley Hospital, Ridgewood, NJ	21 RAHP 11 Students	1	0	0	\$0	Yes	Yes
3/24/23	RHS	Mentorship at Valley Hospital, Ridgewood, NJ	22 RAHP 12 Students	1	0	0	\$0	Yes	Yes

OVERNIGHT FIELD TRIPS - PAID											
Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
5/19/23 - 5/21/23	RHS	ALPS Spring Whitewater Rafting Trip, Garnet Hill Sugar House, North River, NY	30 ALPS Members	2	3	\$1,200	0	\$0	\$1,200	Yes	Yes
6/23/23 - 6/27/23	RHS	ALPS Sophomore Summer Training Seminar Trip, John's Brook Lodge, Keene Valley, NY	24 ALPS Members	2	4	\$3,200	0	\$0	\$3,200	Yes	Yes

Last Name	First Name	School	FTE	From Class	From Step REA	22-23 Base Salary	CP	Ratio	Longevity	Total Salary	To Class	To Step REA	New 22-23 Base Salary	New CP	New Ratio	New Longevity	New Total Salary
Barba	Allison	George Washington Middle School	1.0	MA+30	3	75,117		3,756		78,873	MA+45	3	78,577			3,929	82,506
Bray	Ariana	Ridgewood High School	1.0	MA	4	71,967		3,598		75,565	MA+30	4	76,117			3,806	79,923
Casey	Kim	Travell Elementary School	1.0	MA	18	106,132			1,500	107,632	MA+30	18	112,462	300		1,500	114,262
Dodd	Rebecca	Willard	1.0	MA	9	82,017				82,017	MA+30	9	86,167	300			86,467
Gross	Steven	Ridgewood High School	1.0	MA+30	7	81,567	300			81,867	MA+45	7	85,027	300			85,327
Horton	Christina	Orchard	1.0	BA	4	64,867				64,867	MA	4	71,967				71,967
Letavish	Kelly	Glen Elementary School	1.0	MA+30	18	112,462	300			112,762	MA+45	18	115,782	300			116,082
Massoud	Erin	George Washington Middle School	1.0	MA	8	79,617	300			79,917	MA+30	8	83,767	300			84,067
Mitola	Candace	Ridgewood High School	1.0	BA	4	64,867				64,867	MA	4	71,967				71,967
Nicholaides	Nikitas	Ridgewood High School	1.0	MA	18	106,132				106,132	MA+30	18	112,462	300			112,762
Noian	Amy	Ridgewood High School	1.0	MA+30	15	98,112	300			98,412	MA+45	15	101,502	300			101,802
Palumbo	Helene	Ridgewood High School	1.0	MA	13	87,542				87,542	MA+45	13	95,152	300			95,452
Pecorelli	Annamarie	Ridge Elementary School	1.0	MA+45	18	115,782	300			116,082	DR	18	118,572	300			118,872
Primavera	Michelle	George Washington Middle School	1.0	MA	12	84,667				84,667	MA+30	12	89,297	300			89,597
Ran	Salliann	Willard	1.0	MA	4	71,967				71,967	MA+30	4	76,117				76,117
Reilly	Kerriann	Benjamin Franklin Middle School	1.0	BA+30	18	102,812				102,812	MA	18	106,132				106,132
Schaffer	Amy	Orchard	1.0	MA	18	106,132			1,500	107,632	MA+30	18	112,462	300		1,500	114,262
Skettini	Donna	Benjamin Franklin Middle School	1.0	MA+30	18	112,462	300		1,600	114,362	MA+45	18	115,782	300		1,600	117,682
Streitman	Rachel	Ridgewood High School	1.0	MA+30	7	81,567	300			81,867	MA+45	7	85,027	300			85,327
Vitale	Alicia	Somerville Elementary School	1.0	MA	5	73,567	300			73,867	MA+30	5	77,717	300			78,017

Last Name	First Name	Club Name	Hours Not to Exceed	Rate of Pay	Total
Berry	Julieanna	Cambodia Club	10	\$40.17	\$401.70
Berry	Julieanna	Environmental Club	25	\$40.17	\$1,004.25
Berry	Julieanna	Student Council	15	\$40.17	\$602.55
Nebbia	Charles	Environmental Club	25	\$40.17	\$1,004.25
Nebbia	Charles	Student Council	15	\$40.17	\$602.55
Raupp	Andrew	Geography Bee	4	\$40.17	\$160.68
Raupp	Andrew	Safety Patrol	15	\$40.17	\$602.55
Raupp	Andrew	Student Council	15	\$40.17	\$602.55
Raupp	Andrew	Grow and Give	20	\$40.17	\$803.40
Raupp	Ellen	Grow and Give	20	\$40.17	\$803.40
Sweeney	Maria	Environmental Club	5	\$40.17	\$200.85

Last Name	First Name	Club Name	Hours not to Exceed	Rate of Pay	Total
Bennet	Richard	Pony Power Driver	22	\$40.17	\$883.74
Chicas	Christina	Technology Club	12	\$40.17	\$482.04
Auer	Stephanie	5th Grade Finale	2	\$40.17	\$80.34
Wolff	Ellen	5th Grade Finale	2	\$40.17	\$80.34
Fischer	Katherine	5th Grade Finale	2	\$40.17	\$80.34
Stahl	David	5th Grade Finale	2	\$40.17	\$80.34
Horton	Christina	5th Grade Finale	2	\$40.17	\$80.34
Chicas	Christina	5th Grade Finale	2	\$40.17	\$80.34
TBD		Environmental Club	10	\$40.17	\$401.70
Chicas	Christina	Talent Show	20	\$40.17	\$803.40
Rubin	Lindsay	Safety Patrol	8	\$40.17	\$321.36
Galanti	Megan	Safety Patrol	8	\$40.17	\$321.36
TBD		Delicious Apple Book Club	20	\$40.17	\$803.40
Romtio	Ellen	Cambodia Club	8	\$40.17	\$321.36
Stahl	David	PEP Club	100	\$40.17	\$4,017.00
Stahl	David	Recess Squad	8	\$40.17	\$321.36

Club Name	Hours not to Exceed	Hourly Rate	Last name	First Name
Student Leadership Club	30 Hours	\$40.17	Tobin	Deirde
Student Leadership Club	30 Hours	\$40.17	Betstadt	Molly

Last Name	First Name	Club Name	Total Stipends
Kiernan	Meredith	Broadway Bound	\$400
Pilkington	Jaclyn	Broadway Bound	\$400
Koropchak	Sabrina	Happy Handwriting	\$350
Oh	Justin	Recess Club (K-1)	\$350
Oh	Justin	Recess Club (2-3)	\$350
Oh	Justin	Safety Patrol	\$900
Kaplan	Nancy	Story Squad	\$250
Finnegan	Kathleen	Story Squad	\$250
Kaplan	Nancy	Student- Teacher BC	\$250
Finnegan	Kathleen	Student- Teacher BC	\$250
Dembin	Ross	Road Runners	\$425
Oh	Justin	Road Runners	\$425
Vitale	Alicia	Glee Club	\$900
Vitale	Alicia	Handchime Club	\$900
Bielicky	Kathryn	Student Council	\$450
Dembin	Ross	Student Council	\$450
Calandra	Laura	Knitting Club	\$350
Calaman	Kerry	Turing Tumble Club	\$900

Finnegan	Kathleen	Leopard Leaders Club	\$900
Kaplan	Nancy	Leopard Leaders Club	\$900
Kiernan	Meredith	Pawprint Press	\$900
Calandra	Laura	Somerville Morning Show	\$500
Kaplan	Nancy	Somerville Morning Show	\$500
Stankiewicz	Samantha	Art Club	\$900

Last Name	First Name	Club Name	# of Hours	Hourly Rate	Total
Polanin	Stephen	Chime Choir	40	\$40.17	\$1,606.80
Tormey	Melanie	Kindness Club (K-2)	8	\$40.17	\$321.36
Beyer	James	Family Phys Ed Night	3	\$40.17	\$120.51
Kelly	Joan	Environmental Club	10	\$40.17	\$401.70
Buckler	Darien	Environmental Club	10	\$40.17	\$401.70
Beyer	James	Yoga Club - Spring	10	\$40.17	\$401.70
Tracy	Natalie	Yoga Club - Spring	10	\$40.17	\$401.70
TBD		Kindness Club (3-5)	8	\$40.17	\$321.36
TBD		Running Club - Fall	6	\$40.17	\$241.02
TBD		Running Club - Fall	6	\$40.17	\$241.02
TBD		Art Club	20	\$40.17	\$803.40
DeNunzio	Mary	Spelling Bee	8	\$40.17	\$321.36
TBD		Spelling Bee	8	\$40.17	\$321.36
TBD		Continental Math	10	\$40.17	\$401.70
Total					\$6,306.69

Last Name	First Name	Club Name	Total Stipend
Ong	Jerome	Leadership Club	\$800
Pfeiffer	David	Leadership Club	\$800
Ong	Jerome	Talent Show	\$400
Pfeiffer	David	Talent Show	\$400
Connor	Danielle	Safety Patrol	\$300
Ong	Jerome	Panther Business	\$600
Brunner	Dina	Panther Business	\$600
Chanod	Margaret	American Sign Lang	\$300
Valentine	Christa	American Sign Lang	\$300
Diorio	Linda	Pickle Ball	\$250
Ong	Jerome	Pickle Ball	\$250
Diorio	Linda	Book Club	\$150
Connor	Danielle	Yog Club	\$300
Tamuzza	Lindsay	Yog Club	\$300
Halter	Wesley	Geography Bee	\$150
Halter	Wesley	Spelling Bee	\$150
Total			\$6,050

Activity	Last Name	First Name	CAT	Div by #	Stipend	Funding**	Pay
Film Club	Ordini	Jason	2	1	1,326.00	Budget	June
BF Singers Director	Kawash	Justine	3	1	2,653.00	Budget	June
Brain Busters	Zielinski	Laruen	3	1	2,653.00	Budget	June
Chamber Orchestra	Zlotkin	Amanda	MS	1	1,990.00	Budget	June
Jazz Machine Director	Curcio	Jason	3	1	2,653.00	Budget	June
Musical Director	Kawash	Justine	3	1	2,653.00	Budget	June
Musical Assistant Director	Dabby	Maxwell	3	1	2,653.00	Budget	June
Musical Stage Manager	Ordini	Jason	MS	1	1,990.00	Budget	June
Musical Set Designer	Ordini	Jason	MS	1	1,990.00	Budget	June
Ski & Snowboard Club	Rosolanko	Kristen	3	1	2,653.00	Budget	June
Social Service Club Advisor	Van Horne	Mary	MS	1	1,990.00	Budget	June
Student Council - Co-Advisor	Centrelli	Erica	4	1	2,653.00	Budget	June
Student Council - Co-Advisor	Ordini	Jason	4	1	2,653.00	Budget	June
Student Council - Co-Advisor	Wearley	Meredith	4	1	2,653.00	Budget	June
Yearbook – Advisor	Klion	Danielle	3	1	2,653.00	Budget	June
21-22 Total Advisor Stipends					35,816.00	Budget	June

Rates for 2021-2022	Ratios	Amounts
Category 1 - 50 hours	0.008	758.00
Category 2 - 100 hours	0.014	1,326.00
Category MS	0.021	1,990.00
Category 3 - 101-200 hours	0.028	2,653.00
Category 4 - 201-250 hours	0.042	3,979.00
Category 5 - 251-300 hours	0.056	5,306.00
Category 6 - 301-400 hours	0.070	6,632.00
Category 7 - 400+ hours	0.084	7,958.00

** 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 - 2021-2022 - BA MAX =

\$94,742

Club	Advisor	Hours	Rate	Total
Math Club	Litvak, Roman	40	40.17	\$1,606.80
Lego Club	Skettini, Kelly	20	40.17	\$803.40
Magic the Gathering	Forfa, Jason	20	40.17	\$803.40
Green Club	Geraghty, Laura & Van Horne, Mary	20 each	40.17	\$1,606.80
Broadway Bound	Rosolanko, Kristen	12	40.17	\$482.04
Broadway Bound	Nadi, Paola	12	40.17	\$482.04
Cross Country Club	Valere, Neil	20	40.17	\$803.40
Marvel Club	Ordini, Jason	10	40.17	\$401.70
Crystal Club	Briggs, Amy	12	40.17	\$482.04
Writing Club	Gilbert, Kristen	20	40.17	\$803.40
Book Club	Papapietro, Meagan	15	40.17	\$602.55
Jewelry Making/Beading	Fontana, Elisabeth	20	40.17	\$803.40
Model Making Club	Mahler, Criag	10	40.17	\$401.70
You Be the Chemist	Krsnak, Kate	40	40.17	\$1,606.80
Chess Club	Litvak, Roman	40	40.17	\$1,606.80
Diversity Club (DEI)	Brophy, Nancy	20	40.17	\$803.40
BF Cares	Wu, Gregorgy			
Drone Club	Wu, Gregorgy			
Motorhead Club	Wu, Gregory			
Pokeman Club	Morris, Lori	30	40.17	\$1,205.10
Bergen County Math Counts Competition	Litvak, Roman	6	40.17	\$241.02
NJ StateMath Counts Competition	Litvak, Roman	7	40.17	\$281.00
AMCS Math Competition for all village students 8th grade or younger	Litvak, Roman	5	40.17	\$200.85
Region One Rehearsal	Curcio, Jason	4	40.17	\$160.68
Region One Rehearsal	Zlotkin, Amanda	4	40.17	\$160.68
Region One Rehearsal	Kawash, Justine	4	40.17	\$160.68
Region One Auditions	Curcio, Jason	7	40.17	\$281.19
Region One Auditions	Zlotkin, Amanda	9	40.17	\$361.51
Region One Auditions	Kawash, Justine	7	40.17	\$281.19
TREP\$	Gray, Marisa	40	40.17	\$1,606.80
TREP\$	Arensmeier, Meredith	20	40.17	\$803.40
Fish Tank Club	Mahler, Craig	10	40.17	\$401.70
Makers Club	Mahler, Craig	10	40.17	\$401.70
Stage Crew	Fontana, Elisabeth	20	40.17	\$803.40
Board Games Club	Skettini, Donna	20	40.17	\$803.40
Homework Helper	Zielinski, Lauren	40	40.17	\$1,606.80
	Total			\$23,860.77

**GWMS 2022-2023
CO-CURRICULAR ACTIVITY ADVISORS STIPENDS**

Activity	Advisor	CAT	Ratio	Div by #	Stipend	Funding**	Pay
Brain Busters	Scrudato, Lisa	3	0.028	1	2,653	Budget	June
Cambodia Club	Handy, Mary Lou	2	0.014	1	1,326	Budget	June
Chamber Orchestra Director	King, Janelle	3	0.028	1	2,653	Budget	June
Chess Club	Couch, Andrew	1	0.008	1	758	Budget	June
Film Festival Club	Luts, Daniel	2	0.014	1	1,326	Budget	June
French Club	TBD	1	0.008	1	758	Budget	June
George Rockington	Betrus, Robert	3	0.028	4	663	Budget	June
George Rockington	Couch, Andrew	3	0.028	4	663	Budget	June
George Rockington	Feeley, Kevin	3	0.028	4	663	Budget	June
George Rockington	Watkins, Christopher	3	0.028	4	663	Budget	June
Jazz (Show) Choir Director	TBD	3	0.028	1	2,653	Budget	June
Jazz Band Director	Dabby, Max	3	0.028	1	2,653	Budget	June
Latin Club	TBD	1	0.008	1	758	Budget	June
Literary Magazine Advisor (Prisms)	TBD	2	0.014	1	1,326	Budget	June
Musical Assistant/Orchestra	Kadus, Christopher	3	0.028	1	2,653	Budget	June
Musical Director	TBD	3	0.028	1	2,653	Budget	June
Musical Set Design Advisor	McKinnon, Evelyn	MS	0.021	1	1,990	Budget	June
Ski and Snowboard	Weiss-Chromeck, Courtney	3	0.028	1	2,653	Budget	June
Social Club Place	TBD	1	0.008	1	758	Budget	June
Spanish Club - Co-Advisor	TBD	2	0.014	2	663	Budget	June
Spanish Club - Co-Advisor	TBD	2	0.014	2	663	Budget	June
Spirit & Service Club	McKinnon, Evelyn	2	0.014	1	1,326	Budget	June
Stem Club	TBD	3	0.028	1	2,653	Budget	June
Student Council Advisor	Kadus, Christopher	3	0.028	1	2,653	Budget	June
Student Council Advisor	TBD	3	0.028	1	2,653	Budget	June
Weigh Lifting	Tucker, Erika	3	0.028	1	2,653	Budget	June
Yearbook	Dodd, Stephanie	3	0.028	1	2,653	Budget	June
Total Advisor Stipends					43,488.00		

Rates for 2022-2023		Ratios	Amounts
(Subject to Change Upon Settlement of Contract)			
Category 1 - 50 hours		0.008	758.00
Category 2 - 100 hours		0.014	1,326.00
Category MS		0.021	1,990.00
Category 3 - 101-200 hours		0.028	2,653.00
Category 4 - 201-250 hours		0.042	3,979.00
Category 5 - 251-300 hours		0.056	5,306.00
Category 6 - 301-400 hours		0.070	6,632.00
Category 7 - 400+ hours		0.084	7,958.00
Section 2; Article XVI - Co-curricular Renumeration - 2022-2023 - BA MAX =			\$94,742

** 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.

CLUB	ADVISOR	HRS NOT TO EXCEED	RATE	TOTAL
After School Learning	TBD	TBD	\$40.17	TBD
Fishing Club	Robert Ransom	20	\$40.17	\$803.40
Great Creators Workshop	Jennifer Manke	20	\$40.17	\$803.40
Math Counts	Michael Pepe	20	\$40.17	\$803.40
Track & Field	TBD	20	\$40.17	\$803.40
Volleyball	TBD	20	\$40.17	\$803.40
Clubs - unpaid				
CLUB	ADVISOR	Rate		
Announcement Crew	TBD	unpaid		
BEE Club (Business, Economics, Entraprenuership)	Timothy Monahan	unpaid		
GREEN Team	Deborah Feit	unpaid		
GW Esports Team	Timothy Monahan	unpaid		
SAGA	Vanessa Mauceri	unpaid		

Ridgewood High School							
2022-23 Co-Curricular Activities							
Activity	Advisor	CAT	Div by	Stipend	Funding	Pay	
1	Adventure Leadership Peer Support	Quirk, Brian	3	1	\$2,653	Bdgt	June
2	Adventure Opportunity Peer Support	Knott, Ronald	3	1	\$2,653	Bdgt	June
3	Applied Engineering	Labowsky, Lillian	2	1	\$1,326	Bdgt	June
4	Asian Festival	Kirtane, Medha	4	1	\$3,979	Bdgt	June
5	Badminton and Cricket Club	Kay, Peter	1	1	\$758	Bdgt	June
6	Biology Academic Team I	Joseph, Andrea	2	1	\$1,326	Bdgt	June
7	Brass Ensemble ("Ridgewood Brass")	Luckenbill, John	1	1	\$758	Bdgt	June
8	Cambodia Club	Nolan, Amy	1	2	\$379	Bdgt	June
9	Cambodia Club	Besser, Lauren	1	2	\$379	Bdgt	June
10	Chemistry Academic Team I	Stucke, Mallory	2	1	\$1,326	Bdgt	June
11	Chinese Club	Lee, Christine	1	1	\$758	Bdgt	June
12	Clarinet Ensemble	Knox, Alexander	1	1	\$758	Bdgt	June
13	Dance Company Coordinator	DiBrita, Christine	2	1	\$1,326	Bdgt	June
14	Dance Team	Streitman, Rachel	2	1	\$1,326	Bdgt	June
15	Debate Team	Clarke-Anderson, Kathleen	4	1	\$3,979	Bdgt	Dec/June
16	DECA	Mendez, Karen	6	2	\$3,316	Bdgt	June
17	DECA	Murtha, Timothy	6	5	\$1,326	Bdgt	June
18	DECA	Cronk, Paul	6	3.333	\$1,990	Bdgt	June
19	Drama Concert Music Director	Luckenbill, John	2	1	\$1,326	Bdgt	May
20	Drama Director, Play 1	Knight, Morgan	3	1	\$2,653	Bdgt	Nov
21	Drama Director, Play 2	Hamm, Nate	3	1	\$2,653	Bdgt	Dec
22	Drama Director, Play 3	Van Zile, Kelly	3	1	\$2,653	Bdgt	March
23	Drama Director, Play 4	Schaefer, Margaret	3	1	\$2,653	Bdgt	May
24	Drama Musical Assistant	Fink, Gary	6	4	\$1,658	Bdgt	March
25	Drama Musical Assistant	Fink, Gary	6	4	\$1,658	Bdgt	March
26	Drama Musical Assistant	Luckenbill, John	6	4	\$1,658	Bdgt	March
27	Drama Musical Assistant	Cardillo, Natalie	6	4	\$1,658	Bdgt	March
28	Drama Musical Assistant	Cardillo, Natalie	3	3	\$884	Bdgt	March
29	Drama Musical Assistant	Cardillo, Natalie	3	3	\$884	Bdgt	Feb
30	Drama Musical Assistant	DiBrita, Christine	3	3	\$884	Bdgt	Feb
31	Drama New Players Company (x2)	Van Zile, Kelly	7	0.5	\$15,916	Bdgt	Monthly
32	Drama Producing, Play 1	Knight, Morgan	3	4	\$663	Bdgt	Oct
33	Drama Producing, Play 2	Knight, Morgan	3	4	\$663	Bdgt	Dec
34	Drama Producing, Play 3	knigh, Morgan	3	4	\$663	Bdgt	March
35	Drama Producing, Play 4	Knight, Morgan	3	4	\$663	Bdgt	May
36	Drama Set Construction, Play 1	Sheehan, Frank	2	1	\$1,326	Bdgt	Oct
37	Drama Set Construction, Play 2	Sheehan, Frank	2	1	\$1,326	Bdgt	Dec
38	Drama Set Construction, Play 3	Sheehan, Frank	2	1	\$1,326	Bdgt	March
39	Drama Set Construction, Play 4	Sheehan, Frank	2	1	\$1,326	Bdgt	May
40	eSports	Forfa, Jason	MS	1	\$1,990	Bdgt	June
41	Film Club	Holand, Lawrence	1	1	\$758	Bdgt	June
42	First Tech Challenge (Robotics)	Wohner, John	3	1	\$2,653	Bdgt	June
43	Flute Ensemble	Lazzara, Patricia	1	1	\$758	Bdgt	June
44	French Club	Palumbo, Helene	1	1	\$758	Bdgt	June
45	German Club	Makhlouf, Nehrin	1	1	\$758	Bdgt	June
46	Green Club (Students for Environmental Action)	Luo, Miles	2	1	\$1,326	Bdgt	June
47	History Bowl/Quiz Bowl	Valeri, Amanda	2	1	\$1,326	Bdgt	June
48	Jazz Ensemble I-Big Band	Fink, Gary	3	1	\$2,653	Bdgt	June
49	Jazz Ensemble II- Jazz Lab Band	Haas, Jeffrey	3	1	\$2,653	Bdgt	June
50	Jazz Ensemble- Band Assistant	Garde, James	2	2	\$663	Bdgt	June
51	Jazz Ensemble- Band Assistant	Heyzer, Henry	2	2	\$663	Bdgt	June
52	Latin Club	Bernard-Mason, Amy	1	1	\$758	Bdgt	June
53	Latin Quiz Bowl (Latin Academic Team)	Gigante, Stefanie	2	1	\$1,326	Bdgt	June
54	Literary Arts Magazine (Genesis)	John, Carlin	1	1	\$758	Bdgt	June
55	Marching Band, Assistant Director	Ebbels, William	4	1	\$3,979	Bdgt	Nov
56	Marching Band, Brass Co-Instructor	Heyzer, Henry	4	2	\$1,990	Bdgt	Nov
57	Marching Band, Brass Co-Instructor	Garde, James	4	2	\$1,990	Bdgt	Nov
58	Marching Band, Color Guard Advisor	Montanaro, Jake	4	1	\$3,979	Bdgt	Nov
59	Marching Band, Director	Luckenbill, John	8	1	\$9,285	Bdgt	Nov
60	Marching Band, Drill Design	Dabby, Maxwell	4	1	\$3,979	Bdgt	Nov
61	Marching Band, Field Percussion Instructor	Saporito, Benjamin	4	2	\$1,990	Bdgt	Nov
62	Marching Band, Field Percussion Instructor	Bergen, Joseph	4	2	\$1,990	Bdgt	Nov
63	Marching Band, Pit Percussion Instructor	Fink, Gary	4	1	\$3,979	Bdgt	Nov
64	Marching Band, Twirler Instructor	Wojtowicz, Patti	4	2	\$1,990	Bdgt	Nov
65	Marching Band, Twirler Instructor	Maskin, Brooke	4	2	\$1,990	Bdgt	Nov
66	Maroon & White Recital (x.1) Dance	DiBrita, Christine	1	9.9	\$77	Bdgt	August
67	Maroon & White Recital (x.4) Music	Haas, Jeffrey	1	2.51	\$302	Bdgt	June
68	Maroon & White Recital (x.5) Art	Athena Maxwell	1	2	\$379	Bdgt	June
69	Math Club	Turkington, Sean	1	2	\$379	Bdgt	June
70	Math Club	Gattoni, Rebecca	1	2	\$379	Bdgt	June
71	Mathematics Academic Team	Gattoni, Rebecca	3	2	\$1,327	Bdgt	Dec
72	Mathematics Academic Team	Turkington, Sean	3	2	\$1,327	Bdgt	Dec
73	Mathematics Team, Ninth Grade	Truncala, Lauren	1	1	\$758	Bdgt	June
74	Mock Trial Team	Hans, Patricia	3	1	\$2,653	Bdgt	Dec
75	Model Congress	Demirjian, Linda	1	1	\$758	Bgt	June
76	Model UN	Forgash, Drew	1	1	\$758	Bgt	July
77	National Art Honor Society	DaSilva, Daniel	1	1	\$758	Bdgt	June
78	National French Honor Society	Polk, Laura	1	1	\$758	Bdgt	June
79	National History Day	Moss-Keller, Corrina	1	1	\$758	HSA Donation	June
80	National Honor Society Chapter	Demirjian, Linda	2	1	\$1,326	Bdgt	June
81	National Latin Honor Society	Gigante, Stefanie	1	1	\$758	Bdgt	June
82	National Spanish Honor Society	Rotella, Megan	1	1	\$758	Bdgt	June
83	Percussion Ensemble	Fink, Gary	3	1	\$2,653	Bdgt	June
84	Physics Academic Team I	Van Treuren, Ryan	2	1	\$1,326	Bdgt	June
85	Pizza Club	Lynaugh, Sean	1	1	\$758	Bdgt	June
86	Progressive Student Alliance	Escobar, Alejandro	1	1	\$758	Bdgt	June
87	Project Interact Club	Reilly, Nancy	4	1	\$3,979	Bdgt	June
88	Project Interact Club, Co-advisor	Feeney, Lynne	2	1	\$1,326	Bdgt	June
89	RHS Computer Club	Gyulay, Joseph	1	1	\$758	Bdgt	June

	Activity	Advisor	CAT	Div by	Stipend	Funding	Pay
90	RHS Finance Club	Raphaels, Jennifer	1	1	\$758	Bdgt	June
91	RHS High Times (School Newspaper)	Brunner, Adam	2	1	\$1,326	Bdgt	June
92	RHS Recording Studio (Music Production)	Luckenbill, John	1	1	\$758	Bgt	June
93	RHS-TV Club	Holand, Lawrence	2	1	\$1,326	Bdgt	June
94	Ridgewood A Cappella (East 627)	Chen, Philip	1	1	\$758	Bdgt	June
95	Ridgewood A Cappella (Maroon Men & AcaBellas)	Cardillo, Natalie	3	1	\$2,653	Bdgt	Dec/May
96	Ridgewood A Cappella (The Trebles)	Chen, Vhang Po (Philip)	1	1	\$758	Bdgt	June
97	Ridgewood Carolers Ensembles	Cardillo, Natalie	1	1	\$758	Bdgt	Dec
98	SAGA: Sexuality And Gender Association (Gay	Mende, Allison	1	1	\$758	Bdgt	June
99	Saxophone Ensemble ("Sax Appeal")	Haas, Jeffrey	1	1	\$758	Bdgt	June
100	Science Competitions	Stucke, Mallory	1	1	\$758	Bdgt	June
101	Sharing the Arts	Minichini, Gina	1	1	\$758	Bdgt	June
102	She's the First	Saladino, Allyson	1	1	\$758	Bdgt	June
103	Spanish Club	Purrinos, Damary	1	1	\$758	Bdgt	June
104	Stock Market Game	Murtha, Timothy	1	1	\$758	Bdgt	June
105	String Ensemble	Geronimo, Kristi	1	1	\$758	Bdgt	June
106	Students for Social Justice	Saladino, Allyson	1	1	\$758	HSA Donation	June
107	T.E.E.E.M. (Global Philanthropic Club)	Besser, Lauren	1	1	\$758	Bdgt	June
108	Teen LEADS	Orfani, Caitlin	1	1	\$758	Bdgt	June
109	Tri-M Music Honor Society	Geronimo, Kristi	1	1	\$758	Bdgt	June
110	Video Games Club	Troy, Michael	1	2	\$379	Bdgt	June
111	Video Games Club	Gordon, Julie	1	2	\$379	Bdgt	June
112	Winter Color Guard	Montanaro, Jake	3	1	\$2,653	Bdgt	April
113	Winter Color Guard	Luckenbill, John	3	1	\$2,653	Bdgt	April
114	Winter Twirlers	Wojtowicz, Patti	3	1	\$2,653	Bdgt	April
115	World Challenge Club	Farrar, Eva	1	1	\$758	Bdgt	June
116	Yearbook Advisor/Business Manager	Valenti, Lisa	7	1	\$7,958	Bdgt	June
	Total Advisor Stipends by REA Contract*				\$193,747		
	Rates*	Ratios	Amts				
	Category 1 - 50 hours	0.008	758				
	Category 2 - 100 hours	0.014	1,326				
	Category MS	0.021	1,990				
	Category 3 - 101-200 hours	0.028	2,653				
	Category 4 - 201-250 hours	0.042	3,979				
	Category 5 - 251-300 hours	0.056	5,306				
	Category 6 - 301-400 hours	0.070	6,632				
	Category 7 - 400+ hours	0.084	7,958				
	Category 8 - 400+ hours	0.098	9,285				
	Article 29 - Co-curricular Renumeration - BA MAX =		\$94,742			9/15/2022 12:37:53	
	(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.)						
	Club	Advisor	Funded by donation				

Curriculum	New or Revised (N/R)	Staff Member	Total Hours	Cost per hour 53.33	APPROVED 6/20/22 REVISE FROM:	Amount Not to Exceed REVISE TO:
Health & Wellness						
Wellness & Wellness (multiple grades)	R	Candace Mitola	21		18 hours / \$959.94	21 hours / \$1119.93
Health & Wellness (multiple grades)	R	Christina Jannone	21		6 hours / \$319.98	21 hours/ \$119.93

Contracted Therapists/ Providers for Special Education Student Services for the 2022- 2023 School Year

Contractor	Service	Schedule	Rates
Leslie Fishbein	LDT-C Services for Hawes Elementary School	22-23 School Year as needed	\$450/Eval, \$100/hour



**MINUTES OF THE
REGULAR PUBLIC MEETING
OF THE
RIDGEWOOD BOARD OF EDUCATION**

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on October 3, 2022 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Kwak moved the following resolution, 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 for a Superintendent Search Planning Meeting.

Ms. Kwak announced the Board has been meeting in Executive Session pursuant to NJSA:10:4-12. The minutes from this meeting will be released when the need for confidentiality no longer exists. The Board was meeting to discuss litigation.

B. MOTION TO OPEN REGULAR SESSION

At 7:05 p.m., Ms. Kwak called the Regular Public Meeting to Order.

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Visitors:

There were approximately 10 visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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. Student Representative Report

- Mark Ferrara, Jack Grossman, Reilly McCourt, Nick Lyubarskiy, Saho Yuuchi
Orchard Elementary School

Ms. Rubin, School Counselor, and five fifth-grade students provided an overview of activities taking place for Week of Respect. Week of Respect will be celebrated through a 'Super Students' assembly, a book of the month focused on acceptance, Open Circle lessons, and Choose to Be Nice.

To view this portion of the meeting scroll to 8:26.

B. Student Representative Report

Ava Martin, Ridgewood High School presented the following report:

Cross Country had their first meet on Friday the 10th in Darlington. Saturday, September 10th, the girls varsity tennis team attended the September Smash Invitational in Livingston. Last Friday was the Varsity Football team's second home game against Northern Highlands.

The National Honors Society(NHS) began meeting last week. Students in the National Honors Society take on active roles through community service including offering both drop-in and one-on-one scheduled tutoring sessions to other students at the highschool.

The Art History and Advanced Latin classes will be going on a field trip to the Metropolitan Museum of Art in New York.

Friday September 23 is the first enrichment day of the school year.

September 20th there will be a meeting for 12th grade parents, and one for 9th grade parents on the 29th. Thursday the 22nd is Back to School Night.

V. COMMENTS FROM THE PUBLIC

Laurie Weber, She would like to bring a matter of some importance to the attention of the Board and Dr. Fitts. A couple of years ago the Village council was taken to court by a local political group over legal issues regarding the placement of a question on the ballot. The political group sought to change the date of both the municipal and school elections with a single ordinance. This method however conflicted with school laws, nonetheless they prevailed and following a public vote, the Village council was compelled to change the date of the council and school elections by a single ordinance even though they realized that by doing so they would be usurping the Board of Education's authority over their own elections. It is important to note that ordinances are local laws and while the Village council has the power to adopt both resolutions and ordinances the Board of Education is only empowered to adopt resolutions. An ordinance cannot be changed by resolution, therefore the Board of Education has lost the authority given to them by the State law over their own elections and the public has lost its right to petition the Board of Education over the same. All power over

Board of Education elections has been shifted to the Village Council and now the person behind this is running for a seat on the Village Council. This type of overreach should indeed be very troubling to the Board and the community. By New Jersey State law the date of the school elections must be stated by resolution not ordinance in order to preserve the rights and powers of the Board of Education and the community. There are ways to fix this if the Board is willing to pursue them. The law clearly states that a local ordinance conflicts with state law is not enforceable. Perhaps the Board and the Village council can cooperate and fix this together, but if this person is elected that option may no longer exist. That is why you must take action now and to be clear, she's not talking about the choice that was on the ballot spring versus fall elections, she's talking about the method by which that was achieved and the resulting loss of rights and authority. Don't let this loss be your legacy when you can fix it. Time does not permit her to go into detail, but she would appreciate the opportunity to further explain this to Dr. Fitts and Ms. Kwak and perhaps other members of the Board, if they will allow her the opportunity to explain this in more detail and answer any questions they may have.

Janet Riley, 487 Dorchester Road, She was happy to see last week, the decision made to raise pay for aides, she believes it was a 10 percent raise that was enacted, but its not enough and she encourages the board to not put this aside and to keep looking at the issue as Ms. Brogan suggested last spring when Ridge parents brought this issue to the Board there was a lot of discussion around pay equity. She recently saw Franklin Lakes advertising for aides, with a minimum starting salary of 31,000 with full health and dental benefits. Ridgewood aides are not being paid anything close to this and they certainly are not getting benefits. She really hopes that the Board will continue to look at this. Mr. Dani mentioned last time the fact that they should be paid for snow days which she agrees with, she hopes this doesn't drop off the agenda. Second she was discouraged last week to hear the lengthy discussion that went on around the board goal of hiring a superintendent and the changing of the wording from the Board would select a superintendent to seek to select a superintendent. At one point there was a mention that you had up to two years. This is something that should be done this year. It shouldn't be something that you work towards, it should be somethings that's done by July 1. The parents came last week with all these stories about why they need aides, parents brought this for over a year now and the response last week was that the pie is only so big. She doesn't think that's a sufficient response. The district is paying an interim Superintendent \$860 a day and now we are paying a search firm to find a superintendent. She believes this can be done in one year and it ought to be done in one year. There was discussion last week, would we not want the best person if it took a little longer. She would honestly not mind the second best person, if it meant that you spent some more resources to hire the best aides, that you invested in your staff who are interfacing with children every single day in our classrooms rather than putting so much effort and time and money into Administrator search. Third, she was also discouraged to hear the discussion around Blue Ribbon Schools and the district's goal of having all 10 schools achieve Blue Ribbon status. She thinks Ms. Brogan made it pretty clear and Ms. Poelstra also, why this is not a reasonable goal for the District and why time, money and effort should not be spent on this. IT was mentioned that only six schools that are kind of on par with Ridgewood schools could be nominated. Two last points, physical education for elementary schools and World Language, Ms. Kwak mentioned demonstrating accountability in our schools, this is the third time she's brought up the issue that the state requires 150 minutes of physical education for elementary and our students are receiving 50 minutes when alternating 25 minute period

ever other week. We are also the only school that is not providing in-person world language instruction to our students. Paramus, Fair Lawn, Glen Rock, Midland Park, Wyckoff these all have in person World Language instruction from Kindergarten and up. The physical education is a state statute that she has brought up at now three board meetings and she's emailed Dr. Fitts and she has not received a reply as to why Ridgewood is in violation of the state law that is designed to keep our children healthy and learning at their best. She is not satisfied with the answer the pie is only so big, its 121 million dollar budget and she thinks you need to invest more time and effort into meeting state standards and state statutes and looking at the pay equity for aides.

Ms. Kwak reminded everyone of the bylaws and the policy that guides us on public comments that all statements shall be directed to the presiding officer. No participant may address or question board members individually. She encourages you to speak up, but please remember that they act as a Board, that no individual trustee has any extraordinary powers and if you could address the board it would be much welcomed.

Peter Maltin, 294 West End Avenue, on the agenda tonight it was addressed the number of aide resignations that occurred over the past few months. He's asked during the last couple meetings on what data we have in regards to the number of aides to fully fill the position that was discussed at the end of the school year last year, the number of open positions that are available at this point, this si data based on all the conversations last year and parents and teachers. Hopefully this will be something that will be discussed in more frequency during these meetings to see if the modification that you've been making are working. He's not sure if someone can discuss the data in regards to how many resignations we had last year and is that normal. Is that a normal number? It seems like a reasonably high percentage, but he doesn't have anything to compare it to. Reiterating the previous caller's comments, he has also called at the last couple of meetings since the physical education presentation occurred that it was acutely aware that the elementary schools was severely underserved especially compared to the high school in regards to physical education hours and not meeting the standards and since that meeting now a number of months ago what has been done in regards to meeting the minimum in that regard and also forward thinking in regards to world languages. We're going to have Esser funds come off, then we're going to have a need for money for permanent substitutes that Dr. Gorman last year discussed were super helpful. He wanted to make sure that we're meeting those guidelines and being forward thinking in regards to making sure those positions are filled.

Mr. Dani requested to make a statement. One of the commenters mentioned that the daily salary rate and administrative expenses. He thinks that was a very unnecessary comment and he wants to make sure to say that he has full confidence in the current administration and there should be no reason to that because whatever we are paying right now we need to expedite the search for that, that is out of the line argument.

Ms. Kwak requested Mr. Dani's statement to be part of the minutes.

Ms. Kwak stated that she is going to speak separately near the end, they did have a Bergen County School Board Association meeting and it addressed the staffing shortage particularly as it comes to aides. She will reserve her comments for that until the end.

VI. PRESENTATIONS

A. Student Safety Data System (including HIB) Report

➤ Basil Pizzuto, Assistant Principal Ridgewood High School

Mr. Pizzuto presented the Student Safety Data System Report, which provides data in the following categories: violence, vandalism, substance abuse, weapons, and HIB. The number of incidents for each of the areas was reviewed.

Mr. Dani asked if Mr. Pizzuto is seeing anxiety levels and stress less since last year?

Mr. Pizzuto separate from this report, what they are seeing in terms of student stress and things like that from pre-covid to now we still have some students that are struggling with the return to school and we're addressing those issues. It is hard to say at this point whether or not we're rounding the corner. We have some students who are still struggling with the concept of being in school in class. Compared to the whole entire student population it is very small, but it has increased since covid.

Ms. Brogan asked when looking at alleged HIB, what are your strategies to help kids?

Mr. Pizzuto replied this report is from the entire district and he can't speak on behalf of all of the individual schools, but in terms of the ones he is familiar with outside of Ridgewood High School and the ones at the high school, we don't have people just making false claims out of thin air, there's always some part of the story whether it fits into the categories or not HIB that doesn't mean we're not going to address it by working with the students, coming to some sort of positive resolution if there are violations. At the high school, often things that start with an HIB investigation falls under our social media policy. We ask our students not to put things on social media that will blow up in the school and make a kid feel uncomfortable. For example, taking a picture of a student in school, putting it on social media. That would be considered hurtful, that wouldn't fall into a category where they're picking on that student because they're at a specific class or something like that.

Mr. Pizzuto discussed the standardized forms from the state.

To view this portion of the meeting scroll to 31:00.

VII. SUPERINTENDENT REPORT

Ms. Cangialosi-Murphy, Director of Human Resources, provided an update on recent recruitment initiatives. Ridgewood Public Schools hosted the first Paraprofessional Job Fair last Thursday. The administration was able to interview and hire paraprofessionals at the event.

Dr. Fitts shared that students and staff are continuing to bring forth recognition and honor for our district, highlighting recent achievements in the areas of academics, arts, athletics, and activities. He also noted that the district was recently ranked #5 Best School Districts in New

Jersey by Niche.

To view this portion of the meeting scroll to 40:14.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Annual Review of the Memorandum of Agreement Between the Ridgewood Public School District and the Ridgewood Police Department

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the annual review of the Memorandum of Agreement between the school district and the Ridgewood Police Department.

The Board has received background information

iii. Approval: Settlement Agreement SE#4/2022-2023

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#4/2022-2023 between the parents of student #904986 and the Ridgewood Board of Education.

The Board has received background information

iv. Approval: Agreement between the Ridgewood Board of Education and the Ridgewood Administrators' Association

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools approves a memorandum of Agreement, subject to mutually agreed upon

contract language, establishing terms and conditions for a successor collective negotiations agreement between the Ridgewood Board of Education and the Ridgewood Administrators' Association (RAA) effective July 1, 2022 through June 30, 2025.

The Board has received background information.

Ms. Brogan moved approval of B. Administration.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Human Resources.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on revised **Attachment B**.

ii. Approval: Professional Development Proposal, Zensational Kids LLC

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the professional development proposal in the amount of \$9000 from Zensational Kids, LLC, for the in-person training *Educate 2B: Mindfulness and SEL in the K-5 Classroom*, for a total of thirty elementary teachers, on October 21, 2022.

This professional development will be paid for using ESSER III Educator Support funds.

The Board has received background information.

Ms. Brogan moved approval of C. Curriculum and Instruction.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan questioned the professional development that involves 30 staff members, that is on the same date. Will this require substitutes.

Ms. Poelstra replied yes and there will be some combining of classes if that's necessary. We're finding as staff is retiring and new staff come in that this is a way to keep everyone's training consistent. These people who are spread out across the buildings, they are not all for one building, they are new elementary staff from across the district. This was planned well in advance that hopefully this will not be an issue that day.

Dr. Fitts presented for consideration D. Human Resources with the addendum. .

D. HUMAN RESOURCES

i. **Revision: Ridgewood Public Schools Salary List for the 2022-2023 School Year, approved by the Board at its meeting on May 9, 2022**

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 9, 2022 for the 2022-2023 school year

ROSENFELD, Patricia - Special Education Teacher, Glen Elementary School, effective September 1, 2022 through June 30, 2023.

From: \$102,812

Cl. BA+30, St. 18

To: \$104,312 (\$102,812 + \$1,500 longevity)

Cl. BA+30, St. 18

Account #11-216-100-101-00-01-019-000

ii. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Field Placements

CHOE, Esther - Montclair State University, Clinical I and Clinical II to shadow Wendy Carroll, Kindergarten Teacher, Ridge Elementary School, effective October 4, 2022 through May 5, 2023.

GRASSO, Anna* - University of Alabama School, Internship to shadow Jane Gerald, Social Worker, Somerville Elementary School and Willard Elementary School, effective January 11, 2023 through April 28, 2023.

YOON, Seunglae - School of Visual Arts, Practicum to shadow Samantha Stankiewicz, Art Teacher, Somerville Elementary School, October 17, 2022 through December 16, 2022.

Additional: Paraprofessionals/Lunchroom Aide for the 2022-2023 School Year

ALESSI, Taylor - Applied Behavior Analysis (ABA) Paraprofessional, Ridge Elementary School, effective October 10, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$25.64.

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

ARMSTRONG, Inga - Instructional Self-Contained (LLD) Paraprofessional, Hawes Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.25.

Account #11-204-100-106-00-02-024-001

BERRIOS, Barbara - Applied Behavior Analysis (ABA) Paraprofessional, Ridge Elementary School, effective November 21, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

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

BOMPALI, Pramodha - Applied Behavior Analysis (ABA) Paraprofessional, Ridge Elementary School, effective October 11, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

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

BODDY, Paul - Applied Behavior Analysis (ABA) Paraprofessional, Ridge Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

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

BURKE, Alixandria - Applied Behavior Analysis (ABA) Paraprofessional, Hawes Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

Account #11-000-217-106-00-02-024-001

DALY, John - Applied Behavior Analysis (ABA) Paraprofessional, Ridgewood High School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

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

FISSE, Lauren - STEPSS Job Coach Paraprofessional, Oak Street, effective October 11, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$27.00.

Account #11-212-100-106-66-12-024-001

KIM, Takako - Applied Behavior Analysis (ABA) Paraprofessional, Ridge Elementary School, effective October 4, 2022, or as soon after as possible, through June 21,

2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

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

LITKOUHI, Mehrie - Instructional Self-Contained (RED) Paraprofessional, Glen Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.25.

Account #11-216-100-106-00-01-024-001

MICCICHE, Celeste - Instructional Resource Room Paraprofessional, Hawes Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$17.50.

Account #11-000-217-106-00-02-024-001

MOUSTAFA, Nada - Applied Behavior Analysis (ABA) Paraprofessional, Benjamin Franklin Middle School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

Account #11-000-217-106-00-08-024-001

OZBURN, Amanda - PERL Applied Behavior Analysis (ABA) Paraprofessional, Somerville Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

Account #11-209-100-106-00-05-024-001

STRAFACI, Denise - Instructional Self-Contained (LLD) Paraprofessional, Hawes Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.25.

Account #11-204-100-106-00-02-024-001

TABOR, Ashley - Applied Behavior Analysis (ABA) Paraprofessional, Ridge Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

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

WILLIAMS, Shakira - Applied Behavior Analysis (ABA) Paraprofessional, Benjamin Franklin Middle School, effective October 4, 2022, or as soon after as possible,

through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$22.19.

Account #11-000-217-106-00-08-024-001

YILDIRIM, Ozlem - Instructional Paraprofessional (REACH), Glen Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.25.

Account #11-216-100-106-00-01-024-001

ZAWACKI, Mary Grace - Instructional Resource Room Paraprofessional, Orchard Elementary School, effective October 4, 2022, or as soon after as possible, through June 21, 2023, pending verification of employment as outlined by Chapter 5, 5.75 hours per day, 5 days per week, at an hourly rate of \$19.25.

Account #11-000-217-106-00-03-024-001

Infant/Toddler Development Center

Classroom Aides

CAFARO, Kasandra - High School/College Aide, effective October 4, 2022 through June 30, 2023, 5 hours per day, 5 days per week, at an hourly rate of \$15.00.

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

MALTESE, Michele - Yoga Instructor, effective October 4, 2022 through June 30, 2023, 1 day a week, one hour per week, at an hourly rate of \$80.00.

Account #62-990-100-101-00-62-060-001

PORTER, Kayla - Teacher Assistant - Step 1, effective October 4, 2022 through June 30, 2023, 8 hours per day, 5 days per week, at an hourly rate of \$16.00.

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

Revision: Fall 2022 Coaching Assignments, approved by the Board at its meeting June 20, 2022

Remove: **Johnson, Charles**, Assistant Football Coach, Total Stipend \$8,053.

Replace: **Johnson, Charles**, Co-Head Football Coach, Total Stipend \$9,853 (prorated amount for 13 weeks).

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

iii. **Change of Assignments for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

CABAN, Melissa - **from** Instructional Resource Room Paraprofessional, Ridgewood High School, **to** Applied Behavior Analyst (ABA) Paraprofessional, Ridgewood High School, effective October 4, 2022 through June 21, 2023, 5.75 hours per day, 5 days per week.

From: \$19.25 per hour

To: \$25.64 per hour

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

DORIS, Michelle - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 23, 2022 through November 28, 2022.

From: \$116,082 (\$115,782 + \$300 CP)

Cl. MA+45, St. 18

To: \$139,239 (\$138,939 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 18

Account #11-140-100-101-01-10-019-000

Revision: FINK, Gary - **from** .20 FTE Music Teacher, Ridgewood High School, **to** 1.20 FTE Music Teacher, Ridgewood High School, **from** effective December 12, 2022 through May 15, 2023, approved by the Board at its meeting on September 19, 2022, **to** effective December 8, 2022 through May 16, 2023.

From: \$14,123

Cl. BA+30, St. 5

To: \$84,740 (non-pensionable)

Cl. BA+30, St. 5

Account #11-140-100-101-04-10-019-000

LABENDA, Charlene - **from** Public Information Officer and Special Projects, Education Center, **to** Public Information Officer and Special Projects, and Confidential Administrative to Assistant Superintendent of Schools, Education Center, effective October 4, 2022 through **TBD**.

From: \$86,973

To: \$86,973 plus \$250 a week stipend (non-pensionable)

Account #11-000-251-104-00-20-019-000

Account #11-000-221-105-00-22-019-000

McCULLOUGH, Amanda - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 23, 2022 through November 28, 2022.

From: \$117,582 (\$115,782 + \$300 CP + \$1,500 longevity)

Cl. MA+45, St. 18

To: \$140,739 (\$138,939 + \$300 CP + \$1,500 longevity) (non-pensionable)

Cl. MA+45, St. 18

Account #11-140-100-101-01-10-019-000

McNAMEE, Richard - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 23, 2022 through November 28, 2022.

From: \$125,012 (\$123,212 + \$300 CP + \$1,500 longevity)

Cl. DR, St. 19

To: \$149,654 (\$147,854 + \$300 CP + \$1,500 longevity) (non-pensionable)

Cl. DR, St. 19

Account #11-140-100-101-01-10-019-000

SIOK, Susan - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 23, 2022 through November 28, 2022.

From: \$104,312 (\$102,812 + \$1,500 longevity)

Cl. BA+30, St. 18

To: \$124,874 (\$123,374 + \$1,500 longevity) (non-pensionable)

Cl. BA+30, St. 18

Account #11-140-100-101-01-10-019-000

WEINSTEIN, Laura - **from** 1.0 FTE Mathematics Teacher, Ridgewood High School, **to** 1.20 FTE Mathematics Teacher, Ridgewood High School, effective September 23, 2022 through November 28, 2022.

From: \$101,802 (\$101,502 + \$300 CP)

Cl. MA+45, St.15

To: \$122,102 (\$121,802 + \$300 CP) (non-pensionable)

Cl. MA+45, St. 15

Account #11-140-100-101-01-10-019-000

iv. **Resignations**

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

Paraprofessionals

WALIKAINEN, Maryjoe - Instructional Kindergarten Paraprofessional, Travell Elementary School, effective September 8, 2022.

Infant/Toddler Development Center**Classroom Aides**

ALEGRIA, Samantha - Teacher Aide, June 30, 2022.

ANCONA, Gianna - Teacher Aide, June 30, 2022.

BIENERT, Charlotte - Teacher Aide, June 30, 2022.

CAFARO, Stephanie - Teacher Aide, August 31, 2022.

CHERBA, Sofia - Teacher Aide, June 30, 2022.

COLLINS, Cassidy - Teacher Aide, March 31, 2022.

DABAL, Emerson - Teacher Aide, August 31, 2022.

DICUFFA, Cara - Teacher Aide, August 31, 2022.

ELIZONDO-FALLAS, Sofia - Teacher Aide, August 31, 2022.

FIORILLA, Danielle - Teacher Aide, September 30, 2021.

FRANCHINO, Stephanie - Teacher Aide, August 31, 2021.

GERSTEIN, Skye - Teacher Aide, June 30, 2022.

GRBIC, Ella - Teacher Aide, June 30, 2022.

GUNDERSON, Sierra - Teacher Aide, June 30, 2022.

HOLZBERG, Tatum - Teacher Aide, effective July 1, 2022.

JOHNSON, Reagan - Teacher Aide, August 31, 2021.

KAWASH, Emily - Teacher Aide, June 30, 2022.

LAKOMY, Giana - Teacher Aide, June 30, 2021.

MENDOLIA, Sophie - Teacher Aide, May 31, 2022.

PREZZIA, Julianna - Teacher Aide, August 31, 2022.

TAGLIABUE, Alana - Teacher Aide, May 31, 2022.

VANSCIVER, Kylie - Teacher Aide, May 31, 2022.

WILMOT, Lily - Teacher Aide, May 31, 2022.

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

MANSBACH, Molly – First Grade Teacher, Orchard Elementary School, effective November 14, 2022 through March 29, 2023, with a reinstatement date of March 30, 2023, 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 Interim Superintendent of Schools, approves the supplemental pay beyond contract, as listed below.

Orchard Elementary School

Additional: Clubs and Activities for the 2022-2023 School Year

Environmental Club

- **Woods, Jaime**, not to exceed 10 hours, at an hourly rate of \$40.17 (\$401.70).

Account #11-401-100-101-00-03-003-001

Talent Show

- **Mansbach, Molly**, not to exceed 2 hours, at an hourly rate of \$40.17 (\$80.34).

Account #11-401-100-101-00-03-003-001

Delicious Apple Book Club

- **Madison, Marissa**, not to exceed 10 hours, at an hourly rate of \$40.17 (\$401.70).

Account #11-401-100-101-00-03-003-001

Ridge Elementary School

Additional: Clubs and Activities for the 2022-2023 School Year

Safety Patrol

- **Coppola, Michele; and McDermott, Meghan**, each not to exceed 20 hours, each at an hourly rate of \$40.17 (\$1,606.80).

Account #11-401-100-101-00-04-004-001

The FACT Club

- **Coffey, Ty**, not to exceed 20 hours, at an hourly rate of \$40.17 (\$803.40).

Account #11-401-100-101-00-04-004-001

Who was History Bee Club

- **Coppola, Michele; and Higgins, Dana**, 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

Glee Club

- **Coughlin, Wendy**, not to exceed 12 hours, at an hourly rate of \$19.25 (\$231).
- **Minardi, Jacqueline**, not to exceed 12 hours, at an hourly rate of \$25.64 (\$307.68).

Account #11-401-100-101-00-04-004-001

Willard Elementary School**Lunch Time Supervision**

- **Rinaldo, Geraldine**, not to exceed 5 days per week, at an hourly rate of \$17.50.
- **Solis, Leslie**, not to exceed 5 days per week, at an hourly rate of \$17.50.

Account #11-000-262-107-00-07-007-001

Benjamin Franklin Middle School

Revision: Co-curricular Activity Advisors and Stipends for the 2022-2023 School Year, (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2022-23 BA Maximum of \$94,742), approved by the Board at its meeting on September 19, 2022.

Ski & Snowboard Club

Remove: **Rosolanko, Kristen**

Replace: **Gilbert, Kristen**, total stipend of \$2,653.

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

Additional: 2022-2023 Student Club Activity Advisors**Book Club Advisor**

- **Geraghty, Laura**, not to exceed 15 hours, at an hourly rate of \$40.17 (\$602.55).

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

George Washington Middle School

Moving Classrooms, each not to exceed 12 hours, each at an hourly rate of \$40.17 (\$964.08)

- Barba, Allison
- Weiss-Chromeck, Courtney

Account #11-130-100-101-00-09-009-001

Ridgewood High School

PSAT Proctors

Proctors and Administrators for October 15, 2021, Preliminary Scholastic Aptitude Test (PSAT) as listed on **Attachment C**.

Lunch Time Supervision

- DaSilva, Daniel, not to exceed 5 days per week, at an hourly rate of \$25.90.

Account #11-140-100-101-00-10-010-001

Revision: Co-curricular Activity Advisors and Stipends for the 2022-2023 School Year, (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2022-23 BA Maximum of \$94,742), approved by the Board at its meeting on September 19, 2022.

Tri-M Music Honor Society

Remove: Geronimo, Kristi, for a total stipend of \$758.

Replace: TBD

Account #11-140-100-101-00-10-010-001

Drama Musical Assistant

Remove: Cardillo, Natalie

Replace: Van Zile, Kelly, for a total stipend of \$884.

Account #11-140-100-101-00-10-010-001

Drama Musical Assistant

Remove: DiBrita, Christine, for a total stipend of \$884.

Replace: TBD

Account #11-140-100-101-00-10-010-001

Special Programs

ABA Training Completed and Certified – hourly rates from \$22.19 to \$25.64, effective September 15, 2022

- Arrue, Alyssa
- Barclay, Andrea
- Hutcherson, Julia
- Jeongmin, Kim

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

Additional: 2022-2023 Bus Supervision on as-needed basis

- Pilson, Mine, at an hourly rate of \$19.25.
- Tucker, Annette, at an hourly rate of \$17.50.

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

Additional: Handle with Care Training - August 31, 2022

- Alvarez, Lisette, not to exceed 12 hours, at an hourly rate of \$68.93 (\$827.16).
- Romas, Robert, not to exceed 12 hours, at an hourly rate of \$51.61(\$619.32).

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

Handle with Care Training - October 10, 2022, each not to exceed 7 hours, at an hourly rate of \$27.00

- Collins, Carla
- Fisse, Lauren

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

Handle with Care Training - October 10, 2022, each not to exceed 7 hours, at an hourly rate of \$25.64

- Alessi, Taylor
- Arrue, Alyssa
- Barclay, Andrea
- Caban, Melissa
- Eitner, Valerie
- Hutcherson, Julia
- Levanti, Stamatina
- Tozaj, Sasha

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

Handle with Care Training - October 10, 2022, not to exceed 7 hours, at an

hourly rate of \$22.19

- Alicea, Rachel
- Boddy, Paul
- Bompali, Pnamodha
- Burke, Alixandria
- Daly, John
- Galeano, Javier
- Kim, Takako
- Lamce, Alma
- Lazration, Sarah
- Ozburn, Amanda
- Ramanathan, Vijayalakshmi
- Scillieri, Jo Ellen
- Moustafa, Nada
- Tabor, Ashley
- Williams, Shakira
- Zahn, Ashley

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

Additional Hours for IEP Planning and Program Development

- Main, Laurie, not to exceed 8 hours, at an hourly rate of \$71.25 (\$570).
- McAloon, Stephanie, not to exceed 8 hours, at an hourly rate of \$55.93 (\$447.44).
- McGuire, Erin, not to exceed 8 hours, at an hourly rate of \$50.38 (\$403.04).
- Romas, Robert, not to exceed 8 hours, at an hourly rate of \$51.61 (\$412.88).
- Williams, Jennifer, not to exceed 8 hours, at an hourly rate of \$56.44 (\$451.52).

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

2022 Summer Hours

- Roberts, Deirdre, not to exceed 5 hours, at an hourly rate of \$76.62 (\$383.10).

Account #11-216-100-101-66-01-024-001

vii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers: Chowdhry, Chandrika; Feeney, Jill; Ferrara, Kristen; Grasso, Anna*; Kunzmann, Marianne; Monnerat, Brian*; Moralishvili, David; Morhun, Lyudmyla*

\$150 Daily Rate

***Related to staff member**

Ms. Brogan moved approval of D. Human Resources.

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo (except item ii), Mr. Mahmoud

NAYS: Mr. Lembo for item ii. Appointments for the coaching assignment.

Mr. Dani questioned several resignations that are backdated.

Ms. Murphy answered that it is a system clean up for establishing a new process so that information flows between infant toddler and human resources more clearly; anyone that previously exited in 2021 and it never made it to an agenda.

Ms. Brogan thanked Ms. Murphy for the job fair. The enthusiasm that she saw among the administrators was positive and it is a great start. She thanked Ms. Murphy on the new improved chart of information. It will help her and hopefully everyone else to follow along with the people who are going in and out on family leave.

Ms. Murphy stated if the board is open to the change in format of the Human Resources section they will update and test it so that it is more readable.

Ms. Brogan thanked Ms. Murphy for the document she provided the Board identifying the vacancies. That is the information that they were looking for.

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
RHS Student Activity Account	\$89.99 (gift in kind)	A gift in kind of a spinning dry erase wheel.	N/A

RHS Student Activity Account	\$23.99 (gift in kind)	A gift in kind of string lights	N/A
RHS Student Activity Account	\$310 (gift in kind)	A gift in kind of three storage containers.	N/A
Orchard Home and School Association	\$8,000	To be used for flex seating (student floor seating).	20-025-100-610-00-03-003-004
Orchard Home and School Association	\$14,000	To be used for 2022-2023 field trips at Orchard Elementary School.	20-025-100-890-00-03-003-005
The Blauckbaud Giving Fund	\$200	To be used for a charging station in the Ridgewood High School campus center.	20-023-100-610-00-10-010-003

ii. **Approval: Additional 2022-2023 School Year and Extended School Year Non-Budgeted Out-of-District Placement**

The Ridgewood Board of Education upon the recommendation of the Superintendent of Schools, approves the 2022-2023 Out-of-District non-budget tuition placement as listed below.

Extended School Year Out-of-District Placement	
School	# of students
David Gregory School, Paramus	1
Regular School Year Out-of-District Placement	
David Gregory School, Paramus	1

iii. **Approval: 2022-2023 Regular School Year Received Tuition Students from Other School Districts**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the received tuition students from other school districts that pay tuition for the 2022-2023 school year as listed below.

<u>2022-2023 School Year Received Tuition Students</u>		
Home District	School Attending/Program	# of students

Emerson Board of Education	Benjamin Franklin SAIL	1
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Ms. Brogan moved approval of E. Finance.

Mr. Dani seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Kwak read the donations into record and thanked the responsible parties.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA Dr. Fitts

A. Approval: Continuation of LLD Programs at Hawes

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the continuation of LLD Programs at Hawes. No additional costs will be incurred by the need for this approval.

The Board has received background information.

B. Approval: Agreement with GPC, Inc for Masonry Time & Materials

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the award of the Masonry time and Materials Bid Contract to GPC Inc., 20 East Willow Street, Millburn, New Jersey 07041 as the lowest bidder.

At an hourly rate of \$120 for mechanic, journeyman and \$60 for the helper/laborer. This rate applies when authorized for contractual work with an estimate of 300 hours per year, per bid.

The Board has received background information.

Ms. Kwak moved approval of Resolutions and Motions not in Consent Agenda.

Mr. Dani seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan questioned if item B is for time and materials for masonry work that may happen, need to be done in the district.

Mr. Bisig stated that is correct, there are no specific projects that need to be done at this time.

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by

Ms. Brogan.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Sept 13	Columbia Bank On-Line	107349-107351	11,508.00
Sept 27	Columbia Bank On-Line	107352-107541	1,676,546.57
Aug 8	Electronic Transfer	R41214	1,051.18
Aug 8	Electronic Transfer	R41215	20.61
Sept 15	Electronic Transfer	B41219	575,825.00
Sept 15	Electronic Transfer	H41234	1,052,558.98
Oct 14	Electronic Transfer	H41235	1,094,879.83
Sept 27	Food Service	620397-620398	181,736.56
TOTAL			4,594,126.73

*checks 107501 and 107531 canceled due to printing error

Ms. Brogan moved approval of bills approved by her.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan presented the following legislature report:

In April she wrote to the legislators regarding teacher shortages asking that they support A677/S896 that would end edTPA that puts additional burden on teacher candidates and allows for educational preparation programs to evaluate a candidate's readiness to teach.

The NJ Legislature approved A677/S896, but Governor Murphy conditionally vetoed it last week. "The Murphy administration said that edTPA, would no longer be required in New Jersey, but it must be replaced by a similar test to be used to certify graduates. Shifting the burden of certifying teachers from the state to colleges and universities in their educational programs. For the most part people are looking at that as a win. Some criticism is that it will not go into effect until 2024.

To help with the teacher shortage, there is a piece of legislation that would end it for three years and then reinstate it. There has been no movement on that bill and requires further advocacy to move that. David Aderhold, the Superintendent of West Windsor-Plainsboro

schools and former President of the Garden State Coalition of Schools, continues to advocate for eliminating state restrictions that contribute to the teacher shortage, including the state's residency mandate and reciprocity limits with other states.

Another piece of legislation was providing an appropriation of \$20 million in loan reduction for tuition reimbursement for STEM teachers. Ms. Brogan argued in her letter that not only do we need STEM teachers, but there are other teachers and other subjects that we're having a hard time finding teachers in many of the specific subject areas. There has been no movement in the State, but the Federal Government loan forgiveness program is available, forgiving up to \$20,000 in student loans.

Many of the bills introduced in the Assembly or the Senate focus on teacher recruitment programs for high-poverty districts. Ms. Brogan argued in her letter that it is not only the high poverty districts that are having problems finding staff, it is also middle income and high wealth districts, that currently all districts are really suffering from a teacher shortage.

Although there is agreement that it is better for student teachers to have one year of in-classroom experience, increased from the previous six-month requirement, there are some advocates who would say that if its a one year assignment let's put a stipend or some payment behind that to help those teachers.

An article in Education Week reporting on a survey asked what teachers of color say will actually work to diversity the profession. Teachers of color overwhelmingly chose financial incentives and relief as a strategy to boost enrollment and teacher prep programs such as expanding student loan forgiveness or service scholarships.

Ms. Brogan attended a Bergen County School Board Association meeting last week, *Budgeting in Inflationary Times*. Business Administrators from other Bergen County districts presented their thoughts and strategies for dealing with rising costs in four area: transportation, energy, salaries, and insurance.

To view the entire legislative report scroll to 59:39.

Mr. Lembo reported that this is homecoming weekend. The Friday night football game will be against Wayne Hills. The RHS New Players performance of *Clue* opens on October 20. The Ridgewood PBA Food Truck Festival to benefit pediatric cancer will be held on October 9 at Veterans Memorial Field.

Ms. Kwak provided an update on the Superintendent search process, a robust conversation was conducted with Hazard, Young, Attea & Associates. The parameters for the focus groups and online survey have been identified.

Ms. Kwak commented on the School Board Association meeting. There was a lot of discussion on the teacher shortage and the sense was that districts are competing with each other and it has become very difficult in this environment. The membership of BCBSA, there is a legislative arm and they are hoping that the representatives can provide some more coordinated efforts so we don't end up competing for the same limited talent pool.

Ms. Kwak thanked Dr. Fitts for adopting her recommendation to have the special services director be part of the executive team.

Mr. Mahmoud announced that there will be more details posted on the website soon about the official process. There will be a lot of opportunities for all stakeholders to be engaged.

The Board discussed the School Board Association discussion regarding the teacher shortage/staffing. To view this portion of the meeting scroll to 1:16.

XII. BOARD COMMITTEE REPORTS

None at this time.

XIII. DISCUSSION ITEMS

Ms. Brogan requested to discuss as a follow up to the FYI and asked Dr. Fitts to elaborate on the world language teacher. She asked if he needed something from the Board or was he looking to begin a conversation.

Dr. Fitts replied that he is suggesting that he would really like to proceed and get the go ahead and continue to explore and would be most appreciative if they were to give the nod.

Mr. Dani stated that before Dr. Fitts proceeds he has several questions that he forwarded in an email about two months ago and then at the last meeting and would like to get the answers forwarded to the Board.

Dr. Fitts will dig that up and get answers for Mr. Dani. He advised the Board that if they have questions to send them to him so he can explore them.

Mr. Mahmoud added that in reference to the world language teachers, the board had originally approved it when Dr. Gorma put it forward, then when all the feedback about the aid situation, we put the money towards the aid increase to remedy that problem.

Mr. Dani is questioning where the money is coming from, the taxes are going up by 2% and the expenses are going up more than 2%.

Ms. Brogan's second discussion item is the surplus from last year's budget. They have gotten some recommendations from Scott and Dr. Fitts in terms of where that money might be placed. Are we holding off on discussing that until we get the final audit numbers?

Mr. Dani added that from his perspective, he has asked what the final number is. He's confused because he asked Dr. Fitts that for years those resolutions were done in June, and why is it not done yet? There was one recommendation but that was also that it is a tentative number, so he doesn't understand why it wasn't done in June. Every year since

he's been watching board meetings it's done in June.

Ms. Brogan added that the last time they received the unaudited figures was on September 12. Following up on that, is this something we're going to discuss or hold now because we haven't done anything yet, or hold until we have the audit done which is probably at the end of November..

Mr. Bisig is anticipating early to mid November.

Ms. Kwak asked if we can have the surplus decision that normally happens in June. She does not think that they are dependent on auditing statements because the language allows for some flexibility.

Mr. Bisig stated that you got the finance meetings now, and up to the board what you want to do.

Ms. Kwak added that at previous finance meetings they have not had that discussion.

The Board continued to discuss the surplus figures and capital projects. To view the entire conversation scroll to 1:22.

Ms. Brogan's third discussion item, she asked if Ms. Kwak had an opportunity to follow up with Matt Lee to see about the evaluation report.

Ms. Kwak stated that she indicated before that it is not mandatory and she does not know which one Ms. Brogan is talking about.

Ms. Brogan stated its the evaluation that the Board completed in the spring that then goes to New Jersey School Boards and they put a report together and then bring it to the Board.

Mr. Dani stated what he has seen is that Matt Lee comes here and praises the Board members that they are doing a great job or each Board member talking about each other. He does not think we should do this public.

Ms. Kwak stated that he is welcome to come back.

Mr. Dani stated that its the board saying how the board members are doing and it is a waste of time.

Mr. Dani's discussion item, since the Middle School state assessment reports came out he received calls and met with several parents who are concerned. He requested Dr. Fitts at the next meeting they have a presentation which tells us our root cause analysis for why did we go below the state average this year and what are we going to do to fix it.

Ms. Poelstra stated that we have to do the State Assessment report that will take place on October 17 which includes all the NJSLA testing in ELA, math and science as well as the DLM, access for L's and other pertinent information that we need to share that are

part of the requirement for the State. That will take place on October 17.

Mr. Dani stated what we generally share is the report with the data, what he is specifically requesting is the root cause analysis of why this year we are below the state average in only one subject area.

Ms. Poelstra stated that is also a natural part of the report, to identify areas of growth, recommendations for next steps and how we're going to achieve that, so that will be included in the reports as well.

Mr. Dani requested from Dr. Fitts that it should not be club with everything, we need a specific few minutes on that one which is below the state average.

Mr. Lembo asked Ms. Poelstra that with that recommendation he is thinking a flip flop, if we see a large growth where we have students that are excelling too, is there a way to know.

Ms. Poelstra added that it has been a while since we've done a state testing report. The way that the state testing report works is that the State gives a template that you look at the data over time, so we go back and we look at three years worth of testing data. In the report Ms. Poelstra will present how we did in 2017-2018 and 2018-2019 and then how we did on the most recent NJ SLA and we show the trends of growth and where we've had some declines across every grade level in every subject area. We show the number of students who tested, the rate of participation. It's been a while since we've done that report, it tends to be quite lengthy but we will share all of those data points. There are some places where we have continued to do very well and there are other places that are areas of concern, she will agree but we can also look at that in light of how those State averages have changed also. Even when sometimes there may have been a decrease at the State. We will present all of that data to the Board.

We look at how questions are aligned with certain standards and then we examine those against piecing of our courses sometimes the order of our units of topic and the supervisors are hard at work digging into those results. At the elementary level, we have the good fortune of also looking at those link-it scores next to our NJSLA, we're in the midst of also doing start strong right now so our kids have received a lot of assessments and we have many data points in addition to our own internal assessments that are really providing us with information about how our students are doing and with the level of sophistication of some of these tools we can drill right down to look at where our kids are really struggling, we can have our staff notice a pattern and trends and then teach to those areas that are identified.

XIV. ACCEPTANCE OF MINUTES

- August 29, 2022 Executive Session Meeting
- September 19, 2022 Executive Session Meeting
- September 19, 2022 Regular Public Meeting

Ms. Kwak tabled the executive and regular session meeting minutes for September 19,

2022..

Ms. Kwak made a motion to accept the August 29, 2022 Executive Session minutes, There was no second to the motion.

Ms. Kwak asked for an all in favor vote, they were unanimously approved.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

Janet 487 Dorchester Road, she appreciates hearing the world languages being brought up and the initiative to look at that. It was at the September 12th meeting when that was discussed last. She is trying to say it without saying who said things, It was mentioned that looking into streaming services and it was mentioned that this is actually more expensive and so therefore the justification was that we shouldn't do streaming, we should do in person because it was less expensive but she just wanted to say regardless of the expense, she hopes you will prioritize in person instruction. We have a diverse community and it would be wonderful if we had more than one language taught in our schools, but if we have to start somewhere with one language in person versus a streaming service that can bring in a dozen languages, she hopes the Board will follow the ample guidance and evidence that in-person instruction is preferable for young children to learn a language and that once they learn one language it makes it easier to learn any language after that. We're talking about kindergartners having World Language instruction and so she really does hope the emphasis will be on hiring in-person teachers. She didn't hear anything about physical education, she hopes that the board has some discussion of this and response to her question as to why we are not meeting state laws with regard to the 150 minutes minimum of physical education and wellness for our students. It was mentioned tonight that Dr. Gorman brought the budget in May requesting the three World Language Teachers also noting that we're not meeting state standards in physical education and the decision was made to prioritize paying aides which is wonderful, she agrees that we should prioritize paying aides but she disagrees at the time and she disagrees now with the logic that we then have to cut from the elementary schools other things that are designed to meet minimum standards. We have a 121 million dollar budget, she doesn't understand why it was out of order her to mention salaries when they're public information. We talk a lot about aide salaries and there's a lot of discussion about cutting one thing from an elementary school to fund another, cutting world language or cutting physical education in order to fund aides. Her position is that we should not be doing any cutting from those areas which are designed to meet minimum standards for our elementary students. There's a large budget, it's public information where our money is being spent, we talk a lot at the Board about reducing inefficiencies and things like that but she doesn't hear any actual discussion of where we're reducing inefficiencies or where the money is coming from, all she hears is we need more money for aides so we can't do world language or we can't do physical education and she disputes the logic and she would like to see more emphasis given to providing basic requirements for elementary school students and not making this false argument that we need to cut world language or physical education or pay for aides. We should be able to do all three

and she would like to see more emphasis placed there.

Peter Maltin, 294 West End Avenue, it was great to hear some discussion in regard to World Languages, he does not believe that since the presentation there has been discussion about PE, hopefully that is also going to be discussed further in terms of resolving hours for PE and it sounds like you have some data in regards to some of the aids staffing and that's great to hear. It sounds like that is data you're starting to get hopefully we'll hear some more about that during the next few meetings. Thank you for the State updates in regards to what's going on and one of the questions/comment from the Bergen County meeting that a few board members have attended. He has mentioned this before. Has anybody actually done an analysis of what it will take to attract a larger pool and in this discussion at the State level we're not going to be able to possibly go across border and you know waiting for the State, whoo knows how we are able to resolve this and he mentioned a few meetings ago that Amazon Fresh and Paramus in the heart of Bergen County pay 20 something dollars with benefits and with days off. That wasn't the case many years ago. Is it that what he's said many times do we just have a math problem at all these places because we need more money and we need to ask for more money because of the general environment that people are getting paid more offered benefits and we can't compete with that with the budget that we have which we have a large budget but if that's not the case we need to ask for more money. Tonight it was discussed during that meeting how many things are going up 15, 20 something percent and we're in a situation where we're raising at two percent on taxes and we get three percent from the State, the math doesn't work. It's going to fail, what's the foresight in regards to that and the ESSER funds are going to come off so certain things are going to come back in or will it be a conversation item and we need to figure this out and not just say it's everybody's problem and it will be great if the county came to us with something, but some type of analysis needs to be done on how we can attract more people into the pool. because the pools need to be bigger it needs to be bigger for everybody, but how do we solve this so we can educate our children and not just say it is a problem? He knows you are trying to do some salary increase and some changes and it's great but what actually will attract people and he thinks that's important thing that needs to be analyzed. When Dr. Gorman was here the class size analysis is that something that the board received? Generally is there a list of items from the administration that the board is waiting for? There are a few things last year that for months didn't come in and he brought up a few times during meetings. Hopefully you are staying on top of that list. It was mentioned a few meetings ago possibly adding more intramural sports through the town, we haven't heard more about that so he was wondering if that's been a discussion item.

Nicole Coppola, 243 Brookside Avenue, her son is in the Rise program at Ridge. Last meeting she came to speak on behalf of the aides and support staff in the district and in keeping with the same mission tonight she'd like to address the board again as well as the general education parents in the district who may believe that this issue is simply a special education issue. Over the past two years he has had the privilege of watching our children interact with one another and she's here to tell you that what you already know, your kids are incredible, the love and acceptance and kindness that all of our kids show one another is really inspiring. Our children learn so much from yours and vice versa. Please know that we special education parents want all of our children have every opportunity and enrichment available to them. We join in cheering for your children at

soccer games knowing that ours may never kick a ball, we donate to every single school fundraiser including outdoor libraries fully aware of the fact that our children may not read a book and we share in your joy when we watch your children in school plays knowing that ours may never speak a word. I don't believe it's a coincidence that the program that educates the most vulnerable children in the district is called Rise. We Rise together and tonight she asks every single parent in the district to please join their voice and communicate to the Board that advocating for our support staff is not simply a special education issue but a community issue. We Rise together.

Laura McKenna 861 Bingham Road, she is a special ed parent as well as a parent of a former high school student, AP Varsity sports student. She's parented on both sides of the spectrum here in Ridgewood and she knows the importance that aides, what the services and support they offer our special education services. This problem has been going on for months and every day that a special ed student doesn't have an aide that is a day that the student cannot access the learning. That's another day where they may be stigmatized by their peers for inappropriate behaviors that could be controlled with an aid, it's another day where they feel bad about themselves because they can't work at the same level as their peers and this has been going on for months. This has got to be a priority and the other issue we talked about staff shortages for teachers. Education week did a breakdown of where the problems are, it's not in english and social studies. We have plenty of english and social studies student teachers. We don't have special ed teachers. That is the number one area where there are shortages right now. We can try and attract these special education teachers and we could do it two ways with bonuses and salaries but we could also assure that the teachers are working in great conditions in great classrooms in classrooms with windows for example that shows the respect that we offer special education teachers in Ridgewood. That would be a great way forward. Also, special education is important and parents in town like her may have one student in an AP class and another student in a Rise class. Our kids need help.

Mr. Dani asked Dr. Fitts if we can add something on the agenda that gives an update to the Board at every meeting about how many open positions we have and for how long. IF something is open three days ago, it is something that may not be a big deal because that will be filled but do we have open positions that are not filled for a long time?

Dr. Fitts answered that they can develop a chart with this data and he would welcome you sending in your requests to him so that he can try to design this to provide you with this data in a uniform format.

The Board discussed the staffing data they would like to receive natural turnover versus prolonged shortages. To view this portion of the meeting scroll to 1:52

Ms. Kwak announced that we will be preparing for QSAC State monitoring as one of 27 school districts in Bergen County who are in the rotation.

Ms. Kwak addressed the budgeting question and why there's a sense that some of our needs cannot be addressed in this budget cycle. Our budgets are set and approved months ago before the start of the school year when we used to vote, there would be part

of the april vote, the public used to be able to vote at that time, on what you'd be approving would be the budget. That would be in this cycle, so there's a part of a timing issue because inflation has only kept up. Meanwhile, we've established and put in a budget that doesn't take into account all the incredibly high costs that we still need to meet. She's talking about transportation. One school district at that meeting had 124 percent increase in transportation, you can't cut a bus. These are real challenges that school districts face and we've been fortunate and try to manage it as best as possible. It is a fixed pie, and it sounds like a lot of money but its already firmly allocated and those costs have only increased above and beyond what anybody has anticipated.

By statute we are only able to raise two percent in taxes, but our costs are major costs that have gone up in double digits. They ask for awareness of that dynamic, the difficult operating environment that we're in and its not that we want to make cuts. Its that they are trying to manage the funds that we have allocated for this school year and not impact programming.

XVII. ADJOURNMENT

At 8:57 p.m., on a motion made by Ms. Kwak, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development

BOE Date	10/3/2022			
Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Rebecca Turano	UMass Amherst Counselor Update & Breakfast UMass Amherst Hackensack, NJ 9/13/22	Professional Development	\$0.00	0
Alexandra Roberts	NYU Counselor Open House New York University New York, NY 9/23/22	Professional Development	\$0.00	0
Mark Ferreri	Fall & Spring NJ Social Studies Supervisor Association Meetings New Jersey Social Studies Supervisors Association Rutgers (9/29) and Monroe (4/27), NJ	Professional Development	\$71.26	0
Christina Lee	AP Chinese/Virtual Collaboration NJ WL Supervisor Group Virtual 9/30/22	Professional Development	\$0.00	0
Michael Mitchell	NJ Basketball Coaches Clinic New Jersey Basketball Coaches Association (NJBCA) Oceanport, NJ 9/30/22	Professional Development	\$0.00	0
Melissa Miller	BCSCA K-8 Cohort Meeting Bergen County School Counselor Association TBD 9/30/22	Professional Development	\$0.00	0
Rae Wine	IMSE Training Institute for Multisensory Education Virtual 10/3/22, 10/7/22, 10/10/22 and 10/14/22	Professional Development	\$1,275.00	0
Robert Krokus	Montclair Art Museum Tour for Educators-Field Trip Preview Montclair Art Museum Montclair, NJ 10/7/22	Professional Development	\$0.00	0.5
Erika Pifher	Montclair Art Museum Tour for Educators-Field Trip Preview Montclair Art Museum Montclair, NJ	Professional Development	\$0.00	0.5

	10/7/22			
Jessica Roth	Montclair Art Museum Tour for Educators-Field Trip Preview Montclair Art Museum Montclair, NJ 10/7/22	Professional Development	\$0.00	0.5
Christina Chicas	Montclair Art Museum Tour for Educators-Field Trip Preview Montclair Art Museum Montclair, NJ 10/7/22	Professional Development	\$25.92	0.5
Lindsay Mitchell	Beyond Bias NJ State Bar Foundation New Brunswick, NJ 10/12/22	Professional Development	\$33.22	0
Anthony Orsini	2022 NJPSA/FEA/NJASCD Fall Conference: Honoring Courageous Leadership New Jersey Principals and Supervisors Association (NJPSA) Atlantic City, New Jersey	Professional Development	\$522.40	0
Amanda Valeri	Developing Group Person-Centered Planning in Classroom Settings Boggs Center on Developmental Disabilities Virtual 10/14/22	Professional Development	\$0.00	0
Elizabeth Macri	The Thirty-Seventh Annual Fall Conference: A Kaleidoscope of Experts on Key Issues in Literacy New Jersey Branch of International Dyslexia Association Virtual 10/14/22 and 10/15/22	Professional Development	\$175.00	1
Kim Casey	The Thirty-Seventh Annual Fall Conference: A Kaleidoscope of Experts on Key Issues in Literacy New Jersey Branch of International Dyslexia Association Virtual 10/14/22 and 10/15/22	Professional Development	\$175.00	1
Kate Killby	Emotional Regulation Supports in Today's World Cornerstone Day School West Orange, NJ 10/18/22	Professional Development	\$14.21	0
Cindy Lora	Autism NJ Annual Conference Autism NJ Atlantic City, NJ 10/20/22 - 10/21/22	Professional Development	\$781.72	0

Melissa Miller	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	0
Sarah Junta	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Jennifer Gellman	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Patricia Rosenfeld	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Alicen Marchioni	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Michele Kiely	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Ty Coffey	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Marissa Madison	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Kelly Letavish	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Amy Carrera	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Elizabeth Macri	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Kathleen Finnegan	Zensational Kids Training Zensational Kids Ridgewood, NJ	Professional Development	\$300.00	0

	10/21/22			
Gila Elbaum	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	0
Alexandra Kowalski	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Stephanie Auer	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Jessica Lintner	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Erica Hoff	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Jamie Woods	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
James Beyer	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Deanna Dino	Zensational Kids Training Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Colleen Gervolino	Just school. Just growth: The path to student agency-Intersection of SEL & trauma TMI Education Mahwah, NJ 10/21/22	Professional Development	\$0.00	0
Steven Gross	Just school. Just growth: The path to student agency-Intersection of SEL & trauma TMI Education Mahwah, NJ 10/21/22	Professional Development	\$0.00	0
Peter Kay	Basic Life Support (BLS) Instructor Recertification Lifesavers, Inc. Fairfield, NJ 10/21/22	Professional Development	\$84.00	0

Kathleen Acosta	The NJALC Fall Symposium 2022 New Jersey Association of Learning Consultants Virtual 10/21/22	Professional Development	\$180.00	0
Kim Casey	Conquer Math - Year 1, Grade 5 Conquer Mathematics Pompton Plains, NJ 10/21/22, 12/1/22, 1/5/23, 2/1/23, 3/6/23, 3/30/23	Professional Development	\$1,020.00	6
Mark Ferreri	NJCSS Annual Conference New Jersey Council for the Social Studies Piscataway (Rutgers), NJ 10/25/22	Professional Development	\$123.11	0
Mary Ferreri	BCPSA Breakfast Bergen County Principals & Supervisors Association Hackensack, NJ 10/27/22	Professional Development	\$0.00	0
Laurie Main	Lifeline Intervention Training Lakeview Learning Center Virtual 10/28/22	Professional Development	\$0.00	0
Megan Galanti	Lifeline Intervention Training Lakeview Learning Center Virtual 10/28/22	Professional Development	\$0.00	0
Gila Elbaum	Lifeline Intervention Training Lakeview Learning Center Virtual 10/28/22	Professional Development	\$0.00	0
Kerry Posillico	Conquer Math Grade 2 Algebraic Thinking and Geometry: Measurement & Data Conquer Mathematics Pompton Plains, NJ 10/28/22 and 4/21/23	Professional Development	\$340.00	2
Stefani Giganti	American Council of Teachers of Foreign Languages (ACTFL) 2022 Convention American Council of Teachers of Foreign Languages (ACTFL) Boston, MA 11/18/22 - 11/20/22	Professional Development	\$1,713.50	0
Deidre Azzopardi	Autism De-Escalate Meltdowns and Defuse Explosive Behaviors in Children and Adolescents PESI Kids, Inc Parsippany, NJ 11/16/22	Professional Development	\$235.48	0

Craig Bunzey	2023 Mohegan Sun World Softball Coaches' Convention (WSCC) World Softball Coaches' Convention Montville, CT 1/14/23 - 1/15/23	Professional Development	\$582.00	0
Megan Galanti	Hot Issues in Special Education Law TMI Education Virtual 2/2/23	Professional Development	\$0.00	0

The total cost for these conferences is \$13,352. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$54,250 leaving a balance of \$145,750.

The total cost of substitutes for these conferences is \$4,350. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$16,050.

FIELD TRIPS FOR APPROVAL

October 3, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
9/19/22	GW	Camp Shiloh, Hewitt, NJ	107 6th Grade Students	10	1 Sub Nurse	\$200	\$200	Yes	Yes
9/20/22	GW	Camp Shiloh, Hewitt, NJ	107 6th Grade Students	10	1 Sub Nurse	\$200	\$200	Yes	Yes
10/11/22	RHS	"President's Own" US Marine Corps Band Concert, Carnegie Hall, NY, NY	46 RHS Band Members	6	0	0	\$0	No	Yes
10/20/22	Travell	New Players Presents Clue, Ridgewood HS, Ridgewood, NJ	193 3rd, 4th and 5th Grade Students	20	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	No	Yes
10/14/22	RHS	Tenement Museum and Ellis Island, New York, NY	28 American Studies AP Research Students	2	0	0	\$500 (Bus)	Yes	Yes
10/14/22	BF/RHS	Pumpkin Picking Social Trip, Demarest Farms, Hillsdale, NJ	19 BF Middle School RISE & SAIL, RHS PREP Program Students	15	0	0	\$375 (Bus)	Yes	Yes
10/17/22	Ridge	Social Service Association of Ridgewood, Ridgewood, NJ	93 3rd Grade Students	13	0	0	\$0	Yes	Yes
10/21/22	RHS	Geraldine R. Dodge Biennial Poetry Festival, NJPAC, Newark, NJ	33 ELA Students	7	0	\$0	\$450 (Bus)	No	Yes
10/25/22	Ridge	Ridgewood Public Library, Ridgewood, NJ	93 3rd Grade Students	15	0	\$0	\$0	Yes	Yes
10/26/22	RHS	DECA Chapter Officer Leadership Training, Kean University, Union, NJ	20 DECA Members	2	0	\$0	\$0	Yes	Yes
11/4/22	Somerville	Meadowlands Environmental Center, Lyndhurst, NJ	63 4th Grade Students	10	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	No	Yes
12/9/22	RHS	Dia Beacon, Beacon, NY	40 AP Studio Art I and II Students	4	0	\$0	\$0	No	Yes

12/14/22	Ben Franklin	Broadway Bound Trip, Stephen Sondheim Theater, NY, NY	51 Middle School Students	4	0	\$0	\$0	Yes	Yes		
3/28/23	Orchard	Ellis Island Performance, Mayo Performing Arts Center, Morristown, NJ	68 3rd Grade Students	15	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes		
4/12/23	Orchard	Liberty Science Center, Jersey City, NJ	62 2nd Grade Students	23	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes		
5/31/23	Orchard	Marsh and Ocean Enviornments, New Jersey Sea Grant Consortium, Ft. Hancock, NJ	52 4th Grade Students	4	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes		

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
11/11/22 - 11/13/22	RHS	DECA Power Trip, Washington, D.C. and Arlington, VA	30 DECA Members	2	2	\$800	0	0	\$2,600 (\$1,800 - Bus and Driver and \$800 Chaperones)	Yes	Yes

October 15, 2022 PSAT Proctors**Administrators - Hourly Salary Rate - not to exceed 20 hours ea**

Sean	Lynaugh
Andrea	Watson

Proctors - \$40.17/hour - Not to exceed 6 hours each

Christine	Anderson
Giselle	Batista
Ariana	Bray
Natalie	Cardillo
Stacy	Contreras
Jennifer	Donovan
Maura	Eidschun
Jamie	Faccione
Brenda	Filipe
Rosemary	Fossari
Patricia	Hans
Dana	Kneis
Gina	Minichini
Tara	Montelbano
Kathleen	Moran
Zsuzsanna	Nagy
Christal	Ojea
Alexander	Paspalas
Andrew	Paspalas
Theresa	Ross
Amanda	Valeri
Michael	Yannone

Extended Time Proctors - \$40.17/hour - Not to exceed 8 hours e

Nancy	Reilly
Chris	Reilly
Colleen	Contreras
Alex	Escobar

Administrative Assistants - \$40.17/hour - Not to exceed 6 hours ea

Jackie	Altomare
Donna	Antonellis
Ann	D'Amico
Maria	Fernandez
Lori	Lansey
Lori	Schmarak
Lesley	Whyard



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on October 17, 2022 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Visitors:

There were approximately 3 visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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. Student Representative Report

- Ava Martin, Ridgewood High School

Ms. Martin presented the following report:

The Homecoming Football game was a great win with a score of 35 to 7 against Wayne Hills. Members from Jamboree performed the National Anthem, the Marching Band put on a great Pre-Game Concert, and the Cheerleading team hosted young Ridgewood Cheerleaders to join them on the sidelines.

Saturday, the 22nd, the Marching Band is looking forward to the US Bands Competition, which will be held at Ridge High School. And the Varsity Football team is playing Ramapo Highschool this Friday.

The Boys Varsity soccer team has won two county games so far as the 3 seed in their tournament. Tomorrow they are playing Paramus at East Brook Middle School. Girls

Varsity soccer is undefeated right now, and had their semifinals against Ramsey yesterday.

Project Interact, a club at RHS, ran an Access for All fashion show event for children with disabilities on Saturday, October 8th. On the 9th they helped run the town Octoberfest event where they assisted with games for children and food service. Also on the 9th they assisted at the food truck event in town which raised money and awareness for pediatric cancer. The event was put on by Ridgewood Police Officer Kevin McKeon and his family. It was well attended by over 5,000 people.

In October, RHS administered the SAT on the 1st, the PSAT on the 15th, and will be having the ACT this Saturday on the 22nd.

Last Monday, Mr Appel and Mr Dolby organized a zoom meeting between five RHS students, and 10 students from a high school in Malawi. With the Malawi students we discussed how Covid has impacted each of our lives and what we can learn from it. It was a very unique experience.

Last week the Highschool administered the New Jersey Start Strong Assessments. On Tuesday there were tests for the 9th and 10th grade students, on Wednesday for Algebra 1 and 2, and Geometry students, and on Thursday there was science testing for the Seniors and Freshman. The assessments took place in the first two hours of school from 7:45-9:45 am.

Thursday October 20 will be the opening night of the New Player's production of "Clue." Before opening night on Thursday, the New Players are hosting Travell students to preview the show during the school day. There will be performances of "Clue" on Thursday, Friday, and Saturday.

V. COMMENTS FROM THE PUBLIC

Deborah Steinbaum, 295 Grandview Circle, parent of two high school boys and currently the founder and leader of the start school later chapter for Ridgewood. She is a local pediatrician among other things, she's here today specifically to talk about a meeting tomorrow and she provided all the members of the Board of Ed and Superintendent Fitts with the flyer about it. Its entitled implementing health school hours to prioritize student well-being. Its a free webinar and it is actually open to anyone from the public. The point of this webinar is to provide people with the opportunity to hear from districts that have already implemented later school start. It features three speakers from successfully integrated districts, including Ken Batchelor who's from the Radner District in Pennsylvania. Michael LeSousa who is from Chatham, who just implemented later school start this year on a very rapid timeline and Jessica Baxter who was formerly Princeton and is the Principal at Randolph High School. All three of them have incredibly valuable experiences about how to navigate this web of challenges, but she's heard them all they're fabulous speakers and she thinks they universally say that changing school start times has been a tremendous asset to their school communities and they would advocate for people doing it sooner rather than later. It also features Bert Mandelbam who heads up our New Jersey American Chapter of the American Academy of Pediatrics committee. There's description on here but they really want to discuss

challenges that Districts face in implementing change. The point of all of this is that our kids need to be the priority, there's no disputing the science that when schools start later children get more sleep despite what people may have heard in anecdotes its actually been shown scientifically that children do better with mental health, physical heal, they're safer with less car accidents and they also do better in sports with less injuries and improve performance. To close, she's going to tell you about three interactions she's had in the past two days. Starting Saturday she saw a member of our community who came up to her and said Deb, I have to tell you that she's been telling her daughter she needs to watch you and look at you and look up to you. You're the one who is fighting to do this to get the school start times changed. Kids know what they need and we need to listen to them. The second thing she's going to tell you about is an 18 year old she saw today and she discussed sleep with everybody and they talked about how she's fatigued a lot and she's not getting enough sleep and she mentioned drowsy driving which is a major source of accidents and injuries in our community and in the whole country, and she said she is really tired and she's scared of driving. Now its out there and we need to educate kids how to be safe with this. The third interaction she had was with a set of twins today who are in fifth grade going through puberty and they're starting that change in sleep phase that we've discussed where they go to sleep later and aren't getting enough sleep and we talked about the fact that middle school things get earlier. One of the girls who's very anxious broke down in tears because of the fact she's gonna have to get up earlier next year and won't get enough sleep.

Lee Warren, 140 Washington Place, her kids are through the system and she doesn't have any more here, she prepared a long thing that she read to a friend who said that she was mad. She said she's not mad, she's disappointed in you all and you are so lucky to have this young lady here to tell you what' going on at the high school but you missed your opportunity and she doesn' understand why one of the biggest fundraisers that gives most to our schools is the Ridgewood Education Foundation. They had their biggest and maybe only fundraisers on Saturday night and she would like to thank Ms. Brogan for showing up with her husband because you were the only one from the Board that was there. They give to our kids. She teaches in New York City, no one raises money for them and gives all of our kids chromebooks. What would it be like for our kids without REF providing them chromebooks during the pandemic and yet we can't seem to show up and be thankful for the one fundraiser they have. You were all invited, you don't have to stay the whole time but she thinks we need to make a better effort of showing up and being grateful when people are giving us money for our schools because they're one of the only ones that do it and we can't expect these people to keep on showing up and raising thousands of dollars for our schools if we're not there during their one night to say thank you, this is so wonderful, thank you. She gave up her time. She was an auctioneer, she doesn't have a kid in a school but she knows they do so much for our schools and she thinks if we all just start thinking about that where should we be showing up, show up at a football game, go to a new players sing, go to the different functions that the schools have. We can't go to every single one but you could all get on the google classroom. It's on group sport, you should all be on that. She'll never forget going to her first new player's show a few years ago, 11-12 years ago. She went to that and then to a lacrosse game that night and she was like you're not going to believe the talent that we have here. It's not just on our fields, it's inside. Go listen to one of the debates, go talk to the kids, its is amazing and then this work won't seem that maybe the bickering will end and you'll be able to discuss things because you'll realize how much this means to these kids.

Jamie Davis, 204 Avondale Road, she is one of the parents who had spoken a couple of meetings ago about the issue with aid compensation and she just wanted to call to say a positive note. We often come to meetings to say what's going wrong but she just wanted to report that she's had lots of wonderful conversations with other parents with many of the aides with members of the Administration and including Mr. Mahmoud, Board of Ed at the LSHSA meeting recently. She wants to thank the administration for what they have done so far in giving the message that this is something that they care about and she wants the board to know that's the message she's been getting and she's come to understand through all these conversations how important it is to have a solid plan that you as a board can consider and hopefully approve and she's speaking to you all tonight just to let you know that this issue is still live, its still a priority for many parents and staff and she urges you to keep it top of mind and just wants you to stay tuned hopefully for another meeting soon when there will be something to present to you that could work for you and for everybody. She continues to be as helpful as she can for that process.

Ms. Kwak addressed the one comment about the Ridgewood Education Foundation is one of many generous entities that donate to the district. There are also HSA's, there also 501C3 organizations, so she encourages you to donate there as well. She wants to say that she has donated by example, she's donated \$1,000 to Somerville HSA. You can always lead by example, you're absolutely correct, so she encourages you to donate. We appreciate every dollar, thank you.

Mr. Lembo agrees, he got a ticket and gave it away. She's sorry that she missed you but she sent someone else for her ticket. There's many opportunities.

Mr. Dani confirmed with Mr. Lembo, when he was board president the Ridgewood Education Foundation said they no longer need Board representation two year ago. When one of these board members was appointed as a liaison, they said we don't need a liaison.

VI. PRESENTATIONS

A. State Assessment Results

➤ Stacie Poelstra

Ms. Poelstra reviewed the state assessment results for the following: New Jersey Student Learning Assessments (NJSLA) - Mathematics, English Language Arts (ELA) and Science, ACCESS for ELLs, and Dynamic Learning Assessments (DLM).

Based on the data analysis, curriculum strategies and targeted interventions were shared. Additionally, resources for parents were explained and can be found in the PDF of the presentation that is posted on the district website.

The Board discussed the results and the proposed interventions, curricular changes and assessment changes to ensure that students are meeting grade level expectations in the future.

To view the full presentation scroll to 19:53.

VII. SUPERINTENDENT REPORT

Dr. Fitts stated that Ms. Poelstra's report is a good beginning and he thinks that we owe a debt of gratitude to the principals, vice principals, supervisors for joining them in this endeavor of looking at where we need to go and what we need to do for this group of the population. He commended the teachers for providing a robust instruction for our students and thanked them for their hard work. He thinks we can continue to disaggregate the data, we have good data that we can break down, we can grind it, find it. It is very noticeable and we want to invite the Board of Trustees to go home after a couple of days. Continue to look at this data and if you see something that you want to bring to our attention, don't hesitate to send him an email. We will look at standards to look at what the kids have not learned yet. We're going to see how we can build a model to do that. He would like to ask if there are some study guides that we can get for parents, for youngsters or time in technology and they can work independently while we work with them in schools in small groups and provide some additional hours of instruction to them if we can fit into the schedule, but not overwhelm them. He would like to ask the Board of Trustees to give them the nod to acquire the tools and to develop an additional training program for our staff to update them on the skills that they need to implement this program successfully. We will work with our leadership to make sure we are consistent across the district in terms of how parents can receive information. This is not to single out any particular child, it is that we are looking at a group or population to see how we can better help them.

The Ridgewood High School Alumni Association hosted a ribbon-cutting ceremony to commemorate the opening of the Duffield STEAM (science, technology, engineering, arts, and mathematics) Initiative on Saturday, October 8, 2022.

The School Transition & Employment Program for Student Success (STEPSS) hosted a well-attended Open House on Friday, October 14, 2022.

The district plans to continue to host on-site substitute and paraprofessional job fairs.

The late start committee meetings will get underway to develop a plan to submit to the Board. New Jersey has some new mental health grants, and the district is exploring opportunities for new mental health initiatives.

To view the full superintendent report scroll to 1:50.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts stated that the item on page 13 item vii. Authorization to Appropriate be pulled from the consent agenda because he needs more information to be provided to the Board.

Dr. Fitts presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Attendance at Conferences, as listed on

Attachment A.

Ms. Kwak moved approval of A. Attendance of Conferences

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION**i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports 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-Assessments for Determining Grades under the Anti-Bullying Bill of Rights Act and Opportunity.

The Board has received background information.

iii. Approval: Settlement Agreement SE#5/2022-2023

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#5/2022-2023 between the parents of student #905665 and the Ridgewood Board of Education.

The Board has received background information

Ms. Brogan approval of B. Administration.

Mr. Mahmoud seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Human Resources.

C. CURRICULUM & INSTRUCTION**i. Approval: Field Trips**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

ii. Approval: Professional Development Proposal from Immigrant History Initiative

The Ridgewood Board of Education, upon the recommendation of the Superintendent of

Schools, approves a professional development proposal from Immigrant History Initiative for two workshops tentatively scheduled on November 21, 2022 and January 23, 2023 in the amount of \$4,000.

The Board has received background information.

Ms. Brogan moved approval of C. Curriculum and Instruction.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Revision: Ridgewood Public Schools Salary List for the 2022-2023 School Year, approved by the Board at its meeting on May 9, 2022

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the revised Ridgewood Public Schools Salary List for all RAA and Support Staff for the 2022-2023 school year, as listed on **Attachment C**.

ii. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Long-Term Substitute						
DeVINCENZO, Kerry	First Grade Teacher	Orchard	11/09/22-03/30/23	CEAS Elementary School Teacher in Grades K-6	\$185 per day	11-120-100-101-09-03-019-000
Support Staff						
STOEHR, Angela	Registrar, Community School	Education Center	11/01/22-06/30/23	N/A	\$48,000 pro-rated	13-424-200-105-00-60-060-000 (10%) 13-422-200-105-00-60-060-000 (25%) 13-423-200-105-00-60-060-000 (25%) 13-602-200-105-00-60-060-000 (40%)

Field Placement

Name	College/ University	Placement	Supervisor	Location	Effective Date
ACOSTA, Brian*	William Paterson University	Speech (SLS) Externship	Katherine Brady	Glen/ Orchard	10/18/2022- 12/23/2022

Additional: Paraprofessionals/Lunchroom Aide for the 2022-2023 School Year

Name	Assignment	Loc	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
DeSILVA, Shalika	Self-Contained (RED)	Glen	5.75	5	\$19.25	10/18/22- 06/21/23	11-216-100-106-00-01-024-001
LAI, Yuhsiu	Instructional (REACH)	Glen	5.75	5	\$19.25	10/18/22- 06/21/23	11-216-100-106-00-01-024-001
LITKOUHI, Mehrie revision	One-to-One Health revision	Travell revision	5.75	5	\$19.25	10/18/22- 06/21/23 revision	11-000-217-106-00-06-024-001
SURIANO, Elissa	Lunchroom	Hawes	2	5	\$19.25	09/06/22- 06/21/23	11-000-262-107-00-02-002-001
SZAFRAN, Alicia	Kindergarten	Travell	5.75	5	19.25	10/18/22- 06/21/23	11-000-217-106-00-06-024-001
WILLIAMS, Shakira revision	Applied Behavior Analysis (ABA) revision	BFMS	5.75	5	\$22.19	10/10/22- 06/21/23 revision	11-000-217-106-00-08-024-001

Infant Toddler Development Center

Name	Assignment	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
YACOUB, Mayada	Teacher Assistant - Step 1	8	5	\$16.00	10/18/22- 06/30/23	62-990-100-106-00-62-060-001

Additional: Ridgewood Community School Employees - Fall Semester 2022

Name	Assignment	Account #
GALLOB, Adam	Junior Edition	13-423-100-101-00-60-060-001
LEONETTI, Olivia	Junior Edition	13-423-100-101-00-60-060-001

iii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

<u>Name</u>	<u>From FTE Assignment Loc</u>	<u>From Salary</u>	<u>To FTE Assignment Loc</u>	<u>To Salary</u>	<u>Effective Date</u>	<u>Account #</u>
DePINTO, Lauren	Crisis Intervention Counselor and District Coordinator School Based Mental Health Services, BF and RHS	\$129,976 (\$115,782 + \$300 + \$13,894) Cl. MA+45, St. 18	Crisis Intervention Counselor, BF and RHS	\$121,871 (\$115,782 + \$300 + \$5,789) Cl. MA+45, St. 18	10/03/22-06/30/23	11-000-218-104-00-10-019-000 11-000-218-104-00-08-019-000
VITALE, Erica	1.0 FTE Mathematics Teacher, RHS	\$66,467 Cl. BA, St. 5	1.20 FTE Mathematics Teacher, RHS	\$79,760 (non-pensionable) Cl. BA, St. 5	09/23/22-11/28/22	11-140-100-101-01-10-019-000
McCULLOUGH, Amanda Revision	1.0 FTE Mathematics Teacher, RHS	\$117,582 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St. 18	1.20 FTE Mathematics Teacher, RHS	\$140,739 (\$138,939 + \$300 CP + \$1,500 longevity) (non-pensionable) Cl. MA+45, St. 18	09/16/22-09/23/22	N/A

iv. Resignations

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

<u>Name</u>	<u>Assignment</u>	<u>Location</u>	<u>Effective Date</u>
Teacher			
JANNONE, Christina	Health and Physical Education	RHS	11/28/22
Paraprofessionals			
CARPENTIERI, Anthony	Applied Behavior Analyst (ABA) Paraprofessional	Ridge	10/25//22
GARICA, Aaron	Instructional Resource Room	Orchard	09/28/22
TULIPANO, Traci	Instructional Paraprofessional (REACH)	Glen	09/23/22
Fall Coach			

MARZLOFF, Scott	Assistant Cross Country Coach	RHS	12/01/22
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v. Leave of Absences

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

<u>Name</u>	<u>Assignment</u>	<u>Loc</u>	<u>Type of Leave</u>	<u>New/ Revision</u>	<u>Paid</u>	<u>Unpaid w/ Benefits</u>	<u>Unpaid w/out Benefits</u>	<u>Return to Work</u>
ADAMS, Brianna	Special Education Teacher	GWMS	Maternity	Revision	5/9/22-6/23/22	9/1/22-11/18/22	11/21/22 to 1/24/23	1/25/23
COLLINS, Carla	STEPSS Job Coach	Oak Street	Family	Revision	N/A	N/A	09/06/22 to 10/28/22	10/31/22
MACCARONE, Meghan	Applied Behavior Analyst Paraprofessional (ABA)	Ridge	Maternity	New	10/3/22-10/26/22	N/A	10/27/22 to 1/25/23	1/26/23
MAYER, Jessica	Physical Therapist	Ed Center	Maternity	New	1/11/23-3/13/23	3/14/23-6/30/23	N/A	9/1/23
WALSH, Paige	Kindergarten Teacher	Travell	Maternity	New	1/2/23-2/13/23	2/14/23-5/5/23	N/A	5/8/23

vi. Supplemental Pay Beyond Contract

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

ABA Training Completed and Certified – hourly rates from \$22.19 to \$25.64, effective October 1, 2022

- Levanti, Stamatina

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

Additional: Clubs and Activities for the 2022-2023 School Year

Name	Club	Location	# of hours	Hourly Rate	Total	Account #
Brown, Jacob Bus Driver	Pony Power	Orchard	3	\$40.17	\$120.51	11-000-270-162-00-03-003-001
Gregory-Fink, Deborah	Guitar	Hawes	15	\$40.17	\$602.55	11-401-100-101-00-02-002-001
Hiller, Ari	Squad	RHS	50	\$27.00	\$1,350.00	11-401-100-101-00-10-010-001
Kilcullen, Michael	Squad	RHS	50	\$40.17	\$2,008.50	11-401-100-101-00-10-010-001

George Washington Middle School

Revision: Co-curricular Activity Advisors and Stipends for the 2022-2023 School Year, as listed on **Attachment D** (Remuneration in accordance with negotiated Agreement; ratio is applied to the 2022-23 BA Maximum of \$94,742), approved by the Board at its meeting on September 19, 2022.

Revision: 2022-2023 Student Club Activity Advisors, approved by the Board at its meeting on September 19, 2022

- Student Club Activity Advisors for the 2022-2023 School Year, as listed on **Attachment E**.

2022-2023 Bus Supervision, Special Education Students, on as-needed basis

- **Bray, Ariana**, at an hourly rate of \$53.28.

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

Chaperones

Name	Trip Activity	Dates	Location	# of hours Days	Hourly Daily Rate	Total	Account #
George Washington Middle School and Ridgewood High School							
Bailey, David	exCELL	11/28/22-12/2/22	Disney	4	\$200	\$800	11-401-100-101-00-09-009-001 11-401-100-101-00-10-010-001
Kashmanian, Katherine	exCELL	11/28/22-12/2/22	Disney	4	\$200	\$800	11-401-100-101-00-09-009-001 11-401-100-101-00-10-010-001
Wood, Danielle	exCELL	11/28/22-12/2/22	Disney	4	\$200	\$800	11-401-100-101-00-09-009-001 11-401-100-101-00-10-010-001
Benjamin Franklin Middle School							
Cardew, Charles	Spirit Night	10/28/22	BFMS	3.50	\$25.64	\$89.74	11-000-217-106-00-24-024-001
Connelly, Molly	Spirit Night	10/28/22	BFMS	3.50	\$25.64	\$89.74	11-000-217-106-00-24-024-001

Crawford, Ryan	Spirit Night	10/28/22	BFMS	3.50	\$40.17	\$140.60	11-000-217-106-00-24-024-001
Ridgewood High School							
Aday, Douglas	PREP/STEPSS	2022-2023	RHS	30	\$40.17	\$1,205.10	11-212-100-101-66-12-024-001
Caban, Melissa	PREP/STEPSS	2022-2023	RHS	30	\$25.64	\$769.20	11-212-100-101-66-12-024-001
Crabbe, Joseph	PREP/STEPSS	2022-2023	RHS	30	\$25.64	\$769.20	11-212-100-101-66-12-024-001
Donovan, Jennifer	PREP/STEPSS	2022-2023	RHS	30	\$40.17	\$1,205.10	11-212-100-101-66-12-024-001
Eitner, Valarie	PREP/STEPSS	2022-2023	RHS	30	\$25.64	\$769.20	11-212-100-101-66-12-024-001
Florida, Sophia	PREP/STEPSS	2022-2023	RHS	30	\$22.19	\$665.70	11-212-100-101-66-12-024-001
Fridman, Yaniv	PREP/STEPSS	2022-2023	RHS	30	\$25.64	\$769.20	11-212-100-101-66-12-024-001
Gorman, Michelle	PREP/STEPSS	2022-2023	RHS	30	\$40.17	\$1,205.10	11-212-100-101-66-12-024-001
Kilcullen, Michael	PREP/STEPSS	2022-2023	RHS	30	\$40.17	\$1,205.10	11-212-100-101-66-12-024-001
Lohr, Jennifer	PREP/STEPSS	2022-2023	RHS	30	\$19.25	\$577.50	11-212-100-101-66-12-024-001
Osso, Susan	PREP/STEPSS	2022-2023	RHS	30	\$40.17	\$1,205.10	11-212-100-101-66-12-024-001
Quayum, Rebecca	PREP/STEPSS	2022-2023	RHS	30	\$19.25	\$577.50	11-212-100-101-66-12-024-001
Shore, Trey Volunteer	Connor Donohue Music Fellowship	2022-2023	RHS	N/A	N/A	N/A	N/A
Special Programs							
Caban, Melissa	Special Education Student extra-curricular activity	2022-2023	N/A	120	\$25.64	\$3,076.80	11-000-217-106-00-24-024-001
Crabbe, Joseph	Special Education Student extra-curricular activity	2022-2023	N/A	120	\$25.64	\$3,076.80	11-000-217-106-00-24-024-001
Eitner, Valarie	Special Education Student extra-	2022-2023	N/A	120	\$25.64	\$3,076.80	11-000-217-106-00-24-024-001

	curricular activity						
Florida, Sophia	Special Education Student extra-curricular activity	2022-2023	N/A	120	\$22.19	\$2,662.80	11-000-217-106-00-24-024-001
Fridman, Yaniv	Special Education Student extra-curricular activity	2022-2023	N/A	120	\$25.64	\$3,076.80	11-000-217-106-00-24-024-001
Lohr, Jennifer	Special Education Student extra-curricular activity	2022-2023	N/A	120	\$19.25	\$2,310	11-000-217-106-00-24-024-001
Quayum, Rebecca	Special Education Student extra-curricular activity	2022-2023	N/A	120	\$25.64	\$2,310	11-000-217-106-00-24-024-001

Adventure Leadership Peer Support (ALPS) Field Trips for the 2022-2023 school year, funded by donations

- Winter Downhill Skiing Trip, Dippikill Outdoor Center, Thurman, NY - January 6-8, 2023: Four chaperones, each at \$200 per night, each for two nights (\$1,600).
- Winter Cross Country Skiing Trip, Dippikill Outdoor Center, Thurman, NY - January 27-29, 2023: Four chaperones, each at \$200 per night, each for two nights (\$1,600).
- Stony Creek Organic Farms, Walton, NY, May 5-7, 2023: Four chaperones, each at \$200 per night, each for two nights (\$1,600).

Overnight Chaperones for ALPS Field Trips

Barker, Barbara	Garlasco, Casey	Knott, Ronald	Miles, Luo	Richardson, Monika
Besser, Lauren	Jannone, Christina	Mahler, Craig	Mitola, Candice	Skettini, Kelly
Beyer, James	Kase, Sean	Marzloff, Scott	Quirk, Brian	Wohner, John
Bunzey, Craig	Kay, Peter	McAlister, Erin	Richards, Caroline	

Account #11-401-100-101-00-10-010-001

Curriculum, Instruction & Assessment Elementary World Language Curriculum

- Del Orbe-Anthon, Ana, not to exceed 54 hours, at an hourly rate of \$53.33 (\$2,879.82).

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

Handle With Care Training/ABA Training

Name	# of hours Days	Hourly Daily Rate	Total	Effective	Account #
Kim, Jeongmin	11.50	\$25.64	\$589.72	9/1/22- 9/2/22	11-000-217-106-24-024-001
Maccarrone, Meghan	11.50	\$25.64	\$589.72	9/1/22- 9/2/22	11-000-217-106-24-024-001
Pena, Chelsa	7	\$32.17	\$225.19	10/10/22	11-000-217-106-24-024-001
Tozaj, Sasha	7	\$32.17	\$225.19	10/10/22	11-000-217-106-24-024-001
Revision					

Lunch Time Supervision

Name	Assignment	Location	# Days per Week	Hourly Rate	Effective Date	Account #
Otterstedt, John	Lunch Time Supervision	Hawes	5	\$25.90	9/6/22	11-000-262-107-00-02-002-001
Donnelly, James	Lunch Time Supervision	RHS	5	\$25.90	9/6/22	11-000-262-107-00-10-010-001

Professional Development Days

Name	Assignment	# of hours	Hourly Rate	Total	Effectiv e Date	Account #
Downs, Emily	Professional Development Days	6	\$42.24	\$253.44	9/1/22, 9/2/22, 10/10/22, 3/13/23	11-401-100-101-00-08-008-001
Revised						

Special Programs - Additional 2022-2023 Summer Hours

- **Barba, Alison**, not to exceed 6.50 hours, at an hourly rate of \$47.90 (\$311.35)

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

Revision of Account Numbers Approved at the August 29, 2022 Agenda**FableVision Learning Software Training - August 18, 2022**

- **Kaplan, Nancy**, not to exceed 3 hours, at an hourly rate of \$53.33 (\$159.99).
- **Staniewicz, Samantha**, not to exceed 3 hours, at an hourly rate of \$53.33 (\$159.99).

From: Account #11-120-100-101-00-05-005-001

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

vii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Aynilian, Elizabeth	Galvin, Jennifer	Lubben, Alyssa	O’Keeffe, Kelly
Bukowski, Stacey	Hazard, Debbie	Luongo, Elizabeth	Rabban, Fariba
Canone, Camille	Italia, Michele	Marcy, John	Torcivia, Anthony*
Carpentieri, Anthony	LaBarr, Maureen	McKenna, Laura	
Fischer, Susan	Lapp, Chad	Miller, Blythe	

\$150 Daily Rate

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Abstain: Mr. Dani

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

ii. Approval: Transportation Contract for 2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves the following parent transportation contracts. The contracts reflect a 1.91% CPI index which has been mandated by the state of NJ for 2022-2023.

<u>Route #</u>	<u>Contractor</u>	<u>Rate</u>	<u>Annual Cost</u>
9061	parent	15.00 per diem	\$2500 based on the actual # of days attended. Home to school only.
R7	D&M Tours	Ridge	\$45,097.20
R8	D&M Tours	Ridge	\$45,097.20
W9	D&M Tours	Willard	\$45,097.20

iii. Approval: Secretary's Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **July 2022**,

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 Interim 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 2022**; 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.

v. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **July 2022** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

vi. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the additional contracted therapist to provide special education services for the 2022-2023 school year, as listed on **Attachment F**.

vii. Approval: Additional Budgeted Out-of-District Extraordinary Services for the 2022-2023 School Year

The Ridgewood Board of Education upon the recommendation of the Interim

Superintendent of Schools approves the additional budgeted 2022-2023 regular school year out-of-district extraordinary services for the 2022-2023 school year as listed below.

Budgeted Out-of-District Extraordinary Services for Tuition Placements	
school	# of students
BCSS - Washington Elem. School, Paramus, NJ	1
BCSS - New Bridges, Paramus, NJ	1

viii. 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, 2022 as follows:

- Maintain a Fund Balance not to exceed the state mandated 4% cap of current year expenditures plus any general fund state aids in excess of amounts budgeted in accordance with N.J.S.A. 18A:7F-7;
- Plus not to exceed \$3,800,000.00 to be transferred to Capital Reserve account;
- Plus not exceed \$650,000 to appropriated in the SY 2023-2024 budget,
- Any excess above this amount is to be transferred to the Maintenance 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. Brogan moved approval of E. Finance, with the exception of viii. Authorization to Appropriate Year-End Surplus.

Mr. Mahmoud seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented IX. Resolutions and Motions Not Included in Consent Agenda.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Addendum to Hazard Young and Association Agreement

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the addendum to the Hazard Young and Association Agreement in the amount of \$3,400.

The Board has received background information.

Ms. Kwak moved approval of IX. Resolutions and Motions not Included in Consent Agenda

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Kwak stated that the addendum is for the marketing fee package two which included two ads in Ed Week and for a National Outreach program, both print and online.

Ms. Brogan stated that she hopes this does not dismiss the recommendation from their professionals to include a comprehensive background check.

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Mahmoud.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Sept 15	Columbia Bank On-Line	107542	32,291.00
Oct 10	Columbia Bank On-Line	107543-107756	2,442,095.07
Oct 4	Columbia Bank On-Line Unemployment	821121	1,876.50
Sept 15	Payroll Transfer	P41447	3,297,879.11
Sept 30	Payroll Transfers	P41451-P41452	3,429,999.06
Aug 8	Electronic Transfers	C41439-C41440	844.14

Aug 31	Electronic Transfer	L41442	246.91
Aug 31	Electronic Transfer	R41438	43,345.42
Aug 31	Electronic Transfer	F41441	12,299.21
Oct 7	Electronic Transfer	R41443	14,000.00
Oct 10	Food Service	620399-620401	125,051.56
TOTAL			9,399,927.98

Ck 107614 canceled due to print error

Mr. Mahmoud moved approval of bills approved by him.

Ms. Kwak seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan seconded Dr. Fitts' comments about the Ridgewood High School Alumni Association ribbon cutting for the Duffield STEAM Initiative, for the foods lab, television studio, and the new pieces of equipment for the maker space that totals around \$600,000 for that grant.

Ms. Brogan congratulated the Ridgewood Education Foundation for a successful Oktoberfest fundraiser.

Ms. Brogan stated that the bond referendums that were approved as of October 6 throughout the state totaled 603 million dollars.

Mr. Mahmoud congratulated Dr. Fenwick and the Special Programs Office on a successful STEPSS Open House, which involved parents, district staff, staff from other districts, and businesses that partner with the program to offer internship opportunities. Congratulations also to the LSHSA for all of the great work they are doing.

Mr. Lembo stated the Food Truck Festival hosted by the Ridgewood PBA was a huge success. Students from Project Interact helped out with the event that raised money for pediatric cancer research.

Ms. Kwak stated that we have kicked off the Superintendent search process, information can be found on the district website. We have started sending out emails and conducting focus group sessions. On our website it is highlighted above the covid dashboard and if you click on it, it will be continuously updated with information. We are in the four phase process, we are in the engagement phase with Hazard Young and we'll move to recruitment selection and the transition by July 1.

Ms. Kwak highlighted the community outreach forums:

- Thursday, October 27, 2022 - 10:00 AM: Virtual
- Tuesday, November 1, 2022 - 6:30 PM: In-Person at BF middle school
- Wednesday, November 2, 2022 - 6:00 PM: Community Forum Focus Virtual

In addition, the community survey is open now and it will be closed on November 3 to allow Hazard Young to crunch the numbers and provide a leadership profile; what are the characteristics that the community and the Board and everyone is looking for in terms of a successful superintendent candidate. They are complimentary, if you take a survey it is not in lieu of a community forum, she encourages everyone to do both. For parents, in addition to the four elements she mentioned, there is also Thursday October 20 at 7:30 pm for parent groups, pre-kindergarten to fifth grade and then on Friday October 21 at 9:00 am also through zoom for parents six through twelve. You do not have to go to your specific age group if your schedule is tight, you are more than welcome to attend another session as needed.

XII. BOARD COMMITTEE REPORTS

Mr. Lembo reported that the Finance Committee met and had a long, robust discussion. The committee received the minutes from the meeting today, the minutes from the last meeting were also just finished today.

Ms. Brogan stated because of the busy-ness in the district the policy committee has not been able to meet and there are a number of Strauss Esmay policies that are sitting waiting. There is a policy discussion started under Tom Gorman in May or June on the ability for a board member in special circumstances to be able to do remote since we've had such a hard time trying to schedule a date she is wondering if we should not bring those policies forward for the whole board to look at so we can move forward, particularly the ones that Strauss Esmay has sent in August which we have not addressed yet.

XIII. DISCUSSION ITEMS

Ms. Murphy provided an update on recent paraprofessional hiring. There are 12 vacancies as of late this afternoon. The number of positions that have remained open for a long term have shrunk, we do have some attrition happening. She will be meeting with Dr. Fitts and Dr. Fenwick tomorrow to further discuss recommendations for next school year. Since September 1, we have had approximately 25 - 30 vacancies. The number has gone down and it has been a collaborative effort with the principals to reduce this issue.

Ms. Brogan made a motion to invite the New Jersey School Boards Association to give a report on the Board Self Evaluation.

Mr. Mahmoud seconded the motion.

Ms. Kwak commented before they vote, this is a self-assessment that tends to be very favorable, so if you feel that it will be a good use of a public meeting, it is not mandatory but it is a self-assessment and we can just send a report or have a meeting with Matt Lee who

came a few years ago.

Mr. Mahmoud added that he thinks it cannot hurt to review the data.

Mr. Mahmoud seconded the motion, which was carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak

Ms. Brogan stated that last spring we completed the parent satisfaction surveys and we have not seen the results. She is requesting that those results be shared publicly in a report when the staff is able to pull them together, if it is not already done.

Ms. Brogan added that when K12 presented they asked for a breakdown of the teachers by grade grouping. That data was given to the district, if that could be shared that would be great.

Ms. Brogan added at the last meeting, she brought up the idea of the World Language Teacher as Dr. Fitts had in his FYI a suggestion, she does not know if Dr. Fitts was given the go ahead or where we are with that.

Dr. Fitts stated that he is waiting for the nod from you.

Mr. Dani is waiting for responses, he sent an email two or three times with lots of questions. He's waiting for responses to those so he can make an informed decision. When Dr. Fitts responds to him, he'll follow up.

Ms. Kwak asked if they can get a complete picture because they are starting to contemplate this IXL link-it, which sounds like they're a very big budget item. How do we reconcile all this? She asked for a complete picture on how to do all of this with the addition of the two new software programs that came up today.

Mr. Dani added that there is a followup that is not in his email. What are the requirements for the teachers to teach a specific subject? We don't have a separate teacher for mathematics, science, english. There's a class teacher who teaches different things, so what specific subjects is there a separate requirement? There was a requirement for world language and there was a requirement for phys ed and that also has a component of education. What part of those can be done by the current teachers with their certificates versus what requires us to have a separate teacher?

The board discussed the surplus budget from last year. To view this portion of the meeting scroll to 2:31.

XIV. ACCEPTANCE OF MINUTES

- September 19, 2022 Executive Session Meeting
- September 19, 2022 Regular Public Meeting
- October 3, 2022 Regular Public Meeting

Ms. Brogan asked that for the Executive Session Minutes there is a correction to change from the word Personal to personnel.

Ms. Kwak moved acceptance of minutes.

Mr. Mahmoud seconded the motion, which was unanimously approved.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

Ann Loving, 342 South Irving Street, this evening she heard mention about a subject that's been brought up many times regarding the possibility that trustees might be able to attend these board meetings virtually. She remains completely opposed to this idea. Policies are discussed and decided upon at these meetings. Procedures are debated, problems are analyzed. You can't have someone who isn't present and might have a shaky connection on their internet, an off-site trustee could not see everyone in the room, could not receive documents that might be handed out, a trustee really needs to be present for the meeting in person. If the trustee is not in the room, she thinks legal or possibly ethical questions could even be raised during a vote or a discussion or a debate. We really wouldn't know who the trustee was with, where they were and so on. She is not suggesting that anyone would do something like this but there's always the possible appearance that something unethical or unprofessional might be going on just off the screen. She understands that all trustees are very busy, sometimes family or work obligations could make it simply impossible to attend a meeting. There is nothing wrong with that. A person can just miss a meeting. It happens at the council as well, it makes way more sense to miss a meeting when one has a pressing matter to deal with than to try and attend the meeting virtually while dealing with whatever it is that prevents them from being on Cottage Place. On the other hand, please know that she continues to very much appreciate that members of the public are allowed to dial in their comments to these meetings this is a very progressive and inclusive action that the Board of Education continues to support but of course we must make the distinction that we the public are not elected officials we are not participating in discussions, we have no power to vote on any policies. Virtual participation by the public is a huge difference from virtual participation by an elected official. Remote participation by trustees has come up in a number of meetings, once again she heard it tonight and she is firmly opposed to this.

XVII. ADJOURNMENT

At 9:40 p.m., on a motion made by Ms. Kwak, seconded by Mr. Lembo and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development

BOE Date	10/17/2022			
Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Christopher Kadus	NJSIAA - New Jersey Basketball Coaches Association Clinic New Jersey Basketball Coaches Association (NJBCA) Oceanport, NJ 44834	Professional Development	\$0.00	1
Candace Mitola	NJSIAA - New Jersey Basketball Coaches Association Clinic New Jersey Basketball Coaches Association (NJBCA) Oceanport, NJ 44834	Professional Development	\$0.00	0
Allison Mende	NJSIAA - New Jersey Basketball Coaches Association Clinic New Jersey Basketball Coaches Association (NJBCA) Oceanport, NJ 44834	Professional Development	\$71.26	0
Ben Neville	NJSIAA - New Jersey Basketball Coaches Association Clinic New Jersey Basketball Coaches Association (NJBCA) Oceanport, NJ 44834	Professional Development	\$0.00	1
Samantha Stankiewicz	Montclair Art Museum Tour for Educators-Field Trip Preview Montclair Art Museum Montclair, NJ 44841	Professional Development	\$0.00	0.5
Nicola Stewart	Montclair Art Museum Tour for Educators-Field Trip Preview Montclair Art Museum Montclair, NJ 44841	Professional Development	\$0.00	0.5
Livia Lauro	Adapted Physical Education Conference Society of Health and Physical Educators New Jersey (SHAPE NJ) Lawrenceville, NJ 44846	Professional Development	\$0.00	0

Attachment A

Allison Mende	Adapted Physical Education Conference Society of Health and Physical Educators New Jersey (SHAPE NJ) Lawrenceville, NJ 44846	Professional Development	\$0.00	0
Patricia Hegewald	Memoirs of a Child Almost Left Behind: The Importance of Embracing a Diverse Student Population Windsor Prep High School Paramus, NJ 44848	Professional Development	\$0.00	0
Dana Kneis	Legal One - Anti-Bullying Specialist New Jersey Principals and Supervisors Association (NJPSA) Virtual	Professional Development	\$500.00	0
Hsuan Labowsky	Teaching Students to Ask Their Own Questions: Best Practices in the Question Formulation Technique Harvard Graduate School Virtual	Professional Development	\$199.00	0
Laurie Main	Emotional Regulation Supports in Today's World Cornerstone Day School West Orange, NJ 44852	Professional Development	\$16.59	0
Jeanette Nast	Emotional Regulation Supports in Today's World Cornerstone Day School West Orange, NJ 44852	Professional Development	\$20.00	0
Courtney Weiss-Chromeck	Emotional Regulation Supports in Today's World Cornerstone Day School West Orange, NJ 44852	Professional Development	\$0.00	0
Tulsi Bodiwala	Introduction to Design Thinking for K-12 Rutgers University Virtual 44852	Professional Development	\$0.00	0
Brenda Ingoglia	The Association of Mathematics Teachers of NJ (AMTNJ) 2022 Teaching Matters Conference The Association of Mathematics Teachers of NJ Plainsboro, NJ 44854	Professional Development	\$240.50	
Patrick Thurlow	SIOP Institute 2022 TESOL Trainers Virtual 44854	Professional Development	\$395.00	0

Attachment A

Allison Mende	CPR Instructor Certification LifeSavers, Inc Fairfield, NJ 44855	Professional Development	\$88.76	0
Molly Betstadt	Zensational Kids Training Zensational Kids Ridgewood, NJ 44855	Professional Development	\$300.00	1
Mallory Stucke	Just School. Just Growth. The path to student agency - intersection of SEL & Trauma: Healing Relationships for Resilience TMI Education Mahwah, NJ 44855	Professional Development	\$0.00	0
John Wohner	NJSTEAM Tank Challenge Awards New Jersey School Board Association Atlantic City, NJ 44859	Professional Development	\$0.00	0
Hsuan Labowsky	NJSTEAM Tank Challenge Awards New Jersey School Board Association Atlantic City, NJ 44859	Professional Development	\$0.00	0
Joshua Saladino	NJCSS Annual Conference New Jersey Council for the Social Studies Piscataway (Rutgers), NJ 44859	Professional Development	\$90.00	0
Lorna Oates-Santos	BCPSA Breakfast Bergen County Principals & Supervisors Association Hackensack, NJ 44861	Professional Development	\$0.00	0
Caroline Hoffman	BCPSA Breakfast Bergen County Principals & Supervisors Association Hackensack, NJ 44861	Professional Development	\$0.00	0
Allison Barba	School Avoidance and School Refusal Children's Inter-Agency Coordinating Council (CIACC) Virtual 44862	Professional Development	\$0.00	0
Carolyn Treible	Unpacking the Math Standards-Year 2 Conquer Mathematics Pompton Plains, NJ	Professional Development	\$340.00	2
Janet Elkins	Number & Operations in Base Ten; Operations & Algebraic Thinking; Geometry; Measurement & Data	Professional Development	\$340.00	2

Attachment A

	Conquer Mathematics Pompton Plains, NJ			
Lauren Feuilly	Unpacking the Math Standards-Year 2 Conquer Mathematics Pompton Plains, NJ	Professional Development	\$340.00	2
Molly Betstadt	Strengthening Your Effectiveness as a Special Education Resource Teacher Bureau of Education and Research Virtual 44865	Professional Development	\$259.00	1
Michele Kiely	Strengthening Your Effectiveness as a Special Education Resource Teacher Bureau of Education and Research Virtual 44865	Professional Development	\$259.00	1
Elizabeth Macri	Strengthening Your Effectiveness as a Special Education Resource Teacher Bureau of Education and Research Virtual 44865	Professional Development	\$259.00	1
Patricia Hans	Writing What You Didn't Expect to Write The Academy for Teachers and The New York Historical Society New York, NY 44865	Professional Development	\$350.00	0
Kayla Schneider	IMSE Training Institute for Multisensory Education Virtual	Professional Development	\$1,275.00	0
Daniela Levy	IMSE Training Institute for Multisensory Education Virtual	Professional Development	\$1,275.00	0
Kim Casey	Imagining More: Revisiting the Writing Process with Multilingual Language Learners and Learners in Special Education Settings (A Literacy Alliance Collaborative Workshop) TMI Education Mahwah, NJ 44867	Professional Development	\$0.00	1
Candace Mitola	The TMI-ENVISION SEL Professional and Personal Learning Series: Ensuring Safe, Healthy and Equitable Learning Spaces TMI Education Mahwah, NJ 44867	Professional Development	\$168.00	0

Attachment A

Angela Araneo	Autism: De-Escalate Meltdowns and Defuse Explosive Behaviors in Children and Adolescents PESI Kids Parsippany, NJ 44881	Professional Development	\$241.00	0
Marisa Martell	Autism: De-Escalate Meltdowns and Defuse Explosive Behaviors in Children and Adolescents PESI Kids Parsippany, NJ 44881	Professional Development	\$241.00	0
Jeffrey Haas	NJ State Jazz Education Conference NJ Association for Jazz Education Newark, NJ 44883	Professional Development	\$88.72	0
Nehrin Makhlouf	American Council of Teachers of Foreign Languages (ACTFL) 2022 Convention American Council of Teachers of Foreign Languages (ACTFL) Boston, MA	Professional Development	\$1,688.50	0
Christine Lee	American Council of Teachers of Foreign Languages (ACTFL) 2022 Convention American Council of Teachers of Foreign Languages (ACTFL) Boston, MA	Professional Development	\$1,688.50	0
Tulsi Bodiwala	Save our Orchards - Lanternflies Eradication Design Challenge Rutgers University Continuing Studies Hammonton, NJ 44901	Professional Development	\$116.00	0
Lisa Scudato	Conflict Literacy - Paths of Peace TMI Education Mahwah, NJ 44907	Professional Development	\$0.00	0
Dana Kneis	Conflict Literacy - Paths of Peace TMI Education Mahwah, NJ 44907	Professional Development	\$0.00	0
Sarah Junta	Conquer Math - Grade 2, Year 1 Conquer Mathematics Pompton Plains, NJ	Professional Development	\$510.00	3
Lorna Oates-Santos	South by Southwest EDU South by Southwest Austin, TX	Professional Development	\$2,072.00	0
Ariana Bray	49th Annual ABAI Conference Association for Behavior Analysis (ABA) International Denver, CO	Professional Development	\$2,034.50	0

Attachment A

Craig Bunzey	Advanced Skills and Standards Project Adventure, MA Beverly, MA	Professional Development	\$1,731.60	0
Brian Quirk	Advanced Skills and Standards Project Adventure, MA Beverly, MA	Professional Development	\$1,565.00	0

The total cost for these conferences is \$18,692. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$72,942 leaving a balance of \$127,058.

The total cost of substitutes for these conferences is \$2,550. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$18,600.

FIELD TRIPS FOR APPROVAL

October 17, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
10/21/22	RHS	Mystery Event, Pine Brook, NJ	80 Marching Band Members	8	0	\$0	\$0	No	Yes
10/21/22	Hawes	Pumpkin Picking, Demarest Farms, Hillsdale, NJ	16 SAIL and LLD Students	10	0	\$200	\$200 (Sub Nurse)	Yes	Yes
10/22/22	RHS	Phillipsburgh Fall Invitational, Phillipsburgh, NJ	35 Speech and Debate Students	1	0	\$0	\$945.25 (Bus)	Yes	Yes
10/26/22	RHS	TEEEM Student Leadership Symposium, Ramapo College, Mahwah, NJ	6 Cambodia Club and TEEEM Members	2	0	\$0	\$40.17 (Driver)	Yes	Yes
10/29/22	RHS	53 River Drive, Elmwood Park, NJ	6	2	0	\$0	\$0	No	Yes
11/1/22	RHS	Fertility Institute of NJ & NY, Oradell, NJ	14 Career Pathways in Medicine II Students	1	0	\$0	\$0	Yes	Yes
11/2/22	RHS	The Newark Museum of Art, Newark, NJ	64 AHLISA	4	0	\$0	\$1,400 (Buses)	No	Yes
11/2/22	RHS	New York Stock Exchange, New York, NY	21 Stock Market and the Economy Students	2	0	\$0	\$0	Yes	Yes
11/3/22	Travell	Storm King Art Center, New Windsor, NY	65 5th Grade Students	13	1 - Sub Nurse	\$200	\$200 (Sub Nurse) and \$800 (Bus)	Yes	Yes
11/4/22	Ridge	Museum Village, Monroe, NY	64 1st Grade Students	6	0	\$200	\$200 (Sub Nurse)	Yes	Yes
11/5/22	RHS	RHS Athletics Hall of Fame Induction Dinner, Brick House, Wyckoff, NJ	24 RHS Chamber Choir Members	1	0	\$0	\$0	No	Yes
11/5/22	RHS	DeKorte Park, Lyndhurst, NJ	6 Fishing Club Members	2	0	\$0	\$0	No	Yes
11/9/22	Orchard	Storm King Art Center, New Windsor, NY	57 5th Grade Students	6	1 - Sub Nurse and 1 Sub Teacher	\$350	\$350 (Sub Nurse and Sub Teacher)	Yes	Yes
11/12/22	RHS	Yale Classics Club Certamen, New Haven, CT	14 Latin Academic Team Members	2	0	\$0	\$1,000 (Bus)	Yes	Yes

11/16/22	RHS	New York Stock Exchange, New York, NY	25 Stock Market and the Economy Students	2	0	\$0	\$0	Yes	Yes		
11/16/22	RHS	Museum of Art and Design, New York, NY	44 Jewelry Metal Design Students	4	0	\$0	\$0	No	Yes		
11/18/22	Hawes	Waterloo Village, Stanhope, NJ	60 3rd Grade Students	11	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes		
11/22/22	Hawes	Ridgewood Village Hall and Public Library, Ridgewood, NJ	68 2nd Grade Students	12	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes		
12/2/22	RHS	Hobbyist Meeting, First Presbyterian Church, Ridgewood, NJ	35 Ridgewood Carolers	1	0	\$0	\$0	Yes	Yes		
12/2/22	RHS	Ridgewood Downtown for the Holidays, Ridgewood, NJ	35 Ridgewood Carolers	1	0	\$0	\$0	Yes	Yes		
12/6/22	Hawes	The Hermitage, Ho-Ho-Kus, NJ	60 4th Grade Students	10	0	\$0	\$0	No	Yes		
1/3/23	RHS	2023 North District DECA Conference, East Rutherford, NJ	240 DECA Members	8	0	\$0	\$3,300 (3 Buses)	Yes	Yes		
1/4/23	RHS	DECA District Meeting for State Officer, East Rutherford, NJ	1	1	0	\$0	\$10.50 (Mileage)	Yes	Yes		
1/9/23	Ridge	Buehler Challenger & Science Center, Paramus, NJ	54	4	0	\$0	\$0	Yes	Yes		
1/10/23	Ridge	Buehler Challenger & Science Center, Paramus, NJ	29	2	0	\$0	\$0	Yes	Yes		
2/22/23	RHS	Pompeii Special Exhibit, Liberty Science Center, Jersey City, NJ	47 Latin Club Members	5	0	\$0	\$500 (Bus)	No	Yes		
3/14/23	RHS	Museum of Art and Design, New York, NY	22 Jewelry Metal Design Students	4	0	\$0	\$0	No	Yes		
4/28/23	Orchard	Historic Philadelphia/Museum of the American Revolution, Philadelphia, PA	57 5th Grade Students	28	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	No	Yes		
5/5/23	Hawes	Meadowlands Environmental Center, Lyndhurst, NJ	65 5th Grade Students	12	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	No	Yes		

**GWMS 2022-2023
CO-CURRICULAR ACTIVITY ADVISORS STIPENDS**

Activity	Advisor	CAT	Ratio	Div by #	Stipend	Funding**	Pay
Brain Busters	Scrudato, Lisa	3	0.028	1	2,653	Budget	June
Cambodia Club	Handy, Mary Lou	2	0.014	1	1,326	Budget	June
Chamber Orchestra Director	King, Janelle	3	0.028	1	2,653	Budget	June
Chess Club	Couch, Andrew	1	0.008	1	758	Budget	June
Film Festival Club	Luts, Daniel	2	0.014	1	1,326	Budget	June
French Club	Riley, Celeste	1	0.008	1	758	Budget	June
National Junior Honor Society	Neville, Ben	1	0.008	1	758	Budget	June
George Rockington	Betrus, Robert	3	0.028	4	663	Budget	June
George Rockington	Couch, Andrew	3	0.028	4	663	Budget	June
George Rockington	Feeley, Kevin	3	0.028	4	663	Budget	June
George Rockington	Watkins, Christopher	3	0.028	4	663	Budget	June
Choir Club Director Director	Greenberg, Abigail	3	0.028	1	2,653	Budget	June
Jazz Band Director	Dabby, Max	3	0.028	1	2,653	Budget	June
SAGA Club	Mauceri, Vanessa	1	0.008	1	758	Budget	June
Literary Magazine Advisor (Prisms)	Simon, Suzanne	2	0.014	1	1,326	Budget	June
Musical Assistant/Orchestra	Kadus, Christopher	3	0.028	1	2,653	Budget	June
Musical Director	Knyfd, Krystal	3	0.028	1	2,653	Budget	June
Musical Set Design Advisor	McKinnon, Evelyn	MS	0.021	1	1,990	Budget	June
Ski and Snowboard	Weiss-Chromeck, Courtney	3	0.028	1	2,653	Budget	June
Green Team Club	Feit, Deborah Ann	1	0.008	1	758	Budget	June
Spanish Club	Kaplysh, Ingrid	2	0.008	1	758	Budget	June
Soccer Club	Couch, Andrew	1	0.008	1	758	Budget	June
#GWBOOKTOKS	Brown, Ann	1	0.008	1	758	Budget	June
Spirit & Service Club	McKinnon, Evelyn	2	0.014	1	1,326	Budget	June
Stem Club	McKeary, Julieann	3	0.028	1	2,653	Budget	June
Student Council Advisor	Kadus, Christopher	3	0.028	1	2,653	Budget	June
Student Council Advisor	Tucker, Erika	3	0.028	1	2,653	Budget	June
Weigh Lifting	Tucker, Erika	3	0.028	1	2,653	Budget	June
Yearbook	Dodd, Stephanie	3	0.028	1	2,653	Budget	June
Total Advisor Stipends					45,194.00		

Rates for 2022-2023	Ratios	Amounts
(Subject to Change Upon Settlement of Contract)		
Category 1 - 50 hours	0.008	758.00
Category 2 - 100 hours	0.014	1,326.00
Category MS	0.021	1,990.00
Category 3 - 101-200 hours	0.028	2,653.00
Category 4 - 201-250 hours	0.042	3,979.00
Category 5 - 251-300 hours	0.056	5,306.00
Category 6 - 301-400 hours	0.070	6,632.00
Category 7 - 400+ hours	0.084	7,958.00
Section 2; Article XVI - Co-curricular Renumeration - 2022-2023 - BA MAX =		\$94,742

** 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.

CLUB	ADVISOR	HRS NOT TO EXCEED	RATE	TOTAL
Fishing Club	Robert Ransom	20	\$40.17	\$803.40
Great Creators Workshop	Jennifer Manke	20	\$40.17	\$803.40
Math Counts	Michael Pepe	20	\$40.17	\$803.40
Track & Field	TBD	20	\$40.17	\$803.40
Volleyball	TBD	20	\$40.17	\$803.40



MINUTES OF THE REGULAR MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on November 7, 2022 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Kwak moved the following resolution, Mr. Mahmoud 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 for a Superintendent Search Planning Meeting.

Ms. Kwak announced the Board has been meeting in Executive Session pursuant to NJSA:10:4-12. The minutes from this meeting will be released when the need for confidentiality no longer exists. The Board was meeting to discuss litigation.

B. MOTION TO OPEN REGULAR SESSION

At 7:39 p.m., Ms. Kwak called the Regular Public Meeting to Order.

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Absent:

Ms. Brogan

Visitors:

There were approximately 5 visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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. Student Representative Report

- Almudena Bermejo, Aidan Kim, Emery Peterkins, Deniz Serbes
Somerville Elementary School

Somerville fourth and fifth graders shared information about a partnership with FableVision Learning, founded by author Peter H. Reynolds. This event was generously sponsored by the Somerville Home and School Association and Dads' Night. Each month, Somerville students are reading a different Peter H. Reynolds book, discussing the powerful lessons presented in the stories, and creating projects including story-writing and animation.

B. Student Representative Report

Ava Martin, Ridgewood High School presented the following report:

The boys Cross Country team earned their 24th overall win at counties. The girls Cross Country Team earned their 5th consecutive North 1 Group 4 Sectional title, extending their state record of overall wins to 28.

The Girls Varsity Soccer team had their semi-finals for state sectionals against Kearny. They won 2-1 which moved them onto State Sectionals last Saturday.

In October, the Bergen Record named Ridgewood's own Cammi Quirk their athlete of the week. Cammi is a senior on the Girl's Varsity Volleyball team. This season she surpassed a total of 1,000 assists in her highschool career. She will be continuing her Volleyball and academic career next year at the University of Scranton.

Dr. Walters' Forensics Science classes had in school field trips last week to participate in a mock crime scene inspection. Students ran tests on fingerprints, recorded evidence, and heard Police Officer Mormino speak about his experience with crime scene inspection.

In October the RHS New Player's put on 4 very successful shows of *Clue*. New Player's shows tend to be well attended by all members of the Ridgewood community and *Clue* was not an exception.

The ALPS club will be leaving for their Harriman State Park backpacking trip. Students will hike and camp in lean-tos for 2 nights.

An 11th grade parent meeting was held on November 2nd to discuss with junior parents how to kick off the college process for their students. Many students submitted applications on November 1st for Early Decision and or Early Action. The next big deadline for some schools is this week on the 15th.

The senior class had their final senior focus meetings of the year last week. They were informative meetings from the RHS guidance counselors on the over 70 local scholarships available for seniors to apply to. There are both need and merit based scholarships available

and all are exclusive to Ridgewood High School students. The scholarships are made possible by generous local businesses and associations in town. All seniors are encouraged to apply.

V. COMMENTS FROM THE PUBLIC

Kristen Daffron, 89 Woodland Ave She is a parent of three children who attend Ridgewood Public Schools. Two at GW and one at Ridge. Her youngest child is in second grade and has an IEP and he requires a shared aide. It came to her attention on the 19th of October that the long-term sub who is meant to be covering the shared aid position through at least December had left due to the board's decision to decrease the pay for long-term subs. At this point her child had already been without an aid for at least three days and she was not made aware of it. She only found out because she reached out to his teacher to see how he was doing as he had seemed to be having some tough days. Every day since has been a revolving door of subs. If he's lucky enough to have support at all there are at least another handful of days where he did not have any support. This is unacceptable and illegal for children with IEP's who have been identified as meeting specialized support consistency is critical. Having a new person who knows nothing about a child show up for one day and a different person the next does not allow for any progress and can actually make things worse by disrupting a child's routine. Our principals are left scrambling daily to find people to fill substitute and aide roles because the district does not offer competitive pay and benefits. It is difficult to get anyone to even apply for a position let alone someone exceptional. She emailed the Board of Ed in regards to her child's case on October 20 and again on the 26th since there was no response from any of the board members to her initial communication and again she received no response. Thank you Dr. Fits for reaching out and expressing your concern and acknowledging that this situation is not acceptable. How do we fix it tonight? The Board will finally be approving an aide to be hired to fill the position to be her son's shared aide. However, she's still compelled to speak up because this issue should have been managed better and could have been avoided. Issues like this affect every child in a class not just the one being denied support that they are legally entitled to. No teacher should be put in this position, she is certain there are other families having similar issues and even more who may not even be aware that the district is non-compliant with their child's IEP. The Board needs to take steps to avoid it in the future without significant change to the way we pay these support staff, she is concerned we will be right back in the same situation when they leave for a better offer elsewhere. She would also like to address the parents of all the children in the district without IEP's, this affects you and your children as well. Lack of classroom support for one child who needs it forces the teacher to be unable to meet the needs of the whole class and every child will suffer as a result.

Lori Weber, 235 South Irving Street, by law, the public has the right to elect Board of Education Trustees every year, however in 2019 the Board sued the Bergen County Clerk in order to stop that year's annual school board elections since the bergen county clerk did not have cause to raise any objections and Ridgewood voters were not allowed to argue to preserve their right to annual trustee elections. The Board was successful in disrupting that right and nothing has been done since to restore it. To this day, we have elections for two seats and then for three seats and then no elections at all this year. We will have no Board of Education elections, but the board can and should fix this. As per state law when a Board Of Education is formed, the first seats were terms ranging from one year to three years. Three years being the maximum allowed by law in electing seats for one, two and three year terms annual elections are established for a new Board of Education. This Board should take a lesson from that law, simply make one of the seats up for

election in the year that there will be three seats up a one-year term, thereby simply just like that re-establishing the annual elections that are guaranteed to the public by law. She urges the board to adopt a resolution to that effect, laying out their commitment to do that and to be clear simply stating that you will consult the board attorney means little in this matter. The former board attorney took those elections away from us at the direction of that Board thereby extending all of their terms of office beyond the statutory allowed three years. The board attorney serves the interests of the Board, not the lawful rights of the community. It is the Board's obligation to serve the community and in this case restore the public's lawful right to annual school board elections.

Ms. Kwak stated that when any resident emails the Board, either Dr. Fitts or she will reply. They tend not to duplicate. Dr. Fitts who is a non-voting member but he does run the district so that he is speaking for the board as well.

VI. SUPERINTENDENT REPORT

Dr. Fitts attended the Ridgewood High School Athletic Hall of Fame dinner, which honors past student-athletes, coaches, and teams. A choral group sang the national anthem at the event and the traditional fight song.

Dr. Fitts and Ms. Kwak will be holding coffee and conversation events in the Education Center throughout the year. The first event will be held on November 14 at approximately 5:30 p.m. and then again on the 12th of December at 1:30 pm. They will be publishing a schedule of the events. He is looking forward to meeting more citizens, parents to have an open discussion about concerns and issues.

He continues to visit schools, they are continuing preparations for the QSAC visit. They are maintaining our schools at the level that we will see at the visit. The schools are safe and clean inside and outside. We are trimming bushes, collecting leaves, etc.

Ms. Jaime Cangialosi-Murphy, Director of Human Resources, provided an update on paraprofessional vacancies and the upcoming paraprofessional forum. The district is hosting another job fair on November 17 from 9:00-11:00 am in the Education Center to continue to fill existing paraprofessional vacancies, as well as substitute paraprofessionals, substitute teachers, and substitute nurses.

VII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Kwak moved approval of A. Attendance of Conferences

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Submission of the NJ Single Accountability Continuum (NJQSAC) District Performance Review for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the NJ Single Accountability Continuum (NJQSAC) District Performance Review for the 2022-2023 School Year to the Executive County Superintendent of Schools.

The Board has received background information.

Ms. Kwak moved approval of B. Administration.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Human Resources.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

Mr. Lembo moved approval of C. Curriculum and Instruction.

Ms. Kwak seconded the motion which was carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources with the addendum.

D. HUMAN RESOURCES

i. Revision: Ridgewood Public Schools Salary List for the 2022-2023 School Year, approved by the Board at its meeting on May 9, 2022

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 9, 2022 for the 2022-2023 school year.

Name	Assignment	Location	Effective Date	Salary	Account #
Berk, Ashley	Special Education Teacher	BFMS	09/01/22-06/30/23	\$117,582 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St.18 revision	11-204-100-101-00-08-019-000
Brunner, Dina	Resource Room Teacher	Willard	09/01/22-06/30/23	\$117,582 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St.18 revision	11-213-100-101-00-07-019-000
Kadus, Christopher	Grade 8 Social Studies Teacher	GWMS	09/01/22-06/30/23	\$117,582 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St.18 revision	11-130-100-101-05-09-019-000
Martell, Marisa	Physical Therapist	Glen/Willard/Ridge	09/01/22-06/30/23	\$125,012 (\$123,212 + \$300 CP + \$1,500 longevity) Cl. DR, St. 19 revision	11-000-216-104-00-04-019-000 11-000-216-104-00-01-019-000
Petitt, Carol	Grade 6 Mathematics Teacher	GWMS	09/01/22-06/30/23	\$104,312 (\$102,812 + \$1,500 longevity) Cl. BA+30, St. 18 revision	11-130-100-101-01-09-019-000
Pounds, Michael	Physical Education Teacher	RHS	09/01/22-06/30/23	\$114,262 (\$112,462 + \$300 CP + \$1,500 longevity) revision	11-140-100-101-06-10-019-000
Rota, Jill	Grade 1 Teacher	Hawes	09/01/22-06/30/23	\$117,582 (\$115,782 + \$300 CP +	11-120-100-101-09-02-019-000

				\$1,500 longevity) Cl. MA+45, St.18 revision	
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ii. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Teachers						
Henry, John	Leave of Absence Replacement Health and Physical Education Teacher (non-tenure track)	RHS	11/09/22-06/30/23	CEAS Physical Education and Health. Will be enrolled into the Teacher Provisional Program.	\$62,867 Cl. BA, St. 1 prorated	11-140-100-101-06-10-019-000
Rehain, Kelsey	Health and Physical Education Teacher (tenure track)	RHS	11/29/22-06/30/23 (plus one transition day 11/28/22)	CEAS Physical Education and Health. Will be enrolled into the Teacher Provisional Program.	\$62,867 Cl. BA, St. 1 prorated	11-140-100-101-06-10-019-000
Support Staff						
Currenti, Donna	Bus Driver/Aide - STEPSS Program	District	11-21-22-6-30-23	N/A	\$50,000 prorated	11-000-270-162-00-10-034-001

Field Placements

Name	College/ University	Placement	Supervisor	Location	Effective Date
Cristopher, Vianney	Dominican College	Level II Fieldwork - Occupational Therapist	Laura Murphy	Hawes/Somerville	01/02/23-03/31/23

Tornatore, Paisley	Susquehanna University	Externship for Science	Tulsi Bodiwala	RHS	01/09/23-06/30/23
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Additional: Paraprofessionals/Lunchroom Aide for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Feder, Karen	Self-Contained (LLD)	Willard	5.75	5	\$19.25	11/08/22-06/21/23	11-204-100-106-00-07-024-001
Herrera, Cinthya	Lunchroom	Hawes	2	5	\$17.50	09/06/22-06/21/23	11-000-262-107-00-02-002-001
Schwartz, Joel	Resource Room	Ridge	5.75	5	\$19.25	11/08/22-06/21/23	11-213-100-106-00-07-024-001
Suriano, Elissa	Lunchroom	Hawes	2	5	\$17.50 revision	09/06/22-06/21/23	11-000-262-107-00-02-002-001
Taylor, Marcee	Resource Room	Ridge	5.75	5	\$19.25	11/08/22-06/21/23	11-213-100-106-00-07-024-001

Infant/Toddler Development Center

Name	Assignment	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
COLLINS*, Brianna	Aide (College)	6	5	\$15.00	11/08/22-06/30/23	62-990-100-106-00-62-060-001
NIGRO, Grazia	Teacher Assistant - Step 1	8	5	\$16.00	11/08/22-06/30/23	62-990-100-106-00-62-060-001
RAFIQ, Amrozia	Teacher Assistant - Step 1	8	5	\$16.00	11/08/22-06/30/23	62-990-100-106-00-62-060-001

Winter 2022 Coaching Assignments and Winter Site ManagersAs listed on **Attachment C**.**Winter 2022 Volunteers**

Name	Position	Name	Position
Aday, Douglas	Boys Basketball	Opremcak, Stephen	Winter Track
Del Buono,	Boys Basketball	Wilson,	Winter Track

Joe		Tim	
Kirtane, Anirudh*	Boys Basketball	Aynilian, Thomas	Ice Hockey
Mitola, Candace	Girls Basketball	Basile, Joseph	Ice Hockey
Roth, Al*	Girls Basketball	Carlough, Glenn	Ice Hockey
DeLuca, Shane	Wrestling	Sbarro, Michael	Ice Hockey
Germany, John	Wrestling	Roecker, Karl	Alpine Ski
Cirillo, Tara	Winter Track		

Unified Sports

Name	Location	Coordinators /Coaches/ Advisor	Stipend	Pay	Account #
Aday, Douglas	District	Coordinator	\$2,000	Fall/Winter	11-000-219-104-00-24-024-001
Beyer, James	District	Coordinator/ Coaches	\$1,100	Spring	11-000-219-104-00-24-024-001
Crabbe, Joseph	District	Coordinator/ Coaches	\$1,100	Spring	11-000-219-104-00-24-024-001
Crawford, Ryan	BFMS	Advisor	\$2,500	Fall/Winter/ Spring	11-000-219-104-00-24-024-001
Kilcullen, Michael	District	Advisor	\$500	Fall/Winter/ Spring	11-000-219-104-00-24-024-001
Lauro, Livia	RHS	Advisor	\$2,500	Fall/Winter/ Spring	11-000-219-104-00-24-024-001
Ardese, Lynne	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Beyer, James	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Cardew, Charles	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Connelly, Molly	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Contreras,	District	Sports Support	\$40.17 per	Time Card	11-000-219-104-00-24-024-001

Colleen		Staff	hour		
Crabbe, Joseph	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Cronk, Paul	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Donovan, Jennifer	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Florida, Sophia	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Gelenius, Mariann	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Gorman, Michelle	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Kirtane, Medha	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Miller, Danielle	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Morris, Karen	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Policelli, Amy	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Reilly, Nancy	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Tolve, Laura	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Tozaj, Sasha	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Vasi, Gilda	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001

Additional: Home Instructors, on an as-needed basis, for the 2022-2023 School Year

Name	Assignment	Location	Hourly Rate	Account #
Carrol, Wendy	Elementary School Teacher	Ridge	\$60.32	11-150-100-101-00-24-024-001 (Regular Ed) 11-219-100-101-00-24-024-001 (Special Ed)

Additional: Ridgewood Community School Employees - Fall Semester 2022

Name	Assignment	Account #
Palumbo, Helene	Adult Education - French Teacher	13-602-100-101-00-60-060-001

iii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary	To FTE Assignment Location	To Salary	Effective Date	Account #
Aday, Douglas	1.0 FTE Special Education (Social Studies) Teacher RHS	\$103,465 (\$98,252 + \$300 CP + \$4,913 ratio) Cl. MA+45, St. 14	1.0 FTE Special Education (Social Studies) Teacher and .20 FTE Special Education (Mathematics) Teacher RHS	\$123,115 (\$117,902 + \$300 CP + \$4,913 ratio) (non-pensionable) Cl. MA+45, St. 14	09/01/22-12/23/22 revision	11-213-100-101-00-10-019-000
Crawford, Ryan	1.0 FTE Adapted Physical SAIL Teacher Glen/BFMS	\$64,867 Cl. BA, St. 4	1.0 FTE Adapted Physical SAIL Teacher and .10 FTE Physical Education Teacher Glen/BFMS/Ridge	\$71,354 (non-pensionable) Cl. BA, St. 4	09/06/22-01/20/23 revision	11-212-100-101-00-08-019-000 11-212-100-101-00-01-019-000
Hoogerhyde, Michael	1.0 FTE Special Education (Collab- Science) Teacher RHS	\$112,762 (\$112,462 + \$300 CP) Cl. MA+30, St. 18	1.0 FTE Special Education (Collab - Science) Teacher and .20 FTE Special Education (Mathematics) Teacher RHS	\$135,254 (\$134,954 + \$300 CP) (non-pensionable) Cl. MA+30, St. 18	09/01/22-12/23/22 revision	11-213-100-101-00-10-019-000
Lucchesi, Michael	1.0 FTE Physical Education Teacher Willard	\$107,632 (\$106,132 + \$1,500 longevity) Cl. MA, St. 18	1.20 FTE Physical Education Teacher Willard	\$128,858 (\$127,358 + \$1,500 longevity) (non-pensionable) Cl. MA, St. 18	09/06/22-01/20/23 revision	11-120-100-101-06-07-019-000
Minichini, Gina	1.0 FTE Special Education (Mathematics) Teacher RHS	\$71,967 Cl. MA, St. 4	1.20 FTE Special Education (Mathematics) Teacher RHS	\$86,360 (non-pensionable) Cl. MA, St. 4	09/01/22-12/23/22 revision	11-213-100-101-00-10-019-000
Nyhuis, Philip	1.0 FTE Special Education (Mathematics) Teacher RHS	\$89,597 (\$89,297 + \$300 CP) Cl. MA+30, St. 11	1.20 FTE Special Education (Mathematics) Teacher RHS	\$107,456 (\$107,156 + \$300 CP) (non-pensionable) Cl. MA+30, St. 11	09/01/22-12/23/22 revision	11-213-100-101-00-10-019-000
Ransom, Rober	1.0 FTE Physical Education Teacher GWMS	\$112,762 (\$112,462 + \$300 CP) Cl. MA+30, St. 18	1.0 FTE Physical Education Teacher and .20 FTE Health Teacher GWMS	\$135,254 (\$134,954 + \$300 CP) (non-pensionable) Cl. MA+30, St. 18	09/06/22-01/20/23 revision	11-130-100-101-06-09-019-000
Rosenfeld, Lauren	1.0 FTE Special Education (Mathematics) Teacher	\$116,082 (\$115,782 + \$300 CP) Cl. MA+45,	1.20 FTE Special Education (Mathematics) Teacher	\$139,238 (\$138,938 + \$300 CP) (non-pensionable)	09/01/22-12/23/22 revision	11-213-100-101-00-10-019-000

	RHS	St. 18	RHS	Cl. MA+45, St. 18		
Stahl, David	1.0 FTE Physical Education Teacher Orchard/Glen	\$92,577 (\$92,277 + \$300 CP) Cl. MA+45, St. 11	1.0 FTE Physical Education Teacher, Orchard and .10 FTE Physical Education Teacher Willard	\$101,805 (\$101,505 + \$300 CP) (non-pensionable) Cl. MA+45, St. 11	09/06/22-01/20/23 revision	11-120-100-101-06-03-019-000 11-120-100-101-06-07-019-000
Tobin, Deirdre	1.0 FTE Physical Education Teacher Ridge	\$117,582 (\$115,782 + \$300 CP) Cl. MA+45, St. 18	1.10 FTE Physical Education Teacher Ridge	\$127,660 (\$127,360 + \$300 CP) (non-pensionable) Cl. MA+45, St. 18	09/06/22-01/20/23 revision	11-120-100-101-06-04-019-000
Tucker, Erika	1.0 FTE Physical Education/Health Teacher GWMS	\$70,317 Cl. BA, St. 7	1.0 FTE Physical Education Teacher and .20 FTE Health Teacher GWMS	\$84,380 (non-pensionable) Cl. BA, St. 7	09/06/22-01/20/23 revision	11-130-100-101-06-09-019-000

iv. Resignations

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

<u>Name</u>	<u>Assignment</u>	<u>Location</u>	<u>Effective Date</u>
Teachers			
Dino, Deanna	Fourth Grade	Orchard	01/01/23
Goldberg, Sarah	LDT-C	Hawes	11/21/22
Paraprofessionals			
Bekkerman, Alla	Applied Behavior Analyst (ABA)	BFMS	10/14/22
Yildirim, Ozlem	Instructional Paraprofessional (REACH)	Glen	10/28/22
Infant/Toddler Development Center			
Corea, Jacqueline	Teacher Assistant	IDTC	10/31/22

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

<u>Name</u>	<u>Assignment</u>	<u>Location</u>	<u>Type of Leave</u>	<u>New/Revision</u>	<u>Paid</u>	<u>Unpaid w/ Benefits</u>	<u>Unpaid w/out Benefits</u>	<u>Return to Work</u>
Camera, Mary	Health and Physical	RHS	Medical/Family	New	11/14/22-01/06/23	01/09/23-03/31/23	04/10/23-06/30/23	08/31/23

	Education Teacher							
Driscoll, Samantha	Mathematics	RHS	Medical	New	11/28/22-12/23/22	N/A	N/A	01/02/23
O'Herlihy, Christopher	4th Grade	Travell	Family	New	N/A	N/A	04/10/22-06/23/23	08/31/23

vi. Supplemental Pay Beyond Contract

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

Additional: Clubs and Activities for the 2022-2023 School Year

<u>Name</u>	<u>Club</u>	<u>Category</u>	<u>Ratio</u>	<u>Divided By</u>	<u># of Hours</u>	<u>Hourly Rate</u>	<u>Pay</u>	<u>Total</u>	<u>Account #</u>
Benjamin Franklin Middle School									
Krsnak, Kate	TREP\$ Co-Advisor	N/A	N/A	N/A	20	\$40.17	N/A	\$803.40	11-401-100-101-00-08-008-001
Litvak, Roman	Rubic Cube	N/A	N/A	N/A	20	\$40.17	N/A	\$803.40	11-401-100-101-00-08-008-001
Mahler, Craig	Ping Pong	N/A	N/A	N/A	15	\$40.17	N/A	\$602.55	11-401-100-101-00-08-008-001
George Washington Middle School									
McKeary, JulieAnn	STEM	3	0.028	2	N/A	N/A	June	\$1,327 revisio n	11-401-100-101-00-09-009-001
Neville, Ben	Debate	1	0.008	2	N/A	N/A	June	\$379	11-401-100-101-00-09-009-001
Primavera, Michelle	Debate	1	0.008	2	N/A	N/A	June	\$379	11-401-100-101-00-09-009-001
Zilvetti, Suzzane	STEM	3	0.028	2	N/A	N/A	June	\$1,327	11-401-100-101-00-09-009-001
Ridgewood High School									
Van Treuren, Ryan	First Tech Challenge (Robotics)	3	0.028	2	N/A	N/A	June	\$1,327	11-401-100-101-00-10-010-001
Wohner, John	First Tech Challenge (Robotics)	3	0.028	2	N/A	N/A	June	\$1,327 revisio n	11-401-100-101-00-10-010-001

Chaperones

<u>Name</u>	<u>Trip Activity</u>	<u>Dates</u>	<u>Location</u>	<u># of Nights</u>	<u># of hours Days</u>	<u>Hourly Daily Rate</u>	<u>Total</u>	<u>Account #</u>
Benjamin Franklin Middle School								
Gelenius, Mariann	Spirit Night	10/28/22	BFMS		3.50	\$40.17	\$140.60	11-401-100-101-00-08-008-001
Ridgewood High School								
Darakjy, Christa	DECA Power Trip	11/11/22-11/13/22	Washington, D.C. Arlington, VA	2	\$200	N/A	\$400	11-401-100-101-00-10-010-001
Watson, Andrea	DECA Power Trip	11/11/22-11/13/22	Washington, D.C. Arlington, VA	2	\$200	N/A	\$400	11-401-100-101-00-10-010-001

ABA Training Completed and Certified – hourly rates from \$22.19 to \$25.64

<u>Name</u>	<u>Location</u>	<u>Effective</u>	<u>Account #</u>
Daly, John	RHS	10/13/22	11-212-100-106-00-10-024-001
Javier, Galeano	Somerville	10/13/22	11-209-100-106-00-10-024-001

Bus Driver - Band Truck Volunteers for the 2022-2023 School Year

Casey, Arnaud	Luckenbill, John
Fink, Gary	Peskens, Anton
Garde, James	Rothman, Todd
Gardner, Greg	Stephens, Ted
Haas, Jeffrey	Waisnor, Bryan

IT Support for the Health Curriculum Community Forum - October 26, 2022

- **Forfa, Jason**, not to exceed 3 hours, at an hourly rate of \$29.08 (\$87.24).

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

Administrative/IT Support for the Superintendent Search Community Forum - November 1, 2022

- **Delaney, Cynthia**, not to exceed 2 hours, at an hourly rate of \$36.17 (\$72.34).

- **Gathright, Donna**, not to exceed 2 hours, at an hourly rate of \$34.50 (\$69.00).
- **Papamichael, Lucy**, not to exceed 2 hours, at an hourly rate of \$47.43 (\$94.86).
- **Valere, Neil**, not to exceed 2 hours, at an hourly rate of \$45.94 (\$91.88).

Account # 11-000-230-105-00-20-020-001

vii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Eidschun, Maura	Karch, Shannon*	Meyer, John*	Porfido, Joann
Fogerty, Jeanette	Kunzle, Owen*	Montelbano, Dean*	Whitehead, Jean
Friedl, Susan*	LaFerlita, Salvatore	Munro, Abigail*	

\$150 Daily Rate

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented E. Finance for consideration.

Mr. Mahmoud requested to pull E.iii. Authorization to Appropriate Year-End Surplus for discussion

Mr. Dani seconded the motion.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Ridgewood High School Student Activity Account	\$30.54 (gift in kind)	A gift in kind of orange traffic cones to be used by the peer counseling club.	N/A

New Players Company Association, Inc	\$84,922.99 (gift in kind)	A gift in kind for the 2021-2022 school year and summer session, used for production costs, staffing, scholarships, capital improvements, and other expenses of the New Players Company.	N/A
Willard Student Activity Account	\$637.66	To be used to purchase Chauvet DJ LED lighting for the Willard Drama Club.	20-030-100-610-00-07-007-001
The Blauckbaud Giving Fund *	\$200	To be used for a charging station in the Ridgewood High School campus center.	20-023-100-610-00-10-010-003
* Rescinded: The above donation approved at the 10/3/22 BOE meeting was a donation intended for the Ridgewood Education Foundation and not the Ridgewood Board of Education.			

ii. Approval: Agreement with West Side Presbyterian Church for Use of their Parking Lot

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2022-2023 school year, in the amount of \$25,350 (65 cars at \$39 per char per month). There is no increase of fee from the 2021-2022 school year.

Parking for evening/special events is an additional \$2,475 and requires separate permission. Fees are detailed in the agreement. There is no increase in fee since the 2021-2022 school year.

The Board has received background information.

iii. 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, 2022 as follows:

- Maintain a Fund Balance not to exceed the state mandated 4% cap of current year expenditures plus any general fund state aids in excess of amounts budgeted in accordance with N.J.S.A. 18A:7F-7;
- Plus not to exceed \$2,000,000.00 to be transferred to Capital Reserve account;
- Plus not to exceed \$623,000 to be transferred to Emergency Reserve,
- Plus not to exceed \$1,750,000 to be appropriate in the SY 2023-2024 budget,
- Any excess above this amount is to be transferred to the Maintenance 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.

iv. Approval: Submission of the Comprehensive Maintenance Plan and M-1 Form

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following resolution for submission of the Comprehensive Maintenance Plan and M1 Form, as shown on **Attachment D**.

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 Ridgewood Board of Education hereby authorizes the Business Administrator/Board Secretary to submit the attached Comprehensive Maintenance Plan and M-1 Form for the Ridgewood Public School District.

v. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2022-2023 school year, as listed on **Attachment E**.

Ms. Kwak moved approval of E. Finance, with the exception of E. iii. Authorization to Appropriate Year-End Surplus.

Mr. Mahmoud seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Kwak read the donations into record and thanked the responsible parties.

Mr. Mahmoud requested to discuss item iii. Authorization to Appropriate Year-End Surplus to get clarity on the final number. He would also like to see more funds going into the capital, the way the resolution is written, of the 6.9, up to 2 million would go into capital, 623 into emergency, 175 into the budget; which he feels deserves a discussion as well and then the majority of that would go into maintenance. We have a lot of pressing issues facing the district, HVAC windows and alot of these things he believes are capital projects, so he prefers to put the money towards capital so we can use it. He thinks there is some confusion, when looking at State of New Jersey Chapter 23A fiscal accountability efficiency and budgeting procedures, the District Board of Education shall be prohibited from using the funds for routine or Capital maintenance, that's maintenance reserve funds. He thinks we need to clarify on what can be used for maintenance reserve and what can be used for capital reserve. The last thing he would like to do is to put the money on maintenance reserve and all of these HVAC windows and other things we need to do we can't because the money is stuck in maintenance reserve.

The Board discussed the differences of the maintenance and capital reserve accounts and dollar amounts that should be allocated to the different accounts.

To view the full discussion scroll to 1:03.

Mr. Dani made a motion to amend the resolution as follows:

iii. 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, 2022 as follows:

- Maintain a Fund Balance not to exceed the state mandated 4% cap of current year expenditures plus any general fund state aids in excess of amounts budgeted in

- accordance with N.J.S.A. 18A:7F-7;
- Plus not to exceed \$2,500,000.00 to be transferred to Capital Reserve account;
- Plus not to exceed \$623,000 to be transferred to Emergency Reserve,
- Plus not to exceed \$1,750,000 to be appropriate in the SY 2023-2024 budget,
- Any excess above this amount is to be transferred to the Maintenance 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 seconded the motion which carried by the following roll call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo
NAYS: none
ABSTAIN: Mr. Mahmoud

Mr. Dani moved approval of the amended motion.

Ms. Kwak seconded the motion which carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo
NAYS: none
ABSTAIN: Mr. Mahmoud

Dr. Fitts presented Resolution and Motions Not Included in Consent Agenda.

Mr. Dani asked Mr. Bisig to provide background information to the Board on items A. and B.

Mr. Bisig stated for the projects to be officially approved for the village, our architect FKA has to submit the projects to the State DOE to get approval. We got back the approval for the HVAC system at Somerville, he is waiting on the foods lab final approval. To get the permits approved from the village, they want the state approval.

Mr. Bisig continued that the Somerville project will be done over the summer. The High School Foods lab is done, but waiting for the final walkthrough to give it to the Village.

Mr. Bisig added that the Somerville HSA will be paying for the upgrade.

Mr. Dani stated that he would have preferred that these projects should have come to the facilities committee meeting before coming here. He requested this statement to be added for the record.

Mr. Bisig replied that he believes they were in the past brought up for the Somerville project being paid for by the HSA.

Mr. Dani added that he does not see the background information that is mentioned in today's

packet.

VIII. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Ridgewood High School Foods Lab Renovation Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the Project Application to the New Jersey Department of Education for the Ridgewood High Schools Foods Lab Renovation Project. This project is an “other capital” project and the Board of Education is not seeking state funding.

Mr. Dani moved approval of A. Ridgewood High School Foods Lab Renovation Project.
Ms. Kwak seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

B. Approval: Somerville Elementary School MP Room HVAC Replacement Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the Project Application to the New Jersey Department of Education for the Somerville Elementary School HVAC Replacement Project. This project is an “other Capital” project and the Board of Education is not seeking state funding.

Mr. Mahmoud moved approval of B. Somerville Elementary School MP Room HVAC Replacement Project
Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

C. Approval: Health and Safety Evaluation of School Buildings Checklist for the 2022-2023 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 2022-2023 School Year.

The Board has received background information.

Ms. Kwak moved approval of C. Health and Safety Evaluation of School Buildings Checklist for the 2022-20223 School Year
Mr. Dani seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

IX. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Ms. Kwak.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Oct 17	Columbia Bank On-Line	107757-107758	6,028.00
Oct 18	Columbia Bank On-Line	107759-107760	208,719.66
Oct 21	Columbia Bank On-Line	107761	3,600.00
Oct 31	Columbia Bank On-Line	107762-108029	1,201,623.81
Sept 6	Electronic Transfer	R41453	327.86
Sept 8	Electronic Transfer	C41701	2,184.87
Sept 8	Electronic Transfer	R41702	5,757.22
Sept 9	Electronic Transfer	R41703	332.97
Sept 30	Electronic Transfer	R41704	30,256.39
Sept 30	Electronic Transfer	F41705	5,069.95
Oct 31	Food Service	620402-620404	187,216.87
Sept 12	Void Check	107264	(145.64)
Oct 10	Void Check	107684	(1,280.00)
TOTAL			1,649,691.96

Ms. Kwak moved approval of bills approved by her.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Mr. Lembo announced that most of the board did a showing at The RHS New Players' performance of Clue and it was excellent.

On Halloween, the RHS New Players hosted a Halloween Trunk or Treat and the RHS Band Program hosted the annual poinsettia.

Ms. Kwak and Mr. Lembo attended the annual New Jersey School Boards Association convention. Ms. Kwak congratulated the RHS Applied Engineering Club's FireGone team on

their presentation at the event.

Ms. Kwak announced that the deadline for the survey for the successor superintendent search process has been extended. There is still time to go to the District website and complete a short survey that will help guide the district in terms of identifying the desired characteristics and the leadership profile. The survey will close at midnight tonight.

They have added one more community forum, the last call date will be on Monday November 14 at 6:00 pm. The virtual link is on the district website.

This is the community engagement part, the firm will then craft the desired characteristics and profile that the Board will use in terms of identifying the successor superintendent. Candidates can apply online and will be closing January 27, 2023.

So far, we have had 534 respondents with a majority being parent and guardians, but also students have completed the survey.

XII. BOARD COMMITTEE REPORTS

None at this time.

XIII. DISCUSSION ITEMS

Mr. Dani requested to discuss a follow-up question to Dr. Fitts, there was a presentation on the late start survey a few weeks ago and they had asked some follow-up questions on that survey, if we can be provided the answer on that and any updates. They asked especially for the distribution of the teachers' responses, which ones for elementary school and how many for the high school. Mr. Dani asked if we can provide to the community what are our hurdles now in implementing the delayed start.

Mr. Mahmoud added that the action from the last meeting or the one before was that Dr. Fitts said he was going to work with the administration by early January is the deadline, to have a recommendation back.

Dr. Fitts will reach out to the company to get the information and will give a periodic update as the design team continues to meet.

Mr. Dani stated that the second discussion item is that one of the residents today raised an interesting point that because of the way the election happened we now do not have an annual election for school board. Two years down the road when three members will be on the ballot we don't even know if all three will run or not. For the November 25 election they can think about making one of the three seats as a one year and that will regularize their elections.

The Board discussed the late start survey and process, as well as school board elections.

X. ACCEPTANCE OF MINUTES

➤ October 17, 2022 Regular Public Meeting

Ms. Kwak requested to table the meeting minutes because one of the Trustees is not here. She added the other outstanding minutes if the October 3 Executive Session, she will put it out for the next meeting.

XI. OTHER BUSINESS

Ms. Kwak presented the following resolution pursuant to the Executive Session that they had:

Approval: RESOLUTION AFFIRMING THE DECISION OF THE SUPERINTENDENT PURSUANT TO N.J.S.A. 18A:37-15(b)(6)(e)

WHEREAS, the District received a report of an incident of harassment, intimidation, and bullying (“HIB”); and

WHEREAS, the District promptly investigated the report pursuant to District policy and N.J.S.A. 18A:37-15(b)(6); and

WHEREAS, parents of a student involved requested a hearing before the Board pursuant to N.J.S.A. 18A:37-15(b)(6)(d); and

WHEREAS, at its meeting on November 7, 2022 the Board heard from the parents, Superintendent, and Principal; and

WHEREAS, after considering the positions of the parents and the evidence presented by District Administration, the Board has determined to affirm the determination of the Superintendent.

NOW, THEREFORE, BE IT RESOLVED that the Ridgewood Board of Education, pursuant to N.J.S.A. 18A:37-15(b)(6)(e), hereby affirms the Superintendent’s decision in the HIB matter involving student number 911077.

Ms. Kwak moved approval of Resolution Affirming the Decision of the Superintendent Pursuant to N.J.S.A 18A:37-15(b)(6)(e)

Mr. Mahmoud seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XII. COMMENTS FROM THE PUBLIC

Laurie Weber, 235 South Irving Street, she thanked Mr. Dani for acknowledging the comment that she made and the request that she made. She has to say that just because you have a lot of time doesn’t mean that it will get done. She thinks that the board should take the brief amount of time it will take to discuss this type of action and to commit to taking action if you so desire by way of a resolution to simply agree that it’s a good idea and say we had two years we don’t know who’s going to be on this board in two years. We don’t know if I’m going to remember to remind you in two years, so maybe we could just do the right thing here and restore the lawfully required annual school board elections; every law pertaining to school election law cites the annual election. Everything else falls into place behind the fact that we are entitled to annual

elections. Please correct this. You can create the resolution with the intent and if you don't follow it at least they'll have a resolution to throw in their faces next year because we have to do this timely. Hopefully you will give a little attention to that other matter that she brought up last month which is the restoration of the public's right to petition the board in regard to the election date and the board's right to by vote change the date of their own elections. You do not have the rights under title 1960 1.1 , she believes it is, you no longer have those rights because the Village Council was forced by the court to create an ordinance that named the date of the school elections and you are not empowered to do anything to override an ordinance that can only be done by resolution and right now you have a Village Council that might be willing to do that for you, to change it if you wait until this election, it comes in this week there are people who will have a majority of people possibly on that Village Council that will take you have to take this to court, so why don't you approach them now before it's too late to do this reasonably and amicable.

XIII. MOTION TO GO INTO EXECUTIVE SESSION

Ms. Kwak made a motion to go into Executive Session pursuant to NJSA10:45-12 to discuss matters pertaining to Personnel. The minutes of this closed session will be released when the need for confidentiality no longer exists.

Mr. Dani seconded the motion, which was unanimously approved.

XIV. RECONVENED PUBLIC MEETING

At 8:50 pm, Ms. Kwak reconvened the public meeting and announced that the Board of Education has been meeting in Exec Session pursuant to NJSA10:4-12. The minutes will be released when the need for confidentiality no longer exists.

XV. ADJOURNMENT

At 8:51 p.m., on a motion made by Ms. Kwak, seconded by Mr. Dani and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development

BOE Date 11/7/2022

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Beth Calamia Scheckel	NJ Classical Association Fall Meeting NJ Classical Association Newark, NJ 10/18/22	Professional Development	\$0.00	1
Tulsi Bodiwala (previously approved on the 10/17 agenda - please note change of date and cost)	Introduction to Design Thinking for K-12 Rutgers University Virtual 10/18/22 - now changed to 12/8/22	Professional Development	\$95.00	0
Erica Zampino	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$71.26	1
Jaclyn Pilkington	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Jessica Maneri (going in place of James Beyer who was board approved on 10/3/22) No additional cost from previous board approved amount.	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	0
Deidre Azzopardi	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Deborah Gregory-Fink	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Debra Caruso	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ	Professional Development	\$300.00	1

	10/21/22			
Kayla Schneider	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Elianne Alexander	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Justin Oh	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Marisa Martell	Zensational Kids Training (contract approved on 10/3/22) Zensational Kids Ridgewood, NJ 10/21/22	Professional Development	\$300.00	1
Rebecca Turano	Rutgers Honors College Lunch & Learn Showcase Rutgers University New Brunswick, NJ 10/28/22	Professional Development	\$0.00	0
Colleen Contreras	Intersection of Trauma and Equity: Activism & Action is Empowering The Madison Institute (TMI Education) Mahwah, NJ 11/2/22	Professional Development	\$0.00	0
Jane Gerard	HIB Law Update TMI Institute Virtual 11/3/22	Professional Development	\$0.00	0
Charles Nebbia	Student Learning Standards (N&O in Base 10, Fractions, Geometry, Measurement and Data) Conquer Mathematics Pompton Plains, NJ 11/4/22, 1/25/23, 4/18/23, 5/4/23	Professional Development	\$733.06	4
Justine Capolongo	Autism: De-Escalate Meltdowns and Diffuse Explosive Behaviors in Children and Adolescents PESI Parsippany, NJ 11/16/22	Professional Development	\$100.00	1
Gary Fink	NJ State Jazz Education Conference NJ Association for Jazz Education Newark, NJ 11/18/22	Professional Development	\$106.30	0

David Bailey	Blue Ribbon Schools of Excellence 2022 Conference Blue Ribbon Schools of Excellence Orlando, FL 11/28/22 - 12/2/22	Professional Development	\$629.00	0
Danielle Wood	Blue Ribbon Schools of Excellence 2022 Conference Blue Ribbon Schools of Excellence Orlando, FL 11/28/22 - 12/2/22	Professional Development	\$2,306.00	0
Katherine Brady	Conference for School Based Speech-Language Pathologists Bureau of Education and Research West Orange, NJ 11/29/22	Professional Development	\$289.00	0
Joseph Gyulay	AP Computer Science Principals Roundtable Mahwah Township Public Schools Mahwah, NJ 11/30/22	Professional Development	\$0.00	0
Julie-Anne Matthews	NCSS Annual Conference National Council of the Social Studies Philadelphia, PA 12/2/22	Professional Development	\$391.00	0
Mark Ferreri	NCSS Annual Conference National Council of the Social Studies Philadelphia, PA 12/2/22 - 12/4/22	Professional Development	\$1,266.00	0
Ben Neville	Teaching Controversial Issues and Media Literacy Rutgers University New Brunswick, NJ 12/7/22	Professional Development	\$0.00	1
Lisa Scudato	Undersanding HIB Characteristics New Jersey State Bar Association New Brunswick, NJ 12/7/22	Professional Development	\$0.00	0
Xue Tan	Increasing Your Students' Mastery of Math Facts and Mental Math Skills Bureau of Education and Research Virtual 12/8/22	Professional Development	\$279.00	1
Erica Hoff	Increasing Your Students' Mastery of Math Facts and Mental Math Skills Bureau of Education and Research Virtual 12/8/22	Professional Development	\$279.00	1
Marissa Madison	Increasing Your Students' Mastery of Math Facts and Mental Math Skills Bureau of Education and Research 12/8/22	Professional Development	\$279.00	1

Michelle Jones	Increasing Your Students' Mastery of Math Facts and Mental Math Skills Bureau of Education and Research Virtual 12/8/22	Professional Development	\$279.00	1
Adam Scevola	2nd Annual Garden State Coaches Clinic Gamers Baseball Academy Kenilworth, NJ 12/9/22	Professional Development	\$85.00	0
Alexandra Roberts	Colorado College Visits Self-Planned Colorado Springs, CO 1/4/23 - 1/5/23	Professional Development	\$0.00	0
Stacy Giardino	Handle with Care Training Handle with Care Behavior Management System Wayne, NJ 1/9/23 - 1/11/23	Professional Development	\$1,388.00	0
Peter Kay	United Soccer Coaches Convention United Soccer Coaches Philadelphia, PA 1/12/23 - 1/13/23	Professional Development	\$902.00	0
Jane Gerard	Hot Topics in Special Education TMI Institute Virtual 2/2/23	Professional Development	\$0.00	0
Michelle Doris	Staying Focused Under Pressure TMI Institute Virtual 2/16/23	Professional Development	\$0.00	0

The total cost for these conferences is \$12,706. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$85,648 leaving a balance of \$114,352.

The total cost of substitutes for these conferences is \$3,150. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$21,750.

FIELD TRIPS FOR APPROVAL

November 7, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
10/30/22 (Note: Board approved this trip already via email)	RHS	Bergen Catholic Robotics, Oradell, NJ	15 FTC Robotics Members	1	0	\$0	\$400 (Bus)	No	Yes
11/13/22	RHS	Ridgewood Parks and Recreation Department's Elder Dinner, Old Paramus Church, Paramus, NJ	25 RHS A Cappella Members	1	0	\$0	\$0	No	Yes
11/16/22	RHS	Paramus Park Mall, Paramus, NJ	10 PREP Students	8	0	\$0	\$0	No	Yes
12/1/22	Somerville	Montclair Art Museum, Montclair, NJ	67 5th Grade Students	13	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes
12/2/22	RHS	German Christmas Market, Sussex County Fairgrounds, Augusta, NJ	47 German Club Members	5	0	\$0	\$0	Yes	Yes
12/9/22	Travell	Lakota Wolf Preserve, Columbia, NJ	64 4th Grade Students	9	1 - Sub Nurse	\$200	\$1,050 (Bus)	No	Yes
12/9/22	RHS	Ridge Debates, Basking Ridge, NJ	35 Speech and Debate Members	1	0	\$0	\$545.50 (Bus)	Yes	Yes
12/10/22	RHS	Ridge Debates, Basking Ridge, NJ	35 Speech and Debate Members	1	0	\$0	\$945 (Bus)	Yes	Yes
12/14/22	RHS	Paramus Park Mall, Paramus, NJ	10 PREP Students	8	0	\$0	\$0	No	Yes
12/16/22	RHS	The Swingles Concert, Green Room, NY, NY	40 RHS A Cappella: The Rhapsodies, Maroon Men, AcaBellas Members	3	0	\$0	\$400 (Bus)	No	Yes
12/18/22	RHS	Mayo Performing Arts Center, Morristown, NJ	4 Band Members	1	0	\$0	\$0	No	Yes
12/20/22	RHS	The Sound of Music, Papermill Playhouse, Millburn, NJ	64 AHLISA Students	4	0	\$0	\$1,400 (Bus)	No	Yes

1/7/23	BFMS	Ski/Snowboard Club, Camelback Mountain, Tannersville, PA	Up to 50 Members	Up to 4	0	\$0	\$0	No	Yes		
1/7/23	RHS	Hunterdon Central Regional HS, Flemington, NJ	35 Speech and Debate Members	1	0	\$0	\$945 (Bus)	Yes	Yes		
1/11/23	RHS	Paramus Park Mall, Paramus, NJ	10 PREP Students	8	0	\$0	\$0	No	Yes		
1/14/23	RHS	Freehold Debates, Freehold, NJ	35 Speech and Debate Members	1	0	\$0	\$945 (Bus)	Yes	Yes		
1/21/23	BFMS	Ski/Snowboard Club, Camelback Mountain, Tannersville, PA	Up to 50 Members	Up to 4	0	\$0	\$0	No	Yes		
1/28/23	RHS	Ridge Debates, Basking Ridge, NJ	35 Speech and Debate Members	1	0	\$0	\$945 (Bus)	Yes	Yes		
2/4/23	BFMS	Ski/Snowboard Club, Camelback Mountain, Tannersville, PA	Up to 50 Members	Up to 4	0	\$0	\$0	No	Yes		
2/7/23	RHS	Paramus Park Mall, Paramus, NJ	10 PREP Students	8	0	\$0	\$0	No	Yes		
2/15/23	Travell	\$200 (Sub Nurse) \$600 (Bus)	63 5th Grade Students	4	0	\$200	\$200 (Sub Nurse) \$1,680 (Bus)	Yes	Yes		
3/8/23	RHS	Paramus Park Mall, Paramus, NJ	10 PREP Students	8	0	\$0	\$0	No	Yes		
3/17/23	RHS	Hunterdon Central Regional HS, Flemington, NJ	35 Speech and Debate Members	1	0	\$0	\$945 (Bus)	Yes	Yes		
3/18/23	RHS	Hunterdon Central Regional HS, Flemington, NJ	35 Speech and Debate Members	1	0	\$0	\$945 (Bus)	Yes	Yes		
3/28/23	Hawes	Ellis Island, New York, NY	62 4th Grade Students	27	0	\$0	0	No	Yes		
4/19/23	RHS	Paramus Park Mall, Paramus, NJ	10 PREP Students	8	0	\$0	\$0	No	Yes		
5/9/23	Travell	Meadowlands Environmental Center, Lyndhurst, NJ	51 2nd Grade Students	16	0	\$200	\$200 (Sub Nurse) and \$1,100 (Bus)	Yes	Yes		
5/17/23	RHS	Paramus Park Mall, Paramus, NJ	10 PREP Students	8	0	\$0	\$0	No	Yes		
5/23/23	Hawes	Wyckoff Nature Center, Wyckoff, NY	62 4th Grade Students	16	0	\$0	\$0	No	Yes		
6/1/23	Willard	Philadelphia Field Trip - National Constitution Center, Philadelphia, PA	80 5th Grade Students	25	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes		

6/7/23	RHS	Paramus Park Mall, Paramus, NJ	10 PREP Students	8	0	\$0	\$0	No	Yes		
6/8/23	Travell	Woodmont Day Camp, New City, NY	63 5th Grade Students	12	0	\$200	\$200 (Sub Nurse) and \$1,200 (Bus)	Yes	Yes		
OVERNIGHT FIELD TRIPS - PAID											
Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
9/16/22 - 9/17/22 (previously approved on 7/25/22 agenda - updated cost to district	RHS	Brianwood Invitational, Philadelphia, PA	7	1	0	0	0	\$0	\$725 (Rental Van)	Yes	Yes
1/19/23 - 1/23/23	RHS	NCA Nationals, Kay Bailey Hutchison Convention Center, Dallas, TX	12 Varsity Cheerleaders	1	0	\$0	0	\$0	\$2,785	Yes	Yes
2/17/23 - 2/20/23	RHS	Harvard International Tournament	20 Speech and Debate Members	2	0	0	0	0	\$1,500 (Bus)	Yes	Yes
11/8/23 - 11/15/23	RHS	Venice, Florence and Rome, Italy	45 Students	0	6 (7 nights each)	\$8,400	0	0	\$8,400	No	Yes

**RIDGEWOOD HIGH SCHOOL
WINTER 2022-2023 COACHING ASSIGNMENTS**

Name	Position	Step	Ratio*	Total Salary	1/2 Salary 1/15/2023	1/2 Salary 2/15/2023
Troy, Michael	Head Boys Basketball	IV	0.110	10,422.00	5,211.00	5,211.00
Hommen, Kurt	Assistant Boys Basketball	IV	0.070	6,632.00	3,316.00	3,316.00
Neville, Ben	Assistant Boys Basketball	IV	0.070	6,632.00	3,316.00	3,316.00
Mitchell, Michael	Head Girls Basketball	IV	0.110	10,422.00	5,211.00	5,211.00
Kadus, Christopher	Assistant Girls Basketball	IV	0.070	6,632.00	3,316.00	3,316.00
Mende, Allison	Assistant Girls Basketball	III	0.065	6,158.00	3,079.00	3,079.00
Watson, Torrance	Head Wrestling	IV	0.110	10,422.00	5,211.00	5,211.00
Hayes, Kenneth	Assistant Wrestling	III	0.065	6,158.00	3,079.00	3,079.00
TBD	Assistant Wrestling	IV	0.070	6,632.00	3,316.00	3,316.00
Saladino, Joshua	Head Indoor Track	IV	0.110	10,422.00	5,211.00	5,211.00
Schoepfer, Warren	Assistant Indoor Track	IV	0.070	6,632.00	3,316.00	3,316.00
TBD	Assistant Indoor Track	IV	0.070	6,632.00	3,316.00	3,316.00
Bennett, Richard	Head Bowling	IV	0.077	7,295.00	3,647.50	3,647.50
Schulke, Kyle	Head Boys/Girls Swimming	IV	0.110	10,422.00	5,211.00	5,211.00
Tobin, Deirdre	Assistant Swimming	IV	0.070	6,632.00	3,316.00	3,316.00
TBD	Ski Team	IV	0.085	8,053.00	4,026.50	4,026.50
TBD	Assistant Ski Team	III	0.065	6,158.00	3,079.00	3,079.00
Lucchesi, Michael	Head Ice Hockey	IV	0.110	10,422.00	5,211.00	5,211.00
Cronk, Paul	Assistant Ice Hockey	IV	0.070	6,632.00	3,316.00	3,316.00
Torre, AJ	Assistant Ice Hockey	III	0.065	6,158.00	3,079.00	3,079.00
Centrelli, Erica	Head Cheerleader Advisor	IV	0.077	7,295.00	3,647.50	3,647.50
TBD	Assist. Cheerleader Advisor	I	0.030	2,842.00	1,421.00	1,421.00
Totals				165,705.00	55,235.00	55,235.00
*Ratio is applied to the B.A. Maximum:				\$94,742		
** Parent paying for Club						

James Beyer	Winter Site Manager	\$5,000.00	\$2,500.00	\$2,500.00
Charles Appel	Winter Site Manager	\$5,000.00	\$2,500.00	\$2,500.00

Ridgewood Board of Education
General Fund
Schedule of Required Maintenance for Schools
County Code 03 District Code 4390
For the Full Year Ended June 30, 2022

ATTACHMENT D

School Name	FY21 Actual	FY22Actual	FY23 Planned
Glen Elementary School	\$55,048	\$31,964	\$16,497
	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 gym floor, Flooring, Speaker Repairs, Clock Repairs, Pest control, Filtered Bottle Stations, Auto Flushers, Auto Faucets, Exit Signs	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., Pest Control, Flooring, 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., Pest Control, Boiler repairs, asbestos abatement, flooring, lighting, ceilings, window/blinds repairs
Hawes Elementary School	\$149,830	\$36,048	\$78,264
	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., Clock Repairs, Pest Control, Boiler/heating Repairs, Auto Flushers, Auto Faucets, Exit Signs	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., Pest Control, roof repairs, gym door swipe card unit, Nurse's office 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., Pest Control, window repairs, roof repairs, A/C Replacements
Orchard Elementary School	\$96,664	\$29,089	\$88,448
	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., Roof Repairs, Boiler/heating Repairs, Pest Control, Flooring, Clock Repairs, Auto Flushers, Auto Faucets, Exit Signs, 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., Pest Control, main office flooring, lighting in main hallway, Sand/stain doors MPR and benches	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., Pest Control, flooring, asbestos abatement
Ridge Elementary School	\$94,200	\$52,981	\$44,960
	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, Ceiling Repairs, Pest Control, Clock Repairs, Roof Repairs, Main office repairs, Exit Signs, Auto Flushers, Auto Faucets	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, boiler repairs, Annual service and Inspection of all sys., Pest Control, flooring, asbestos abatement, conference room ceiling and lighting, front office ceiling and lighting	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, boiler repairs, Annual service and Inspection of all sys., Pest Control, flooring, asbestos abatement, conference room ceiling and lighting, front office ceiling and lighting
Somerville Elementary School	\$164,035	\$59,354	\$110,449
	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, Ceiling Repairs, Pest Control, Clock Repairs, Boiler/heating Repairs, Auto Flushers, Auto Faucets, Exit signs	Localized repairs, pointing, water proofing, Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service boilers / repairs valves, seals, etc. Repair piping or Insulation, Annual service and Inspection of all sys. Pest Control, Flooring, Lighting, Ceilings, asbestos abatement	Localized repairs, pointing, water proofing, Repair, replace frames, sash, caulk, etc. Prepare and paint walls, patch plaster. Inspect, repair, service boilers / repairs valves, seals, etc. Repair piping or Insulation, Annual service and Inspection of all sys. Pest Control, Flooring, Lighting, Ceilings, asbestos abatement
Travell Elementary School	\$94,200	\$23,399	\$38,496
	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., Pest Control, Boiler/Heating Repairs, Clock Repairs, Roof Repairs, Asbestos Removal, Flooring, Filtered Bottle Stations, Auto Flushers, Auto Faucets, Exit signs	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. Pest Control, Asbestos Abatement, flooring, cabinet 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. Pest Control, Asbestos Abatement, flooring, window/blinds repairs
Willard Elementary School	\$217,128	\$54,951	\$236,939
	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., Pest Control, Boiler/Heating Repairs, Clock Repairs, Stage Lighting, Filtered Bottle Stations, Auto Flushers, Auto Faucets, Exit Signs, 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, service boilers /repairs Annual service and Inspection of all sys. Pest Control, remove cabinets and sinks in 2 classrooms, , MPR stage 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. Pest Control, remove cabinets and sinks in 2 classrooms, , MPR stage repairs
Benjamin Franklin Middle School	\$196,949	\$83,635	\$83,736
	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., Pest Control, Asbestos Abatement, Flooring, Clock Repair, Boiler/Heating Repairs, Roof Repairs, Screen and Coat Gym Floor, Filtered Bottle Stations, Auto Flushers, Auto Faucets, Exit Signs	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., Pest Control, Asbestos Abatement, gym floor refinishing, Nurse's office 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. Pest Control, Asbestos Abatement, flooring, cafeteria repairs, Gym floor refinishing
George Washington Middle School	\$277,919	\$69,611	\$108,732
	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., Pest Control, Boiler/Heating Repairs, Clock Repairs, Refinish Gym Floor, Asbestos Abatement, Paint 5 stairwells, Repair roof over Elevator Area, Filtered Bottle Stations, Auto Flushers, Auto Faucets, Exit signs	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. Pest Control, Asbestos Abatement, Gym Floor refinishing, flooring	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. Pest Control, Asbestos Abatement, flooring, cafeteria repairs, Gym floor refinishing
Ridgewood High School	\$424,337	\$221,322	\$217,215
	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 Gym Floor, Flooring, Ceiling Repairs, Pest Control, Boiler/Heating Repairs, Dance Floor Repair, Roof Repairs, Replace Fire Sprinklers, Filtered Bottle Stations, Auto Flushers, Auto Faucets, Exit signs, Door Replacement	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. Pest Control, roof repairs, flooring repairs, gym floor refinishing, A/C Replacements.	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. Pest Control, roof repairs, flooring repairs, Gym floor refinishing, A/C replacements, general grounds repairs.
Education Center	\$344,804	\$27,485	\$18,195
	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., Pest Control, bathroom flooring, Window Repairs, HVAC Repairs, Auto Flushers, Auto Faucets, Exit signs	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, boiler repairs, Annual service and Inspection of all sys., Pest Control, Window 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. Pest Control, HVAC repairs, flooring repairs
STEPS Program 38 Oak Street, Ridgewood	\$0	\$21,994	\$6,790
	Localized repairs; install new kitchen, paint walls, patch plaster, sheetrock. Inspect, repair. Pest Control.	Localized repairs; install new kitchen, paint walls, patch plaster, sheetrock. Inspect, repair. Pest Control.	Localized repairs; install new kitchen, paint walls, patch plaster, sheetrock. Inspect, repair. Pest Control.
Totals All School	\$2,114,914	\$711,833	\$1,048,720

Contracted Therapists/ Providers for Special Education Student Services for the 2022- 2023 School Year

Contractor	Service	Schedule	Rates
Therapy Travelers	Nursing Services, 1:1 & Home Health Aide	2022-2023	\$60 - LPN, \$70 - RN, \$24 - HHA



MINUTES OF THE REGULAR MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on November 21, 2022 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Kwak moved the following resolution, Mr. Dani 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 for a Superintendent Search Planning Meeting.

Ms. Kwak announced the Board has been meeting in Executive Session pursuant to NJSA:10:4-12. The minutes from this meeting will be released when the need for confidentiality no longer exists. The Board was meeting to discuss litigation.

B. MOTION TO OPEN REGULAR SESSION

At 7:08 p.m., Ms. Kwak called the Regular Public Meeting to Order.

Present:

Ms. Hyunju Kwak, President; Ms. Sheila Brogan, Mr. Saurabh Dani

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Absent:

Mr. Michael Lembo, Vice President; Mr. Muhammad Mahmoud

Visitors:

There were approximately 10 visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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. Student Representative Report

Ava Martin, Ridgewood High School presented the following report:

The High School is transitioning from the first to second quarter, which began on November 14.

The Girls Varsity Soccer team played in the State Sectional Finals at Kean University on Sunday November 13.

Cross Country finished 12th overall this season.

Winter sports are beginning to kick off. Boys Varsity Hockey has begun practice and will have their first game against Ramsey on the 29th at the Ice Vault.

Ridgewood National Honors Society partnered with the Ridgewood Social Service Association to help out with their Thanksgiving food drive. NHS volunteers helped to organize boxes of donations and stock shelves. The ALPS club assisted with setting and packing up the Somerville Book Sale. Proceeds from the sale go towards funding local scholarships for Ridgewood students. The ALPS volunteers helped to unpack and organize book donations on Thursday November 10, and came back the following Sunday to pack up the event and remaining books.

The Orchestra concert took place first, performing last Wednesday. The first Maroon and White Recital of the year took place on Thursday, November 17. It showcased musical performances and artworks by talented students in the school. Ridgewood Sharing the Arts group will perform Tuesday November 22. Sharing the Arts connects Ridgewood High School performers to students with disabilities to put on plays and other shows.

RHS Pizza Club had their second meeting Thursday, November 17. Every couple weeks Pizza Club meets to order and rank slices from local pizza places.

B. Sustainable Jersey for Schools Plaque Presentation

- Presented by Rosalie Morillo, Program Assistant Sustainable Jersey for Schools

Bronze-Level Certified Schools

Ridgewood High School, Benjamin Franklin Middle School, George Washington Middle School, Orchard Elementary School, Ridge Elementary School, Somerville Elementary School, Travell Elementary School

Seven schools were recognized for achieving bronze-level certification from Sustainable Jersey for Schools in 2022: Ridgewood High School, Benjamin Franklin Middle School, George Washington Middle School, Orchard Elementary School, Ridge Elementary School, Somerville Elementary School, and Travell Elementary School. Ms. Morillo presented plates to the five schools that were recertified this year and plaques to the two schools that were certified for the first time (Orchard Elementary School and George Washington Middle School). These schools are part of a cohort of 158 schools that were certified this year. This certification demonstrates a commitment to sustainability, encompassing a large range of areas and actions.

V. COMMENTS FROM THE PUBLIC

Michael O'Dell, parent at Willard Elementary School, he thanked everyone for their service to the children and for striving for educational excellence. He has three areas of concern associated with the new health and sexual education curriculum that he believes are being overlooked and need to be addressed at the Board level. The first issue is the treatment of children who elect to opt out of the new sexual education lessons. His understanding is they will end up being placed in the office which has a negative perception and could be viewed as them being punished for not participating. This is also not what was presented to the Board or the public at the health symposium. It's part of the incremental resource allocation to this sexual education. We should allocate resources to providing true learning alternatives in a setting that does not invite the possibility of ridicule of those who choose to opt out. He does not believe the goal of the district is to create a segregated class of students but that is exactly what the current plan accomplishes. The preference would be for the opt-out students to participate in alternative learning in other classrooms rather than the principal's office. This is also more in line with the state standard and guidelines. Additionally, we need clarity on how the district plans to handle parental rights and disclosure of a student's plan to begin a gender transition on school grounds. Within the health symposium discussion the presenter stated the students would have confidentiality and parents don't have the rights to be informed of a gender transition, however this is not required by the state and even the state guidance and that is just what it is, it's just guidance. The law says they needed guidance so even within the state guidance, the language is, there is no affirmative duty for any school district personnel to notify a student's parent or guardian however, this is not a restriction and his expectation is being a parent within Ridgewood is that we hold ourselves to a higher standard so his question is, is it the district's position that parental rights do not stretch to the gender transitions? If this is the position of the district and we are going to teach children about gender transitioning alternatives and their options to begin transitioning without the approval of a parent, we should provide full education on the psychological and physical risks involved in transitions and the permanence of these transitions. His base view is the age-appropriateness of these lessons is problematic from an intellectual capacity perspective. However if we are going to operate under the required by the state approach we should at least stick to full education so the students can evaluate the risk-reward before they begin a transition. To the extent a student begins a non-physical transition in school and the district does not intend on informing the parents it seems appropriate to have a trained psychologist in the district who would evaluate these children and work them through this transition. Is this also something the district plans on instituting. Finally, as we expand the education of gender choice it can lead to situations where out of respect for individual choice on gender and protecting their rights we are putting other students right to a comfortable education setting at risk. For instance biologically defined males can have the right to dress in the same locker rooms or use the same bathrooms as biologically defined females. There's a clear risk of abuse to this policy additionally it adds incremental sexual abuse risk to the situation therefore what is the district's plan to provide a safe atmosphere for non-transgender students and how do you address their comfort and psychological preparedness to change or use the same restrooms as biologically defined opposite sex? It seems appropriate that if you are gender fluid or your gender identity is different than your biological sex, you have a locker room or changing rooms that are designated for all gender which would be the facilities that transgender students utilize. This would provide those students who are uncomfortable changing with the opposite biological sex or using the bathroom in front of the opposite biological sex the option to only do so with their biological sex while offering of those who are gender fluid or comfortable with changing around all gender and genders to do so. He wants to voice these

concerns and hopes to get dialogue on these questions and he appreciates you taking the time and further valuating and providing clarity where necessary.

Jason Held, 151 Greenwood Rd., thanked for your hard work, wants to discuss a similar subject, specifically New Jersey law against discrimination. He shares some of the same concerns as his fellow parent here more specifically in regards to the Interim commissioner of education's guidance letter where she defines a safe and supportive environment within a school begins with understanding and respect. He does not think anybody would disagree with this statement. He thinks that's what we all strive for however he thinks with the more specific guidelines carried throughout this letter that delicate balance has become skewed if not in the immediate future in the years to come. His issue is with parental rights and a shroud of secrecy that the fears will no doubt arise from these guidelines. He will quote the same line in this letter, there is no affirmative duty for any school district personnel specially personnel to notify a student's parent or guardian of the student's gender identity or expression. He believes this eliminates a serious valuable check and balance between a parent and the welfare of their child. The fact that this says personnel, he'd like to point out that it does not specify a professional designation required for any staff member to discuss such matters with our children. He would like to know what policies/procedures, designations, qualifications specifically toward these conversations that may or may not exist between personnel school personnel and our children. As far as a physically safe environment he does agree that if new looser policies and procedures as far as gender, those that are transgender sharing bathrooms or restrooms that there be education and the student-faculty be alert and learn how to safeguard themselves. There's not specifics as far as policies and procedures for Ridgewood and that concerns him, especially when dealing with adolescents.

VI. SUPERINTENDENT REPORT

Dr. Fitts invited all community members to attend the "Coffee & Conversation" meetings that are held monthly. This is an opportunity for stakeholders to share opinions and engage in conversations.

Ms. Murphy provided an update on the recent Paraprofessionals and Substitutes Job Fair that was held on November 17 in the Education Center, noting that on-site hiring took place for paraprofessionals, substitute teachers, and substitute paraprofessionals.

CarePlus offers a series of virtual parent engagement workshops during the school year. The next event is scheduled for December 13 at 7:00 pm.

VII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance at Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. **Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports 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 Interim Superintendent of Schools, approves the School Safety and Security Plan Annual Review Statement of Assurance.

The Board has received background information.

Ms. Brogan approval of B. Administration.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak

NAYS: none

Dr. Fitts presented for consideration C. Human Resources.

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

ii. **Approval: Agreement with Michael McCreary**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with Michael McCreary to provide 7 presentations about life with autism spectrum disorder, in the amount of \$11,480.

The Board has received background information.

Ms. Brogan moved approval of C. Curriculum and Instruction.

Mr. Dani seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan commented that she is concerned about the decision made for the speech and debate club this weekend. In the past, we have on occasion had field trips approved after the

fact not very often, but occasionally. Unfortunately for the speech-debate group this was a missed opportunity. Going forward can we take a look at that to make sure it doesn't happen again.

A discussion regarding the debate club field trip approvals ensued. To view this portion of the meeting scroll to 33:20.

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Teacher						
Chua, Kelly	LDT-C (tenure track)	Hawes	12/01/22	Standard Learning Disabilities Teacher-Consultant	\$89,279 (\$85,027 + \$4,252 ratio) Cl. MA+45, St. 7 prorated	11-000-219-104-00-02-019-000
Long-term Substitute						
DeVincenzo, Kerry	Grade 1	Orchard	11/07/22-03/30/22 (three transition days 11/2, 11/3, 11/4, 2022) revision	CEAS Elementary School Teacher in Grades K-6	\$185 per day	11-120-100-101-09-03-019-000
Support Staff						
Corliss, Christine	Public Information Officer and Special Projects	Education Center	01/23/23	N/A	\$94,000 prorated	11-000-251-104-00-20-019-000

Field Placements

Name	College/University	Placement	Supervisor	Location	Effective Date
Terry, Ashley	Montclair State University	Clinical I and Clinical II Student Teaching	Koropchak, Sabrina	Somerville	01/23/23-05/12/23 09/01/23-12-22-23
Weinberg, Sara	Montclair State University	Clinical I and Clinical II Student Teaching	Calandra, Laura	Somerville	01/23/23-05/12/23 09/01/23-12-22-23

Permanent Substitutes for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Bridges, Kristen	Permanent Substitute - Regular Ed.	Ridge	5.75	5	\$32.17	11/22/22	11-120-100-101-00-00-019-002
Muzilla, Amy	Permanent Substitute - RISE	Ridge	5.75	5	\$32.17	11/22/22	20-223-100-101-00-04-024-001

Additional: Paraprofessionals/Lunchroom Aide for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Allen, Alesha	Instructional Paraprofessional (REACH)	Glen	5.75	5	\$19.25	11/22/22-06/21/23	11-216-100-106-00-01-024-001
Amores, Melanie	Applied Behavior Analyst Aide (ABA)	Ridge	5.75	5	\$22.19	11/22/22-06/21/23	11-000-217-106-00-04-024-001
Costello, Michelle	Resource Room	GWMS	5.75	5	\$17.50	11/22/22-06/21/23	11-213-100-106-00-09-024-001
Hoffmann, Marianne	Resource Room	Ridge	5.75	5	\$19.25	11/22/22-06/21/23	11-213-100-106-00-04-024-001
Munro, Abigail	Applied Behavior Analyst Aide (ABA)	RHS	5.75	5	\$22.19	11/22/22-06/21/23	11-000-217-106-00-10-024-001

Patel, Bindu	Self-Contained (RED)	Glen	5.75	5	\$19.25	11/22/22-06/21/23	11-216-100-106-00-01-024-001
Ushewokunze, Rhiannon	One-to-One	Ridge	5.75	5	19.25	11/23/22-06/21/23 (11/22/22 transition day)	11-000-217-106-00-04-024-001
Van Der Eeze, Anniek	STEPPS Job Coach	Oak Street	5.75	5	\$27.00	11/22/22-06/21/23	11-212-100-106-00-12-024-001

Revision: Winter 2022 Coaching Assignments and Winter Site Managers, approved by the Board at its meeting on November 7, 2022.

Assistant Cheerleader Advisor

Remove: TBD

Replace: **Rodenberg, Cassidy**, Step I, total stipend of \$2,842.

Alpine Ski Team Coach

Remove: TBD

Replace: **Mones, Steve**, Step IV, total stipend of \$8,053.

Assistant Indoor Track Coach

Remove: TBD

Replace: **Ryan, Patrick**, Step IV, total stipend of \$6,632.

Assistant Wrestling Coach

Remove: TBD

Replace: **Gibbs, Brian**, Step IV, total stipend of \$6,632.

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

Additional: Winter 2022 Volunteers

Name	Position	Name	Position
Aday, Douglas	Boys Basketball	DeLuca, Shane	Wrestling
DelBuono, Joseph	Boys Basketball	Germany, Jonathan	Wrestling
Mitola, Candace	Girls Basketball	Uzoara, Raymond	Wrestling
Roth, Al	Girls Basketball	Vazzana, Vincent	Wrestling
Cirillo, Tara	Winter Track	Basile, Joseph	Ice Hockey
Opremcak, Stephen	Winter Track	Sbarra, Michael	Ice Hockey
Wilson, Timothy	Winter Track		

Additional: Home Instructors, on an as-needed basis, for the 2022-2023 School Year

Name	Assignment	Location	Hourly Rate	Account #
Pilkington, Jaclyn	Elementary School Teacher	Somerville	\$59.36	11-150-100-101-00-24-024-001
Negron, Catherine	Elementary School Teacher	Somerville	\$59.36	11-150-100-101-00-24-024-001
Kiernan, Meredith	Elementary School Teacher	Somerville	\$60.32	11-150-100-101-00-24-024-001

Additional: Ridgewood Community School Employees - Fall Semester 2022

Name	Assignment	Hourly Rate	Account #
Larsen, Paul	Junior Education	\$55.00 (pending enrollment)	13-423-100-101-00-60-060-001

ii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Hourly Daily Salary	To FTE Assignment Location	To Hourly Daily Salary	Effective Date	Account #
Teachers						
Gervolino, Colleen	1.0 FTE Science Teacher RHS	\$102,812 Cl. BA+30, St. 18	1.20 FTE Science Teacher RHS	\$123,374 (non-pensionable) Cl. BA+30, St. 18	11/21/22-01/02/23	11-140-100-101-02-10-019-000
Labowsky, Lillian	1.0 FTE Science Teacher RHS	\$123,512 (\$123,212 + \$300 CP) Cl. DR, St. 19	1.20 FTE Science Teacher RHS	\$148,154 (147,854 + \$300 CP) (non-pensionable) Cl. DR, St. 19	11/21/22-01/02/23	11-140-100-101-02-10-019-000
Lynaugh, Sean	1.0 FTE Social Studies Teacher RHS	\$91,552 Cl. BA+30, St. 15	1.0 FTE Social Studies Teacher and .20 FTE AP Psychology Teacher RHS	\$109,862 (non-pensionable) Cl. BA+30, St.15	11/17/22-02/10/23	11-140-100-101-05-10-019-000 11-213-100-101-00-10-019-000
Marzloff, Scott	1.0 FTE Physics Teacher RHS	\$101,602 Cl. MA, St. 17	1.0 FTE Physic Teacher and .20 FTE Science Teacher RHS	\$121,922 (non-pensionable) Cl. MA, St. 17	11/21/22-01/02/23	11-140-100-101-02-10-019-000
Mitchell, Christopher	1.0 FTE Science Teacher RHS	\$107,632 (\$106,132 + \$1,500 longevity) Cl. MA, St. 18	1.20 FTE Science Teacher RHS	\$128,858 (\$127,358 + \$1,500 longevity) (non-pensionable) Cl. MA, St. 18	11/21/22-01/02/23	11-140-100-101-02-10-019-000
Van Treuren, Ryan	1.0 FTE Science Teacher RHS	\$70,967 Cl. MA, St. 3	1.20 FTE Science Teacher RHS	\$85,160 (non-pensionable) Cl. MA, St. 3	11/21/22-01/02/23	11-140-100-101-02-10-019-000
Long-term Substitute						
Clarke-Anderson, Kathleen	Media Specialist BFMS	\$185 per day	Social Studies Teacher RHS	\$185 per day	11/17/22-02/10/23	11-140-100-101-05-10-019-000

Paraprofessionals						
Jahanbin, Allia	STEPSS Job Coach Oak Street	\$27.00	Applied Behavior Analyst (ABA) RHS	\$22.19	10/31/22-06/21/23	11-000-217-106-00-10-024-001
Latif, Shaista	Instructional Self-Contained (RED) Glen	\$19.25	Applied Behavior Analyst (ABA) Glen	\$22.19	11/22/22-06/21/23	11-000-217-106-00-01-024-001

iii. Resignation for the Purpose of Retirement

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

Name	Assignment	Location	Effective Date	Years of Service
Teacher				
Brown, Brian	Music Teacher	GWMS	07/01/23	20

iv. Resignations

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

Name	Assignment	Location	Effective Date
Teachers			
Tulsi, Bodiwala	Biology Teacher	RHS	01/04/23
Vitale, Erica	Mathematics Teacher	RHS	01/16/23
Support Staff			
Currenti, Donna	Bus Driver/Aide - STEPSS Program	District	12/15/22-06/30/23 declined appointment
Permanent Substitute			
Dittamo, Rachel	Permanent Substitute	Ridge	11/09/22
Paraprofessionals			
Elieh, Nada	One-to-One Instructional Paraprofessional	Ridge	11/23/22
Minardi, Jacqueline	Applied Behavior Analyst Aide (ABA)	Ridge	12/12/22

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Brady, Katherine	Speech Teacher	Orchard	Medical/ Family	New	03/06/23-04/21/23	N/A	04/24/23-09/29/23	10/02/23
Kalebic, Tamara	Social Studies Teacher	RHS	Medical	New	11/14/22-02/10/23	N/A	N/A	02/13/23
Kott, Gregory	Science Teacher	RHS	Family	New	N/A	11/21/22-12/23/22	N/A	01/02/23
Luckenbill, John	Music Teacher	RHS	Family	New	N/A	N/A	02/06/23-03/03/23	03-06/23
Mansbach, Molly	Grade 1 Teacher	Orchard	Medical/ Family	Revised	11/07/22-12/20/22	12/21/22-03/29/23	N/A	03/30/23
Mirkovich, Jessica	Mathematics Teacher	RHS	Medical- Unpaid FMLA	New	N/A	11/28/22-02/24/23	N/A	02/27/23
Perry, Cynthia	Para professional	Ridge	Medial	New	11/18/22-12/02/22	12/05/22-02/17/23	N/A	02/22/23
Sieck, Alison	Social Studies Teacher	RHS	Medical/ Family	New	02/22/23-04/19/23	04/20/23-06/30/23 and 08/31/23-09/30/23	10/01/23-06/30/24	09/01/24

vi. Supplemental Pay Beyond Contract

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

ABA Training Completed and Certified – hourly rates from \$22.19 to \$25.64, effective November 4, 2022

- **Burke, Alixandria**, effective November 4, 2022.
- **Lazration, Sara**, effective November 16, 2022.

Additional/Revision: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours	Hourly Rate	Pay	Total	Account #
Orchard									
Piccione, Paul Bus Driver	Pony Power	N/A	N/A	N/A	3.5	\$40.17	N/A	\$140.60	11-000-270-162 -00-10-034-001
Somerville									
Coffey, Ty	Mindful Leopards Grades 1 & 2	N/A	N/A	N/A	N/A	N/A	N/A	\$325	11-401-100-101 -00-05-005-001
Coffey, Ty	Mindful Leopards Grades 3 & 5	N/A	N/A	N/A	N/A	N/A	N/A	\$300	11-401-100-101 -00-05-005-001
Benjamin Franklin Middle School									
Tozaj, Sasha revision	Marvel Club	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101 -00-08-008-001

Chaperones

Name	Trip Activity	Dates	# of Nights	# of hours Days	Hourly Daily Rate	Total	Account #
Benjamin Franklin Middle School							
Crawford, Ryan	Semi-Formal 8th Grade	12/09/22	N/A	3	\$40.17	\$120.51	11-401-100-101-0 0-08-008-001
Miller, Danielle	Semi-Formal 8th Grade	12/09/22	N/A	3	\$25.64	\$76.92	11-401-100-101-0 0-08-008-001
George Washington Middle School							
Dabby, Maxwell	7th & 8th Grade Band Concert	12/01/22	N/A	2	\$40.17	\$80.34	11-401-100-101-0 0-09-009-001
Grasso, Laura	7th & 8th Grade Band Concert	12/01/22	N/A	2	\$40.17	\$80.34	11-401-100-101-0 0-09-009-001
Greenberg, Abigail	7th & 8th Grade Band Concert	12/01/22	N/A	2	\$40.17	\$80.34	11-401-100-101-0 0-09-009-001
King, Janelle	7th & 8th Grade Band Concert	12/01/22	N/A	2	\$40.17	\$80.34	11-401-100-101-0 0-09-009-001

Weiss-Chromeck, Courtney	7th & 8th Grade Band Concert	12/01/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Brown, Brian	7th & 8th Grade Orchestra Concert	12/06/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Dabby, Maxwell	7th & 8th Grade Orchestra Concert	12/06/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Feit, Deborah	7th & 8th Grade Orchestra Concert	12/06/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Greenberg, Abigail	7th & 8th Grade Orchestra Concert	12/06/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Kaukonen, Philip	7th & 8th Grade Orchestra Concert	12/06/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Weiss-Chromeck, Courtney	7th & 8th Grade Orchestra Concert	12/06/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Brown, Brian	7th & 8th Grade Choir Concert	12/08/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Dabby, Maxwell	7th & 8th Grade Choir Concert	12/08/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
King, Janelle	7th & 8th Grade Choir Concert	12/08/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Sharar, Connie	7th & 8th Grade Choir Concert	12/08/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Thomas-Candrilli, Anna	7th & 8th Grade Choir Concert	12/08/22	N/A	2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Ridgewood High School							
Hans, Patricia	Philadelphia, PA Williamsburg, VA Jamestown, VA & Charlottesville, VA	12/09/22- 12/11/22	4	N/A	\$200	\$800	11-401-100-101-00-10-010-001
John, Carlin	Philadelphia, PA Williamsburg, VA Jamestown, VA & Charlottesville, VA	12/09/22- 12/11/22	4	N/A	\$200	\$800	11-401-100-101-00-10-010-001
LaFemina, Freddie	Philadelphia, PA Williamsburg, VA Jamestown, VA & Charlottesville, VA	12/09/22- 12/11/22	4	N/A	\$200	\$800	11-401-100-101-00-10-010-001
Nold, Susan Alternate	Philadelphia, PA Williamsburg, VA Jamestown, VA & Charlottesville, VA	12/09/22- 12/11/22	4	N/A	\$200	\$800	11-401-100-101-00-10-010-001
Polk, Lauren	Lille and Paris, France	03/31/23- 04/09/23	9	N/A	\$200	\$1,800	11-401-100-101-00-10-010-001

Riley, Celeste	Lille and Paris, France	03/31/23-04/09/23	9	N/A	\$200	\$1,800	11-401-100-101-00-10-010-001
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Handle With Care Training - November 18, 2022

Name	Assignment	# Hours Day	Hourly Rate	Total	Account #
Berrios, Barbara	Applied Behavior Analyst Aide (ABA)	5.75	\$22.19	\$127.59	11-000-217-106-00-24-024-001
Bompali, Pramodha	Applied Behavior Analyst Aide (ABA)	5.75	\$22.19	\$127.59	11-000-217-106-00-24-024-001
Burke, Alixandra	Applied Behavior Analyst Aide (ABA)	5.75	\$25.64	\$127.59	11-000-217-106-00-24-024-001
Elieh, Nada	One-to-One	5.75	\$19.25	\$110.69	11-000-217-106-00-24-024-001
Jahanbin, Allia	Applied Behavior Analyst Aide (ABA)	5.75	\$22.19	\$127.59	11-000-217-106-00-24-024-001
Kim, Takako	Applied Behavior Analyst Aide (ABA)	5.75	\$22.19	\$127.59	11-000-217-106-00-24-024-001
Latif, Shaista	Applied Behavior Analyst Aide (ABA)	5.75	\$22.19	\$127.59	11-000-217-106-00-24-024-001
Moustafa, Nada	Applied Behavior Analyst Aide (ABA)	5.75	\$22.19	\$127.59	11-000-217-106-00-24-024-001
Ramanathan, Vijayalakshmi	Applied Behavior Analyst Aide (ABA)	5.75	\$22.19	\$127.59	11-000-217-106-00-24-024-001
Williams, Shakira	Applied Behavior Analyst Aide (ABA)	5.75	\$22.19	\$127.59	11-000-217-106-00-24-024-001

Clock Operators - Basketball and Wrestling

Name	# of Games	Rate	Account #
Kay, Peter	40	\$50	11-402-100-104-00-10-034-001
Mandel, Aaron	40	\$50	11-402-100-104-00-10-034-001
McNamee, Richard	40	\$50	11-402-100-104-00-10-034-001
Moscarello, Kenneth	40	\$50	11-402-100-104-00-10-034-001
Reilly, Christopher	40	\$50	11-402-100-104-00-10-034-001

Site Supervisors

Name	# of Hours	Hourly Rate	Account #
Kay, Peter	50	\$40.17	11-402-100-104-00-10-034-001
Mandel, Aaron	50	\$40.17	11-402-100-104-00-10-034-001
McNamee, Richard	50	\$40.17	11-402-100-104-00-10-034-001
Watson, Andrea	50	\$40.17	11-402-100-104-00-10-034-001

Winter Fitness Center Coverage

Name	# of Hours	Hourly Rate	Account #
Bunzey, Craig	50	\$40.17	11-402-100-101-00-10-036-001
McDermott, Michael	50	\$40.17	11-402-100-101-00-10-036-001
McNamee, Richard	50	\$40.17	11-402-100-101-00-10-036-001
Mitola, Candace	50	\$40.17	11-402-100-101-00-10-036-001

Pounds, Michael	50	\$40.17	11-402-100-101-00-10-036-001
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Additional 2022-2023 Bus Supervision, Special Education Students, on as-needed basis

- **Giardino, Stacy**, at an hourly rate of \$78.92.

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

Additional Bus Driver on a as need basis

- **Currenti, Donna**, at an hourly rate of \$29.76.

Account #11-000-270-162-00-10-034-001

vii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

VanZile, Laura*

\$150 Daily Rate

***Related to staff member**

Ms. Brogan moved approval of D. Human Resources.

Ms. Kwak seconded the motion with two revisions, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak

NAYS: none

ABSTAIN: Mr. Dani

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number

Ridgewood High School Student Activity Account	\$3,481	To be used to purchase class of 2023 diploma covers.	20-030-100-610-00-10-010-044
George Washington Middle School Home and School Association	\$1,060	To be used to purchase books for the media center at George Washington Middle School.	20-025-100-890-00-09-009-011
Ridgewood High School Home and School Association	\$3,260	To be used to pay for the Author (Robin Ha) Visit scheduled on December 7, 2022.	20-025-100-890-00-10-010-018
Ridgewood High School Alumni Association	\$10,000	To be used for ongoing maintenance of the Ridgewood High School Foods Lab.	20-057-100-610-00-10-010-004
Willard Home and School Association	\$2,166.97 originally accepted at the 6/14/21 BOE meeting	Redirecting funds of the already accepted donation. To be used for repairs on the Willard Gym Floor.	20-025-100-610-00-07-007-001
Willard Home and School Association	\$70,000 (gift in kind)	A gift in kind of remodeling and upgrading the art room at Willard Elementary School.	N/A

ii. **Approval: Additional Budgeted and Unbudgeted Out-Of-District Extended School Year and Regular School Year Tuition**

Regular School Year UnBudgeted Out-Of-District Placement	
School	# of students
Cornerstone Day School, Cranford NJ	1
BCSS-Venture Program Junior & High School, Hackensack	1
Extended School Year Budgeted Out-of-District Placement	
River Dell Regional School District, River Dell	1

iii. Approval: Secretary's Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **August 2022**,

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 Interim 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 2022**; 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.

v. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **August 2022** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

vi. Approval: Disposal of Equipment

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the disposal of the item below. This item is being replaced with a more efficient and updated model.

Benjamin Franklin Middle School

- Quantity 1 Vulcan VC4GD-10 Commercial Double Deck Gas Convection Oven

vii. Approval: 2022-2023 Additional Received Tuition Student Paid by Parents

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following additional received tuition student for the 2022-2023 school year, listed below. Tuition will be paid by the parents.

➤ 1 student attending Hawes Elementary School

Ms. Kwak moved approval of E. Finance, with the addendum vii. 2022-2023 Additional Received Tuition Student Paid by Parents.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak

NAYS: none

Ms. Kwak read the donations into record and thanked the responsible parties.

VIII. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. None at this time.

IX. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Ms. Kwak.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Nov 01	Columbia Bank On-Line	108030	670.00
Nov 08	Columbia Bank On-Line	108031	47.61
Nov 14	Columbia Bank On-Line	108032-108195	1,365,509.99
Nov 15	Electronic Transfer	H42033	1,082,706.29
Nov 14	Food Service	620405	156,357.02
Nov 01	Void Check	107873	(722.50)
TOTAL			2,604,568.41

Ms. Kwak moved approval of bills approved by her.

Mr. Dani seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak

NAYS: none

X. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan thanked Stacie and Dan Kilday for the health community meeting. It was well attended, with good conversation. Questions were answered and if we have not had an opportunity to reach out to parents who spoke today, maybe Dan Kilday can reach out to them.

Mr. Dani congratulated all seven schools that received a sustainable Jersey for Schools bronze award. At least one of the schools that did not receive it are working towards receiving it next year.

Ms. Kwak announced that they had their first coffee with the superintendent. It was well attended. She thanked those who came out to speak. Some of the comments had to do with school safety, the math curriculum. They appreciate the two-way communication. The schedule of meetings has been posted to the district website, the next one is on Monday December 12 at 1:30 at the Ed Center.

Ms. Kwak provided an update on the Superintendent search process. She thanked the community members who attended the community forums and filled out the survey. We had over 633 members of the entire community participate in the online survey. Altogether including the community forums, we had 775 participants, 633 from the survey were parents and guardians, the next bracket being 92 certified staff. The results of the survey and the desired characteristics will be posted on our website starting tomorrow. This will give the board the parameters to sift through the candidates and have a meaningful discussion based on the input. Highlights are community is looking for an engaged leader who is experienced, innovative and transparent; who provides the following characteristics: strong leader, someone who's decisive and data-driven, a relationship builder, an exceptional communicator, an exemplary level educational leadership experience, have or be immediately eligible for New Jersey school administrator certificate and have a doctoral or terminal degree preferred.

XI. BOARD COMMITTEE REPORTS

Ms. Brogan reported that they had a Curriculum Committee meeting last week. The meeting notes are ready and will be shared with the Board. During that meeting, the math supervisor did a demonstration of IXL, with a very strong support for putting that into use in grades six through eight. We already have it in our elementary schools and are extending the contract to do for the middle schools. It is a tool that students can use to learn new content, brush up on current content and use it at home or in school. This will be very helpful as we saw from our scores, there was some concern about our middle school math scores and this was the recommendation. The math supervisor had used this in a prior district and is very much in favor of moving forward. Ms. Brogan hopes to see it on the next agenda.

Ms. Brogan stated since the policy committee has not had an opportunity to meet due to busy schedules. The last time they met was in July and they have policies that are mandated sent from Strauss Esmay that have been sitting there. She had suggested that we try to put them on the agenda for our full board discussion so we could take that off of our plate. Our meeting in November it did not happen, she is hoping that maybe for the next meeting those policies can be

on for discussion for the whole board.

Ms. Brogan has a concern that the minutes from some of the committee meetings are not being shared in a timely manner. She thanked for the minutes for facilities, but those are from September and October. We might look in the new year to having minutes or the notes from the committee reasonably shared with the board, a week would be her request.

Mr. Dani reported that they had an ad hoc facilities meeting today, not a full facilities meeting. They reviewed some of the options for our steam-based heating systems, especially for Willard Elementary School. The Aramark team and their HVAC engineer have come up with a solution. He does not know the exact numbers, it is not a lot of money compared to what we were going to spend. From the referendum images and pictures where we were showing all the pneumatic controls and all the systems, these are relatively low cost. We should be able to replace all the pneumatic controls and the controls in all of the univents. This should be in an FYI soon and hopefully the board can approve it and we can get it installed at Willard.

A discussion regarding the steam heating system ensued, to view this portion of the meeting scroll to 52:10.

Ms. Kwak reported that they had a finance committee meeting, that's where they reviewed the August transfer report. One of the findings was to resolve the cash account with the reserve account, that will be in the November report. We are on track to get the audit done earlier because we were the first one on the queue, they are just waiting for one data point to complete the audit and then they will do a presentation publicly.

XII. DISCUSSION ITEMS

Ms. Brogan discussed that she listened to the Board Meeting last time, where she heard discussion about the unspent monies from the prior year. She wants to be clear that the regs say that they should be done between June 1 and June 30. We should keep that on our radar screen for next year because we're out of line for regs. She does not know if there is a downside to passing the resolution in November since the Regs are clear.

Mr. Bisig spoke to the auditors and they said as long as it is done before the audit is finalized you could use it. He made a recommendation moving forward to have it done in June.

Ms. Brogan stated her reservations of having 4 million dollars in maintenance reserve when we have identified projects of capital and particularly the window replacements at Glenn and Ridge, they are the original windows and not safety glass. Also at our 1960's schools, Hawes, Travell and Orchard in the older sections there had been some leaking.

Ms. Brogan commented on late start and stated, hopefully you had an opportunity to watch the webinar featuring the superintendents from Radner and Chattam that implemented late start, and the third superintendent from Princeton. Ms. Brogan found it interesting and highlighted a few things. None of the districts seem to have any teacher contract reopening, the calendar starts earlier and ends earlier and are 180 days as we are with four snow days. When looking at Ridgewood High School we are already with our enrichment mornings, 15 mornings that are 1 hour each that are 900 minutes for the course of the year.

Ms. Brogan discussed that at the October 17 meeting she had requested that we receive the results from the parent survey that was taken last spring and is hoping that is forthcoming.

Ms. Brogan stated the self-evaluation that the Board did pass to have New Jersey School Boards come and present our self-evaluation, she was dismayed that it is scheduled for March 6, 2023. That seems like a long time from October 17, when we passed the request to have that done she wondered if we can't revisit that and make it a little sooner.

Ms. Brogan asked if there is any movement on World Languages for elementary school.

Dr. Fitts replied that we are not making any additional progress on World Languages, we've talked about it quite often and we've considered options, alternatives but we are not at the point of presenting a formal program of request to you.

Dr. Fitts will make a request, it will be a modest request based upon the availability of funds to support this initiative.

Mr. Dani asked Dr. Fitts for a follow up on information he had requested on the World Language; he had sent two or three emails.

Dr. Fitts replied that the information he requested is under review and he will get a reply.

Mr. Dani added two points to consider regarding Late Start. If we are starting school earlier and if you are reducing instructional time, how will it impact AP exams and their preparation because those dates are not changing, those are in May. These schools that are starting earlier and ending early and still doing 180 days, more number of days for those schools are before May AP exams. What will be the impact of reduced instruction time on AP exams?

Mr. Dani asked if we touch the 80 minute period, how will our special programs in high school work? Recently we approved one more course that will run exclusively in the 80 minute period, we have field trips in the 80 minute period for RAP students and CPM students. We have a couple of courses that just run in that class, so how will any change to that 80 minute class impact all of those programs?

A conversation regarding late start, AP exams ensued. To view this portion of the meeting scroll to 1:10.

XIII. ACCEPTANCE OF MINUTES

- October 17, 2022 Regular Public Meeting
- November 7, 2022 Executive Session Meeting
- November 7, 2022 Regular Public Meeting

Ms. Kwak requested to table to the minutes until everyone is back.

XIV. OTHER BUSINESS

None at this time.

XV. COMMENTS FROM THE PUBLIC

Peter Moulton, Great to hear about the job fair, it sounds like progress is being made there. In regards to world language it was brought up tonight but he wanted to also hear if there were also any ideas for increasing the PE for the lower schools as it was brought up a few times, the PE was disproportionate between the high school and the lower schools it was well understand for the lower schools. He's not sure if there's also been discussion about that. He does not think he has heard during the meeting, has there been discussion about increasing the quality of the filtration for water and considering that it seems that the Ridgewood water has said that we will have the pfa's for a number of years now and the water wasn't that great before so especially things like the water fountain maybe its already occurred and he's unaware but some type of a reserve osmosis or some other filtration for those systems to make sure we have a safe water for our children.

Heidi Bemis, she is an ABA aide in the Rise program at Ridge Elementary. It has come to her attention that tonight you'll be approving a new position at Ridge, the permanent substitute for the Rise program. This position will be responsible for filling in when ABA aids or three teachers in the three classrooms is absent. She wants to give you some background on how our three classrooms work at the present time. Each classroom is understaffed, teachers are spread thin doing two jobs, they prepare behavior plans and curriculum for the students as well as doing the work of an aide. In a program designed to be one to one, we are two to one or sometimes even three to one. The students have limited outside recess time because it is unsafe without full staffing. Between the three classes we work as a team if one classroom needs extra support. Aides will be assigned to help out the other classes. You're all aware of the 19 kids currently in our program and therefore we are all being used. She applauded the district for trying their best and hiring new employees. The open aid position is not easy to find people wanting to work with our subset of children, however she has two questions. Why not hire permanent aides first before hiring a substitute. If you hire the permanent aide and keep them healthy and happy you won't need to hire any substitute. Secondly, would you rational becoming a permanent substitute six dollars and fifty three cents more per hour amounting to six thousand, seven hundred and fifty nine dollars more per year based on a school year of 180 days then what you would pay a permanent ABA aid. This is her third year as an ABA and she only makes \$25.64 cents per hour. She has been trained and certified yearly, she has a background with all the children, can jump in and help when called upon. She leaves you with the last question to ponder, is this proper to hire a new employee, one could correct her if she's wrong, who is not trained hasn't worked with our kids and has no additional certification at a rate of \$32.17 per hour, that's \$6.53 more per hour than you pay a dedicated employee who has worked in RISE for many years.

Mr. Dani made a comment regarding the comment about the teacher, Jamie can look into it and get back to us at the next meeting. The comment regarding the water, he had just assumed, taken for granted that our school's water system is already filtrated and what we are providing to students goes through some filtration process or is checked for purity. He would be interested to know if we spend any money on buying water for our teachers or administrators, guests. Are our leaders also drinking the same water that we are asking students to drink.

Dr. Fitts replied that we are paying close attention to our water filtration systems that we have now to make sure that those filters are operating and they're replaced periodically even before they are needed.

Dr. Bisig added that the required lead testing was done over the summer and all the buildings are satisfactory. The multi speed bottle fillers have filters in them, additional. Any new water filters that have been renovated has filters on them. The old news, he has to double check.

XVI. ADJOURNMENT

At 8:30 p.m., on a motion made by Ms. Kwak, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development**BOE Date 11/21/2022**

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Medha Kirtane	NJ Consortium of History Education Conference NJ Consortium of History Education Conference Princeton, NJ 12/2/22	Professional Development	\$49.00	0
Allison Barba	NJASP Winter Conference New Jersey Association of School Psychologists East Windsor, NJ 12/2/22	Professional Development	\$226.00	0
Joseph Gyulay	3D Printing and Data Science Teacher Workshop New Jersey Institute of Technology Newark, NJ 12/2/22	Professional Development	\$0.00	0
Fred LaFemina	2022 National Council for the Social Studies Annual Conference National Council for the Social Studies Philadelphia, PA 12/3/22 and 12/4/22	Professional Development	\$698.00	0
Karen Mendez	NJ DECA - Northern Region DECA Advisor Meeting NJ DECA- Northern Region East Rutherford, NJ 12/21/22	Professional Development	\$0.00	0
Mary Ferreri	TMI Leadership Co-Op TMI Institute Virtual 1/18/23, 2/8/23, 3/8/23, 4/5/23 and 5/3/23	Professional Development	\$0.00	0
Anthony Orsini	South by Southwest EDU South by Southwest Austin, TX 3/6/23 - 3/9/23	Professional Development	\$1,944.00	0

The total cost for these conferences is \$2,917. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$88,565 leaving a balance of \$111,435.

The total cost of substitutes for these conferences is \$0. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$21,750.

FIELD TRIPS FOR APPROVAL

November 21, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
12/12/22	BFMS	Holiday Gift Drive, Greater Bergen Passaic Head Start, Paterson, NJ	65 Student Advisory Representatives	6	0	\$0	\$0	Yes	Yes
12/13/22	BFMS	Holiday Gift Drive, Greater Bergen Passaic Head Start, Paterson, NJ	30 Student Advisory Representatives	4	0	\$0	\$0	Yes	Yes
12/16/22	RHS	Google Offices, New York, NY	20 Girls Who Code Members	2	0	\$0	\$600 (Bus)	No	Yes
1/6/23	GWMS	Mountain Creek, Vernon, NJ	104 Ski and Snowboard Club Members	10	0	\$0	\$0	Yes	Yes
1/7/23	RHS	NJ State Tournament, Flemington, NJ	20 Speech and Debate Members	1	0	\$0	\$645 (Bus)	Yes	Yes
1/13/23	GWMS	Mountain Creek, Vernon, NJ	104 Ski and Snowboard Club Members	10	0	\$0	\$0	Yes	Yes
1/20/23	GWMS	Mountain Creek, Vernon, NJ	104 Ski and Snowboard Club Members	10	0	\$0	\$0	Yes	Yes
1/22/23	RHS	FTC Robotics, Blair Academy, Blairstown, NJ	15 Robotics Club Members	2	0	\$0	\$500 (Bus)	No	Yes
1/27/23	GWMS	Mountain Creek, Vernon, NJ	104 Ski and Snowboard Club Members	10	0	\$0	\$0	Yes	Yes
2/3/23	GWMS	Mountain Creek, Vernon, NJ	104 Ski and Snowboard Club Members	10	0	\$0	\$0	Yes	Yes
2/11/23	RHS	FTC Robotics, Glen Rock HS, Glen Rock, NJ	15 Robotics Club Members	2	0	\$0	\$500 (Bus)	No	Yes
2/25/23	RHS	Montville High School, Montville, NJ	35 Speech and Debate Members	1	0	\$0	\$945 (Bus)	Yes	Yes
2/26/23	RHS	FTC Robotics, Emerson HS, Emerson, NJ	15 Robotics Club Members	2	0	\$0	\$500 (Bus)	No	Yes
3/12/23	RHS	FTC Robotics, Morris Knolls HS, Morris Knolls, NJ	15 Robotics Club Members	2	0	\$0	\$500 (Bus)	No	Yes

3/17/23	RHS	NJ State Tournament, Flemington, NJ	20 Speech and Debate Members	1	0	\$0	\$645 (Bus)	Yes	Yes		
3/18/23	RHS	NJ State Tournament, Flemington, NJ	20 Speech and Debate Members	1	0	\$0	\$645 (Bus)	Yes	Yes		
3/24/23	RHS	NJ District Tournament, Trinity Hall, Morristown, NJ	20 Speech and Debate Members	1	0	\$0	\$645 (Bus)	Yes	Yes		
3/25/23	RHS	NJ District Tournament, Trinity Hall, Morristown, NJ	20 Speech and Debate Members	1	0	\$0	\$745 (Bus)	Yes	Yes		
5/9/23	Orchard	Flat Rock Brook, Englewood, NJ	63 First Grade Students	19	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	No	Yes		
OVERNIGHT FIELD TRIPS - PAID											
Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
3/23/23 - 3/27/23	RHS	Softball Spring Training, Orlando, FL	Up to 40 Varsity and JV Softball Team Members	Revised to 4	0	0	2 Sub - 3 days	\$900 (rate updated)	\$900	No	Yes



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on December 5, 2022 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Visitors:

There were no visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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.

A moment of silence was observed to honor Mr. Basil Pizzuto and Mr. Louis Lembo.

IV. PRESENTATIONS

A. American Rescue Plan (ARP) Safe Return Plan Update

➤ Stacie Poelstra

Districts that are accepting ESSER funding through the American Rescue Plan are required to provide an update to the Safe Return Plan every six months. Ms. Poelstra reviewed the specific areas addressed in the plan and what is currently happening in schools based on CDC recommendations. The updated plan will be posted on the district website.

To view this portion of the meeting scroll to 6:10.

V. COMMENTS FROM THE PUBLIC

None.

VI. PRESENTATIONS

A. New Jersey Graduation Proficiency Assessment Results Presentation (NJGPA)

➤ Stacie Poelstra

The New Jersey Graduation Proficiency Assessment (NJGPA) is a new test that was taken by high school juniors last March. Ms. Poelstra explained the evolution of this test and shared that this test is a field test for the class of 2023. Field test results may be used to review curriculum and programming and to identify potential focus areas in preparing for the spring 2023 NJGPA administration. The district's NJGPA results for English Language Arts (ELA) and Mathematics were shared, along with a comparison to State results.

A discussion regarding the proficiency assessment results ensued.
To view this portion of the meeting scroll to 12:15.

VII. SUPERINTENDENT REPORT

Dr. Fitts reflected upon the extraordinary service of Basil Pizzuto during his time in the district.

Dr. Fitts congratulated the staff, parents, students and citizens for their precision planning and careful executing of a program that was designed for royalty. They did a remarkable job of pulling it all together in a short amount of time. He thanked them for the excellent teamwork that we had a chance to observe.

We are in the midst of budget preparation, each principal is meeting with the executive team to review their staff needs, projects and anticipated programs. We will continue our work to create the best budget for the incoming school year. He thanked the Board trustees for the support during the transition period that we are continuing to go through at the high school.

Dr. Fitts presented for consideration A. Attendance at Conferences.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Settlement Agreement SE#6/2022-2023

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#5/2022-2023 between the parents of student #904211 and the Ridgewood Board of Education.

The Board has received background information

Ms. Brogan approval of B. Administration.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

ii. Approval: Ridgewood High School New Courses and the Program of Study for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Ridgewood High School new courses as listed below, and the Program of Study for the 2022-23 school year which can be found at

<https://sites.google.com/ridgewood.k12.nj.us/2023-2024programofstudies/home?pli=1>

Addition of New High School Courses:

Science

- Nature Inspired Engineering H EPIC

Fine and Applied Arts

- Artist Mentors
- Fashion Design

World Language

- American Sign Language II

English/Social Studies

- American Humanities II (ELA 11 CP and US History II CP)

Addition of New Middle School Courses:

Fine and Applied Arts

➤ Soundology II

Ms. Brogan asked why the removal of IXL for the Middle School was removed from the agenda. It was a recommendation that we had in October, where it appeared that our middle school students had not done as well as hoped on the math test. The recommendation was made for IXL, also a presentation was made at the curriculum committee. Our Assistant Superintendent and our math supervisor have recommended it, other districts are using it. It seems to have got caught up in some concerns about the length of time for the contract. We already have that for our elementary students last year, we approved it.

Ms. Brogan questioned what's driving this delay. We have the recommendation and it would be nice to put it in place for January. She thought there was agreement that there was some need for our students.

Ms. Kwak asked Ms. Brogan if she had read the attorney's information that was shared with the Board. Ms. Brogan replied that she had. Ms. Kwak asked if she [Ms. Brogan] was going to go against legal guidance and make a motion.

Ms. Brogan made a motion to put into place IXL.
There was no second to the motion.

The conversation that ensued regarding IXL, use of ESSER funds and the transfer of money from the professional development accounting line into the instructional resources account line can be viewed at 30:56.

Mr. Dani made a motion to move the resolution: E. iii. Approval: Ridgewood High School New Courses and the Program of Study for the 2022-2023 School Year listed under the Finance section to the Curriculum and Instruction section.

Ms. Kwak seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Dani moved approval of C. Curriculum and Instruction, including updates to attachment B.

Ms. Kwak seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Teachers						
DeSantis, Laura	4th Grade	Orchard	02/06/23-06/30/23	Standard Teacher of Elementary	\$84,667 Cl. MA, St. 11 prorated	11-120-100-101-09-03-019-000
Gayed, Crstina	Biology	RHS	02/01/23-06/30/23	Standard Teacher of Biology	\$82,017 Cl. MA, St. 9 prorated	11-140-100-101-02-10-019-000
Long-term Substitute						
Schwartz, Katherine	Kindergarten Teacher	Travell	01/02/23-05/05/23 (two transition days 12/22/22-12/23/22)	Standard Elementary School Teacher	\$185 per day	11-110-100-101-11-06-019-000

Field Placement

Name	College/ University	Placement	Supervisor	Location	Effective Date
Tarantino, Brittney	New York University	Speech-Language Specialist	Eileen Head	Hawes	01/23/23-05/18/23

Revision: Winter 2022 Coaching Assignments and Winter Site Managers, approved by the Board at its meeting on November 7, 2022.

Assistant Cheerleader Advisor

Remove: **Rodenberg, Cassidy**

Replace: **Cater, Caroline**, Step I, total stipend of \$2,842.

Permanent Substitutes for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Muzilla,	Permanent	Ridge	5.75	5	\$32.17	11/22/22-	20-223-100-101-00-04-024

Amy	Substitute - Special Education revision					06/21/23	-001
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Additional: Unified Sports

Name	Location	Coordinators /Coaches/ Advisor	Stipend	Pay	Account #
Facone, Jaime	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
LaFemina, Freddi	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Main, Laurie	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
McGuire, Erin	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Roesemann, Megan	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Romas, Robert	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Williams, Jennifer	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001

ii. Change of Assignment for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignment for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Hourly Daily Salary	To FTE Assignment Location	To Hourly Daily Salary	Effective Date	Account #
Teacher						
Lynaugh, Sean	1.0 FTE Social Studies Teacher RHS	\$91,552 Cl. BA+30, St. 15	1.0 FTE Social Studies Teacher and .20 FTE AP Psychology Teacher RHS	\$109,862 (non-pensionable) Cl. BA+30, St.15	11/14/22- 02/10/23 revision	11-140-100-101-05-10-019-000 11-213-100-101-00-10-019-000

iii. Resignation

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the resignation, as listed below.

Name	Assignment	Location	Effective Date
Paraprofessional			
Berrios, Barbara	Applied Behavior Analyst (ABA)	Ridge	11/28/22

iv. Leave of Absences

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

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Feuilly, Lauren	2nd Grade Teacher	Travell	Family	New	N/A	11/28/22-12/31/22	N/A	01/02/23
Lee, Kelly	7th Grade English Teacher	BF	Medical/ Family	New	02/23/23-03/15/23	03/16/23-06/30/23	N/A	09/01/23
Luckenbill, John	Music Teacher	RHS	Family	Revision	N/A	02/06/23-03/03/23	N/A	03/06/23
O'Herlihy, Christopher	4th Grade Teacher	Travell	Family	Revision	N/A	04/10/23-06/23/23	N/A	08/31/23
Scevola, Adam	Mathematics Teacher	RHS	Family	Revision	N/A	01/23/23-02/17/23	N/A	02/22/23
Villoslada, Samantha	Special Education Teacher	GW	Medical/ Family	New	02/22/23-05/03/23	05/04/23-10/06/23	10/09/23-06/21/24	09/07/24

v. Supplemental Pay Beyond Contract

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

Counseling & Support

Name	# of hours	Hourly Rate	Total	Account #
Alpaugh, Kristen	2	\$51.34	\$102.68	11-000-218-104-00-10-010-001
Feeley, Kevin	2	\$78.92	\$157.84	11-000-218-104-00-10-010-001
Gathright, Donna	2	\$34.50	\$69.00	11-000-251-105-00-23-023-001
Hegewald, Patricia	2	\$81.25	\$162.50	11-000-218-104-00-10-010-001
Klein-Hellman, Lauren	2	\$69.44	\$138.88	11-000-218-104-00-10-010-001

Kneis, Dana	1	\$51.34	\$51.34	11-000-218-104-00-09-009-001
Salerno, Christine	4	\$63.70	\$254.80	11-000-218-104-00-10-010-001
Turano, Rebecca	4	\$56.99	\$227.96	11-000-218-104-00-10-010-001
Vargo, Laura	4	\$56.05	\$224.20	11-000-218-104-00-10-010-001
Yannone, Meredith	4	\$77.48	\$309.92	11-000-218-104-00-10-010-001

Chaperones

<u>Name</u>	<u>Trip Activity</u>	<u>Dates</u>	<u>Location</u>	<u># of hours Days</u>	<u>Hourly Daily Rate</u>	<u>Total</u>	<u>Account #</u>
George Washington Middle School and Ridgewood High School							
Carr, Lauren revision	exCELL	11/28/22-12/2//22	Disney	4	\$200	\$800	11-401-100-101-00-09-009-001 11-401-100-101-00-10-010-001
Benjamin Franklin Middle School							
Ayes, Charlotte	Winter Wonderland Semi-Formal	12/09/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-08-008-001
Briggs, Amy	Winter Wonderland Semi-Formal	12/09/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-08-008-001
Gilbert, Kristen	Winter Wonderland Semi-Formal	12/09/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-08-008-001
Papapietro, Meagan	Winter Wonderland Semi-Formal	12/09/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-08-008-001
Reilly, Kerriann	Winter Wonderland Semi-Formal	12/09/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-08-008-001
Tozaj, Sasha	Winter Wonderland Semi-Formal	12/09/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-08-008-001
George Washington Middle School							
Barba, Allison	Ski/ Snowboard	01/06/23 01/13/23 01/20/23 01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001

Bray, Ariana	Ski/ Snowboard	01/06/23 01/13/23 01/20/23 01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001
Mauceri, Vanessa	Ski/ Snowboard	01/06/23 01/13/23 01/20/23 01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001
McKinnon, Evelyn	Ski/ Snowboard	01/06/23 01/13/23 01/20/23 01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001
Porod, Jason	Ski/ Snowboard	01/06/23 01/13/23 01/20/23 01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001
Porod, Leigh	Ski/ Snowboard	01/06/23 01/13/23 01/20/23 01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001
Thomas- Candrilli Anna	Ski/ Snowboard	01/06/23 01/13/23 01/20/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001

		01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23					
Tucker, Erika	Ski/ Snowboard	01/06/23 01/13/23 01/20/23 01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001
Ridgewood High School							
Hans, Patricia	Philadelphia, PA Williamsburg, VA Jamestown, VA & Charlottesville, VA	12/09/22- 12/11/22	2 revision	N/A	\$200	\$400 revision	11-401-100-101-00-10-010-001
LaFemina, Freddie	Philadelphia, PA Williamsburg, VA Jamestown, VA & Charlottesville, VA	12/09/22- 12/11/22	2 revision	N/A	\$200	\$400 revision	11-401-100-101-00-10-010-001
Nold, Susan Alternate	Philadelphia, PA Williamsburg, VA Jamestown, VA & Charlottesville, VA	12/09/22- 12/11/22	2 revision	N/A	\$200	\$400 revision	11-401-100-101-00-10-010-001
Tolve, Laura revision	Philadelphia, PA Williamsburg, VA Jamestown, VA & Charlottesville, VA	12/09/22- 12/11/22	2	N/A	\$200	\$400	11-401-100-101-00-10-010-001

Additional: Adventure Leadership Peer Support (ALPS) Field Trips for the 2022-2023 school year, funded by donations

- Harriman State Park, Harriman, NY - November 10-12, 2022: Four chaperones, each at \$200 per night, each for two nights (\$1,600).
- White Water Rafting Trip, Garnet Hill Sugar House, North River, NY - May 19-21,

- 2023: Four chaperones, each at \$200 per night, each for two nights (\$1,600).
- Sophomore Training Seminar, John's Brook Lodge, Keene Valley, NY, June 23-27, 2023: Four chaperones, each at \$200 per night, each for two nights (\$1,600).

Overnight Chaperones for ALPS Field Trips

Barker, Barbara	Garlasco, Casey	Knott, Ronald	Miles, Luo	Richardson, Monika
Besser, Lauren	Jannone, Christina	Mahler, Craig	Mitola, Candice	Skettini, Kelly
Beyer, James	Kase, Sean	Marzloff, Scott	Quirk, Brian	Wohner, John
Bunzey, Craig	Kay, Peter	McAlister, Erin	Richards, Caroline	

Account #11-401-100-101-00-10-010-001

Additional/Revisions: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours	Hourly Rate	Pay	Total	Account #
Travell Elementary School									
Posillico, Kerry	Spelling Bee	N/A	N/A	N/A	8	\$40.17	N/A	\$321.36	11-401-100-101-00-06-006-001
Willard Elementary School									
Bukowski, Stacey	Panther Market place	N/A	N/A	N/A	3	\$19.25	N/A	\$57.75	11-401-100-101-00-07-007-001
Luongo, Elizabeth	Panther Market place	N/A	N/A	N/A	3	\$19.25	N/A	\$57.75	11-401-100-101-00-07-007-001
Cunningham, Carol	Drama	N/A	N/A	N/A	50	\$19.25	N/A	\$962.50	11-401-100-101-00-07-007-001
Dolfi, Dawn-Lyn	Drama	N/A	N/A	N/A	88	\$40.17	N/A	\$3,534.96	11-401-100-101-00-07-007-001
McCoy, Lydia	Drama	N/A	N/A	N/A	51	\$40.17	N/A	\$2,048.67	11-401-100-101-00-07-007-001
Pisani, Laurie	Drama	N/A	N/A	N/A	45	\$40.17	N/A	\$1,807.65	11-401-100-101-00-07-007-001
Benjamin Franklin Middle School									
Ordini, Jason	Marvel	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-08-008-001
Tozaj, Sasha	Pokeman	N/A	N/A	N/A	30	\$40.17	N/A	\$1,205.10	11-401-100-101-00-08-008-001
revision									
Ridgewood High School									

Nuzzo, Laura	Squad	N/A	N/A	N/A	50	\$30.4 1	N/A		11-401-100-101-00 -10-010-001
Alternate									

Paraprofessional Training Class - December 5, 2022

Name	Assignment	Location	# of hours	Hourly Rate	Total	Account #
Armstrong, Inga	Self-Contained (LLD)	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Battaglia, Karen	Resource Room	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Burke, Alixandria	Applied Behavior Analyst (ABA)	Hawes	1	\$25.64	\$25.64	11-000-217-106-00-24-024-001
Cadorette, Christi	Resource Room	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Carney, Elizabeth	Resource Room	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Encarnacion, Kathleen	Self-Contained (LLD)	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Fischer, Susan	Self-Contained (LLD)	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Fossari, Rosemary	Resource Room	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Haug, Sarah	Self-Contained (LLD)	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Lazration, Sarah	Applied Behavior Analyst (ABA)	Hawes	1	\$25.64	\$25.64	11-000-217-106-00-24-024-001
Maluenda, Melany	Self-Contained (LLD)	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Micciche, Celeste	Resource Room	Hawes	1	\$17.50	\$17.50	11-000-217-106-00-24-024-001
Strafacci, Denise	Self-Contained (LLD)	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001
Zaveri, Salome	Resource Room	Hawes	1	\$19.25	\$19.25	11-000-217-106-00-24-024-001

Additional Bus Driver on a as need basis

- **Currenti, Donna**, at an hourly rate of \$29.76. **declined position**

vi. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Stewart, John

\$150 Daily Rate

Mr. Lembo moved approval of D. Human Resources.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented E. Finance for consideration.

E. FINANCE**i. Acceptance of Restricted Donations:**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Stephen and Georgina Jones	\$2,500	To be used for lab supplies in Biology and other electives at Ridgewood High School.	20-007-100-610-00-10-010-005
Ridgewood High School Student Activity Account	\$1,300	To be used to pay for overnight chaperones for the ALPS Harriman Hiking Trip.	20-030-100-101-00-10-010-044 (\$1,200 STIPEND) 20-030-200-220-00-10-010-044 (\$100.35 FICA)
Ridgewood High School Student Activity Account	\$340	To be used for materials for the building and design class at Ridgewood High School.	20-030-100-610-00-10-010-045

ii. Approval: Submission of the American Rescue Plan ESSER Funds (ARP) Safe Return Plan Required Six Month Update

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the submission of the ARP Safe Return Plan required six-month update to the Department of Education.

The Board has received background information.

iv. Approval: Agreement with Region 5 for Contracted Learning Disabilities Teacher Consultant (LDTC) for a leave replacement

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with Region 5 for a contracted Learning Disabilities Teacher Consultant for a leave replacement as listed below:

Contractor	Service	Schedule	Rate
Region V-Special Education Council	LDTC-direct services	22-23 school year	\$100 per hour

v. Approval: Disposal of Equipment

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the disposal of equipment for recycling as listed in **Attachment C**.

vi. Approval: Agreement with the Ridgewood YMCA and the Ridgewood High School Swim Team

The Ridgewood Board of Education, upon the recommendation of the Interim 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 21, 2022 through February 24, 2023, in the amount of \$10,750.

The Board has received background information.

vii. Approval: Withdrawal from Maintenance Reserve

Whereas, on Monday, December 5, 2022 the Ridgewood Board of Education approves the withdrawal of funds from the Maintenance Reserve Fund to upgrade the UV/radiator thermostatic valves, radiator steam trap parts and damper actuator at Willard Elementary School.

Whereas on Monday, December 5, 2022 the Ridgewood Board of Education approves the withdrawal of funds from the Maintenance Reserve Fund to fund the Willard Elementary School upgrade/repair in the amount of \$62,036.48 and

Whereas the Ridgewood Board Education authorizes the Business Administrator to withdraw funds from the Maintenance Reserve Fund to complete the upgrade/repair;

Therefore, be it resolved that the Ridgewood Board of Education, upon the recommendation of the Interim Superintendent, approves the withdrawal of \$62,036.48 from the Maintenance Reserve Fund.

Ms. Brogan moved approval of Finance.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Kwak read the donations into the record and thanked the responsible parties.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Agreement with Post & Kelly Electric Company, Inc and Express Heating Co., Inc for the Willard HVAC upgrade

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves the agreement with Post & Kelly Electric Company, Inc and Express Heating Co., Inc for the Willard HVAC upgrade in the amount of \$62,036.48, which includes a 10% contingency.

The Board has received background information.

Ms. Brogan moved approval of A. Agreement with Post & Kelly Electric Company, Inc and Express Heating Co., Inc for the Willard HVAC upgrade

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

B. Approval: Approval for Zachary McCotter to Renovate the Courtyard at Hawes Elementary School to Meet his Requirement for an Eagle Scout Service Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves Zachary McCotter to renovate the courtyard at Hawes Elementary School to meet his requirement for an Eagle Scout Service Project. This project is at no cost to the District.

The Board has received background information.

Ms. Brogan moved approval of B. Approval for Zachary McCotter to Renovate the Courtyard at Hawes Elementary School to Meet his Requirement for an Eagle Scout Service Project

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Dani.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Nov 16	Columbia Bank On-Line	108196-108197	319,087.87
Nov 28	Columbia Bank On-Line	108198-108314	885,360.95
Nov 15	Electronic Transfer	B42199	383,600.00
Nov 22	Electronic Transfer	R42210	29,325.00
Nov 28	Food Service	620406	116,048.30
Nov 16	Void Check	107733	(192,008.37)
TOTAL			1,541,413.75

Mr. Dani moved approval of bills approved by him.

Ms. Kwak seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced that the RHS Bands Winter Concert will be held in the Ridgewood High School Campus Center on Wednesday, December 7. The RHS New Players will perform Arsenic and Old Lace from Thursday, December 7 through Saturday, December 10.

Ms. Kwak stated there is a Coffee & conversation with the Superintendent scheduled for Monday, December 12 at 1:30 pm. This provides an opportunity for informal, open dialogue, and the schedule for the Coffees are once a month, alternating between evenings and daytime slots. The coffees are at the Ed Center and all are welcome.

Ms. Kwak congratulated the Ridgewood High School Marching band for another successful school year. They had their centennial celebration. It was a bright spot for what was a challenging week.

Ms. Kwak acknowledged the passing of Ridgewood High School Assistant Principal Basil Pizzuto, even in passing, his legacy lives on. Ms. Kwak noted that many waited in line for hours [at the wake] and in front of her was a high school student by himself. The student waited respectfully for hours. Mr. Pizzuto brought the community together. In the community's period of mourning, the district really came together and Ms. Kwak thanked Dr. Fenwick, Ms. Poelstra, Ms. Murphy, Mr. Bisig and Dr. Fitts. Ms. Kwak also acknowledged Ridgewood Health Officer Ms. Dawn Cetrulo and the Village, and the neighboring districts who all stepped in to provide counseling support and words of encouragement and solace.

XII. BOARD COMMITTEE REPORTS

None at this time.

XIII. DISCUSSION ITEMS

Ms. Brogan discussed that since October 17 she has asked for the results of the parent survey taken last spring and have yet to see them.

Ms. Brogan continues to be concerned with the delay on a report on the Board self-Evaluations which is scheduled for March 6. When she had made a motion and it passed by a 3-2 vote, the thought was that it would be sooner than that and she asks that it be put on the Board agenda for the next meeting or early January.

Ms. Brogan also asked Dr. Fitts to include information on the late start design team in the FYI; who is on the design team, who's meeting, when are you meeting, are we close to being able to make a recommendation in January, has the question regarding bussing been addressed? She would like to get an update on all of these issues.

Ms. Brogan stated they received a report in their packet on the roofs and assessment of the roofs. She questioned what the next steps are. She has noted that the figures that were estimates did not include the removal and putting back of the solar panels nor did it include the engineering of it. As you build your budget for next year and your capital projects, are these and/or window projects be in capital projects.

Mr. Bisig stated that he has a meeting with FKA to walk the roofs and assess and proceed from there on their recommendations with cost estimates.

Ms. Brogan asked how do the solar panel people participate in all of this? Do they participate in removal and replacement?

Mr. Bisig will talk to the architect and find out how the process works after installed.

Ms. Brogan questioned where we are with World Language Teachers.

Mr. Dani requested to Dr. Fitts that any conversation on the roof be stopped until that is discussed in the facilities meeting. He has forwarded an email when Dr. Gorman had put a stop to this approach a year ago. We are calling a roofer and asking for advise and assessment should have gone through our architect or some sort of bidding process. A modified roof is not something that is proprietary by one roofer.

Mr. Bisig stated that Garland is not a roofing company, they are a roofing manufacturer and they came out with a free assessment on the roofs. They have no say in who will install the roofs, that's done by bidding, all we are getting is an estimate that's free of charge, getting a snapshot of what it may cost us if we want to entertain replacing roofs. Then you will bring in FKA to review the write-up to see what they feel about it. As of now, there's no company selected, its a free estimate, just a ballpark figure from the roofing manufacturer to see what it may cost us. Then we would go out to bid to see what roofing company wins the bid and that what you with.

Mr. Dani stated that he thinks this is a closed session discussion and we are going too far on that, but he has forwarded Dr. Fitts emails between Dr. Gorman and them regarding this. There are links from the State's website where the state has identified these schemes as scams and there were questions and Dr. Gorman mentioned that until those questions are answered we are not moving forward with the specific vendors.

Ms. Kwak asked where this roofing falls under the list of priorities across the district. This came to the attention because of the complementary assessment where we relative to the needs of the i million square feet of space. Roofing must be one but where are the rest of it.

Mr. Dani replied that there was one specific section fo the high school science wing where we have a problem that was discussed in facilities committee and we were working on that but an assessment of all roofs by one specific company was never discussed and especially these meetings and the specific approach was stopped two years ago. How did it move forward? Before calling FKA and proceed on any of that we can please call our facilities committee meeting and go through those emails.

Ms. Brogan questioned that they had identified the high school roof and isn't that a priority?

Mr. Bisig stated that is correct, this is a roofing manufacturer that this company was approved last year to come in and do free assessments, its a roofing manufacturer that's our number one on the list, there are three of them FKA confirmed that all of them. Its just that we need good estimates to proceed to replace a roof or fix the roof, and needs FKA to review it and let him know which ones are priority one, two and three and if the Board wants to move forward with that then it goes to finance and facilities and if they agree you go out to bid and see what the numbers come back.

Mr. Lembo asked if the list that was in the FYI from Garland, was that what they thought or is that just a number of order?

Mr. Bisig replied that is their assessment and we would give it to FKA

A conversation regarding the leaking roof at the High School, architect involvement and fees to provide the Board with a holistic picture of where roofing is and the different prioritization needs, the long range facility plan and the state vetting process ensued.

To view this portion of the meeting scroll to 49:11

XIV. ACCEPTANCE OF MINUTES

- October 17, 2022 Regular Public Meeting
- November 7, 2022 Executive Session Meeting (Session I)
- November 7, 2022 Regular Public Meeting
- November 21, 2022 Executive Session Meeting
- November 21, 2022 Regular Public Meeting
- October 3, 2022 Executive Session Meeting

November 7 Regular and Executive.

Ms. Brogan stated that we need to be cognizant going forward, when looking at QSAC minutes were to be approved by the next meeting or within a certain timeframe.

Ms. Brogan asked Dr. Fitts for the regulation so they can be cognizant of it moving forward.

Ms. Kwak made a motion to add the October 3 Executive Session Minutes that were sent to the Board today for approval.

Mr. Lembo abstained from the November 21 meeting minutes.

Ms. Brogan abstained from the November 7 Regular and Executive Session minutes.

Ms. Kwak moved the minutes,

Mr. Mahmoud seconded the motion, which were unanimously approved.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

None.

XVII. ADJOURNMENT

At 8:05 p.m., on a motion made by Ms. Kwak, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

FIELD TRIPS FOR APPROVAL

December 5, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
12/18/22	RHS	RHS Carolers Neighborhood Fundraiser, Willard Elementary School, Ridgewood, NJ	24 RHS Carolers	4	0	\$0	\$0	No	Yes
1/6/23 (Date change: Was 12/6/22 as approved on 10/17/22 agenda)	Hawes	The Hermitage, Ho-Ho-Kus, NJ	60 4th Grade Students	10	0	\$0	\$0	No	Yes
1/10/23	RHS	Mountain Creek, Vernon, NJ	40 Ski Club Members	3-5	0	0	\$0	Yes	Yes
1/17/23	RHS	Mountain Creek, Vernon, NJ	40 Ski Club Members	3-5	0	0	\$0	Yes	Yes
1/24/23	RHS	Mountain Creek, Vernon, NJ	40 Ski Club Members	3-5	0	0	\$0	Yes	Yes
1/31/23	RHS	Mountain Creek, Vernon, NJ	40 Ski Club Members	3-5	0	0	\$0	Yes	Yes
2/7/23	RHS	Mountain Creek, Vernon, NJ	40 Ski Club Members	3-5	0	0	\$0	Yes	Yes
3/9/23	Somerville	Liberty Science Center, Jersey City, NJ	67 5th Grade Students	15	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	No	Yes
3/29/23	Ridge	Ellis Island: Gateway to a Dream, Mayo Performing Arts Center, New York, NY	65 4th Grade Students	8	0	0	\$0	No	Yes

Professional Development

BOE Date 12/5/2022

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Lauren Carr (going in place of David Bailey who was board approved on 11/7/22)	Blue Ribbon Schools of Excellence 2022 Conference Blue Ribbon Schools of Excellence Orlando, FL 11/28/22 - 12/2/22	Professional Development	Cost was previously board approved on 11/7/22	0
Amy Raiani	Lanternfly Eradication Design Challenge, using a PBL and Blended Learning Pedagogical model Rutgers University Cranford, NJ 12/6/22	Professional Development	\$114.81	0
Amy Raiani	Intro to Design Thinking Rutgers University Virtual 12/8/22	Professional Development	\$95.00	0
Zsuzsanna Nagy	Annual ESL/Bilingual Conference William Paterson University Virtual 12/9/22	Professional Development	\$49.99	0
Candace Mitola	The TMI Education Leadership Co-Op: Advancing Individual Leadership Development TMI Education Virtual 1/23/23, 2/6/23, 3/6/23, 4/2/23, 5/1/23	Professional Development	\$199.00	0
Gila Elbaum	Special Education Law TMI Education Virtual 2/22/23	Professional Development	\$0.00	0
Cindy Lora	ABA International Annual Convention Association for Behavior Analysis (ABA) International Denver, CO 5/25/23 - 5/29/23	Professional Development	\$2,338.00	0

The total cost for these conferences is \$2,797 (excludes Lauren Carr's conference where cost was already board-approved on 11/7/22). Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$91,362 leaving a balance of \$108,638.

The total cost of substitutes for these conferences is \$0. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$21,750.

Asset	Model	Serial number	
013460	projector	XB2BB8100530	
011890	Dell 390	BNFK6V1	
	Gen2 Chromebook	1YQBB52	
	Gen2 Chromebook	81GKB52	
	Gen2 Chromebook	HY5S952	
	Gen2 Chromebook	22HK2D2	
	Gen2 Chromebook	1HD3B52	
	Gen2 Chromebook	J8RQ952	
	Gen2 Chromebook	G1KCB52	
	Gen2 Chromebook	FV9K2D2	
	Gen2 Chromebook	CY6N952	
	Gen2 Chromebook	60J8B52	
	Gen2 Chromebook	699K2D2	
	Gen2 Chromebook	D2KCB52	
	Gen2 Chromebook	BX5S952	
011162	Optiplex 9010	D1LC8Y1	
011153	Optiplex 9010	3VQX8V1	
010925	Optiplex 9010	B9XQ9Y1	
010919	Optiplex 9010	B9PN9Y1	
010906	Optiplex 9010	B9NQ9Y1	
011150	Optiplex 9010	3VQV8V1	
011152	Optiplex 9010	3VPY8V1	
011156	Optiplex 9010	3VPV8V1	
011151	Optiplex 9010	3VQW8V1	
010872	Optiplex 9010	B9KP9Y1	
010963	Optiplex 9010	4R3V6Y1	
011154	Optiplex 9010	3VPX8V1	
	Gen 4 Chromebook	40S1733	
	Gen2 Chromebook	HNW4B52	
	Gen2 Chromebook	24GK2D2	
	Gen2 Chromebook	3KQQ952	

	Gen2 Chromebook	4SFV952	
	Gen2 Chromebook	B0BK2D2	
	Gen2 Chromebook	1ZTDB52	
	Gen2 Chromebook	5TW4B52	
	Gen2 Chromebook	2Z6N952	
	Gen2 Chromebook	DLX4B52	
	Gen2 Chromebook	F2DK2D2	
	Gen2 Chromebook	BHX4B52	
	Gen2 Chromebook	1WGK2D2	
	Gen2 Chromebook	GBPK2D2	
	Gen2 Chromebook	DKPK2D2	
	Gen2 Chromebook	36ZP952	
	Gen2 Chromebook	5SFV952	
	Gen2 Chromebook	D1BK2D2	
	Gen2 Chromebook	CFX4B52	
	Gen2 Chromebook	9ZXX952	
	Gen2 Chromebook	C6PK2D2	
	Gen2 Chromebook	6TFV952	
	Gen2 Chromebook	48BK2D2	
	Gen2 Chromebook	1234B52	
	Gen2 Chromebook	FGFV952	
	Gen2 Chromebook	G4KCB52	
	Gen2 Chromebook	7MPR952	
	Gen2 Chromebook	2W9K2D2	
	Gen2 Chromebook	FSJR1D2	
	Gen2 Chromebook	DPFV952	
	Gen2 Chromebook	CGDK2D2	
	Gen2 Chromebook	50L9B52	
	Gen2 Chromebook	1WTDB52	
	Gen2 Chromebook	8DX4B52	
	Gen2 Chromebook	48RQ952	

	Gen2 Chromebook	HXTDB52	
	Gen2 Chromebook	D3J3B52	
	Gen2 Chromebook	8GDK2D2	
	Gen2 Chromebook	61BK2D2	
	Gen2 Chromebook	F59K2D2	
	Gen2 Chromebook	80BK2D2	
	Gen2 Chromebook	79DK2D2	
	Gen2 Chromebook	C8PK2D2	
	Gen2 Chromebook	C9TJ9B2	
	Gen2 Chromebook	1NFV952	
	Gen2 Chromebook	DZXX952	
	Gen2 Chromebook	GYW4B52	
	Gen2 Chromebook	F4PK2D2	
	Gen2 Chromebook	J5PK2D2	
	Gen2 Chromebook	55DK2D2	
	Gen2 Chromebook	2WT3B52	
	Gen2 Chromebook	6QL9B52	
	Gen2 Chromebook	GDPK2D2	
	Gen2 Chromebook	8F9K2D2	
	Gen2 Chromebook	7BRQ952	
	Gen2 Chromebook	DTT3B52	
	Gen2 Chromebook	61Z2B62	
	Gen2 Chromebook	C0PK2D2	
	Gen2 Chromebook	7CPK2D2	
	Gen2 Chromebook	91R8B62	
	Gen2 Chromebook	JCPK2D2	
	Gen2 Chromebook	5JZ2B52	
	Gen2 Chromebook	62GK2D2	
	Gen2 Chromebook	2YTDB52	
	Gen2 Chromebook	GQ6N952	
	Gen2 Chromebook	3FX4B52	

	Gen2 Chromebook	5XW4B52	
	Gen2 Chromebook	8WW4B52	
	Gen2 Chromebook	GFDK2D2	
	Gen2 Chromebook	11BK2D2	
	Gen2 Chromebook	J8P1B52	
	Gen2 Chromebook	HKPBB52	
	Gen2 Chromebook	7N2S952	
	Gen2 Chromebook	9FRJB52	
	Gen2 Chromebook	3CRQ952	
	Gen2 Chromebook	HFXX952	
	Gen2 Chromebook	DSW4B52	
	Gen2 Chromebook	1J0HB52	
	Gen2 Chromebook	48D3B52	
	Gen2 Chromebook	BVSVLF2	
	Gen2 Chromebook	CGJR1D2	
	Gen2 Chromebook	C4GKB52	
	Gen2 Chromebook	D7BK2D2	
	Gen2 Chromebook	JMBPLD2	
	Gen2 Chromebook	4J0HB52	
	Gen2 Chromebook	GLX4B52	
	Gen2 Chromebook	GMRJB62	
	Gen2 Chromebook	3134B52	
	Gen2 Chromebook	C7BK2D2	
	Gen2 Chromebook	CQ9K2D2	
	Gen2 Chromebook	86P1B52	
	Gen2 Chromebook	GXT3B52	
011890	Optiplex 390	BNFK6V1	
010112	Dell latitude 5440	fnwxyz1	
010096	Dell latitude 5440	C2ZBG12	
	Gen 4 Chromebook	JDN74M3	
011565	Latitude 5490	2GYSPN2	

	Gen3 chromebook	FRS12G2	
010813	Latitude 5440	HG0CG12	
010863	Latitude 5440	G53KJ12	
	Gen 4 Chromebook	F6182X2	
	Gen 4 Chromebook	G4LD2X2	
010098	Dell latitude 5440	BJ4CG12	
010563	Dell 1110 printer	50KQ0C1	
010562	Dell Optiplex 9010	B9QP9Y1	
010132	Latitude 5440	56ZBG12	
10123	Latitude 5440	8ZWZY1	
010115	Latitude 5440	1S3CG12	
010127	Latitude 5440	FT3CG12	
	Gen2 Chromebook	BV9V952	
	Gen2 Chromebook	4QFV952	
	Gen2 Chromebook	22k4b52	
	Gen2 Chromebook	DNC7B62	
	Gen2 Chromebook	9W9K2D2	
	Dell latitude 5440	2R6QT32	
010078	Dell latitude 5440	D24CG12	
	Gen2 Chromebook	8JK4B52	
	Gen2 Chromebook	B5DK2D2	
	Gen2 Chromebook	BSTDB52	
	Gen2 Chromebook	BPC7B62	
011032	Optiplex 9020	7FNKY12	
010940	Optiplex 9020	4QSV6Y1	
010922	Optiplex 9010	B9MN9Y1	
	Gen2 Chromebook	4G4K2D2	
010887	Optiplex 9010	B9CP9Y1	
010928	Optiplex 9010	B9SQ9Y1	
012870	Latitude 7490	439QMV2	
010071	Latitude 5440	BM4CG12	

012858	Latitude 7490	2TQQMV2	
S-0597	Panasonic camcorrder	J9WA16741	
S-0720	Panasonic camcorrder	D8HB00864	12125
S-0708	Panasonic camcorrder	17WA10559	12124
S-0706	Panasonic camcorrder	17WA10336	12126
S-0707		17WA10644	
S-0705	JVC VCR	15215743	12129
S-0704	JVC VCR	15214215	12128
010850	Latitude 5480	52292g2	
012752	Latitude 7490	1DLJMV2	
010063	Latitude 5440	C5ZBG12	
012139	Latitude 5490	hmhjvp2	
010754	Latitude 5440	1730ZZ1	
010845	Latitude 5480	FXQW8G3	
	Gen3 Chromebook 3189	3Z8D4Q2	
	Gen3 Chromebook 3189	d0s82g2	
	Gen3 Chromebook 3189	BX1P4Q2	
	Gen3 Chromebook 3189	8g8p4q2	
	Gen3 Chromebook 3189	g4mj4q2	
	Gen3 Chromebook 3189	16KN4Q2	
	Gen3 Chromebook 3189	4KJH4Q2	
	Gen3 Chromebook 3189	HGFD1G2	
	Gen3 Chromebook 3189	6YLJ4Q2	
	Gen3 Chromebook 3189	6r5h4q2	
	Gen3 Chromebook 3189	H4SK4Q2	
	Gen3 Chromebook 3189	40XK4Q2	
	Gen3 Chromebook 3189	JGQH4Q2	
	Gen3 Chromebook 3189	H2ZM4Q2	
	Gen3 Chromebook 3189	B9FJ4Q2	
	Gen3 Chromebook 3189	56bn4q2	
	Gen3 Chromebook 3189	gcgnnq2	

	Gen3 Chromebook 3189	4Y1J4Q2	
	Gen3 Chromebook 3189	F2WX1G2	
	Gen3 Chromebook 3189	GNKM1G2	
	Gen3 Chromebook 3189	C2NL4Q2	
	Gen3 Chromebook 3189	8NQC4Q2	
	Gen3 Chromebook 3189	g83p4q2	
	Gen3 Chromebook 3189	dw5q1g2	
	Gen3 Chromebook 3189	78FJ4Q2	
	Gen3 Chromebook 3189	73hp4q2	
	Gen3 Chromebook 3189	JFHV1G2	
	Gen3 Chromebook 3189	JV5F4Q2	
	Gen3 Chromebook 3189	jcvr1g2	
	Gen3 Chromebook 3189	gbhv1g2	
	Gen3 Chromebook 3189	2S4N4Q2	
	Gen3 Chromebook 3189	44sx1g2	
	Gen3 Chromebook 3189	241z1g2	
	Gen3 Chromebook 3189	6PLY1G2	
	Gen3 Chromebook 3189	H3ZK4Q2	
	Gen3 Chromebook 3189	9tbl4q2	
012663	Dell Latitude 7490	F6WLMV2	
010834	Dell latitude 5480	FSF92G2	
010110	Latitude 5440	7XFCG12	



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on December 19, 2022 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Hyunju Kwak, President; Mr. Michael Lembo, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Visitors:

There were 2 visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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. Student Representative Report

Ava Martin, Ridgewood High School presented the following report:

The Newplayers had their opening night of *Arsenic and Old Lace* on December 15th, the first of 4 successful shows that weekend. The Saturday matinee was open to Senior Citizens for free and it was nice seeing so many members of the community turn out to see it. For those who missed the play there will be a recording up on Youtube soon!

The Girls Who Code club had a field trip to the Google New York Headquarters last Friday. The American Studies program traveled to Williamsburg, Virginia for the first time since before Covid.

Thursday 12/15 Girls Varsity Basketball had their first game and the Boys Varsity team had their home opener. Next week Varsity Hockey will play Northern Highlands on Thursday and Paramus Catholic on Friday.

Next Wednesday the Honor Band concert will be taking place. The Ridgewood Honor Band is a unique opportunity for advanced GW and BF middle school musicians to perform with some of the High School's top band members. Together the group prepares 4 songs in just 3 days. Sponsored by the Ridgewood Friends of Music, the program is able to bring in professional musicians to work with the students at the band's rehearsals. The program is a great way for students from all over the district to collaborate and challenge themselves together.

The annual New Players in Concert kicked off this Tuesday with auditions! It is a collection of short segments from musicals directed by seniors and strung together by senior solo performances. This year the show selections are *Legally Blond*, *The Lorax*, *Hadestown*, *Beauty and the Beast*, and *The Sound of Music*. What is unique about the concert is that students from all over the school—even those that are brand new to theater—participate. The show dates will be January 12th through 15th.

B. Musical Performance

- Ridgewood High School Band Mixed Ensemble
Lucas Faris, Evan Keen, Markus Ryen, Madeline Peskens, Kai Koyama

The RHS Marching Band Marching Mixed Ensemble performed two selections including the solo from this year's show opener, titled "Get Happy." This year's marching band show, "The Maroon and Gold Parade," celebrated 100 years of the Ridgewood High School Band Program.

C. 100 years of Ridgewood Band

- Jeff Haas, John Luckenbill and Vera Witte

Band Directors Jeff Haas and John Luckenbill provided an overview of the 100-year history of the Ridgewood High School Band Program. Highlights included various milestones: the first known band member, Dorothy Zimmerman, (Class of 1925), the first band performance at graduation (1935), the first performance of the Willow Club - the present-day Jazz Ensemble (1936), the first Tunes in June performance (1951), and the first Marching Band Championship (1980). In addition to many co-curricular opportunities available to students, educational travel opportunities are an integral component of the band program.

RHS Senior Vera Witte spoke about the band program from the student's perspective and the role it has played in her high school experience. Upcoming 100th Anniversary Events include the Spring Concert, Jazz in the Wood, and Tunes in June.

V. COMMENTS FROM THE PUBLIC

Laurie Weber, 235 South Irving Street, in our representative form of government, it is essential that the conduct of members of local boards of education and local school administrators hold the respect and competence of the people. These board members and administrators must avoid conduct which is in violation of their public trust or which creates a justifiable impression among the public that such trust is being violated those are not her words, that is the declaration of New Jersey statute 18a 12-22 otherwise known as the school ethics Act which governs the conduct of Board of Education members with the subject of remote board member attendance at public meetings on tonight's agenda she questions why board members should be allowed such discretion solely for their own convenience the very nature of remote meeting attendance by board members is rife with concerns that the public has already expressed the lawful conduct of board members who have so much as glanced at their electronic devices during public meetings has

been the subject of public discussion and official requests for information. People wanted to know who these board members might be communicating with and what was said, imagine how those same concerns will multiply when the board members' devices are not visible on camera or when other people could be in the room but not seen even the location of the meeting attending could reasonably called into question by the public. All of this lies in the face of propriety and transparency. The New Jersey school ethics commission and the commissioner of Education steadfastly find board members whose actions cause the public to believe that they had the opportunity to commit a punishable act guilty of a punishable act simply by creating that opportunity and as a board well knows Ridgewood board members have been found guilty of this. The law and legal percent have well established that the public is not expected to automatically trust school board members; the onus is on the board members to protect and preserve the public trust providing a convenience to board members should never take precedence over that. While the New Jersey School Board association and the board attorney may look to facilitate the desired actions of the board, the school ethics commission and the commissioner of education serve the public and will enforce the board members obligation to never put the public trust in doubt. She asks each board member tonight to carefully consider whether they are willing to go on the record in support of their own interests over those of the public that they are required by law to uphold. Remember it's not what you think that matters in this case, it's what the public thinks.

Ann Loving, 342 South Irving Street, here to address a matter that has been brought up at previous meetings regarding the possibility that trustees might be permitted to attend these meetings virtually. She sees that it's actually on the agenda tonight as a proposed policy. She is 100% opposed to this idea as she has said repeatedly policies are discussed and decided upon at these meetings, procedures are debated, problems are analyzed you can't have someone who isn't present and might have a shaky connection on their internet, an off-site trustee could not see everyone in the room here and could not receive documents that might be handed out by somebody. A trustee really needs to be present for the meeting in person if the trustee is not in the room, she thinks legal or possibly ethical questions could be raised during a vote, a discussion or a debate. We really wouldn't know who the trustee was with, where they were and so on. She is not suggesting that anyone in this room would do something like this but there's always the possible appearance of something unethical or unprofessional might be going on just off the screen as elected officials the public really puts their faith and trust in all of you. We sincerely appreciate the effort that you put in. It would be a shame if any cloud was to put shade on the important work that you do simply because one of you couldn't be present at one or from what she's understanding four meetings a year. She gets it that trustees are very busy sometimes family or work obligations or health concerns could make it simply impossible to attend a meeting there is nothing wrong with that for heaven's sake, a person can miss a meeting, it happens at the council as well. It makes more sense to miss a meeting when one has a pressing matter to deal with than to try and attend a meeting virtually while dealing with whatever it is that prevents one from being on Cottage place and if illness were the reason that a trustee couldn't be present, well certainly each of you is entitled to be homesick and to take care of your health first and foremost. Why would you want to be distracted by coughing, sneezing or any other bodily distress that would take away your attention from the important matters at hand. On the other hand please know that she continues to very much appreciate that members of the public are allowed to dial in their comments to these meetings. This is a very progressive and inclusive action that the Board of Education continues to support but of course we must make the distinction that we the public are not elected officials, we are not participating in discussions, we have no power to vote on policies so virtual participation by the public is a huge difference from virtual participation by an elected official. Again, she wants to

state her firm opinion that this should never be permitted and she trusts that this proposed policy will be voted down tonight.

Janet Reilly, 487 Dorchester Road, she wanted to bring up an issue a couple of things that were falling off the agenda. The two PE teachers and three world language teachers that were proposed last May by Dr. Gorman for inclusion in this years budget at the May 23 meeting there was a decision made by the BOE not to fund those five teachers for elementary schools and the discussion was around the fact that the priority was for pay equity for aides at the elementary level which was great except that she does not see that having been pursued either. There have been modest raises for aides at the elementary level but those were already included in Dr. Gorman's proposal and there has not been any further discussion from what I've seen or any progress made on pay equity. Last May there was a lot of discussion around the fact that Ridgewood is not only competing salary wise with other surrounding districts for aids but that also surrounding districts offer benefits and we do not. She continues to be frustrated that we lost five elementary school teachers from Dr. Gorman's proposal at the expense of pay equity for aides but have not seemingly received that either. She would like to bring back those topics and ask where the board is on the issue of pay equity for aids including benefits. Also, the two PE teachers which Dr. Gorman proposed in order to bring Ridgewood in compliance with state statues that require 150 minutes of PE for elementary levels per week. Our students are receiving 50 minutes on an alternating basis, 75 minutes every other week and that's not a state learning standard that's actually state mandate. She would like to see it discussed and made a priority. Back in May the discussion seemed to be that these five teachers would be put on a wish list and they would be the top priority if funding became available. She is wondering where the board is with those five teachers, with the world languages three teachers that were proposed and then not funded and she's seen it come up. Ms. Brogan brought it up a few times, Dr. Fitts you mentioned in the November 21 meeting that you were very close to proposing something with regard to world languages but she didn't see it mentioned at the last meeting so she'd like to know what the proposal is and when its coming. She has been frustrated with the discussion of the board around world languages and this kind of discussion that the only objective is cultural awareness and that therefore we can kind of skip teaching world languages and just do something more along the lines of social studies or global studies. Those are wonderful goals in and of themselves but they are not a replacement for world languages. World languages has a benefit at the elementary level in terms of brain development, increased cultural awareness, enhanced problem solving skills, improved memory functions, spatial and verbal abilities, the ability to connect and emphasize with others and future job opportunities. this board talks alot about diversity equity and inclusion and she would think it would be a higher priority for the board to bring Ridgewood in compliance with state learning standards because the state has recognized that world languages ought to be taught earlier than the middle school. She's mentioned before at board meetings that every other town around us is teaching world languages in-person instruction and we are not, so Dr. Fitts if you have a proposal or were on the verge of creating one on November 21, she urges you to share it.

VI. SUPERINTENDENT REPORT

Dr. Fitts highlighted recent accomplishments including Green Team initiatives leading to sustainability certification, author visits, upcoming band concerts, students selected for All County Band, and athletic achievements.

He also shared that we are in the midst of preparing the budget for the next school year and want

to continue to make improvements in the areas of facilities and instruction.

Mr. Dani asked for the specifics on improvements for DEI. What are we measuring towards that goal?

Dr. Fitts will send the Board information.

Dr. Fitts presented for consideration A. Attendance at Conferences. He made an adjustment to the Iceland trip which should read in column 6, \$200 per person per night and column 12 should be \$1200 where it states \$200.

VII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences, with the corrections.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Special Board Counsel

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the professional services as needed:

Approve the appointment of Sciarillo, Cornell, Merlino, McKeever & Osborne, Westfield, NJ, as counsel effective January 1, 2023 through December 31, 2023 at the rate of \$170 per hour to handle previous pending litigation matters.

iii. Revision: Appointment of Affirmative Action Officer

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the revision to the appointment of the Director of Human Resources as the Affirmative Action Officer for the Ridgewood Public Schools for the 2022-2023 school year.

Ms. Kwak requested to remove item ii. Approval: Special Board Counsel for modifications.

Ms. Kwak approval of B. Administration, except item ii.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Kwak made a motion to amend item ii. Approval: Special Board Counsel as follows:

Approval: Special Board Counsel

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the professional services as needed:

Approve the appointment of Sciarillo, Cornell, Merlino, McKeever & Osborne, Westfield, NJ, as counsel effective January 1, 2023 through December 31, 2023 at the rate of \$170 per hour to handle previous pending ethics litigation matters, not to exceed \$10,000.

Ms. Kwak stated that the other matters that Mr. Merlino is working on will be transferred to the Board Attorney.

Ms. Kwak approval of B. Administration, items ii.

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: Ms. Brogan

Dr. Fitts presented for consideration C. Curriculum & Instruction.

Mr. Mahmoud requested to pull item ii. Approval: Agreement with IXL Learning for modification.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

Ms. Kwak moved approval of C. Curriculum and Instruction, i. Approval: Field Trips.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

ii. Approval: Agreement with IXL Learning

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with IXL Learning Math Upgrade for all students in grades 6-8 effective through January 2, 2025 in the total amount of \$31,942.

The Board has received background information.

Mr. Mahmoud has concerns about this contract as discussed at the last meeting. He stated that based on reading the information, and since he works in the software cloud space and

this is very similar, if you set up a different contract that will set up a new org and that's basically like a new environment and the cloud infrastructure. In their system you cannot cross over the data. This would have a lot of downfalls for our district, number one the data is not going to go with the student from elementary school to middle school, so we lose that data. Number two if there are teachers that are supporting students in multiple districts they have to create a different username and password login for each building. Number three which is the big issue is currently there is no analytics at all into the performance, even in the current contract we have. Analytics is basically being able to look at the data and look at the graphs and trends and see how the student has been performing, better or worse and what the trend is across the grade level. It's basically looking at the data in one dashboard. If we add this middle school to the existing contract as a code term agreement then we'll get that analytics across the entire district.

The Board discussed the agreement specifications with IXL.

Mr. Mahmoud stated that he believes the attorney did not understand the license structure of this. These are cloud subscriptions that we own so they 're non-consumable, they're not allocated permanently to a user.

Mr. Dani stated he would like to put this on the record our attorney's advice in the conclusion, additionally the contract period for the provision of software cannot exceed 24 consecutive months pursuant to NJSA 18:18a-42. Additionally the contract period for a provision of a software cannot exceed 24 consecutive month pursuant to NJSA 18:18a-42.

Dr. Fitts stated this is not a new issue in New Jersey, when funds come through for items, school districts will make a decision, consult with colleagues, when funds come through the federal government it supersedes state regulation which says "this is what you can do." States usually just kind of pull away and let it go right through. This is one of those situations where the funds came through, you all submitted an application, the Feds approved your application and gave you the consent, you can do this or you can't do this. Our Board attorney says one something, I'm not sure whether all these board attorneys are familiar with the finite stuff that's in these applications, we have to remind them. Dr. Fitts is willing to take it back to him. Many school districts call up their colleagues to see how they are handling things, and then we push the item through because we are here to serve the kids. If we violate some small piece of something, they may catch us in the audit and slap us on the hand, but we won't get fined. Since you as a board are anchored to the legal aspect, he respects that but is willing to go back to the attorney if you want to look at it and what other districts are doing and what we are trying to do.

The Board continued to discuss five year contracts and information submitted in the Superintendent's FYI.

To view this portion of the meeting scroll to 1:00.

Mr. Mahmoud made a motion to amend the resolution as follows:

Approval: Agreement with IXL Learning

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent

of Schools, approves the agreement with IXL Learning Math Upgrade for all students in grades 6-8 under program A for the total amount of \$48,478 to add to the current contract term which expires June 30, 2026.

Mr. Dani requested that Dr. Fitts puts his recommendation on the record.

Dr. Fitts stated that his recommendation is that we follow the proposal as presented.

Mr. Mahmoud moved approval of C. Curriculum and Instruction, ii. Approval: Agreement with IXL Learning.

Ms. Brogan seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak

Mr. Dani stated no and he would like to put on the record that we've been advised that the contract provides for an finite number of licenses 1350 for the students moreover IXL provides the following with regards to the licenses that IXL grants you the right to provide access through unique login ID's to no more individuals than the quantity indicated on the first page based on this the legal advice we have received is that these are consumable educational material aka a workbook, this is subject to a 24 month restriction on the term of contract as set forth in NJSA. Therefore he would have voted on it if this was a 24 month contract but as this is being presented as a three and a half year contract, he's voting no.

Ms. Kwak stated no and would like on the record that she would have voted yes as it was first presented on the agenda. Voting no because of the extension to buy IXL. She thinks that it would have been better if it had stayed the two years.

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Teachers						
DeSantis, Laura	4th Grade (tenure track)	Orchard	01/09/23-06/30/23 revision	Standard Teacher of Elementary	\$84,667 Cl. MA, St. 11 prorated	11-120-100-101-09-03-019-000
Schaeffer,	Acting	RHS	01/02/23-	Standard	\$315	11-000-240-103-00-10-019-000

Margaret	Grade Advisor		01/31/23	Teacher of English	per diem	
Smith, Richard	Mathematics (tenure track)	RHS	02/22/23-06/30/23	Standard Teacher of Mathematics	\$92,277 MA+45 Cl. 12, St. prorated	11-140-100-101-01-010-019-000

Field Placement

Name	College/ University	Placement	Supervisor	Location	Effective Date
Riley, Celeste	Rowan University	ESL Practicum	Maria Sweeney	Hawes	01/17/23-04/27/23

Additional: Paraprofessional/Lunchroom Aide for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Montelbano, Dean	Applied Behavior Analyst	RHS	5.75	5	\$25.64	12/20/22-06/21/23	11-000-217-106-00-10-024-001

Infant/Toddler Development Center Aides

Name	Assignment	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Calamusa, Kaitlyn	Teacher Assistant - Step 1	8	5	\$16.00	12/20/22-06/30/23	62-990-100-106-00-62-060-001
Dabal, Emmersen	Teacher Assistant - Step 1	8	5	\$16.00	12/20/22-06/30/23	62-990-100-106-00-62-060-001
Kontos, Lindsey*	Aide (High School)	3	5	\$13.00	12/20/22-06/30/23	62-990-100-106-00-62-060-001
Rojas, Jessica	Teacher Assistant - Step 1	8	5	\$16.00	12/20/22-06/30/23	62-990-100-106-00-62-060-001

Winter 2022 Volunteers

Alpine Ski Bus
Echikson, Stephen
Lin, Quiguang

Additional: Unified Sports

Name	Location	Coordinators/ Coaches/ Advisor	Stipend	Pay	Account #
Alicea, Rachel	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Gigante, Anthony	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Hiller, Ari	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Scillieri, Joellen	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Wilson, Marguerite	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001

ii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary	To FTE Assignment Location	To Salary	Effective Date	Account #
Alvarez, Lisette	1.0 FTE School Psychologist RHS	\$103,402 (\$98,192 + \$300 CP + \$4,910) ratio) Cl. DR, St. 13	1.0 FTE School Psychologist and .20 FTE Social Worker RHS	\$123,040 (\$117,830 + \$300 CP + \$4,910 ratio) (non- pensionable) Cl. DR, St. 13	12/06/22- 01/31/23	11-000-219-104-00-10-019-000
Barba, Allison	1.0 FTE School Psychologist GWMS	\$82,506 (\$78,577 + \$3,929 ratio) Cl. MA+45, St. 3	1.0 FTE School Psychologist GWMS and .10 FTE Social Worker RHS	\$90,364 (\$86,435 + \$3,929 ratio) (non- pensionable) Cl. MA+45, St. 3	12/06/22- 01/31/23	11-000-219-104-00-10-019-000
Batista, Giselle	1.0 FTE School Psychologist RHS	\$95,080 (\$90,267 + \$300 CP + \$4,513 ratio) Cl. DR, St. 8	1.0 FTE School Psychologist and .20 FTE Social Worker RHS	\$113,133 (\$108,320 + \$300 CP + \$4,513 ratio) (non- pensionable) Cl. DR, St. 8	12/06/22- 01/31/23	11-000-219-104-00-10-019-000

Darakjy, Christa	1.0 FTE Science RHS	\$70,967 Cl. MA, St. 3	1.0 FTE Science and .20 FTE Biology RHS	\$85,160 (non- pensionable) Cl. MA, St. 3	01/04/23- 01/31/23	11-140-100-101-02-10-019-000
Doris, Michelle	1.0 FTE Mathematics Teacher RHS	\$116,082 (\$115,782 + \$300 CP) Cl. MA+45, St. 18	1.20 FTE Mathematics Teacher RHS	\$139,239 (\$138,939 + \$300 CP) (non-pensionable) Cl. MA+45, St. 18	09/23/22- 02/24/23 revision	11-140-100-101-01-10-019-000
Feeney, Lynne	1.0 FTE Science RHS	\$101,602 Cl. MA, St. 17	1.0 FTE Science and .10 FTE Biology RHS	\$111,762 (non- pensionable) Cl. MA, St. 17	01/04/23- 01/31/23	11-140-100-101-02-10-019-000
Fisher, Isabelle	1.0 FTE School Psychologist BFMS	\$82,506 (\$78,577 + \$3,929 ratio) Cl. MA+45, St. 3	1.0 FTE School Psychologist BFMS and .10 FTE Social Worker RHS	\$90,364 (\$86,435 + \$3,929 ratio) (non- pensionable) Cl. MA+45, St. 3	12/06/22- 01/31/23	11-000-219-104-00-08-019-000
Hegewald, Patricia	1.0 FTE LDT-C RHS	\$121,871 (\$115,782 + \$300 CP + \$5,789 ratio) Cl. MA, St. 18	1.0 FTE LDT-C and .20 FTE Social Worker RHS	\$145,027 (\$138,938 + \$300 CP + \$5,789 ratio) (non- pensionable) Cl. MA, St. 18	12/06/22- 01/31/23	11-000-219-104-00-10-019-000
Kunzle, Sandy	1.0 FTE Science RHS	\$115,161 (\$106,132 + \$1,600 longevity + \$7,429 ratio) Cl. MA, St. 18	1.0 FTE Science and .10 FTE Biology RHS	\$125,774 (\$116,745 + \$1,600 longevity + \$7,429 ratio) (non- pensionable) Cl. MA, St. 18	01/04/23- 01/31/23	11-140-100-101-02-10-019-000
Labenda, Charlene	Public Information Officer and Special Projects, Education Center	\$86,973	Public Information Officer and Special Projects, and Confidential Administrative to Assistant Superintenden t of Schools	\$86,973 plus \$250 a week stipend (non-pensionable)	10/4/22- 01/20/23 revision	11-000-251-104-00-20-019-000 (Public Information Officer) 11-000-221-105-00-22-019-000 (Admin Assistant)
Luo, Miles	1.0 FTE Biology	\$73,567 Cl. MA, St. 5	1.20 FTE Biology	\$88,280 (non- pensionable) Cl. MA, St. 5	01/04/23- 01/31/23	11-140-100-101-02-10-019-000
McNamee, Richard	1.0 FTE Mathematics Teacher RHS	\$125,012 (\$123,212 + \$300 CP + \$1,500 longevity) Cl. DR, St. 19	1.20 FTE Mathematics Teacher RHS	\$149,654 (\$147,854 + \$300 CP + \$1,500 longevity) (non-pensionable) Cl. DR, St. 19	09/23/22- 02/24/23 revision	11-140-100-101-01-10-019-000

Raiani, Amy	1.0 FTE Science RHS	\$92,577 (\$92,277 + \$300 CP) Cl. MA+45, St. 11	1.0 FTE Science and .20 FTE Biology RHS	\$111,392 (\$111,092 + \$300 CP) (non-pensionable) Cl. MA+45, St. 11	01/04/23- 01/31/23	11-140-100-101-02-10-019-000
Siok, Susan	1.0 FTE Mathematics Teacher RHS	\$104,312 (\$102,812 + \$1,500 longevity) Cl. BA+30, St. 18	1.20 FTE Mathematics Teacher RHS	\$124,874 (\$123,374 + \$1,500 longevity) (non-pensionable) Cl. BA+30, St. 18	09/23/22- 02/24/23 revision	11-140-100-101-01-10-019-000
Syvret, Mark	1.0 FTE Science RHS	\$107,632 (\$106,132 + \$1,500 longevity) Cl. MA, St. 18	1.0 FTE Science and .20 FTE Biology RHS	\$128,858 (\$127,358 + \$1,500 longevity) (non-pensionable) Cl. MA, St. 18	01/04/23- 01/31/23	11-140-100-101-02-10-019-000
Valeri, Amanda	1.0 FTE LDT-C RHS	\$94,408 (\$89,627 + \$300 CP + \$4,481 ratio) Cl. MA+45, St. 9	1.0 FTE LDT-C and .20 FTE Social Worker RHS	\$112,333 (\$107,552 + \$300 CP + \$4,481 ratio) (non- pensionable) Cl. MA+45, St. 9	12/06/22- 01/31/23	11-000-219-104-00-10-019-000
Vitale, Erica	1.0 FTE Mathematics Teacher RHS	\$66,467 Cl. BA, St. 5	1.20 FTE Mathematics Teacher, RHS	\$79,760 (non- pensionable) Cl. BA, St. 5	09/23/22- 01/13/23 revision	11-140-100-101-01-10-019-000
Weinstein, Laura	1.0 FTE Mathematics Teacher RHS	\$101,802 (\$101,502 + \$300 CP) Cl. MA+45, St. 15	1.20 FTE Mathematics Teacher RHS	\$122,102 (\$121,802 + \$300 CP) (non-pensionable) Cl. MA+45, St. 15	09/23/22- 02/24/23 revision	11-140-100-101-01-10-019-000

iii. Resignations

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

Name	Assignment	Location	Effective Date
Teacher			
Gorman, Michelle	Special Education	RHS	02/10/23
Support Staff			
Brunner, Adam	Data Coordinator	RHS	01/02/23
Paraprofessional			
Britcher,	Applied	Ridge	01/02/23

Ashley	Behavior Analyst		
Lunchroom Aide			
Feola, Dianne	Lunchroom	Willard	12/12/22
Infant/Toddler Development Center			
Kissil, Ifat	Teacher Assistant	IDTC	12/01/22

iv. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Mellozzo, Karen	School Social Worker	RHS	Medical	New	12/06/22-01/31/22	N/A	N/A	02/01/23
Pia, Shannon	Kindergarten Teacher	Somerville	Medical	New	12/07/22-12/23/22	N/A	N/A	01/02/23

v. Supplemental Pay Beyond Contract

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

Biliteracy Exam Proctors - January 7, 2023

Name	Assignment	Location	# of Hours	Hourly Rate	Total	Account #
Griffith, Rosanna	Proctor	RHS	4	\$47.93	\$191.72	11-000-223-104-00-22-022-001
Quinones Raymond	Proctor	RHS	4	\$29.40	\$117.60	11-000-223-104-00-22-022-001

Chaperones

Name	Dates	# of Nights per person	# of hours Days per person	Hourly Daily Rate per person	Total per person	Account #
George Washington Middle School						

Ski/SnowBoard						
Connors, Joseph Weiss-Connor, Cathryn	01/06/23 01/13/23 01/20/23 01/27/23 02/03/23 Rain Dates 02/10//23 02/17/23 02/24/23	N/A	32.50	\$40.17	\$1,305.53	11-401-100-101-00-09-009-001
Ridgewood High School						
Winter Band Concert						
Reilly, Nancy Schmarack, Jonathan revision	12/06/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-10-010-001
Girls Who Code Members - Google Office, NY						
Gyulay, Joseph Van Hise, Brian	12/16/22	N/A	N/A	N/A	\$200	11-401-100-101-00-10- 010-001
Sectional Clinicians						
Dabby, Maxwell Faucett, Megan Garde, James Heyzer, Henry Lazzara, Patricia Schmarak, Jonathan revision	12/13/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-10-010-001
Fink, Gary revision	12/13/22	N/A	4	\$40.17	\$160.68	11-401-100-101-00-10-010-001
Iceland Trip						
Bunzey, Craig Cook, Keith Gervolino, Colleen Kase, Sean Kashmanian, Katherine Kilday, Daniel Luo, Miles Marzloff, Scott Mitchell, Christopher Polk, Laura Shah, Anjali Watson, Andrea Yannone, Meredith	02/16/23- 02/22/23	6	N/A	\$200	\$1,200	11-401-100-101-00-10- 010-001

Additional/Revision: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours	Hourly Rate	Pay	Total	Account #
Ridgewood High School									
Dermirjian, Linda	National Honor Society Chapter	3 revision	0.028	1	N/A	N/A	June	\$2,653	11-401-100-101-00-10-010-001
Fanelli, Alyssa	Drama Musical Assistant	3 revision	0.028	3	N/A	N/A	February	\$884	11-401-100-101-00-10-010-001
Forgash, Drew	Model UN	3 revision	0.028	1	N/A	N/A	July	\$2,653 revision	11-401-100-101-00-10-010-001

Curriculum, Instruction & Assessment**Fall/Winter Inservice Course for District Nurses**

Coppola, Michele, not to exceed 6 hours, at an hourly rate of \$53.33 (\$319.98).

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

2022-2023 ESSER Extended Day

Name	Hourly Rate	Account #
Hawes not to exceed \$8,199.80		
Barnard, Elizabeth	\$47.31	20-487-100-101-00-22-022-001
Berry, Julie	\$70.17	20-487-100-101-00-22-022-001
Caruso, Debra	\$75.17	20-487-100-101-00-22-022-001
Enright, Susan	\$70.75	20-487-100-101-00-22-022-001
Gorman, Brandi	\$58.36	20-487-100-101-00-22-022-001
Nebbia, Charles	\$78.39	20-487-100-101-00-22-022-001
Sargenti, Lisa	\$63.16	20-487-100-101-00-22-022-001
Orchard not to exceed \$8,199.80		
Auer, Stephanie	\$47.31	20-487-100-101-00-22-022-001
Heider Erin	\$65.70	20-487-100-101-00-22-022-001
Lintner, Jessica	\$46.98	20-487-100-101-00-22-022-001
Meany, Judy	\$51.28	20-487-100-101-00-22-022-001

Redfern, Nicole	\$69.63	20-487-100-101-00-22-022-001
Romito, Ellen	\$56.44	20-487-100-101-00-22-022-001
Saglimbeni, Mary	\$54.68	20-487-100-101-00-22-022-001
Schaffer, Amy	\$76.17	20-487-100-101-00-22-022-001
Wolff, Ellen	\$69.54	20-487-100-101-00-22-022-001
Woods, Jamie	\$44.68	20-487-100-101-00-22-022-001
Ridge not to exceed \$8,199.80		
Coppola, Michele	\$80.70	20-487-100-101-00-22-022-001
Higgins, Dana	\$78.45	20-487-100-101-00-22-022-001
Sargenti, Ava	\$41.91	20-487-100-101-00-22-022-001
Scire-Banchitta, Vicki	\$50.74	20-487-100-101-00-22-022-001
Sullivan, Jacqueline	\$54.68	20-487-100-101-00-22-022-001
Somerville not to exceed \$8,199.80		
Calaman, Kerry	\$78.45	20-487-100-101-00-22-022-001
Dembin, Ross	\$47.98	20-487-100-101-00-22-022-001
Kiernan, Meredith	\$65.61	20-487-100-101-00-22-022-001
Kowalski, Alexandra	\$42.24	20-487-100-101-00-22-022-001
Negron, Catherine	\$46.98	20-487-100-101-00-22-022-001
Pilkington, Jaclyn	\$47.31	20-487-100-101-00-22-022-001
Witham, Lynne	\$71.75	20-487-100-101-00-22-022-001
Travell not to exceed \$8,199.80		
Nagy, Zsuzsanna	\$77.39	20-487-100-101-00-22-022-001
Stipanov, Barbara	\$75.17	20-487-100-101-00-22-022-001
Willard not to exceed \$8,199.80		
Blois, Kevin	\$70.17	20-487-100-101-00-22-022-001
Chanod, Margaret	\$78.45	20-487-100-101-00-22-022-001
Devaney, Eileen	\$77.39	20-487-100-101-00-22-022-001
Dolfi, Dawn-Lyn	\$76.17	20-487-100-101-00-22-022-001
Halter, Wesley	\$59.95	20-487-100-101-00-22-022-001

Lohr, Sarah	\$77.39	20-487-100-101-00-22-022-001
McCoy, Lydia	\$69.61	20-487-100-101-00-22-022-001
Ong, Jermone	\$71.93	20-487-100-101-00-22-022-001
Ran, Salliann	\$50.74	20-487-100-101-00-22-022-001
Valentine, Christa	\$78.45	20-487-100-101-00-22-022-001
Benjamin Franklin Middle School not to exceed \$8,199.80		
Ayes, Charlotte	\$50.31	20-487-100-101-00-22-022-001
Berk, Ashley	\$78.39	20-487-100-101-00-22-022-001
Brophy, Nancy	\$70.75	20-487-100-101-00-22-022-001
Centrelli, Erica	\$48.34	20-487-100-101-00-22-022-001
Corlett, Susan	\$72.93	20-487-100-101-00-22-022-001
Gray, Marisa	\$50.74	20-487-100-101-00-22-022-001
Litvak, Roman	\$69.54	20-487-100-101-00-22-022-001
Mitchell, Michael	\$59.95	20-487-100-101-00-22-022-001
Ordini, Jason	\$77.39	20-487-100-101-00-22-022-001
Padykula, Wendy	\$77.39	20-487-100-101-00-22-022-001
Porod, Jason	\$78.39	20-487-100-101-00-22-022-001
Sutera, Lisa	\$75.17	20-487-100-101-00-22-022-001

vi. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Ardito, Daniel	Rodda, Eileen
Elieh, Nada	Vehmas, Heidi
Nieves, Glenn	

\$150 Daily Rate

Paraprofessionals

Murphy, Patricia			
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\$110 Daily Rate

Secretaries

Murphy, Patricia			
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\$15.62 Per Hour

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented E. Finance for consideration.

E. FINANCE**i. Acceptance of Restricted Donations:**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Ridgewood Women's Soccer Booster Association	\$1,111.64	To be used to pay for the cost of buses for the pre-season trip to Rutgers University to watch a college soccer game.	20-037-270-512-00-10-034-001
Somerville Children's Theatre	\$1001 (gift in kind)	A gift in kind of a new stage rigging system for backdrops.	N/A

ii. Approval: Budgeted Extended School Year and Regular Out-Of-District Placement for the 2022-2023 School Year

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools approves the budgeted 2022-2023 extended and regular school year out-of-district placement for the 2022-2023 school year as listed below:

School	# of students
Franklin Lakes Public Schools, Franklin Lakes, NJ	1

iii. Approved: 2022-2023 Regular School Year Received Tuition Students from another School District

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approved the received tuition students from another school district that pays tuition for the 2022-2023 school year as listed below:

Home District	School Attending/Program	# of students
Hackensack Public Schools, NJ	Orchard Elementary	2

Ms. Brogan moved approval of Finance.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Kwak read the donations into the record and thanked the responsible parties.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda

VIII. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Agreement Binding the Ridgewood Board of Education to Purchase Natural Gas Services Through The Alliance for Competitive Energy Services (ACES)

WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as “ACES”), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as “NJSBA”), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from natural gas suppliers for retail natural gas supply services including interstate transportation to the local natural gas distribution utility company (Natural Gas Supply Services) through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the “Public School Contracts Law”, N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* (“EDECA”) and the regulations promulgated thereunder; and

WHEREAS, the Ridgewood Board of Education is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain natural gas services for its own use through one or more contracts to be awarded to natural gas suppliers following said bids for natural gas services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2028, hereinafter referred to as “Effective Period”) issue one or more Requests for Bids for natural gas services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale natural gas market, Participating Members will preauthorize the Lead Agency to award contracts

for Natural Gas Supply Service in each service territory to one or more natural gas suppliers that submits bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous natural gas usage and utility provided Basic Gas Supply Service rates; and

WHEREAS, the Lead Agency will only award contracts for said Natural Gas Supply Services to natural gas suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic gas supply service; and

WHEREAS, the District agrees to purchase all Natural Gas Supply Services for its own use during the Effective Period through any natural gas supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law; and

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for natural gas supply services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids

NOW, therefore, be it

RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all natural gas supply services needed for its own use during the Effective Period from the natural gas supplier or suppliers awarded a contract for natural Gas supply services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase natural gas at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the districts relative to the price charged for basic gas supply service by the natural gas public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain natural gas services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2028 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

B. Approval: Agreement Binding the Ridgewood Board of Education to Purchase Electric Generation Services Through The Alliance for Competitive Energy Services (ACES)

WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as “ACES”), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as “NJSBA”), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from electric power suppliers for electric generation services through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the “Public School Contracts Law”, N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* (“EDECA”) and the regulations promulgated thereunder; and

WHEREAS, the Ridgewood Board of Education is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain electric generation services for its own use through one or more contracts to be awarded to electric power suppliers following said bids for electric generation services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2028 hereinafter referred to as “Effective Period”) issue one or more Requests for Bids for electric generation services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale electric market, Participating Members will preauthorize the Lead Agency to award contracts for Electric Generation Service in each service territory to one or more electric power suppliers that submit bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous electric usage and utility provided Basic Generation Service rates; and

WHEREAS, the Lead Agency will only award contracts for said electric generation services to electric power suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic generation service; and

WHEREAS, the District agrees to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period through any electric power supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law;

WHEREAS, the Lead Agency will notify the Department of Community Affairs’ Division of Local Government Services by mail prior to the issuance a Request for Bids for electric generation services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, therefore, be it

RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period from the electric power supplier or

suppliers awarded a contract for electric generation services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase electricity at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the Districts relative to the price charged for basic generation service by the electric public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain electric generation services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2028 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission or expiration of this resolution shall not affect any Agreements entered into prior to such rescission or expiration

Ms. Brogan moved approval of Resolutions and Motions not Included in Consent Agenda
Mr. Mahmoud seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

IX. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Ms. Brogan.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Dec 6	Columbia Bank On-Line	107315-108403	791,036.83
Dec 12	Columbia Bank On-Line	108408-108545	920,247.45
Dec 7	Columbia Bank On-Line Scholarship	831594	3,000.00
Dec 15	Payroll Transfer	P42329	3,517,071.67
Dec 30	Payroll Transfer	P42330	3,468,158.81

Dec 7	Electronic Transfers	R42345 R42347-R42349	9,545.61
Dec 7	Electronic Transfer	C42346	5,833.46
Dec 12	Food Service	620407-620407	80,801.52
Dec 1	Void Check	107815	(145.64)
TOTAL			8,795,549.71

Checks 108404-108407 not used due to printing error

Ms. Brogan moved approval of bills approved by her.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

X. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced that last week, Author Robin Ha recently spoke to over 500 students, as well as to a smaller group of students that are part of Asian Fest. She is a role model as an immigrant coming to the United States and finding her way and becoming successful in a writing career.

Ms. Brogan encouraged the community to put the Martin Luther King events starting on January 13 on your calendar.

Ms. Kwak congratulated Zachary McCotter on starting his Eagle Scout service project at Hawes Elementary school.

Mr. Lembo announced that our schools have been busy with concerts and events and it is great to see everyone come together.

XI. BOARD COMMITTEE REPORTS

Mr. Lembo reported that prior to this meeting they had the Finance committee meeting for September and everything was good.

XII. DISCUSSION ITEMS

Mr. Mahmoud discussed that a lot of confusion happens and not everybody is getting the same information so maybe we all agree as an Administration, if one Board member requests information whatever the response is just forward to all so that everybody can see the response.

Ms. Kwak stated that there will probably be some discussion on the proposed bylaw 0155 board member participation at board meetings using electronic device.

Mr. Lembo stated that a request was made to include HIB in policy 5722.

The Board discussed revisions to policy 5722 and bylaw 0155. The policies will be updated and brought back to discussion for the next meeting.

To view this portion of the meeting scroll to 1:41.

New, Revised and Abolished Policies/Regulations as listed below and in **Attachment C**:

New:

- Policy 5722 Student Journalism
- Policy 1511 Board of Education Website Accessibility
- Bylaw 0155.1 Board Member Participation at Board Meetings Using Electronic Device

Revised:

- Policy 0143.2 High School Student Representative to the Board of Education
- Policy 0163 Quorum
- Policy 2415 Every Student Succeeds Act
- Policy 3270 Professional Responsibilities
- Regulation 3270 Lesson Plans and Plan Books
- Policy and Regulation 5513 Care of School Property
- Policy 5517 School District Issued Student Identification Cards
- Policy 5111 Eligibility of Resident/Non-Resident Students

Abolished:

- Policy 2432 School Sponsored Publications
- Regulation 2432 School Sponsored Publications

XIII. ACCEPTANCE OF MINUTES

- December 5, 2022 Regular Public Meeting

Ms. Kwak moved approval of acceptance of minutes with the edits. .

Mr. Mahmoud seconded the motion, which was unanimously approved.

XIV. OTHER BUSINESS

Ms. Brogan stated at the last meeting she had asked for an update on late start. Mr. Bisig had provided some figures on transportation. Ms. Brogan questioned based upon the information provided that we are looking at the potential to move the high school and not the middle school?

Dr. Fitts responded that the design group is working on this and it's in progress. We are thinking that a schedule will only pertain to the high school. This is not in writing yet.

Ms. Brogan had discussed tiered bussing with Mr. Bisig who had advised that we would have to put a bid out.

She advised that we need to know the times and have x amount of minutes between when

elementary, middle and high school starts. The other districts seem to indicate that there are no additional charges. She added that we might want to go back to those districts and find out if they have their own buses. She requested more nuance on transportation.

Ms. Brogan continues to ask about the parent/guardian satisfaction survey. This is her fourth meeting asking for that and she questions why it is not being shared.

Ms. Brogan stated on the board self-evaluation, she read with interest Ms. Kwak's response to a community member and that she had talked to our search firm and other board members from other districts and it would be a glowing report, but she does not understand what the issue is that we can't have that information.

Ms. Kwak responded that Ms. Brogan has shared the feedback and if we look at past self evals they tend to be very complementary in nature and should they not be is this the time that you would want to share as we look for a successor superintendent? That was the mindset. It comes at a time that it was the guidance, Ms. Brogan disagrees and that is fine.

Mr. Dani asked Dr. Fitts why the parent/guardian survey has not been shared.

Ms. Brogan clarified that it is an independent survey done through survey monkey in May or early June. We were doing the survey every other year and the hope is that it begins to lay out what is on parents' minds. There may be lots of comments that we don't share publicly but the comments go back to the principal. As a board we see what is the information from the public in graphs in a likert scale. It is helpful because it puts in context what we hear from the community. It gives information in terms of if there are challenges that we need to meet. Some of the challenges may be from the covid years.

Dr. Fitts replied that he will get it out tomorrow morning.

Mr. Dani asked for the timeline on late start to socialize that with the community, teachers, and parents. If they work on the budget in February, March time frame so if the committee comes back in January when will we socialize that with everybody and get the feedback?

Dr. Fitts stated he will present to the Board first and you will give us our next direction; what do we do next.

The Board discussed the plan for late start and the self evaluation. To view this portion of the meeting scroll to 2:26.

XV. COMMENTS FROM THE PUBLIC

Laurie Weber, 235 South Irving Street, she wants to remind the board that the open public meetings are for the benefit of the public. It's so that we can witness live the workings of our local government in full transparency and yet that was not really part of the discussion in the discussion in any meaningful way in this room tonight and that is really a sad comment on this board. She's been doing these meetings now on and off for almost 30 years and she will say that those of them who make a point of addressing the board, we talk to each other privately and we know each other, she knows some of you because of that and there is this annoying perception

from your public that we come here and we blow our well thought out comments into the wind and they disappear as quickly as they come out of our mouths. We are ignored and the input that the public gave this evening was certainly not voluminous and yet those concerns were not part of your discussion and that's pathetic. The law aside, you are here, we're the community, you are here by the votes of the community. These open public meetings are for us to see you work. Nobody here has thought about the public's perception of what it will be like when some board members are here and some are not. What it will be like to the person sitting at home watching this, what is it going to look like to the person sitting in the room. There's already been enough problems with technical issues from watching at home because she watches more at home than she does here. She's a member of the public, she's not a member of the board, she really thinks that you need to go back and remember why you're here and why you do this in public and think about all of us who come to the mic and are ignored. Talk about what this will look like to the public when things happen that are in the control of the individual board member wherever they may be whatever they put on camera, what will that look like every time they glance away? We are not where we were in March 2020 and we may take away some valuable things to use that we learned during that difficult period of time in our history, but that doesn't mean that everything automatically changes and that all of those changes are better. There is nothing that replaces being in the room. She has said that over and over again. For almost three decades of going to board meetings and village council meetings, being there is different than not being there. Not being there for us at home is better than nothing sometimes and we have other responsibilities but again we're not board members and while we appreciate all the time that you sacrifice to serve the community, we expect you to serve it in a way that does honor to the public trust.

Ann Loving, 342 South Irving Street, she was at the meeting earlier this evening and then came home and she wants to tell you that during the time that she was at home, twice the sound went out for a few minutes each time once the video went out for a few minutes and throughout the meeting there are times where you cannot hear certain individuals when you are at home. People who don't put their mouths close enough to the microphone or whatever being having a board member at home is not going to work well, she just cannot emphasize that enough. It works out ok for members of the public, but not for elected officials. HOnestly, it sounds from the people that are in favor of this that its just for convenience that you want to do this. That you have a lot of work and you'd rather just not go in, the optics are really terrible, she sincerely hopes that this gets voted down. Thank you for the opportunity to speak in person earlier and remotely now.

XIV. ADJOURNMENT

At 9:37 p.m., on a motion made by Ms. Kwak, seconded by Mr. Lembo and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development**BOE Date 12/19/2022**

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Jaime Cangialosi-Murphy	Regional Women's Educational Leadership Forum at Kean University New Jersey Association of School Administrators (NJASA) Union, NJ 12/2/22	Professional Development	\$45.00	0
Leonard Fitts	New Administrator Orientation Training Stronge & Associates Virtual 1/12/23, 1/19/23 and 1/26/23	Professional Development	\$585.00	0
Jaime Cangialosi-Murphy	New Administrator Orientation Training Stronge & Associates Virtual 1/12/23, 1/19/23 and 1/26/23	Professional Development	\$585.00	0
John Henry	Basic Life Support (BLS) Instructor Lifesavers, Inc. Fairfield, NJ 1/20/23	Professional Development	\$325.00	0
Livia Lauro	Basic Life Support (BLS) Instructor Lifesavers, Inc. Fairfield, NJ 1/20/23	Professional Development	\$325.00	0
Athena Maxwell	Techspo 2023 New Jersey Association of School Administrators (NJASA) Atlantic City, NJ 1/26/23 - 1/27/23	Professional Development	\$702.00	2
John Wohner	Techspo 2023 New Jersey Association of School Administrators (NJASA) Atlantic City, NJ 1/26/23 - 1/27/23	Professional Development	\$702.00	0
Gila Elbaum (See date change - was previously approved on 12/5/22)	Special Education Law TMI Education Virtual 2/2/23 (new date)	Professional Development	\$0.00	0

Isabelle Fisher	National Association of School Psychologists 2023 Annual Convention National Association of School Psychologists (NASP) Denver, CO 2/7/23 - 2/10/23	Professional Development	\$1,725.00	Attachment A 0
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The total cost for these conferences is \$4,994. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$96,356 leaving a balance of \$103,644.

The total cost of substitutes for these conferences is \$300. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$22,050.

FIELD TRIPS FOR APPROVAL

December 19, 2022

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
1/20/23	RHS	NJ DECA - State Officer Screening, Kean University, Union, NJ	2 DECA Members	1	0	\$0	\$24.78 (Mileage)	Yes	Yes
2/2/23	RHS	Model UN, Bergen County Academies, Hackensack, NJ	20 Model UN Members	1	0	\$0	\$0	Yes	Yes
2/3/23	RHS	Model UN, Bergen County Academies, Hackensack, NJ	20 Model UN Members	1	0	\$0	\$0	Yes	Yes
6/1/23	Somerville	TreEscape Aerial Adventure Park, Vernon Township, NJ	67 5th Grade Students	10	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	No	Yes

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
2/28/23 - 3/3/23	BF	8th Grade French Quebec Trip, Quebec City, Canada	31 8th Grade French Class Students	2	4 (3 nights each)	\$2,400	1 Teacher (4 days) and 1 Nurse (4 days)	\$1,400	\$3,800 (Chaperones and Subs)	Yes	Yes
4/1/23 - 4/8/23	GW	Performance Tour, Rome, Venice and Florence, Italy	25 Chamber Orchestra and Flute Ensemble Members	0	4 (7 nights each)	\$5,600	0	0	\$5,700 (Chaperones)	No	Yes
5/31/22 - 6/2/23	BF	8th Grade Field Trip, Boston, MA	240 8th Grade Students	16	16 (2 nights)	\$6,400	1 Nurse (3 days)	\$600	\$7,000 (Chaperones and Subs)	Yes	Yes

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RIDGEWOOD BOARD OF EDUCATION

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High School Student Representative to the
Board of Education

M

0143.2 HIGH SCHOOL STUDENT REPRESENTATIVE TO THE BOARD OF EDUCATION

The Board of Education recognizes that experience gained by and input from students in the school district is a valued source for improving the operation of the school district. To this end, and in accordance with N.J.S.A. 18A:12-1.3 and N.J.S.A. 18A:36A-11.2, the Board authorizes the appointment of a minimum of one student selected by the student body to serve as a nonvoting student representative on the Board. The student representative must be selected from one of the grades nine through twelve.

The student body may elect or appoint the student representative to the Board in a process to be determined by the Superintendent or designee. When developing the process the Superintendent or designee shall consider input provided by the student body.

The student representative shall serve for a one school year term and their duties shall include:

1. Attending all Board meetings, excluding any discussions of the Board involving subjects which are confidential;
2. Representing all high school students within the district and presenting student proposals and concerns to the Board for its consideration; and
3. Keeping high school students informed of the business of the Board by providing a monthly report to the Student Council concerning the activities of the Board.

The student representative shall rotate each school year among the high schools in the district if the district has more than one high school.



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RIDGEWOOD BOARD OF EDUCATION

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High School Student Representative to the
Board of Education

Student 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 nonvoting student representative(s) for the mutual benefit of the Board, student body, and the school district.

N.J.S.A. 18A:12-1.3; 18A:36A-11.2

Adopted:



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Quorum

0163 QUORUM

A quorum of the **Board of Education** shall consist of a **minimum** of three Board members, and no business shall be conducted in the absence of a quorum, except when the Doctrine of Necessity is invoked.

All Board meetings shall be called to commence not later than 8:00 p.m. of the designated day but, if ~~In the event~~ a quorum is not present at the time for which the meeting is called, the Board member or Board members present ~~hour of convening, the meeting may be recessed~~ recess the meeting to a time not later than 9:00 p.m. of the same day- and, if a quorum **be not present at that time, is not then present, the member or members present may adjourn the meeting to **commence not later than 8:00 p.m. of another day, but not more than seven days following the date for which the original meeting was called, but no further recess or adjournment of the meeting shall be made a later date within seven days.****

The Board of Education recognizes ~~that~~ there may be matters that come before the Board or acts required of Board members in their official capacity where the Board member may have a conflict of interest or the act **by a Board member** would be in violation of N.J.S.A. 18A:12-24. In these matters, the Board member(s) ~~shall will~~ remove **themselves** ~~himself/herself~~ from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter. The Board will consider this matter without the Board member(s) who has the conflict.

In the event a matter comes before the Board or an act is required of a Board member in ~~their his/her~~ official capacity that is a conflict or would be in violation of N.J.S.A. 18A:12-24, the Board would still be required to have a quorum to consider the matter. However, the New Jersey Department of Education and the School Ethics Commission ~~has~~ envisioned this prohibition could create a situation in which **the number of conflicted Board members would prevent so many Board members have a conflict, that the Board would be unable to take action on a matter.** Therefore, when more than a quorum of the Board members must abstain from voting on a matter **due to a conflict or the act would be in violation of N.J.S.A. 18A:12-24**, the Board will invoke the Doctrine of Necessity consistent with the New Jersey Department of Education and School Ethics Commission guidelines as follows:



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Quorum

A. Board Member(s) in Conflict - Less Than a Majority of The Board

1. In the event a Board member(s) has a conflict of interest where the Board member will act in ~~their his/her~~ official capacity, the Board member must remove ~~themselves himself/herself~~ from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.
2. In the event a Board member is unsure whether ~~they he/she~~ or any other Board member has a conflict of interest or whether the matter, if acted upon by a Board member(s) is in violation of N.J.S.A. 18A:12-24 - Prohibited Acts, the School Board Attorney will make a determination.
3. The School Board Attorney will provide the Board of Education an opinion on whether the matter is a conflict of interest or act prohibited by N.J.S.A. 18A:12-24 - Prohibited Acts.
4. If the Board member(s) believes ~~they he/she have has~~ a conflict of interest where ~~they he/she~~ will act in ~~their his/her~~ official capacity or if the School Board Attorney renders an opinion ~~that~~ the Board member has a conflict of interest where the Board member will act in ~~their his/her~~ official capacity, the Board member will remove ~~themselves himself/herself~~ from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.

B. Board Member(s) in Conflict - A Majority of Board Members in Conflict

1. In the event:
 - a. A Board member(s) believes ~~they he/she have has~~ a conflict of interest **or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24** ~~where he/she will act in his/her official capacity;~~ or
 - b. If the School Board Attorney renders an opinion ~~that the~~ a Board member(s) has a conflict of interest **or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24** ~~where the Board member will act in his/her official capacity;~~ and



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RIDGEWOOD BOARD OF EDUCATION

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Quorum

- c. The number of Board members that have a conflict would make it so the Board would be unable to take action on the matter, then the Board may invoke the “~~Rule [or Doctrine]~~ of Necessity.” (Citing U.S. v. Will, 449 U.S. 200 (1980)).

C. ~~Rule [Or Doctrine]~~ Of Necessity

1. The Doctrine of Necessity may be invoked when more than a quorum of the Board must abstain from voting on a matter.
2. There are three prerequisites necessary for a Board to invoke the Doctrine of Necessity:

- a. The Board must be unable to act without the members in conflict taking part;
- b. There must be a pressing need for action, i.e. the matter cannot be laid aside until another date; and
- c. There can be no alternative forum that can grant the same relief.

~~(Allen v. Toms River Regional Board of Education, 233 N.J. Super 651 (Law Division 1989)).~~

3. When the School Board Attorney advises the Board the Doctrine of Necessity must be invoked in order to obtain a quorum on a vote, the Board must **publicly state: announce that it is invoking the Doctrine.**

- a. **That it is invoking the Doctrine of Necessity; The announcement must include the reason the Board must invoke the Doctrine of Necessity including stating the nature of each Board members conflict.**
- b. **The specific reason/purpose for which the Doctrine of Necessity is being invoked; and The announcement will be in writing and should be recorded in the minutes of the meeting by the Board Secretary at the point when the vote takes place.**



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Quorum

- c. **The specific nature of the conflict of interest for each Board member that has a conflict of interest: ~~It is enough for the Board to announce it is invoking the Doctrine and a Board Resolution is not required.~~**
 - (1) **The specific nature of the conflict of interest for each Board member should include the Board member's name; the name of the immediate family member or relative which is the basis for the conflict of interest, and the position that immediate family member or relative holds; or**
 - (2) **If the specific nature of the conflict of interest for a Board member is a conflict other than an immediate family member or relative, the announcement should include the conflict which is the basis for the conflict of interest.**

- 4. **When the Board invokes the Doctrine of Necessity, it will adopt a Resolution setting forth the same information as outlined in C.3. above.**

- 54. **When the Board invokes the Doctrine of Necessity, the Resolution will be:**
 - a. **Read at a regularly scheduled public meeting;**
 - b. **Posted in such places the Board posts public notices for thirty days; and**
 - c. **~~Provided to the School Ethics Commission When the Board announces the Doctrine of Necessity is being invoked, the details, parameters and/or other pertinent facts of the matter to be voted should be revealed on an agenda for the public meeting in which the matter is to be voted upon.~~**



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Quorum

65. The Board members who have a conflict in the matter are prohibited from:
- a. Participating in any discussions on the matter prior to the announcement **of the invocation of the Doctrine of Necessity at the** and public meeting; and
 - b. **Being present in an executive session when the matter is being discussed** ~~From entering an executive session in order to discuss the merits of the matter or contract; and~~
 - c. ~~From~~ **Offering** their opinions on the matter at any time prior to the announcement **or the invocation of the Doctrine of Necessity** and public meeting.
- ~~6. The Board members who have a conflict in the matter may only participate to the extent they may vote after the motion to approve and/or ratify the matter has been made and seconded and the Doctrine of Necessity has been thoroughly explained to the public.~~
7. **The** Board members **who have a** ~~in~~ conflict may only ask questions regarding the matter to be voted on in public and after the Board has invoked the Doctrine of Necessity.
8. **The** Board members **who have a** ~~in~~ conflict may explain their reasons for not voting just before the vote.

N.J.S.A. **18A:10-6**; 18A:12-24

New Jersey School Ethics Commission – Advisory Opinions A10-93(b), and A07-94, and **C07-96**

New Jersey School Ethics Commission – Resolution on Invoking the Doctrine of Necessity – June 25, 2018

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

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Board of Education Website Accessibility

1511 BOARD OF EDUCATION WEBSITE ACCESSIBILITY

It is the goal of the Board of Education that the information on the school district's **internet** websites **are** ~~is~~ accessible to individuals with disabilities in compliance with the requirements of **Federal law** (Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35) **and New Jersey law** (N.J.S.A. 18A:36-35.1).

A. **Federal Law – American with Disabilities Act (ADA)**

1. For the purposes of ~~this Policy~~ **the Federal law - Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35 and this Policy**, "school district website" includes, but is not limited to, the internet home page, all subordinate pages, school or school district department pages, intranet pages and sites, and includes online content and functionality, developed by, maintained by, or offered through a third-party vendor or by using open sources.
2. The accessibility of online content and functionality will be measured according to the **most up-to-date version of the** World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) ~~2.0 Level AA~~ and the Web Accessibility Initiative Accessible Rich Internet Application Suite (WAI-ARIA) 1.0 for web content (benchmarks for measuring accessibility).
3. By conforming to the benchmarks for measuring accessibility set forth above, the Board of Education will ensure that people with disabilities have an opportunity equal to that of their nondisabled peers to access the information on the district's website, ~~except where doing so would impose an undue burden or create a fundamental alteration of the district's website. When~~



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Board of Education Website Accessibility

~~fundamental alteration or undue burden defenses apply, the district will make reasonable modifications/accommodations for individuals with disabilities in order to provide equally effective alternate access. In providing such access, the district will ensure that to the maximum extent possible individuals with disabilities receive the same benefits or services as their nondisabled peers. To provide equally effective alternate access, alternates are not required to produce the identical result or level of achievement for persons with and without disabilities, but must afford persons with disabilities equal opportunity to obtain the same result, to gain the same benefit, or to reach the same level of achievement.~~

4. To ensure ~~that~~ the district's website conforms with the above benchmarks for measuring accessibility, ~~except where doing so would impose an undue burden or create a fundamental alteration of the district's website,~~ the Superintendent of Schools will designate a school staff member to act as the Website Accessibility Coordinator. The Coordinator will:
 - ~~a1.~~ Ensure that in-house staff and contractors responsible for webpages and webpage content development are properly trained on the Board of Education's website accessibility policy and procedures;
 - ~~b2.~~ Ensure that all new, newly added, and modified online content and functionality is accessible to people with disabilities as measured by conformance to the above benchmarks by, among other things:
 - ~~(1) a.~~ Checking the hypertext markup language (HTML) of all new webpages on the website to make sure that accessible elements are used, including "alt" tags, long descriptions, and captions, as needed;
 - ~~(2) b.~~ Ensuring that webpages are designed in a manner that allows them to be displayed using a visitor's own settings for color and fonts, and can be navigated with a keyboard;



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Board of Education Website Accessibility

- (3)e. If images are used, including photos, graphics, scanned images, or image maps, making sure to include text equivalents for them, using "alt" tags and/or long descriptions for each and ensuring the text equivalents convey the meaningful information presented visually by the image;
- (4)d. If online forms and tables are used, making those elements accessible;
- (5)e. Ensuring that videos appearing on the website include appropriately synchronized audio description and captions;
- (6)f. Ensuring when posting new documents on the website, the documents shall be provided in HTML or another text-based format (even if they are provided in another format, such as portable document format (PDF)). If documents are provided in both formats, provide both formats at the same time so people with disabilities have the same degree of access as others;
- (7)g. Periodically enlisting people with a variety of disabilities to test the Board of Education's webpages for accessibility and ease of use and use this information to increase the Board's website accessibility;
- (8)h. Periodically coordinating the audit of existing content and functionality of the website to identify online content or functionality that is inaccessible to persons with disabilities; and
- (9)i. Developing and carrying out a corrective action plan, when necessary, for making the district's existing web content accessible.



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Board of Education Website Accessibility

- c3. Ensure that alternative means are available for people with disabilities to access information, programs, and services that are normally provided on the Board's website.

B. New Jersey Law – N.J.S.A. 18A:36-35.1

1. **For the purpose of New Jersey law – N.J.S.A. 18A:36-35.1 and this Policy, “internet website or web service” includes any webpage, website, web service, online curriculum, or online third party or open educational resource product that is made available to enrolled students or the public by the school district.**
2. **Pursuant to N.J.S.A. 18A:36-35.1, no school district shall make available to the enrolled students of the district or school or to the public an Internet website or web service unless the Internet website or web service complies with the most up-to-date version of the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) if the Guidelines are approved by the Commissioner of Education, or any other applicable guidelines or requirements as may be designed or approved by the Commissioner of Education.**
3. **In accordance with N.J.S.A. 18A:36-35.1.a. and b., the school district is required to submit a statement of assurance attesting to compliance with N.J.S.A. 18A:36-35.1 as required by the Commissioner of Education.**

This Policy establishes minimum standards for the accessibility of web-based information and services considered necessary to meet the district's goals and ensure compliance with applicable **Federal and State** laws.

Section 504 of the Rehabilitation Act of 1973
 Title II of the Americans with Disabilities Act of 1990
 34 C.F.R. Part 104; 28 C.F.R. Part 35
N.J.S.A. 18A:36-35.1

Adopted:



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RIDGEWOOD BOARD OF EDUCATION

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Every Student Succeeds Act

2415 EVERY STUDENT SUCCEEDS ACT

The Every Student Succeeds Act (ESSA) is a reauthorization of the Elementary and Secondary Education Act (ESEA) of 1965 that provides Federal funds to help all New Jersey's school children achieve. The purpose of the ESSA is to ensure all students have equitable access to high-quality educational resources and opportunities and to close educational achievement gaps. The Board of Education elects to augment the instructional program of students by projects supported by Federal funds allocated under the ESSA and the district will comply with the requirements of all the programs authorized by the ESSA.

The district may be eligible for several grant programs funded through the ESSA, including, but not limited to, Title I through Title VII. Many of the Titles of the ESSA have several parts and subparts that provide a funding source for specific purposes.

Application Procedure

The district will submit an annual ESSA Consolidated Formula Subgrant Application to the New Jersey Department of Education (NJDOE). The school district's application shall include all information required by the NJDOE and the ESSA for the district to be considered for funding under the ESSA.

Covered Programs

Formula grants under the ESSA are non-competitive grants that school districts are eligible for based on the make-up of their student bodies. These formula grants for each Title are committed to different purposes and may be used to support different activities and programs.

Title I

The largest Federal program supporting elementary and secondary education is Title I. The ESSA strengthens Title I requirements for the State's assessments, accountability system, and support for school improvement. The law also requires minimum qualifications for teachers and paraprofessionals in Title I programs.



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RIDGEWOOD BOARD OF EDUCATION

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Every Student Succeeds Act

The school district must use the best available measure for identifying children from low-income families to: identify eligible school attendance areas, determine the ranking of each area, and determine allocations as identified in the Title I guidelines and regulations.

The school district will offer Title I services to eligible children enrolled in private elementary and secondary schools. The services and benefits will be equitable in comparison to services and benefits for participating public school children.

The school district will provide the New Jersey Department of Education assurances it will provide the maximum coordination between the Title I program, the regular school program, and services provided by other programs for specialized populations. The Title I program will consider the special needs of homeless children, migrant children, children with disabilities and limited English Language Learner (ELL) children. Title I funds will be reserved so that migrant children who are otherwise eligible to receive Title I services, even if they arrive during the school year, are served.

Type of Title I Program

The school district will offer a Target Assistance Title I program.



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Every Student Succeeds Act

Target Assistance Program

Schools that are not eligible for (or do not choose to operate) school-wide Title I programs must use Title I funds to provide targeted services to low-achieving students. A Target Assistance program must be established in accordance with the Title I guidelines and regulations and the New Jersey Department of Education.]

New Jersey Department of Education Accountability System

The district will comply with the accountability system established by the New Jersey Department of Education and outlined in the New Jersey State Plan and approved by the United States Department of Education.

Fiscal Responsibility

The district will comply with the requirements as outlined in Policy 2415.02 Title I – Fiscal Responsibilities in accordance with the NJDOE and the ESSA.

Staff

The district will comply with the staff certification requirements of the ESSA and the NJDOE. In addition, the district will ensure all paraprofessionals meet the requirements as established by the ESSA and as outlined in Policy 4125 – Employment of Support Staff Members.

Parent and Family Engagement ~~Parental Involvement~~

The district will comply with the requirements as outlined in Policy 2415.04 – **Title I – District-Wide Parent and Family Engagement** ~~Parental Involvement~~ and Policy 2415.50 – **Title I – School Parent and Family Engagement as applicable** in accordance with the NJDOE and the ESSA.

Student Surveys, Analysis, and/or Evaluations

The Protection of Pupil Rights Amendment (PPRA) applies to school districts that receive Federal funding from the United States Department of Education. The district will comply with the requirements as outlined in Policy 2415.05 - Student Surveys, Analysis, and/or Evaluations in accordance with the PPRA.



POLICY

RIDGEWOOD BOARD OF EDUCATION

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Every Student Succeeds Act

Unsafe School Choice Option

In the event there is a school in the district designated as Persistently Dangerous in accordance with the Victims of Violent Criminal Offenses as outlined in the ESSA, the district will comply with the requirements of Policy 2415.06 – Unsafe School Choice Option in accordance with the NJDOE and the ESSA.

Property

Property acquired through Title I funds for use in public or private schools will be acquired in accordance with the Public School Contracts Law, will be held in title by the Board of Education, and will not be used for other purposes so long as it is required in the Title I program. Property no longer required for Title I purposes will be used for other, similarly funded projects or disposed of in accordance with State and Federal guidelines.

Capital Expenses

The Superintendent will assure the district abides by New Jersey's Public Contracts Law; consults appropriate private school officials prior to making any decisions regarding capital expenses; ensure funds that are received to cover capital expenses provide equitable Title I services to private school students; ensure accounts for any capital funding is separately maintained; and assure lease purchase agreements are consistent with applicable statute and administrative code.

Post-Award Requirements

The school district will maintain all project records for five years following the completion of the activity for which the funds were used. The school district will prepare and submit all reports as required by the State Department of Education in a timely manner.

Supplement, Not Supplant

Grant funds provided under Federal programs, including the ESEA of 1965 as amended by the ESSA, shall supplement, not supplant the funds that would, in the absence of such Federal funds, be made available from State and local sources for the education of students participating in programs assisted under the ESEA of 1965 as amended by the ESSA.



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Every Student Succeeds Act

Evaluation

The Superintendent or designee will evaluate the ESSA programs as required by the United States and the New Jersey Departments of Education.

Elementary and Secondary Education Act of 1965 (20 U.S.C. 2701 et seq.) as amended by the Every Student Succeeds Act.

Adopted:



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Professional Responsibilities

3270 PROFESSIONAL RESPONSIBILITIES

The Board of Education will establish and enforce rules for the assignment of specific duties to teaching staff members and for the conduct of teaching staff members during the work day.

Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans ~~The Board directs the Superintendent to requires the preparation of lesson plans each teacher that implement the goals and objectives of the educational program.~~ Teachers shall also be responsible for providing adequate direction and guidance to substitutes. Lesson plans ~~will~~ **shall** be subject to ~~periodic~~ review by _____ **the teaching staff member's Principal or designee and/or immediate supervisor as assigned by the Superintendent.**

~~The Superintendent shall apply uniformly throughout the district, except as may otherwise be provided in this policy, the following additional rules for teaching staff member conduct:~~

- ~~1. During the work day, teaching staff members may be assigned extra or alternative duties by the _____ in accordance with Board Policy No. 3134;~~
- ~~2. Teaching staff members are expected to attend every faculty meeting unless expressly excused by the _____;~~

During the work day, teaching staff members may be assigned extra or alternative duties by the Principal or designee in accordance with Policy 3134. Teaching staff members are to attend every faculty meeting unless expressly excused by the Principal or designee.

Optional

~~[A teaching staff member who is excused from attending a faculty meeting must meet with the _____ the following day to review the topics covered at the meeting;]~~



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Professional Responsibilities

~~3. Teaching staff members may not leave the school grounds during
mealtimes without the express permission of the _____.~~

~~Teaching staff members who are assigned as department heads or who are
assigned to work on curriculum revision during the regular school day will be
given an appropriate reduction in teaching assignments.~~

N.J.S.A. 18A:27-4
N.J.A.C. 6A:9-3.3

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

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Care of School Property

5513 CARE OF SCHOOL PROPERTY

The Board of Education believes ~~that~~ the schools **district** should help students learn to respect property and ~~instill to develop~~ feelings of pride in **their school community institutions**. The Board **requires** ~~charges~~ each student ~~enrolled in the this district~~ **to responsibly** ~~with responsibility for the proper care for of~~ school property and the school supplies and equipment entrusted to ~~the student his/her use by the school district~~.

Students who cause damage to **or lose** school property ~~may will~~ be subject to disciplinary measures. The Board authorizes the imposition of a fine for the loss, damage, or **destruction** ~~defacement~~ of a textbook and reserves the right to withhold a report card or diploma from any student whose payment of a fine is in arrears.

A student who demonstrates chronic and/or serious disregard for property may be referred to the Child Study Team.

The Superintendent shall develop rules for the safekeeping and accounting of textbooks and prepare a schedule of fines for lost, ~~and~~ damaged, **and destroyed** textbooks.

N.J.S.A. 18A:34-2; 18A:37-3
N.J.A.C. 6A:~~23A-20.623~~-6.6

~~Cross reference: Policy Guide Nos. 2520, 7610, 8461, 9260~~

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

STUDENTS

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School District Issued Student Identification Cards

5517 SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building 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 a school district issued 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.

[Required For Any Grades Seven through Twelve

The Identification Card shall have printed on the back the telephone number for the New Jersey Suicide Prevention Hopeline (NJ Hopeline) and contact information for a crisis text line pursuant to N.J.S.A. 18A:6-113.1. The district may, in addition to the telephone number for the NJ Hopeline and contact information for a crisis text line, provide the contact information for the National Suicide Prevention Lifeline, a school district crisis center, or any other mental health support services pursuant to N.J.S.A. 18A:3B-73.2.]

The Principal or designee may require a 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.



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RIDGEWOOD BOARD OF EDUCATION

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School District Issued Student Identification Cards

Notwithstanding any provision of this Policy, the Principal or designee may also require students carry their Identification Card at any school-sponsored, off-campus activity, including but not limited to, field trips or interscholastic sports programs 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:3B-73.2**; **18A:6-113.1**; 18A:36-43

Adopted:



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RIDGEWOOD BOARD OF EDUCATION

STUDENTS
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Student Journalism

5722 STUDENT JOURNALISM

The Board of Education believes it is important to afford students the opportunity to exercise their creativity, passion, and constitutionally-protected freedom of speech. However, the Board also believes this opportunity must be balanced between ensuring students have the right to speak freely while also preserving the ability of district staff to maintain the safe and orderly operation of the school district. The Board adopts this Policy granting students the right to exercise freedom of speech and of the press in accordance with N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45.

For the purpose of this Policy, the following terms shall mean:

“Prior restraint” means a school official informing a student journalist(s) the news, opinion, feature, and advertising content of school-sponsored media, subject to the restrictions listed in N.J.S.A. 18A:36-45.b., N.J.S.A. 18A:36-45.c., and the provisions of this Policy, cannot be published in school-sponsored media or a school official takes any action to prevent a student from doing so.

“Prior review” means a school official reviewing school sponsored media before it is published, broadcast by a student journalist at school or distributed, or generally made available to members of the student body.

“School official” means the Principal or designee or an administrative staff member designated by the Superintendent.

“School-sponsored media” means any material that is prepared, substantially written, published, or broadcast by a student journalist at school, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. School-sponsored media does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

“Student journalist” means a student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.



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Student Journalism

“Student media advisor” means an individual employed, appointed, or designated by the district to supervise or provide instruction relating to school-sponsored media.

Student journalists have the right to exercise freedom of speech and of the press in school-sponsored media, regardless of whether the media is supported financially by the district or by use of school district facilities, or produced in conjunction with a class in which the student is enrolled. Subject to 1. through 5. below, student journalists are responsible for determining the news, opinion, feature, and advertising content of school-sponsored media. N.J.S.A. 18A:36-45.b. and this Policy shall not be construed to prevent student media advisors from teaching professional standards of English and journalism to student journalists.

This Policy does not authorize or protect expression by a student that:

1. Is libelous or slanderous;
2. Constitutes an unwarranted invasion of privacy;
3. Is profane or obscene;
4. Violates Federal or State law; or
5. So incites students as to create a clear and present danger of the commission of an unlawful act, the violation of school district policies, or the material and substantial disruption of the orderly operation of the school.

The district shall not authorize any prior restraint of any school-sponsored media except for the types of expression prohibited under N.J.S.A. 18A:36-45.c. and as listed in 1. through 5. above.

A school official may implement a procedure for prior review of school-sponsored media. Any prior review of school-sponsored media required by the school official shall be communicated to the student journalist by the school official and be conducted within three school days after submission to the



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Student Journalism

school official by the student journalist. If the school official cannot show the school-sponsored media is prohibited under N.J.S.A. 18A:36-45.c. and 1. through 5. above, within the three school days, the student journalist may release the school-sponsored media.

When a school official determines the restraint of student expression is necessary, the school official shall simultaneously identify at least one of the five prohibitions listed in 1. through 5. above under N.J.S.A. 18A:36-45.c. and in this Policy under which the limitation of student expression is appropriate. This determination shall be provided to the student journalist in writing by the school official that made the determination.

A student journalist may appeal, to the Superintendent or designee, a determination by a school official that the restraint of student expression is necessary. An appeal must be submitted in writing to the Superintendent or designee within five school days of the written determination being communicated to the student journalist. The appeal must include a copy of the written determination and the reasons why the student journalist believes the limitation is not appropriate. The Superintendent or designee may, but is not required to, provide the student journalist an opportunity to present their written appeal in person. The Superintendent or designee will make a determination on the appeal within five school days of receiving the written appeal from the student journalist. The student journalist may appeal a decision of the Superintendent or designee to the Board of Education in writing. The Board of Education will make a decision on the appeal at the first Regular Board Meeting after receiving the written appeal or within ten school days after receiving the written appeal.

A student journalist that violates a provision of this Policy may be subject to appropriate discipline.

The school district shall not sanction a student operating as an independent journalist.

A staff member shall not be dismissed, suspended, disciplined, reassigned, transferred, or otherwise retaliated against solely for acting to protect a student engaged in the conduct authorized under N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45 and this Policy, or refusing to infringe upon conduct that is protected by this Policy, the First Amendment to the United States Constitution, or paragraph 6 of Article I of the New Jersey Constitution.



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Student Journalism

The Superintendent or designee shall determine reasonable provisions for the time, place, and manner of student expression for the purposes of school-sponsored media.

N.J.S.A. 18A:36-44; 18A:36-45

Adopted:



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RIDGEWOOD BOARD OF EDUCATION

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School Sponsored Publications

2432 SCHOOL SPONSORED PUBLICATIONS

~~The Board of Education permits and encourages the preparation and distribution of school sponsored publications under staff direction in order that pupils learn the rights and responsibilities of the press in a free society.~~

~~No school sponsored publication may contain materials that:~~

- ~~1. Are grossly prejudicial to an ethnic, national, religious, or racial group or to either gender;~~
- ~~2. Libel any person or persons;~~
- ~~3. Infringe rights of privacy protected by law or regulation;~~
- ~~4. Seek to establish the supremacy of a particular religious denomination, sect, or point of view over any other;~~
- ~~5. Advocate the use or advertise the availability of any substance or material that constitutes a direct and substantial danger to the health of pupils;~~
- ~~6. Contain obscenity or material otherwise deemed to be harmful to impressionable pupils;~~
- ~~7. Incite violence, advocate the use of force, or urge the violation of law or school regulations;~~
- ~~8. Advertise goods or services for the benefit of profit making organizations;~~
- ~~9. Solicit funds for non-school organizations when such solicitations have not been approved by the Board;~~
- ~~10. Promote, favor or oppose any candidate for election to the Board or the adoption of any bond issue, proposal, or question submitted at any school election; or~~
- ~~11. Except as may be required for literary purposes, do not conform to acceptable standards of grammar, clear expression, and responsible research.~~

~~Issues on which opposing points of view have been responsibly promoted may be introduced in a school sponsored publication provided that all proponents are given an equal opportunity to present their views.~~



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School Sponsored Publications

~~In order to ascertain that school sponsored publications do not violate the standards established by this policy, the Board requires that each publication be submitted to the Principal for review in advance of its distribution. A publication that contains material in violation of this policy may not be distributed.~~

~~Where the Principal cannot show, within two school days, that the publication violates the prohibitions of this policy, the publication must be released for distribution. The Principal's determination, if any, that the publication violates this policy must be supported by references to specific material in the publication. Material cannot be censored merely because it is personally offensive to the reviewer or may tend to embarrass the Board. Pupils must be offered the opportunity to modify or delete any material that violates this policy.~~

~~The Board requires that the distribution of school publications take place only at the places and during the times established by regulation in order that the instructional program is not disrupted.~~

~~N.J.S.A. 2C:34-3
N.J.S.A. 18A:42-4~~

Adopted: 7 December 2009



REGULATION

RIDGEWOOD BOARD OF EDUCATION

PROGRAM
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School Sponsored Publications

R 2432 SCHOOL SPONSORED PUBLICATIONS

A. Objectives

The program of school sponsored publications is intended to:

1. Disseminate news to those who are actively interested in the school — pupils, teachers, parent(s) or legal guardian(s), administrators, alumni/ae, and other members of the school community;
2. Provide a means for the expression of thought;
3. Foster a wholesome school spirit and support the best traditions of the school;
4. Promote and encourage other school sponsored activities;
5. Provide training and experience in journalism, graphics, photography, and creative writing;
6. Create an appreciation for the best forms of journalism both in and out of school;
7. Record the history of the school;
8. Assist the district's public information program; and
9. Teach pupils the rights and responsibilities of the press in a free society.

B. Guidelines

1. Excellence in writing will be sought, and the ethics of responsible journalism will determine what will be printed. All facts printed will be based on careful research.
2. Pupils will have a right to their views and attitudes on all issues with the proviso that the tenor of articles and stories submitted will not violate the prohibitions of paragraph C.
3. Constructive feedback is encouraged.
4. A by line will accompany every printed article or story.



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RIDGEWOOD BOARD OF EDUCATION

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School Sponsored Publications

C. ~~Prohibited Material~~

~~No school sponsored publication may contain materials that:~~

- ~~1. Are grossly prejudicial to an ethnic, national, religious, or racial group or to either gender;~~
- ~~2. Libel any person or persons;~~
- ~~3. Infringe rights of privacy protected by law or regulation;~~
- ~~4. Seek to establish the supremacy of a particular religious denomination, sect, or point of view over any other;~~
- ~~5. Advocate the use or advertise the availability of any substance or material that constitutes a direct and substantial danger to the health of pupils;~~
- ~~6. Contain obscenity or material otherwise deemed to be harmful to impressionable pupils;~~
- ~~7. Incite violence, advocate the use of force, or urge the violation of law or school regulations;~~
- ~~8. Advertise goods or services for the benefit of profit making organizations;~~
- ~~9. Solicit funds for nonschool organizations when such solicitations have not been approved by the Board;~~
- ~~10. Promote, favor, or oppose any candidate for election to the Board or the adoption of any bond issue, proposal, or question submitted at any school election; or~~
- ~~11. Except as may be required for literary purposes, do not conform to acceptable standards of grammar, clear expression, and responsible research.~~

D. ~~Review Procedures~~

- ~~1. To ensure compliance with these rules, all material intended for publication in a school sponsored publication will be reviewed by the advisor.~~
- ~~2. The author of material found unacceptable for publication in a school sponsored publication pursuant to paragraph D1 may appeal that decision to the Principal.~~



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School Sponsored Publications

3. ~~The Principal will promptly convene a committee comprised of the advisors of the school newspaper, yearbook, and literary magazine and the president of each class.~~
4. ~~The committee will review the appeal, including the material and the advisor's specific reason for rejecting the material, and will render an advisory opinion to the Principal.~~
5. ~~The Principal will decide whether or not the material may be published and will deliver his/her decision to the appellant within two school days of the receipt of the appeal.~~
6. ~~If the Principal denies publication, the author may appeal that decision to the Superintendent and any adverse decision of the Superintendent may be appealed to the Board of Education. At each level, a decision will be made within three school days of the receipt of the appeal.~~

E. ~~Faculty Duties~~

~~Faculty advisors to school sponsored publications shall:~~

1. ~~Serve in a liaison capacity between the staff of the publication and the faculty and administration;~~
2. ~~Instruct members of the publication staff in proper journalistic techniques and standards;~~
3. ~~Offer editorial advice and suggestion when necessary;~~
4. ~~Interpret the publication guidelines set forth in paragraph C;~~
5. ~~Review material intended for publication; and~~
6. ~~Proofread each publication before it is printed and distributed.~~

F. ~~Distribution~~

1. ~~Distribution of school publications will be limited to those times and places that best serve the purpose of reaching the designated audience without disturbing normal school building activities.~~
2. ~~Any materials discarded or not distributed must be retrieved or retained to avoid litter.~~

Issued: 7 December 2009



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TEACHING STAFF MEMBERS

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Lesson Plans and Plan Books

R 3270 LESSON PLANS AND PLAN BOOKS

A. Lesson Plans

1. Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans.
2. Lesson plans must conform to the guidelines established by the Superintendent or designee. Plans may be reviewed and monitored by school district administrative staff as determined by the Superintendent.
3. The content of the lesson plan will be determined by the Superintendent or designee. The content of the lesson plan may include, but not be limited to:
 - a. Name of the unit or area of learning;
 - b. Goals and objectives;
 - c. Instructional planning that includes the applicable New Jersey Student Learning Standards (NJSLS);
 - d. Interdisciplinary connections;
 - e. Integration of technology;
 - f. Assessments, including, but not limited to formative, summative, benchmark, and alternative assessments;
 - g. List of core instructional and supplemental materials; and
 - h. Any other content as prescribed by the Superintendent, Principal, and/or immediate supervisor.
4. Lesson plans must be prepared in advance.



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TEACHING STAFF MEMBERS

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Lesson Plans and Plan Books

5. Lesson plans will follow the format established by the Principal or designee.
 6. Lesson plans must be prepared with clarity and in sufficient detail to permit a substitute to conduct the lesson efficiently and effectively.
- B. Lesson Plan Books
1. Lesson plans shall be kept in an accessible electronic version or in a plan book.
 2. The plan book will permit administrators to monitor classroom instruction.
 3. Content of the lesson plan book shall be designated by the Superintendent and will be determined by the school district.
- C. Substitute Lesson Plans
1. Each teaching staff member shall submit a substitute folder to the Principal or designee that shall contain the following:
 - a. Lesson plans;
 - b. Emergency procedures; and
 - c. Any other content as prescribed by the Principal.
 2. To help a substitute and to provide meaningful work for the students in the event a teaching staff member is absent, subject related activities shall be provided.
 3. Every attempt shall be made to follow the lesson plans so that the student's education will not be interrupted during the teaching staff member's absence.

Issued:



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Care of School Property

R 5513 CARE OF SCHOOL PROPERTY

A. **Teaching Staff Member** ~~Teachers~~² Responsibilities

- ~~1. Teachers will exercise judgment in the entrustment of school property to students.~~
- 12. Teaching staff members** ~~Teachers~~ will impress upon all students the importance of the proper care of school property and instruct students in the proper use of school facilities, equipment, instructional materials, and textbooks.
- 23. Teaching staff members** ~~Teachers~~ will keep an accurate inventory of textbooks and other materials **in assigned** ~~to~~ their classrooms.

B. General Rules Governing the Use of School Property

- ~~1.~~ Students shall not deface the school building, furnishings, or equipment in any manner.
- ~~2.~~ Students shall not use school furnishings or equipment for purposes other than those for which the furnishing or equipment was designed and intended.
- ~~3.~~ Students will care for school textbooks in accordance with **paragraph D. below.**

C. Distribution and Collection of Textbooks, Materials, **and School Issued Equipment**

- ~~1. Each T~~textbooks will be **identified** ~~stamped~~ as the property of the Board of Education ~~and marked with a number unique to that book.~~
- ~~2.~~ A label **shall will** be affixed to ~~the front of~~ each textbook and will include:
 - a. The name of the Board of Education, **and**



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Care of School Property

- b. The name of the school,
 - c. ~~The year in which the book was purchased, and~~
 - d. ~~The number assigned to the book.~~
3. The following information will also be entered on the label **or documented in another manner** each time the book is issued to a student:
 - a. The name of the student to whom the book is issued,
 - b. The date on which the book is issued to the student,
 - c. The condition of the book when it is issued, and
 - d. The condition of the book when it is returned.
 4. Each classroom teacher will keep a permanent record of the textbooks used in **their** ~~his/her~~ classroom. The record will include all the information listed in ~~paragraph C.2. and paragraph C.3.~~ **above.**
 5. A lost textbook must be promptly reported to the **teaching staff member** ~~teacher~~ who issued the book. A replacement textbook will be issued **to the student as soon as possible** ~~immediately.~~
 6. Textbooks will be collected and inspected before the end of the school year or marking period, as appropriate. Once inspected, a textbook will be returned to inventory until it is again distributed to a student.
 7. Students must remove covers, loose papers, and markings before returning any textbook.
 8. Fines **may** ~~will~~ be assessed for lost and damaged textbooks in accordance with **a schedule as approved by the Superintendent or designee** ~~paragraph E.~~
- D. Care of Textbooks, **Materials and School Issued Equipment** by Students



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Care of School Property

1. Students shall take care not to lose or misplace a textbook, **material or school issued equipment** or expose a textbook to conditions or circumstances likely to destroy, damage, or degrade it.
2. All textbooks that will be taken home by students must be protected with an appropriate cover to be supplied by the student.
3. Students should not:
 - a. Use pens, pencils, or other implements to mark a place in a textbook;
 - b. Use a textbook to file bulky papers and notes;
 - c. Write in textbooks; or
 - d. Soil textbooks beyond normal use.

E. Fines and Penalties

1. ~~Fines will be assessed as follows for any lost textbook or textbook damaged beyond normal wear.~~

<u>Loss or damage</u>	<u>Fine</u>
Lost book issued in — new condition	80% of list price
Lost book issued in — good condition	60% of list price
Lost book issued in — fair condition	40% of list price
Lost book issued in — poor condition	20% of list price
Broken bindings	\$1
Defaced cover	50 cents
Missing pages	25 cents per page
Loose or torn pages	10 cents per page
Marks not damaging to text	5 cents per page
Marks damaging to text	25 cents per page
Dog-eared pages	10 cents per page
Soil not damaging to text	5 cents per page
Soil damaging to text	25 cents per page
Book so damaged (by water or	



otherwise) as to be unusable

as for lost books

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Care of School Property

12. The **teaching staff member** ~~teacher~~ will inspect each textbook returned and **may will** assess a fine for ~~each~~ lost or damaged books. The teacher will prepare a **report form in triplicate to be submitted to the Principal or designee** that includes:
- The name and number of the textbook damaged or lost;
 - The name of the student **that lost or damaged a textbook**;
 - The loss or **extent of** damage to the textbook; and
 - The amount of the fine **assessed, if any**.
23. In setting fines the **teaching staff member** ~~teacher~~ may take into account verified extenuating circumstances.
4. ~~The student will take the form to the _____ and make payment of the fine assessed. The _____ will sign the form when payment is made.~~
35. **Teaching staff members** ~~Teachers~~ will not collect fines. **Textbook fines shall be submitted to the Principal or designee.**
6. ~~Copies of the form will be distributed as follows:~~
- ~~The _____ (same as ¶E4) will retain one copy for office records.~~
 - ~~The student will be given one copy as receipt for the fine.~~
 - ~~The teacher will be given one copy as evidence that the fine has been paid.~~
47. A student who finds their lost textbook, **after being assessed and paying a fine**, will be reimbursed any fine paid for the lost textbook but **may will** be assessed a fine for any damage done to the book.



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STUDENTS

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Care of School Property

58. **The Board of Education may withhold** ~~A student who has not paid a fine owed will not receive a diploma, transcript, transfer card, or report card until the fine has been duly paid and acknowledged. A high school senior who has unpaid fines may participate in the graduation ceremony but will receive a blank diploma.~~
9. ~~If fines remain unpaid, the _____ may request payment from the parent(s) or legal guardian(s), notify the student's employer, or take such other steps as may be appropriate to ensure that moneys due the district are paid and that the importance of taking responsibility for the consequence of one's acts is instilled.~~

Adopted:



BYLAW

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0155.1/page 1 of 2
Board Member Participation at
Public Board Meetings
Using Electronic Device

0155.1 BOARD MEMBER PARTICIPATION AT PUBLIC BOARD
MEETINGS USING ELECTRONIC DEVICE

The Board of Education recognizes a Board member may be unable to attend a Public Board Meeting due to a work, family commitment or a medical condition where the Board member is prohibited from leaving their home due to the medical condition requiring the Board member to not be available to attend in person during the time of the Board Meeting. In order to assist Board members during these circumstances, the Board of Education will permit the Board member to participate in the Public Board Meeting through the use of an electronic device(s).

In the event a Board member is unable to attend a meeting, the Board member must submit their written request to participate in a Board Meeting by using an electronic device forty eight hours before the Board of Education Meeting. The written request shall state the date of the Board Meeting and the permissible reason for the anticipated absence, as provided in this Policy. The written request shall be verified by supporting documentation, if requested by the Board president. Upon receipt of the written request, the Board President shall promptly notify the School Business Administrator/Board Secretary.

The School Business Administrator/Board Secretary shall make arrangements to have the appropriate electronic equipment available at the site of the Board Meeting to permit the Board member to listen to all aspects of the public meeting, including, but not limited to, Board member and administrative comments and deliberations, public comments, and presentations. The Board member participating via electronic equipment shall be provided, either in advance of the meeting or electronically just prior to or during the meeting, all handouts and supporting documentation that is presented, deliberated and voted on during the meeting. In addition, the electronic equipment must permit the Board President to recognize the Board member to make comments, ask questions, vote, and fully participate in the Board Meeting as if the Board member was present at the meeting. And, the Board member's comments, questions, votes and other aspects of their participation shall be amplified so that all those in attendance at the meeting can hear their participation.

BYLAW

BYLAWS
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Board Member Participation at Board Meetings
Using Electronic Device

The Board member requesting participation in a Board Meeting through the use of an electronic device shall participate in the entire Board public meeting under the conditions outlined in this Policy and cannot participate in selected portions of the public meeting.

Prior to the Board member's remote participation in a Public Board meeting, the Board member participating remotely shall participate from a location appropriate for a meeting and free of interferences.

In no event shall a quorum of the Board participate in a Board meeting via electronic device, absent the issuance of an Executive Order or law permitting the conducting of Board meetings with all members participating remotely via electronic device. In the event multiple members of the Board submit written requests to participate in a Board meeting via electronic device, the requests shall be accepted in the order of receipt. In the event a quorum of Board members should seek to participate in a meeting by electronic device, the requests of any such members that would have the number of Board member participation via electronic device constitute a quorum shall not be accepted and such Board member(s) shall not be permitted to participate via electronic device at such meeting.

A Board member may not participate in a Board meeting via electronic device for more than four (4) Board meetings in one calendar year and these meetings cannot occur consecutively.

A majority of the Board must be physically present for a meeting to preside.

Adopted:

5111 ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS

The Board of Education shall admit to its schools, free of charge, persons over five and under twenty years of age, pursuant to N.J.S.A. 18A:38-1, or such younger or older students as is otherwise entitled by law to a free public education.

Eligibility to Attend School

The Board shall admit students eligible to attend school free of charge that are domiciled within the district as defined in N.J.A.C. 6A:22-3.1.

A child who is domiciled within the school district and resides with a parent or guardian who is a member of the New Jersey National Guard or a member of the reserve component of the armed forces of the United States who is ordered into active military service in a time of war or national emergency shall be permitted to remain enrolled in the school district in which the child is domiciled at the time of the parent or guardian being ordered into active military service, regardless of where the child resides during the period of active duty. Following the return of the child's parent or guardian from active military service, the child's eligibility to remain enrolled in the school district pursuant to N.J.A.C. 18A:38-3.1 shall cease at the end of the current school year unless the child is domiciled in the school district.

The Board shall also admit any student that is kept in the home of a person other than the student's parent or guardian, where the person is domiciled in the school district and is supporting the student without remuneration as if the student were his or her own child in accordance with N.J.A.C. 6A:22-3.2. A student is only eligible to attend school in the district pursuant to N.J.A.C. 6A:22-3.2 if the student's parent or guardian files, together with documentation to support its validity, a sworn statement that he or she is not capable of supporting or providing care for the student due to family or economic hardship and the student is not residing with the other person solely for the purpose of receiving a free public education. In addition, the person keeping the student must file, if so required by the Board of Education, a sworn statement that he or she: is domiciled within the school district; is supporting the child without remuneration and intends to do so for a time longer than the school term; will assume all personal obligations for the student relative to school requirements; and provides a copy of his or her lease if a tenant, a sworn landlord's statement if residing as a tenant without a written lease, or a mortgage or tax bill if an owner. Pursuant to N.J.S.A. 18A:38-1, any person who fraudulently allows a child of another person to use his or her residence and is not the primary financial supporter of that child and any person who fraudulently claims to have given up custody of his or her child to a person in another district commits a disorderly person's offense.

A student is eligible to attend school in this school district free of charge pursuant to N.J.S.A. 18A:38- 1 if the student is kept in the home of a person domiciled in the school district, who is not the parent or guardian and the parent or guardian is a member of the New Jersey National Guard or the reserve component of the United States armed forces and has been ordered into active military service in the United States armed forces in time of war or national emergency. Eligibility under this provision shall cease at the end of the current school year during which the parent or guardian returns from active military duty.

A student is eligible to attend school in this school district free of charge pursuant to N.J.S.A. 18A:38- 1 if the student's parent or guardian temporarily resides within the school district and elects to have the student attend the school district of temporary residence, notwithstanding the existence of a domicile elsewhere. When required by the Board of Education, the parent or guardian shall demonstrate the temporary residence is not solely for purposes of a student attending the school district of temporary residence. When one of a student's parents or guardians temporarily resides in the school district while the other is domiciled or temporarily resides elsewhere, eligibility to attend school shall be determined in accordance with the criteria of N.J.A.C. 6A:22-3.1(a)1.i.

A student is eligible to attend this school district free of charge:

1. If the student's parent or guardian moves to another school district as the result of being homeless, subject to the provisions of N.J.A.C. 6A:17-2 - Education of Homeless Children;
2. If the student is placed by court order or by a society, agency, or institution in the home of a school district resident pursuant to N.J.S.A. 18A:38-2;
3. If the student previously resided in the school district and if the parent(s) or legal guardian(s) is a member of the New Jersey National Guard or the United States reserves and has been ordered to active service in time of war or national emergency, resulting in the relocation of the student out of the school district, pursuant to N.J.S.A. 18A:38-3. The school district shall not be obligated for transportation costs; and
4. If the student resides on federal property within the State pursuant to N.J.S.A.18A:38-7.7 et seq.

Notwithstanding the provisions of N.J.S.A. 18A:38-1 or any other law, rule, or regulation to the contrary, a student who moves out of the school district as a result of domestic violence, sexual abuse, or other family crises shall be permitted to remain enrolled in the school district for the remainder of the school year in pursuant to N.J.S.A. 18A:38-1.1 and in accordance with the provisions of N.J.A.C. 6A:22-3.2(h). If the student remains enrolled in the school district for the remainder of the school year, the school district shall provide transportation services to the student, provided the student lives remote from school, and the State shall reimburse the school district for the cost of the transportation services. Nothing in N.J.S.A. 18A:38-1.1 shall be construed to affect the rights of homeless students pursuant to N.J.S.A. 18A:7B-12, N.J.S.A. 18A:7B-12.1, or any other applicable State or Federal law.

If the district of residence cannot be determined according to the criteria contained in N.J.S.A. 18A:7B-12; if the criteria contained in N.J.S.A. 18A:7B-12 identify a district of residence out of the State; or if the child has resided in a domestic violence shelter, homeless shelter, or transitional living facility located outside of the district of residence for more than one year, the State shall assume fiscal responsibility for the tuition of the child in accordance with N.J.S.A. 18A:7B-12.d.

A student's eligibility to attend this school shall not be affected by the physical condition of an applicant's housing or his or her compliance with local housing ordinances or terms of lease.

Except as set forth in N.J.A.C. 6A:2-3.3(b)1, immigration/visa status shall not affect eligibility to attend school and the school district shall not condition enrollment in the school district on immigration status. A student's immigration/visa status and their eligibility to attend school shall be in accordance with N.J.A.C. 6A:22-3.3(b) and Regulation 5111.

Proof of Eligibility

The Board of Education shall accept a combination of forms of documentation from persons attempting to demonstrate a student's eligibility for enrollment in the school district in accordance with the provisions of N.J.A.C. 6A:22-3.4. The Board of Education shall consider the totality of information and documentation offered by an applicant, and shall not deny enrollment based on failure to provide a particular form or a subset of documents, without regard to other evidence presented.

The Board of Education shall not condition enrollment on the receipt of information or documents protected from disclosure by law, or pertaining to criteria that are not a legitimate basis for determining eligibility to attend school as outlined in N.J.A.C. 6A:22-3.4(d). The Board of Education may consider, in a manner consistent with Federal law, documents or information referenced in N.J.A.C. 6A:22-3.4(d) or pertinent parts thereof if voluntarily disclosed by the applicant. The Board of Education may not, directly or indirectly, require or request such disclosure as an actual or implied condition of enrollment. In the case of a dispute between the school district and the parent or guardian of a student in regard to the student's eligibility to enroll in the school district or to remain enrolled in the school district pursuant to the provisions of N.J.S.A. 18A:38-1, the school district may request from the

Motor Vehicle Commission (NJMVC) the parent or guardian's name and address for use in verifying a student's eligibility for enrollment in the school district in accordance with the provisions of N.J.S.A. 18A:38-1-3. The NJMVC shall disclose to a school district the information requested in accordance with procedures established by the NJMVC. However, the school district shall not condition enrollment in the district on immigration status or on the fact that the NJMVC does not have the name or address of the parent on file.

Registration Forms and Procedures for Initial Assessment

Registration and initial determinations of eligibility will be in accordance with N.J.A.C. 6A:22-4.1. The Board of Education shall use Commissioner-provided registration forms or locally developed forms that are consistent with the forms provided by the Commissioner. A district-level administrator designated by the Superintendent shall be clearly identified to applicants and available to assist persons who experience difficulties with the enrollment process.

Initial eligibility determinations shall be made upon presentation of an enrollment application, and enrollment shall take place immediately except in cases of clear, uncontested denials. Enrollment shall take place immediately when an applicant has provided incomplete, unclear, or questionable information, but the applicant shall be notified that the student will be removed from the school district if defects in the application are not corrected, or an appeal is not filed, in accordance with subsequent notice to be provided pursuant to N.J.A.C. 6A:22-4.2.

When a student appears ineligible based on the information provided in the initial application, the school district shall issue a preliminary written notice of ineligibility, including an explanation of the right to appeal to the Commissioner of Education. Enrollment shall take place immediately if the applicant clearly indicates disagreement with the district's determination and an intent to appeal to the Commissioner of Education. An applicant whose student is enrolled pursuant to this provision shall be notified that the student will be removed, without a hearing before the Board, if no appeal is filed within the twenty-one day period established by N.J.S.A. 18A:38-1.

When enrollment is denied and no intent to appeal is indicated, applicants shall be advised they shall comply with compulsory education laws. When the student is between the ages of six and sixteen, applicants also shall be asked to complete a written statement indicating the student will be attending school in another school district or a nonpublic school, or receiving instruction elsewhere than at a school pursuant to N.J.S.A. 18A:38-25. In the absence of this written statement, designated staff shall report to the school district of actual domicile or residence, or the Department of Children and Families, a potential instance of "neglect" for the purposes of ensuring compliance with compulsory education law, N.J.S.A. 9:6-1. Staff shall provide the school district or the Department of Children and Families with the student's name, the name(s) of the parent/guardian/resident, and the student's address to the extent known. Staff shall also indicate admission to the school district has been denied based on residency or domicile, and there is no evidence of intent to arrange for the child to attend school or receive instruction elsewhere

Enrollment or attendance at the school district shall not be conditioned on advance payment of tuition when enrollment is denied and an intent to appeal is indicated, or when enrollment is provisional and subject to further review or information. The Board of Education shall ensure the registration process identifies information suggesting an applicant may be homeless so procedures may be implemented in accordance with N.J.A.C. 6A:17-2, Education of Homeless Children. Enrollment or attendance in the school district shall not be denied based upon the absence of the certified copy of the student's birth certificate or other proof of a student's identity as required within thirty days of initial enrollment, pursuant to N.J.S.A. 18A:36-25.1.

Enrollment in the school district shall not be denied based upon absence of student medical information. However, actual attendance at school may be deferred until the student complies with student immunization rules set forth in N.J.A.C. 8:57-4.

When enrollment in the school district, attendance at school, or the receipt of educational services in the regular education program appears inappropriate, the student shall not be denied based upon the absence of a student's prior educational record. However, the applicant shall be advised the student's initial educational placement may be subject to revision upon the school district's receipt of records or further assessment of the student.

Notice of Ineligibility

When a student is found ineligible to attend the school district pursuant to N.J.A.C. 6A:22 or the student's initial application is found to be deficient upon subsequent review or investigation, the school district immediately shall provide to the applicant notice that is consistent with Commissioner-provided sample form(s) and meets requirements of N.J.A.C. 6A:22-4 et. seq. Notices shall be in writing; in English and in the native language of the applicant; issued by the Superintendent; and directed to the address at which the applicant claims to reside. Notices of ineligibility shall include information as outlined in N.J.A.C. 6A:22-4.2.

Removal of Currently Enrolled Students

Nothing in N.J.A.C. 6A:22 et seq. and this Policy shall preclude the Board of Education from identifying through further investigation or periodic requests for revalidation of eligibility, students enrolled in the school district who may be ineligible for continued attendance due to error in initial assessment, changed circumstances, or newly discovered information.

When a student who is enrolled and attending school based on an initial eligibility determination is later determined to be ineligible for continued attendance, the Superintendent may apply to the Board of Education for the student's removal in accordance with the provisions of N.J.A.C. 6A:22-4.3. No student shall be removed from school unless the parent, guardian, adult student, or resident keeping an "affidavit student" (as defined in N.J.A.C. 6A:22-1.2) has been informed of his or her entitlement to a hearing before the Board of Education. Once the hearing is held, or if the parent, guardian, adult student or

resident keeping an "affidavit student", does not respond within the designated time frame to the Superintendent's notice or appear for the hearing, the Board of Education shall make a prompt determination of the student's eligibility and shall immediately provide notice in accordance with N.J.A.C. 6A:22-4.2. Hearings required pursuant to N.J.A.C. 6A:22-4.3 may be conducted by the full Board or a Board Committee, at the discretion of the full Board. If the hearing(s) is conducted by a Board Committee, the Committee shall make a recommendation to the full Board for action. No student may be removed except by vote of the Board taken at a meeting duly convened and conducted pursuant to N.J.S.A. 10:4-6 et seq., the Open Public Meetings Act.

Appeal to the Commissioner

An applicant may appeal to the Commissioner of Education the school district's determination that a student is ineligible to attend its schools. Appeals shall be initiated by petition which shall be filed in accordance with N.J.S.A. 18A:3-1 and N.J.A.C. 6A:3-8.1 and shall proceed as a contested case pursuant to N.J.A.C. 6A:3. Pursuant to N.J.S.A. 18A:38-1., appeals of "affidavit student" eligibility determinations shall be filed by the resident keeping the student.

Assessment and Calculation of Tuition

If no appeal to the Commissioner is filed following notice of an ineligibility determination, the Board may assess tuition for up to one year of a student's ineligible attendance, including the twenty-one day period provided by N.J.S.A. 18A:38-1 for appeal to the Commissioner. Tuition will be assessed and calculated in accordance with N.J.A.C. 6A:22-6.3 et seq. If the responsible party does not pay the tuition assessment, the Board of Education may petition the Commissioner pursuant to N.J.A.C. 6A:3 for an order assessing tuition, enforceable in accordance with N.J.S.A. 2A:58-10 through recording, upon request of the Board of Education pursuant to N.J.A.C. 6A:3-12, on the judgment docket of the Superior Court, Law Division.

If an appeal to the Commissioner is filed and the petitioner does not sustain the burden of demonstrating the student's right to attend the school district, or the petitioner withdraws the appeal, fails to prosecute, or abandons the appeal by any means other than settlement agreeing to waive or reduce tuition, the Commissioner may assess tuition in accordance with the provisions of N.J.A.C. 6A:22-6.2(a). Upon the Commissioner's finding that an appeal has been abandoned, the Board of Education may remove the student from school and seek tuition in accordance with N.J.A.C. 6A:22-6.2.

Nonresident Students

The admission of a nonresident student to school free of charge must be approved by the Board, upon the recommendation of the Superintendent and subject to the needs of the district. No student otherwise eligible shall be denied admission on the basis of the student's race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation or sex, social or economic status, or disability. A written request for permission to enroll a child of a nonresident staff member, including school preference, must be submitted to and approved in writing by the Superintendent at least thirty days prior

to admittance. Transportation will be provided by the staff member. The continued enrollment of any nonresident student shall be contingent upon the student's maintenance of good standards of citizenship, academic standing and discipline, as well as family behavior toward school personnel and/or the needs of the district.

Change in Residence

Seniors who have completed their junior year in Ridgewood High School and whose parent(s) or legal guardian(s) change their residence out of the district after that time may finish their studies at Ridgewood High School on a tuition basis. Other students may finish the year on a tuition basis if parent(s) or legal guardian(s) change residence out of district February 1 or later. Students whose parent(s) or legal guardian(s) change residence after May 1 may continue schooling on a non-tuition basis for the remainder of the school year.

Other Nonresident Children

Other nonresident children, otherwise eligible for attendance, may be admitted to school in this district with payment of tuition if their admission is warranted by the inaccessibility of school in their home district, the singular availability of an appropriate educational program in this district, the avoidance of transfer and readmission of a child whose legal custody is shared by a parent(s) or legal guardian(s) residing in this district, or other good cause. The parent(s) or legal guardian(s) must submit an application to the Superintendent for review and consideration.

- a. An application for permission to enroll a child of a nonresident must be submitted to and approved in writing by the Superintendent at least thirty (30) days prior to admittance.
- b. Annually, the nonresident must submit a letter to the Superintendent requesting their child to be approved for admittance in the district in the subsequent school year. All such letters must be received by the Superintendent by May 15 of the current school year in order for the child to be considered for admittance in the following school year. The Superintendent will notify the nonresident of the decision, in writing, no later than June 15 of the current school year.
- c. Approval of enrollment shall be based on availability of space in the schools; the Superintendent shall review the availability of space on an annual basis.
- d. A contract for educational services must be signed.
- e. Enrollment can begin anytime during the school year. Tuition will be billed on a prorated basis.

- f. By August 1 preceding the new school year, all nonresident will be billed by the Business Office at the rates established prior to the end of the school year. Payment is due to the Business Office no later than the last Friday prior to the opening of school for students. If this payment is not received in a timely fashion, interest will be charged at a rate of 1% per month until payment is received. If payment is not received by the last Friday in January, the nonresident will be required to meet with the Superintendent to explain the reason for nonpayment. Within three days of that meeting, the Superintendent will issue, in writing, the decision concerning the continued enrollment of the nonresident student(s).
- g. Tuition will cover only the typical costs associated with an education in the Ridgewood School District. Any extraordinary costs will be borne 100% by the parent(s)/guardian(s). Examples of extraordinary costs include, but are not limited to, fees for OT/PT, aides, out-of-district tuition and transportation, etc. If a child's IEP can be reasonably accommodated, it will be provided by the District, however, if the IEP requires the hiring of additional staff or services not already offered by the District, the costs will be borne 100% by the parent/guardian.
- h. Tuition for nonresident parent(s)/guardian(s) shall be assessed at the Board approved out-of-district tuition rate.
- i. Responsibility for pupil transportation shall be assumed by the parent(s)/guardian(s).
- j. All discipline and other pupil records from a student's prior school shall be reviewed; the Superintendent and/or Board of Education may deny enrollment based on the discipline record of a nonresident student.
- k. The continued enrollment of any nonresident student, shall be contingent upon the student's maintenance of good standards of citizenship and discipline. Infractions of the student code of conduct may result in immediate disenrollment from the school district.

Children of District Employees

Children of nonresident permanent, salaried staff members of the Board of Education may be admitted to the schools of the district at a tuition rate, set annually by the Board of Education prior to the end of the school year, upon the recommendation of the Superintendent and the approval of the Board.

- a. A written request for permission to enroll a child of a nonresident staff member, including school preference, must be submitted to and approved in writing by the Superintendent at least thirty (30) days prior to admittance.
- b. Annually, the nonresident staff member must submit a letter to the Superintendent requesting their child to be approved for admittance in the district in the subsequent school year. All such letters must be received by the Superintendent by May 15 of the current school year in order for the child to be considered for admittance in the following school year. The Superintendent will notify the nonresident staff member of the decision, in writing, no later than June 15 of the

current school year.

- c. Approval of enrollment shall be based on availability of space in the schools; the Superintendent shall review the availability of space on an annual basis.
- d. A contract for educational services must be signed.
- e. Enrollment can begin anytime during the school year. Tuition will be billed on a prorated basis.
- f. By August 1 preceding the new school year, all nonresident staff members will be billed by the Business Office at the rates established , prior to the end of the school year. Payment is due to the Business Office no later than the last Friday prior to the opening of school for students. If this payment is not received in a timely fashion, interest will be charged at a rate of 1% per month until payment is received. If payment is not received by the last Friday in January, the nonresident staff member will be required to meet with the Superintendent to explain the reason for nonpayment. Within three days of that meeting, the Superintendent will issue, in writing, his decision concerning the continued enrollment of the staff member's child(ren).
- g. Tuition will cover only the typical costs associated with an education in the Ridgewood School district. Any extraordinary costs will be borne 100% by the employee. All district employees, even those district employees hired prior to June 30, 2022, shall pay 100% for any extraordinary costs including, but are not limited to, fees for OT/PT, aides, out-of-district tuition and transportation, etc. If a child's IEP can be reasonably accommodated, it will be provided by the district, however, if the IEP requires the hiring of additional staff or services not already offered by the district, the costs will be borne 100% by the employee.
- h. Tuition for children of any district employee hired after June 30, 2022 shall be assessed at 35% of the Board approved out-of-district tuition rate.
- i. Responsibility for pupil transportation shall be assumed by the employee.
- j. All discipline and other pupil records from a student's prior school shall be reviewed; the Superintendent and/or Board of Education may deny enrollment based on the discipline record of a nonresident student.
- k. This benefit shall not interfere with the before or after school responsibilities of the employee.
- l. The continued enrollment of any nonresident pupil, including that of the child of a staff member, shall be contingent upon the pupil's maintenance of good standards of citizenship and discipline. Infractions of the student code of conduct may result in immediate disenrollment from the school district.
- m. **In the event of the death of a nonresident permanent, salaried staff member, whose child(ren) are currently enrolled in district schools at the time of their death, at the request of the surviving parent or guardian(s), the Superintendent may recommend for board approval the continuance of the child(ren)'s enrollment in district schools, under the same**

terms and conditions above; as if the deceased staff member were still a permanent, salaried staff member, through the end of Grade 12. If the child(ren) are disenrolled from district schools, they may not be re-enrolled under the same conditions, nor may child(ren) that were not enrolled previous to the staff members death be enrolled posthumously.

Home Construction

Families domiciled in the school district for a minimum of 12 months and attending the Ridgewood Public Schools prior to major home renovations where the family must vacate the premises, must obtain Board of Education approval to continue attending the district schools free of charge for a period of 18 months with proof of building permits/documentation. After 18 months, a one-time extension for a period of 6 months can be obtained and will necessitate additional proof of building status and progress. The Board of Education will assess tuition for students after the initial 24-month period. The Board of Education will require proof of occupancy when residence is reoccupied.

F-1 and J-1 Visa Students

The school district is not required to, but may permit the attendance of F-1 and J-1 Visa students into the school district only with the payment of full tuition and a signed tuition contract. The district may require advance payment of full tuition before providing the requested I-20 Form, in accordance with the provisions of Federal regulation 8 CFR 214.3. An F-1 Visa is granted to a foreign student through an application process that must include, but is not limited to, signed approval by the receiving school district exhibiting the receiving school district will accept the foreign student for enrollment and the foreign student's proof of financial means to pay the full tuition to the receiving school district for the academic year. The host family must be domiciled in the school district and shall submit a request to the Superintendent of Schools with supporting documentation as determined by the Superintendent or designee. A student with an F-1 or J-1 Visa must be approved by the Board for attendance in the school district. The student's continued attendance in the school district shall be conditioned on a satisfactory attendance and disciplinary record.

N.J.S.A. 18A:38-1 et seq; 18A:38-3; 18A:38-3.1

N.J.A.C. 6A:14-3.3; 6A:17-2.1 et seq.; 6A:22-2.1 et seq. 8 CFR 214.3

Adopted: 7 December 2009

Revised: 19 July 2010

Revised: 18 March 2013

Revised: 26 August 2013

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Revised: 18 July 2016

Revised: 6 March 2017

Revised: 01 April 2019

Revised: 05 October 2020

Revised: 31 January 2022



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on January 9, 2023 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Ms. Brogan, Mr. Saurabh Dani, Ms. Hyunju Kwak, Mr. Michael Lembo, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources, Matt Giacobbe, Board Attorney

Visitors:

There were 4 visitors.

Mr. Bisig 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.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Mr. Bisig led those present in the Pledge of Allegiance.

Mr. Bisig opened the floor for Board President nominations.

Mr. Dani discussed his thoughts on the process for January reorganization. Mr. Giacobbe, Board Counsel, provided his response and timelines regarding elections and the reorganization meeting.

To view this portion of the meeting scroll to 2:00.

III. NOMINATIONS FOR BOARD PRESIDENT

Mr. Dani nominated Mike Lembo for Board President.
There were no other motions for President.

IV. ELECTION OF BOARD PRESIDENT

The nomination carried with the following roll-call vote:

AYES: Ms. Brogan, Mr. Mahmoud, Mr. Dani, Ms. Kwak, Mr. Lembo

NAYS: none

Ms. Kwak wants to acknowledge how awkward this is because they are the same board with no new members, no swearing in, and no school board election prior to this reorganization. She wants to be peaceful as possible and does not want to disrupt the board when they have so much work ahead of them. There should be continuity in board leadership.

Mr. Lembo thanked the Board for their confidence in him and thanked Ms. Kwak for all of her work this past year. He looks forward to working with the Board in the coming year and wants to ensure that every Trustee's voice is heard as well as the public, administration/teachers and the students.

Mr. Lembo opened the floor for nominations for Vice President.

V. NOMINATIONS FOR VICE PRESIDENT

Mr. Dani nominated Ms. Kwak for Vice President.
There were no other motions for Vice President.

VI. ELECTION OF VICE PRESIDENT

The nomination carried with the following roll-call vote:

AYES: Mr. Mahmoud, Mr. Dani, Ms. Kwak, Mr. Lembo
NAYS: Ms. Brogan

VII. ROLL CALL

Present:

Ms. Brogan, Mr. Saurabh Dani, Ms. Hyunju Kwak, Mr. Michael Lembo, Mr. Muhammad Mahmoud

VIII. READING OF NJSBA CODE OF ETHICS

The Board read the NJSBA Code of Ethics.

Mr. Dani asked Mr. Giacobbe since he attended the meeting in person, if he thinks this could have been done remotely.

Mr. Giacobbe advised that he was asked to attend the meeting and made himself available.

Mr. Giacobbe discussed the policy on the agenda regarding virtual board meetings. He advised that it is permitted by law. If you're giving legal guidance on an issue, if he is there in person it might make it easier for the public to see but, if you have the proper technology whether you are virtual or in person it does not make a difference. If you are doing virtual executive sessions, he would recommend that the person whoever is appearing virtually advise the other board members and participants that you're by yourself and you're not recording because it's imperative that the executive session remains confidential, that is the only caveat when you're doing virtual.

The Board discussed virtual executive and regular public meetings.

To view this portion of the meeting scroll to 21:14.

IX. PRESENTATIONS**A. Student Representative Report**

Ava Martin, Ridgewood High School highlighted recent events and activities at Ridgewood High School including the DECA Districts competition, the ALPS Club trip, Ski Club activities, the end-of-semester curricular dance recital, New Players in Concert, and upcoming mid-term exams. Additionally, local scholarships and teacher recommendation requests for scholarships are due this Thursday at 3 pm. Over 70 local scholarships are available to this year's senior class.

X. COMMENTS FROM THE PUBLIC

Laurie Weber, 235 South Irving Street, What the public sees at a reorganization meeting is the product of private negotiations between board members jockeying for positions of power on the board and creating political alliances. What is seen at the meeting is in acting out of what has already been determined privately. This is routinely how the Board of Education and the Village Council chooses their leadership, it's the elections that are for the public. The reorganization is for the benefit of individual board members who either want leadership roles or to make political alliances contingent on their votes for President and Vice President. All board minutes reflect that we have never held a reorganization that was not timed with an election and the swearing in of new terms, if that does not occur the Board is not outgoing and maintains its authority until at least one term of office expires, yet we now had our Board Secretary taking over the meeting from an ongoing board allowing these political shenanigans to occur within an ongoing board only serves to pollute board decisions with political alliances it creates dysfunction within the board. Ms. Brogan served on the board in 2019 when the board caused there to be no annual board member election that year and since then we no longer have board elections every year. The law provides that school boards must hold annual elections thus there is no law demanding that a reorganization occur when there is no board election only the swearing in of new terms can create an outgoing board. In 2021, Mr. Lembo had been serving as president of the board since the prior year. Mr. Lembo demonstrated his position regarding reorganization of the board as timed with board elections by not holding a reorganization in 2021, although there was an election in November 2021, reorganization for a November election is held the following year. In doing this, Mr. Lembo benefited by extending his role as president but he also confirmed by his own actions that reorganization does not necessarily occur every calendar year but rather is timed with a board election. Not one member of the board or administration brought up the necessity for reorganization in 2021, not even our most experienced board member Ms. Brogan. This was clearly intentional and regardless of how the board attorney may opine in their defense he serves the board, not the public. It's his job to defend them even when they do something wrong, even when they take precious time away from overseeing our schools to play politics. She wants to add that she's glad to see the board attorney make a statement about the necessity for annual school board elections. This was something that she brought up about six weeks ago, she thinks only Mr. Dani responded to that, but she finds the timing of that unfortunate because he is doing his opining about a school election after we've missed one, but he's here to talk about reorganization.

Ann Malone, 134 Foster Terrace on behalf of the League of Women voters of Ridgewood, she urges the board and administration to take the final step on the important health issue of later school start times and implement an 8:30 am start time for Ridgewood High School. In 2006 the

league of women voters of New Canaan Connecticut studied this topic and issued a comprehensive report in favor of an 8:30 am start time for adolescent students, our local league also studied this important topic. Pediatrician Dr. Ann Robinson, an RHS principal Jeff Nyhuis have been advocating for this important change in our district for over a decade. In May of 2022, the district conducted a survey unfortunately the results were confusing and reflected that some parents and community members continue to not accept the undisputable science of an 8:30 am start time which our teens need for their most basic physical and mental health functioning. In addition teens are missing out on the most potent REM cycle due to the current early school start times. You can't force the community to get educated on this topic but you do have the responsibility to provide policies that meet the basic needs of our children. Its important that high school ends at a reasonable time to allow for extracurricular activities in period nine. To accomplish this sometime will need to be shaved off of the school day. Quality not quantify is what matters plus instructional minutes is no longer a metric used to rate schools. Furthermore, we currently have eighty minute class periods which are widely seen as containing wasted minutes. Other districts such as Chattam have reduced instructional minutes. Students will get more out of the instructional minutes they do have, if they are well rested. Our community is on notice of this potential change. It's time for the district to act and implement later school start time for the high school and ideally for middle school as well. Our league would also like to urge our district leaders and board of ed to hire k-5 world language teachers. Our board should not replace New Jersey Law with its own opinions and deprive our mostly monolingual student population of what the law provides them. New Jersey law mandates face to face lie instruction of world language in grades K-5 with a certified language teacher and therefore Dr. Fitts and the Board should act now if they haven't done so already to include three K-5 world language hires in the 2023-2024 budget. World Language is defined as a language other than English. Spanish has been the language of choice in many high achieving Bergen districts due to the high number of certified Spanish language teachers in the area and the importance of Spanish in our surrounding community and worldwide. All of our peer and neighboring districts surveyed by the league offer face to face Spanish instruction in grades one to five and most are K-5, including Montclair, Tenafly, Princeton, West Windsor, Fair Lawn, Glen Rock, and Hohokus. K-5 students in Ridgewood should be given the opportunity to acquire a second language at a time in their lives when its most impactful in terms of language acquisition due to their age and higher degree of neuroplasticity and cognitive development. Even minimal weekly world language instruction has been shown to increase reading and math scores. Recent updates to the learning standards also require that world language instruction incorporate teaching of culture serve to enhance not replace the teaching of language skills.

Susan Madison, she listened to the beginning of the meeting, she has a question. Apparently we were supposed to have elections for a member of the Board of Education every year, we did not have one in November. She would like to know what seat should have been up for election in November and what the board plans to do to return the voting rights to the people of Ridgewood. Will you hold a special election for that seat. She doesn't really understand how this has happened but of all the things that happened it does seem like we should have had a voice to talk about how you have been performing year to date. She does think you need to identify which seat should have been up and how you're going to fix the situation. She's going to return to her issue about math curriculum in case you didn't see it, Rutgers has released a report saying they strongly encourage middle school children to have the opportunity to take algebra. Four years ago we changed our curriculum and moved algebra to ninth grade. The two series of state tests that

we've had since then has shown that this has been a disaster. She did see that you have had some middle school curriculum added but the fact of the matter is you have juniors, sophomores and freshman at the high school who have had this poor curriculum. You need to fix this. Dr. Fitts you said in a parent meeting that you were going to be addressing this. It's been six weeks and she has not seen anything. She hopes in your remarks you will let us know how you're going to let the high schoolers of Ridgewood recover from the poor curriculum choice of four years ago.

Janet Riley, 487 Dorchester Road, calling to raise two issues. Two areas where the Ridgewood school district is out of compliance with New Jersey state law and state standards, the first is in physical education. The state law required Ridgewood schools to provide 150 minutes of wellness instruction per week to each student. Last May Dr. Gorman proposed hiring two teachers. PE teachers to address this issue and bring the schools back in compliance. The board declined to fund that. Also in June, Mr. Kilday the Wellness director describes why you know more teachers were needed. The fact that the school district is out of compliance with state law and urged you to hire additional teachers. when the decision was made it pounded like you did not have the funding and you thought you wouldn't have the funding and that this would be number one on your wish list for this year, Mr. Mahmoud, you mentioned that. she has not heard it raised since she has called in about six or seven times and failed to hear any serious discussions. Very disheartening to hear you talk for three meetings in a row about virtual attendance at meetings when you are not even able to serve students in programs that the state requires you to provide. Her son in first grade receives 50 minutes of physical education at two o'clock on Friday afternoon with an alternating 25 minute period every other week. The week before holiday break there was a half day on Friday, he therefore received zero minutes of physical education that week which is not unusual. He has frequently missed physical education on Fridays for assemblies or other things. A first graders should not have to sit through a full week of school instruction with zero minutes of physical education. You need to correct this an you need to do it quickly. She's also emailed Dr. Fitts and received no replies to email. Second, World Languages she is following what Ms. Malone is saying. She has called in at least six or seven times to raise this issue. School district is out of compliance with New Jersey state standards as Miss Malone mentioned, every surrounding district is providing mostly K-5 instruction face to face in spanish or another world language. There is no reason that you have expressed or that she can think of where Ridgewood is deficient in its ability to server its students in the way that every other surrounding district is able to do. This needs to be a priority in your budget planning for September along with physical education. It was mentioned when you guys decided to not fund it in May last year that these five teachers; the world language and 2 PE would be number one on a wish list. Hes not heard you mention it since. World languages has been brought up. Dr. Fitts you said in November that you were coming up with a plan. She's not heard anything about it since. She's heard zero discussion of physical education. She would like to hear some discussion other than discussion about virtual call-ins to meetings and whatever else. She likes to hear you address areas in which you are violating state law and the plans that you have to bring the school district back with compliance on state statute.

Mr. Dani asked since two callers discussed the same issue and Mr. Giacobbe is there is anything that we can do to fix the election problem that we have. We will have the same situation three years or four years from here

Mr. Giaccobe stated that this was not a decision from the Board, it was a judicial decision prior to

his time, probably in 2019, where a superior court judge, there was a challenge, changed and made a ruling that in effect had this ultimate outcome. He will research how you would do it, or where you could do it by a board resolution. You can't do things retroactively, when they moved school elections there is an impact to that. It might be that we have to go back into court and seek a judicial ruling so that you get back to having 2 - 2 - 1. It would be in the following November, when there are 3, one of them should be a one year term so you'll get back onto the two-two-one. That's the only way to correct it.

Mr. Giacobbe and the Board discussed the Board election ruling, seating and petitioning the court. Mr. Giacobbe will provide the Board with a memo with legal guidance.

To view this portion of the meeting scroll to 59:11.

XI. PRESENTATIONS

A. Start Strong Assessment Report

➤ Stacie Poelstra

Ms. Poelstra presented the Start Strong Assessment Report which included an overview of the State assessment, grade and content alignment, result interpretation considerations, and assessment data (support levels) by grade level/course for English Language Arts, Math, and Science.

The support levels include: more support needed, some support needed and less support needed.

The Board discussed the assessments and the math curriculum.

To view this portion of the meeting scroll to 1:09.

XII. SUPERINTENDENT REPORT

Dr. Fitts thanked the staff, students, and parents for assisting us in closing out 2022 on a very high note and starting 2023 with a great outlook. The agenda for the next leadership meeting includes some of the topics discussed at the Board meeting as well as safety for staff and students. The district will remain focused on providing a comprehensive education for all students and a safe environment.

To view this portion of the meeting scroll to 1:46.

Dr. Fitts presented A. Attendance at Conferences for consideration.

XIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration.

Ms. Brogan requested to pull out policy 5722 for discussion.

Mr. Mahmoud stated that Item v. Revised 2022-2023 School Calendar was changed to move the observance of Eid from the 20th to the 21st.

Ms. Brogan requested some changes to the meeting dates and asked if August 21 was essential or it could be like it usually is with the last Monday in August? She asked if Tuesday September 5 was necessary?

Ms. Murphy had requested the dates due to hiring.

Mr. Dani advised that previous past practice during the summer months they hire by two board member signatures, it does not have to be the president or vice president. So you don't have to wait even until the August 21 meeting. It is a standard resolution that we have in May or June, that the BA can make purchases and HR can hire during the summer months with two signatures.

The Board discussed changes to the proposed meeting dates and made the following revisions: .

Remove August 21

Add August 28

Remove September 5

B. ADMINISTRATION**i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Adoption of the NJSBA Code of Ethics

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent

of Schools, approves the adoption of the NJSBA Code of Ethics, as listed on **Attachment B**.

iii. **Approval: First Reading of New/Revised/Abolished Policies**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the first reading of new/revised/abolished policies as listed below and in **Attachment C**:

New:

- Policy 5722 Student Journalism
- Policy 1511 Board of Education Website Accessibility

Revised:

- Policy 0143.2 High School Student Representative to the Board of Education
- Policy 0163 Quorum
- Policy 2415 Every Student Succeeds Act
- Policy 3270 Professional Responsibilities
- Regulation 3270 Lesson Plans and Plan Books
- Policy and Regulation 5513 Care of School Property
- Policy 5517 School District Issued Student Identification Cards
- Policy 5111 Eligibility of Resident/Non-Resident Students

Abolished:

- Policy 2432 School Sponsored Publications
- Regulation 2432 School Sponsored Publications

iv. **Approval: Settlement Agreement SE#7/2022-2023**

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#7/2022-2023 between the parents of student #903089 and the Ridgewood Board of Education.

The Board has received background information.

v. **Approval: Revised 2022-2023 School Calendar**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the revised 2022-2023 School Calendar, as listed on **Attachment D**.

vi. **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.

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 5:00 p.m., 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.*

January 23, 2023	Regular Public Meeting	Ed Center
February 13, 2023	Regular Public Meeting	Ed Center
March 6, 2023	Regular Public Meeting	Ed Center
March 20, 2023	Regular Public Meeting	Ed Center
April 17, 2023	Regular Public Meeting	Ed Center
May 8, 2023	Regular Public Meeting	Ed Center
May 22, 2023	Regular Public Meeting	Ed Center
June 12, 2023	Regular Public Meeting	Ed Center
June 26, 2023 *5:00 p.m. start time	Regular Public Meeting	Ed Center
July 24, 2023 *5:00 p.m. start time	Regular Public Meeting	Ed Center
August 21, 2023	Regular Public Meeting	Ed Center

*5:00 p.m. start time		
Tuesday, September 5, 2023	Regular Public Meeting	Ed Center
September 18, 2023	Regular Public Meeting	Ed Center
October 2, 2023	Regular Public Meeting	Ed Center
October 23, 2023	Regular Public Meeting	Ed Center
November 6, 2023	Regular Public Meeting	Ed Center
November 20, 2023	Regular Public Meeting	Ed Center
December 4, 2023	Regular Public Meeting	Ed Center
December 18, 2023	Regular Public Meeting	Ed Center
January 8, 2024 Reorganization Meeting	Regular Public Meeting	Ed Center

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.

Mr. Mahmoud made a motion to approve B. Administration minus policy 5722 from item iii. And item vi. Approval: Open Public Meetings Act to be pulled for discussion and a separate vote.

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

The Board discussed changes requested from the public to policy 5722.

To view this portion of the meeting scroll to 2:02.

Mr. Mahmoud made a motion to approve policy 5722 with the changes to add the HIB state law.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan moved item vi. Approval of the Open Public Meetings Act with the discussed changes.

Mr. Mahmoud seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment E**.

Mr. Lembo moved approval of C. Curriculum and Instruction.

Ms. Brogan seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud, Mr. Dani, Ms. Kwak

NAYS: none

Dr. Fitts walked in an addendum and presented it for consideration with item D. Human Resources.

D. HUMAN RESOURCES

i. Approval: Creation of Job Description for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the creation of a job description for the 2022-2023 school year, as listed below and on **Attachment F**.

- **Teacher (Lead Grade Advisor)**

ii. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Long-term Substitute						
Saporito, Benjamin	Music	RHS	02/06/23 (plus two transition day) 03-06-23	Substitute Certificate	\$185 per day	11-140-100-101-04-10-019-000
Yuz,	Mathematics	RHS	01/17/23-	Standard	\$185	11-140-100-101-01-10-019-000

Leonid			02/17/23	Teacher of Mathematics	per day	
Support Staff						
Castro Polanco, Ycelsa	Bus Driver/Aide - STEPSS Program	District	02-01-23 6-30-23	N/A	\$50,000 prorated	11-212-100-106-00-12-024-001

Field Placement

Name	College/University	Placement	Supervisor	Location	Effective Date
Rodriguez, Jerry	Montclair State University	Clinical Rotation Athletic Trainer	Nikitas Nicholaides	RHS	01/03/23-06/05/23

Permanent Substitute for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Carpentieri, Anthony	Permanent Substitute	BFMS	5.75	5	\$32.17	01/10/23-06/21/23	11-130-100-101-00-00-019-002

Additional: Paraprofessionals for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary	Effective Date	Account #
Cardew, Catherine	Applied Behavior Analyst (ABA)	Ridge	5.75	5	\$24,455 prorated	01/10/23-06/23/23	11-212-100-106-00-04-024-001
Valencia, Jie	Special Education LLD	GWMS	5.75	5	\$19,286 prorated	01/10/23-06/23/23	11-204-100-106-00-09-024-001

Infant/Toddler Development Center Aides

Name	Assignment	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Burke, Savanna	Teacher Assistant - Step 1	8	5	\$16.00	01/10/23-06/30/23	62-990-100-106-00-62-060-001
Garcia-Ocelotl,	Aide (High	3	5	\$14.13	01/10/23-	62-990-100-106-00-62-060-001

Maribel	School)				06/30/23	
Tarasovsky, Inga	Aide (High School)	3	5	\$14.13	01/10/23-06/30/23	62-990-100-106-00-62-060-001

Additional: Unified Sports

Name	Location	Coordinators/ Coaches/ Advisor	Stipend	Pay	Account #
Martell, Marisa	Elementary Schools	Coordinator	\$2,000	Winter & Spring	11-000-219-104-00-24-024-001
Vehmas, Heidi	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Williams, Shakira	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001

iii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Anderson, Christine	1.0 FTE Mathematics RHS	\$92,577 (\$92,277 + \$300 CP) Cl. MA+45, St. 11	1.20 FTE Mathematics RHS	\$111,032 (\$110,732 + \$300 CP) (non-pensionable) Cl. MA+45, St. 11	01/16/23-02/20/23	11-140-100-101-01-10-019-000
Fanelli, Alyssa	1.0 FTE Mathematics RHS	\$63,367 Cl. BA, St. 2	1.20 FTE Mathematics RHS	\$76,040 (non-pensionable) Cl. BA, St. 2	01/16/23-02/20/23	11-140-100-101-01-10-019-000
Gattoni, Rebecca	1.0 FTE Mathematics RHS	\$117,682 (\$115,782 + \$300 CP + \$1,600 longevity) Cl. MA+45, St. 18	1.20 FTE Mathematics RHS	\$140,839 (\$138,939 + \$300 CP + \$1,600 longevity) (non-pensionable) Cl. MA+45, St. 18	01/23/23-02/17/23	11-140-100-101-01-10-019-000
Gyulay, Joseph	1.0 FTE Mathematics RHS	\$106,131 Cl. MA, St. 18	1.20 FTE Mathematics RHS	\$127,357 (non-pensionable)	01/23/23-02/17/23	11-140-100-101-01-10-019-000

				Cl. MA, St. 18		
Ingoglia, Brenda	1.0 FTE Mathematics RHS	\$116,082 (\$115,782 + \$300 CP) Cl. MA+45, St. 18	1.20 FTE Mathematics RHS	\$139,239 (\$138,939 + \$300 CP) (non-pensionable) Cl. MA+45, St. 18	01/16/23-02/20/23	11-140-100-101-01-10-019-000
Lohr, Jennifer	Resource Room 5.75 hours per day, 5 days per week RHS	\$19.25	Resource Room/ Applied Behaviorist Analyst (ABA) 5.75 hours per day 5 day per week RHS	\$24,455 prorated	01/10/23-06/21/22	11-213-100-106-00-10-024-001 11-212-100-106-00-10-024-001
McCullough, Amanda	1.0 FTE Mathematics RHS	\$117,528 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St. 18	1.20 FTE Mathematics RHS	\$140,739 (\$138,939 + \$300 CP + \$1,500 longevity) (non-pensionable) Cl. MA+45, St. 18	01/23/23-02/17/23	11-140-100-101-01-10-019-000
Minichini, Gina	1.0 FTE Special Education (Mathematics) RHS	\$71,967 Cl. MA, St. 4	1.0 FTE Special Education (Mathematics) and .20 FTE Mathematics RHS	\$86,360 (non-pensionable) Cl. MA, St. 4	01/16/23-02/20/23	11-213-100-101-00-10-019-000 11-140-100-101-01-10-019-000
Mitola, Candace	1.0 FTE PE/Health RHS	\$71,967 Cl. MA, St. 4	1.0 FTE Grade Advisor RHS	\$77,724 (\$71,967 + \$5,757 ratio) Cl. MA, St. 4	01/23/23-06/23/23	11-000-240-103-00-10-019-000
Richardson, Monika	1.0 FTE Computer Science/ Mathematics RHS	\$116,082 (\$115,782 + \$300 CP) Cl. MA+45, St. 18	1.0 FTE Computer Science/ Mathematics and .20 FTE Mathematics RHS	\$139,239 (\$138,939 + \$300 CP) (non-pensionable) Cl. MA+45, St. 18	01/16/23-02/20/23	11-140-100-101-01-10-019-000

Rosenfeld, Lauren	1.0 FTE Special Education (Mathematics) RHS	\$116,082(\$115,782 + \$300 CP) Cl. MA+45, St. 18	1.0 FTE Special Education (Mathematics) and .20 FTE Mathematics RHS	\$139,239 (\$138,939 + \$300 CP) (non-pensionable) Cl. MA+45, St. 18	01/16/23-02/20/23	11-213-100-101-00-10-019-000 11-140-100-101-01-10-019-000
Streitman, Rachel	1.0 FTE Special Education (Mathematics) RHS	\$85,327 (\$85,027 + \$300 CP) Cl. MA+45, St. 7	1.0 FTE Special Education (Mathematics) .20 FTE Mathematics RHS	\$102,332 (\$102,032 + \$300 CP) (non-pensionable) Cl. MA+45, St. 7	01/23/23-02/17/23	11-213-100-101-00-10-019-000 11-140-100-101-01-10-019-000
Van Hise, Brian	1.0 FTE Mathematics RHS	\$98,552 (\$98,252 + \$300 CP) Cl. MA+45, St. 18	1.20 FTE Mathematics RHS	\$118,202 (\$117,902 + \$300 CP) (non-pensionable) Cl. MA+45, St. 18	01/23/23-02/17/23	11-140-100-101-01-10-019-000
Yannone, Meredith	1.0 FTE Grade Advisor RHS	\$116,223 (\$106,132 + \$1,600 longevity + \$8,491 ratio) Cl. MA, St. 18	1.20 FTE Lead Grade Advisor RHS	\$139,148.00 (\$127,358 + \$1,600 longevity + \$10,190 ratio) Cl. MA, St. 18	12/01/22-6/23/23	11-000-218-104-00-10-019-000 11-213-100-101-00-10-019-000

iv. Resignation

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the resignation, as listed below.

<u>Name</u>	<u>Assignment</u>	<u>Location</u>	<u>Effective Date</u>
Permanent Substitute			
Rezzonico, Gabrielle	Permanent Substitute	BFMS	01/10/23
Infant/Toddler Development Center Aides			
Hjelm, Kiersten	Teacher Aide	IDTC	12/21/2022
Nigro, Grazia	Teacher Aide	IDTC	12/23/2022

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

<u>Name</u>	<u>Assignment</u>	<u>Location</u>	<u>Type of Leave</u>	<u>New/ Revision</u>	<u>Paid</u>	<u>Unpaid w/</u>	<u>Unpaid w/out</u>	<u>Return to Work</u>
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						Benefits	Benefits	
Camera, Mary	PE/Health	RHS	Medical	Revision	11/14/22-01/30/23	01/31/23-06/23/23	N/A	08/31/23
Maccarrone, Meghan	Paraprofessional ABA	Ridge	Medical	Revision	10/3/22-10/26/22	10/27/22-03/31/23	N/A	04/10/23

vi. Supplemental Pay Beyond Contract

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

Chaperones

Name	Dates	# of Nights per person	# of hours Days per person	Hourly Daily Rate per person	Total per person	Account #
Benjamin Franklin Middle School						
7th and 8th Grade Concert						
Downs, Emily Gelenius, Mariann Geraghty, Laura Jerejian, Lisbeth Tozaj, Sasha Zlotkin, Amanda	01/19/23	N/A	2	\$40.17	\$80.34	11-401-100-101-00-08-008-001
Ridgewood High School						
Winter Orchestra Concert						
Cardillo, Natalie Haas, Jeffrey	11/16/22	N/A	3	\$40.17	\$120.51	11-401-100-101-00-10-010-001

Additional: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours per person	Hourly Rate per person	Pay per person	Total	Account #
Ridge Elementary School									
Pecorelli, Annmarie	Glee	N/A	N/A	N/A	118	\$40.17	N/A	\$4,740.06	11-401-100-101-00-04-004-001
Coppola, Michele	Glee	N/A	N/A	N/A	78	\$40.17	N/A	\$3,133.26	11-401-100-101-00-04-004-001
Benjamin Franklin Middle School									
Cermack, Lisa Padykula,	Cooking	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-08-008-001

Wendy									
Employee #6558	SAGE	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-08-008-001
Ridgewood High School									
Faucett, Megan revision	Clarinet Ensemble	1	0.008	1	N/A	N/A	June	\$758	11-401-100-101-00-10-010-001

Clock Operators - Basketball and Wrestling

Name	# of Games	Rate	Account #
Fabish, Christopher	24	\$50	11-402-100-104-00-10-034-001
McDermott, Michael	10	\$50	11-402-100-104-00-10-034-001
Schick, Casey	10	\$50	11-402-100-104-00-10-034-001

Site Supervisors

Name	# of Hours	Hourly Rate	Account #
McDermott, Michael	50	\$40.17	11-402-100-104-00-10-034-001
Schick, Casey	50	\$40.17	11-402-100-104-00-10-034-001

Winter Fitness Center Coverage

Name	# of Hours	Hourly Rate	Account #
Schick, Casey	40	\$40.17	11-402-100-101-00-10-036-001

Special Programs

ABA Training Completed and Certified – hourly rates from \$22.19 to \$25.64

Name	Location	Effective Date	Account #
Boddy, Paul	Ridge	12/20/22	11-212-100-106-00-04-024-001
Ramanathan, Vijayalakshmi	Ridge`	01/03/23	11-212-100-106-00-04-024-001

Latif, Shaita	Glen	01/03/23	11-216-100-106-00-01-024-001
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Chess Club

- **Hopper, Ann**, to support special education students to participate in a club after school, not to exceed 8 hours, at an hourly rate of \$25.64 (\$512).

Account #11-212-100-106-00-24-024-001

Curriculum, Instruction & Assessment**2022-2023 ESSER Extended Day**

Name	Hourly Rate	Account #
Orchard Elementary School not to exceed \$8,199.80		
Burkett, Jessica	\$47.31	20-487-100-101-00-22-022-001
Jones, Michelle	\$78.45	20-487-100-101-00-22-022-001
Madison, Marissa	\$49.74	20-487-100-101-00-22-022-001
Ridge Elementary School not to exceed \$8,199.80		
Betstadt, Molly	\$77.39	20-487-100-101-00-22-022-001
Catalano, Nanci	\$78.39	20-487-100-101-00-22-022-001
Mitchell, Lindsay	\$78.45	20-487-100-101-00-22-022-001
Somerville Elementary School not to exceed \$8,199.80		
Aynilian, Elizabeth	\$19.25	20-487-100-101-00-22-022-001
Wine, Rae	\$46.98	20-487-100-101-00-22-022-001
George Washington Middle School not to exceed \$8,199.80		
Padykula, Wendy	\$77.39	20-487-100-101-00-22-022-001
Porod, Leigh	\$76.17	20-487-100-101-00-22-022-001
Ridgewood High School not to exceed \$8,199.80		
Contreras, Colleen	\$63.16	20-487-100-101-00-22-022-001
Donnelly, James	\$68.76	20-487-100-101-00-22-022-001
Farrar, Eva	\$60.43	20-487-100-101-00-22-022-001

Tolve, Laura	\$61.72	20-487-100-101-00-22-022-001
Doris, Michelle	\$77.39	20-487-100-101-00-22-022-001
Gyulay, Joseph	\$70.75	20-487-100-101-00-22-022-001
Ingoglia, Brenda	\$77.39	20-487-100-101-00-22-022-001
McCullough, Amanda	\$78.39	20-487-100-101-00-22-022-001
Nyhuis, Phil	\$59.73	20-487-100-101-00-22-022-001
Streitman, Rachel	\$56.88	20-487-100-101-00-22-022-001

Technology Support for Parent Presentation - February 2, 2023

Name	# of Hours	Hourly Rate	Total	Account #
Forfa, Jason	2.5	\$29.08	\$72.70	11-000-230-104-00-20-020-001

vii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Dacchille, Danielle Swanson, Alina

Parisi, Laurie Russo, Caroline

Parks, Nicole

\$150 Daily Rate

Paraprofessionals

Baloch, Fahad*

\$110 Daily Rate

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources with the addendum.
 Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration E. Finance.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Mark Colm	\$300	To be used for the following programs at Ridgewood High School:	20-070-100-890-00-10-010-001 (\$100-RHS Library)
		\$100 - Library	20-070-100-890-00-10-034-001 (\$100 - Lacrosse Program)
		\$100 - Lacrosse Program \$100 Football Program	20-070-100-890-00-10-036-001 (\$100 - Football Program)
		In memory of Dr. Maxine Colm.	
Ridge Student Activity Account	\$9,745.50	To be used to pay for teachers stipend and supplies.	20-030-100-101-00-04-004-009 (\$8,999.97- Stipend) 20-030-200-220-00-04-004-009 (\$745.53- FICA)

ii. Approval: Secretary’s Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **September 2022**,

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.

iii. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2022**; 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.

iv. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **September 2022** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

v. Approval: Revision Special Education Aide Hourly Rate to Part Time Salary

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the revised special education paraprofessional hourly rates of pay to part time salary for the 2022-2023 school year, effective January 1, 2023 as listed below:

Type of Paraprofessional	From Rate	To Part Time Salary
Resource Room, Self-Contained, On-to One, Grade 1, Kindergarten	\$17.50	\$19,286.00
Resource Room, Self-Contained, On-to One, Grade 1, Kindergarten (with 60 college credits)	\$19.25	\$21,215.00
ABA (non-certified)	\$22.19	\$24,455.00
ABA (certified)	\$25.64	\$28,257.00
STEPSS Job Coach	\$27.00	\$29,756.00
Brailleist	\$27.00	\$29,756.00

vi. Approval: Additional 2022-2023 School Year and Extended School Year Non-Budgeted Out-of-District Placement

The Ridgewood Board of Education upon the recommendation of the Superintendent of Schools, approves the 2022-2023 Out-of-District non-budget tuition placement as listed below.

Regular School Year Out-of-District Placement	
Holmstead School, Ridgewood, NJ	1
CTC Academy Inc., Fair Lawn, NJ	1
Reed Academy, Oakland, NJ	2

Ms. Brogan moved approval of E. Finance.

Mr. Mahmoud seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo read the donations into record and thanked the responsible parties.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda for consideration.

XIV. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Acceptance of the School Development Authority Grant (SDA)

The Ridgewood Board of Education upon the recommendation of the Superintendent of Schools, approves the acceptance of the School Development Authority Grant (SDA) to provide funding for projects related to emergent and capital maintenance needs in the amount of \$274,853.

Mr. Lembo moved approval of XIV. A. Acceptance of the School Development Authority Grant.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Bisig explained that we have access to state funds to do maintenance requirements and we want to earmark some of the money for the Benjamin Franklin Middle school digital controllers, some money towards GW Middle school and the remaining money put towards the district wide tree trimming to resolve the safety issues that are going on.

Mr. Bisig asked to table the approval of the bills so that Mr. Mahmoud can review them.

Ms. Brogan asked if during the January 12 executive session, they open the meeting in public to

approve the bills and then go into the Executive Session.

XV. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Mahmoud.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Dec 20	Columbia Bank On-Line	108546-108643	705,039.73
Jan 2	Columbia Bank On-Line	108644-108689	285,599.65
Jan 2	Food Service	620409-620413	239,554.47
Oct 31	Electronic Transfer	F42585	6,672.14
Oct 31	Electronic Transfer	R42583	31,731.59
Oct 5	Electronic Transfer	C42584	817.75
TOTAL			1,269,415.33

XVI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan made the following announcements:

The 7th and 8th grade District Honor Band performed on December 21 alongside high school students who are serving as mentors for the middle school students. She congratulated Jeff Haas and John Luckenbill.

The Annual Friends of Music Concert will be held on January 27, 2023. Tickets are now on sale.

The Duffield Grant music and television studio was completed and now we have episode one in the studio with Maya Grant.

MLK Weekend activities begin on Friday with the screening and discussion at the Ridgewood Public Library at 7:00 pm. Day of Service projects will take place on Saturday. Ms. Brogan read the list of needed donations for Ridgecrest senior housing.

Ms. Kwak announced that various Asian American and Pacific Islander groups in the community have collaborated on the Lunar New Year Festival in Ridgewood to celebrate this important cultural holiday. Tickets sold out very quickly. She thanked everyone for their support, it is the year of the rabbit and the year of hope. They will have books that have been signed by the authors and they will be giveaways.

XVII. BOARD COMMITTEE REPORTS

Mr. Lembo stated as the new president he will send out an email to the board if they want to change the committees, if anybody has ideas.

Mr. Dani said that Matt Lee presented last year how committees should work and if we don't follow NJSBA's advice and the standard practice on how committees should work, he does not know if he wants to be on a committee if it's such a sham committee. If the meetings don't happen on time, get rescheduled or things don't show up on the agenda without the committee.

Mr. Dani had forwarded the summary of Matt Lee's presentation.

Ms. Kwak announced that there are 27 formally submitted applications for Superintendent, from the HYA perspective it is a positive place to be. The deadline for candidates to submit is January 27.

XVIII. DISCUSSION ITEMS

New Policy as listed below and in **Attachment G**:

- Bylaw 0155.1 Board Member Participation at Board Meetings Using Electronic Device

Mr. Mahmoud stated based on the attorney's comments earlier he feels pretty good and would reinsert the executive committee meeting and with the attestation as Matt recommended.

The board discussed possibly having two policies for regular and executive sessions, edits to the policy and sending it to Strauss Esmay for review.

To view this portion of the meeting scroll to 2:25.

Mr. Dani requested that by the next meeting if we can get an update on the goal for the process to understand how we can become a blue ribbon district. Where are we on the half year mark? The second goal was that we talked about how to evaluate, enhance and implement ways to ensure student progress and equity. Where are we on that goal for student progress and equity? That also tied to some of the ranking data that is available online. What research have we done so far to understand what our numbers are and what we will we do to improve it? The third goal was the alternate schedule, Where are we on that goal? What have we done that is measurable at the half year mark for DEI? Can we get an update by the next meeting.

Ms. Brogan commented on the parent survey results and the notable item that parents are getting too much information from various sources. Can some of the information be consolidated at some of the schools?

Ms. Brogan asked if at the next meeting they will see the recommendation on late start?

Mr. Fitts is hoping to have that and will conduct presentations regarding the late start initiative to the board trustees first before it goes public.

The Board discussed the possibility of having the late start presentation presented to Board members in private sessions and then to the public.

To view this portion of the meeting scroll to 2:45.

The Board decided that they will meet with Dr. Fitts in private sessions and then have the public presentation available for the January 23 Board of Education meeting.

Mr. Dani followed up to Ms. Brogan's comments regarding the communication part; group spot, emails. At the beginning of the year we created a communications committee. Mr. Lembo, Mr. Mahmoud are members and have never met as a communications committee.

Dr. Fitts stated we are bringing on a communications specialist and public relations person who is joining our staff.

The Board discussed the communication committee initiatives.

To view this portion of the meeting scroll to 2:53.

Mr. Dani stated that he had sent a link for an up to 5 million dollar grant for HVAC upgrades, he would like an update on that by the next meeting.

Mr. Mahmoud discussed the topic of buying our own buses.

A discussion ensued about busing. To view this portion of the meeting scroll to 2:59.

XIX. ACCEPTANCE OF MINUTES

➤ None at this time.

XX. OTHER BUSINESS

XXI. COMMENTS FROM THE PUBLIC

Laurie Weber, 235 South Irving Street, she is happy to finally see something is being done about restoring the annual school vote. It is something she brought up right after the last November election and it's something that she brought up when the first time our election was canceled back in 2019. She was there that day, she read every court document filed. Mr. Dani was there we were both there in the courtroom. She tried to file a motion, intervene it was her first time trying to do something like that. The judge was not hearing it and Mr. Dani and her went through that building to try and stand up for the rights of the people. We tried real hard but you can't blame that on the judge, not that she loved that judge but the judge can only hear the case that's brought to him and the board of education at that time and the board attorney Mr. Merlino was so busy trying to cancel that election and extend terms of office that they forgot to remind the judge that we have to have annual elections when he adjudicates that case and that's why that

happened. So that's on the board and the attorney but now that we're looking into going back to court to fix that there is one issue that she had brought up that she thinks we also should address which is the boards right under title 1960 1.1 to vote to change the date of their elections to allow the public to petition you for the same. You no longer have the right because one village, one vote as Mr. Giacobbe said filed wrong form with the wrong body of government and what happened was because nobody presented this to the judge this was allowed to go through as an ordinance on the ballot and the village council had no choice but to follow the orders of the judge and create an ordinance delineating the school, the date of the school election which usurps the board title 1961.1 privileges and authority no longer exists for the public and the board and if you have to go back to court to fix that, please go back to the court and fix that because that is another very important right both of the board and of the voters. Right now the village council which is filled with the people that made this happen right now is the only body of government that can lord over the date of your elections, our school elections. So please ask Mr. Giacobbe to also look into that case. She's happy to provide the docket number. She's sure you can find it and lots more information on that.

XXIV. ADJOURNMENT

At 10:06 p.m., on a motion made by Mr. Lembo, seconded by Ms. Kwka and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development

BOE Date 1/9/23

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Jean-Anne O'Neill	Conquer Mathematics Conquer Mathematics Pompton Plains, NJ 1/4/23, 1/13/23, 1/23/23, 1/25/23, 1/31/23 and 2/7/23	Professional Development	\$0.00	0
Ken Bovasso	Techspo 2023 New Jersey Association of School Administrators (NJASA) Atlantic City, NJ 1/26/23 - 1/27/23	Professional Development	\$933.00	0
Isabelle Fisher (See cost change - was previously approved on 12/19/22)	National Association of School Psychologists 2023 Annual Convention National Association of School Psychologists (NASP) Denver, CO 2/7/23 - 2/10/23	Professional Development	\$2,182.50	0
Kathleen Finnegan	Elementary Peer Mediation New Jersey State Bar Foundation New Brunswick, NJ 2/9/23	Professional Development	\$24.00	0
Mary Louise Handy	11th Annual visit to our Cambodian Sister School with RPS students and Cultural Exchange GW and Cambodia Club Phnom Penh and Siem Reap, Cambodia 2/11/23 - 2/16/23	Professional Development	\$2,087.00	4
Laura Calandra	Motivating Children to Love Literature by Exploring Multiple Genres and the Affective Side of Reading Life Rutgers University Piscataway, NJ 2/23/23	Professional Development	\$214.62	1
Kathryn Droske	Motivating Children to Love Literature by Exploring Multiple Genres and the Affective Side of Reading Life Rutgers University Piscataway, NJ 2/23/23	Professional Development	\$175.00	1

Nicole Gizzi	Preparing for Life: Managing Overwhelming Emotions and Teaching Life Skills AEP Connections Virtual 2/23/23	Professional Development	\$150.00	0
Michael McDermott	NJ Football Coaches Clinic Glazier Atlantic City, NJ 2/23/23 - 2/25/23	Professional Development	\$292.00	0
Jean-Anne O'Neill	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23 and 3/8/23	Professional Development	\$115.00	0
Jerome Ong	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23 and 3/8/23	Professional Development	\$115.00	1
Corrina Moss-Keller	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23 and 3/8/23	Professional Development	\$115.00	0
Anna Del Orbe-Anthon	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23 and 3/8/23	Professional Development	\$115.00	0
Peter Kay	Advanced Skills and Standards Project Adventure Beverly, MA 6/12/23 - 6/15/23	Professional Development	\$2,089.00	0

The total cost for these conferences is \$8,607. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$103,238 leaving a balance of \$96,762.

The total cost of substitutes for these conferences is \$1,050. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$23,100.



Code of Ethics for School Board Members

N.J.S.A 18A:12-24.1

- a.** I will uphold and enforce all laws, rules and regulations of the State Board of Education, and court orders pertaining to schools. Desired changes shall be brought about only through legal and ethical procedures.
- b.** I will make decisions in terms of the educational welfare of children and will seek to develop and maintain public schools that meet the individual needs of all children regardless of their ability, race, creed, sex, or social standing.
- c.** I will confine my board action to policy making, 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.
- d.** 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.
- e.** I will recognize that authority rests with the board of education and will make no personal promises nor take any private action that may compromise the board.
- f.** I will refuse to surrender my independent judgment to special interest or partisan political groups or to use the schools for personal gain or for the gain of friends.
- g.** I will hold confidential all matters pertaining to the schools which, if disclosed, would needlessly injure individuals or the schools. In all other matters, I will provide accurate information and, in concert with my fellow board members, interpret to the staff the aspirations of the community for its school.
- h.** I will vote to appoint the best qualified personnel available after consideration of the recommendation of the chief administrative officer.
- i.** I will support and protect school personnel in proper performance of their duties.
- j.** I will refer all complaints to the chief administrative officer and will act on the complaints at public meetings only after failure of an administrative solution.

POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

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High School Student Representative to the
Board of Education

M

0143.2 HIGH SCHOOL STUDENT REPRESENTATIVE TO THE BOARD OF EDUCATION

The Board of Education recognizes that experience gained by and input from students in the school district is a valued source for improving the operation of the school district. To this end, and in accordance with N.J.S.A. 18A:12-1.3 and N.J.S.A. 18A:36A-11.2, the Board authorizes the appointment of a minimum of one student selected by the student body to serve as a nonvoting student representative on the Board. The student representative must be selected from one of the grades nine through twelve.

The student body may elect or appoint the student representative to the Board in a process to be determined by the Superintendent or designee. When developing the process the Superintendent or designee shall consider input provided by the student body.

The student representative shall serve for a one school year term and their duties shall include:

1. Attending all Board meetings, excluding any discussions of the Board involving subjects which are confidential;
2. Representing all high school students within the district and presenting student proposals and concerns to the Board for its consideration; and
3. Keeping high school students informed of the business of the Board by providing a monthly report to the Student Council concerning the activities of the Board.

The student representative shall rotate each school year among the high schools in the district if the district has more than one high school.



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

0143.2/page 2 of 2

High School Student Representative to the
Board of Education

Student 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 nonvoting student representative(s) for the mutual benefit of the Board, student body, and the school district.

N.J.S.A. 18A:12-1.3; 18A:36A-11.2

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
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Quorum

0163 QUORUM

A quorum of the Board of Education shall consist of a minimum of three Board members, and no business shall be conducted in the absence of a quorum, except when the Doctrine of Necessity is invoked.

All Board meetings shall be called to commence not later than 8:00 p.m. of the designated day but, if a quorum is not present at the time for which the meeting is called, the Board member or Board members present may recess the meeting to a time not later than 9:00 p.m. of the same day and, if a quorum be not present at that time the member or members present may adjourn the meeting to commence not later than 8:00 p.m. of another day, but not more than seven days following the date for which the original meeting was called, but no further recess or adjournment of the meeting shall be made.

The Board of Education recognizes ~~that~~ there may be matters that come before the Board or acts required of Board members in their official capacity where the Board member may have a conflict of interest or the act by a Board member would be in violation of N.J.S.A. 18A:12-24. In these matters, the Board member(s) shall remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter. The Board will consider this matter without the Board member(s) who has the conflict.

In the event a matter comes before the Board or an act is required of a Board member in their official capacity that is a conflict or would be in violation of N.J.S.A. 18A:12-24, the Board would still be required to have a quorum to consider the matter. However, the New Jersey Department of Education and the School Ethics Commission envisioned this prohibition could create a situation in which the number of conflicted Board members would prevent the Board to take action on a matter. Therefore, when more than a quorum of the Board members must abstain from voting on a matter due to a conflict or the act would be in violation of N.J.S.A. 18A:12-24, the Board will invoke the Doctrine of Necessity consistent with the New Jersey Department of Education and School Ethics Commission guidelines as follows:



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
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Quorum

A. Board Member(s) in Conflict - Less Than a Majority of The Board

1. In the event a Board member(s) has a conflict of interest where the Board member will act in their official capacity, the Board member must remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.
2. In the event a Board member is unsure whether they or any other Board member has a conflict of interest or whether the matter, if acted upon by a Board member(s) is in violation of N.J.S.A. 18A:12-24 - Prohibited Acts, the School Board Attorney will make a determination.
3. The School Board Attorney will provide the Board of Education an opinion on whether the matter is a conflict of interest or act prohibited by N.J.S.A. 18A:12-24 - Prohibited Acts.
4. If the Board member(s) believes they have a conflict of interest where they will act in their official capacity or if the School Board Attorney renders an opinion the Board member has a conflict of interest where the Board member will act in their official capacity, the Board member will remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.

B. Board Member(s) in Conflict - A Majority of Board Members in Conflict

1. In the event:
 - a. A Board member(s) believes they have a conflict of interest or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24; or
 - b. If the School Board Attorney renders an opinion Board member(s) has a conflict of interest or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24; and



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- c. The number of Board members that have a conflict would make it so the Board would be unable to take action on the matter, then the Board may invoke the Doctrine of Necessity.
- C. Doctrine Of Necessity
 - 1. The Doctrine of Necessity may be invoked when more than a quorum of the Board must abstain from voting on a matter.
 - 2. There are three prerequisites necessary for a Board to invoke the Doctrine of Necessity:
 - a. The Board must be unable to act without the members in conflict taking part;
 - b. There must be a pressing need for action, i.e. the matter cannot be laid aside until another date; and
 - c. There can be no alternative forum that can grant the same relief.
 - 3. When the School Board Attorney advises the Board the Doctrine of Necessity must be invoked in order to obtain a quorum on a vote, the Board must publicly state:
 - a. That it is invoking the Doctrine of Necessity;
 - b. The specific reason/purpose for which the Doctrine of Necessity is being invoked; and



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- c. The specific nature of the conflict of interest for each Board member that has a conflict of interest:
 - (1) The specific nature of the conflict of interest for each Board member should include the Board member's name; the name of the immediate family member or relative which is the basis for the conflict of interest, and the position that immediate family member or relative holds; or
 - (2) If the specific nature of the conflict of interest for a Board member is a conflict other than an immediate family member or relative, the announcement should include the conflict which is the basis for the conflict of interest.
- 4. When the Board invokes the Doctrine of Necessity, it will adopt a Resolution setting forth the same information as outlined in C.3. above.
- 5. When the Board invokes the Doctrine of Necessity, the Resolution will be:
 - a. Read at a regularly scheduled public meeting;
 - b. Posted in such places the Board posts public notices for thirty days; and
 - c. Provided to the School Ethics Commission.



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6. The Board members who have a conflict in the matter are prohibited from:
 - a. Participating in any discussions on the matter prior to the announcement of the invocation of the Doctrine of Necessity at the public meeting;
 - b. Being present in an executive session when the matter is being discussed; and
 - c. Offering their opinions on the matter at any time prior to the announcement or the invocation of the Doctrine of Necessity.
6. The Board members who have a conflict may only ask questions regarding the matter to be voted on in public and after the Board has invoked the Doctrine of Necessity.
7. The Board members who have a conflict may explain their reasons for not voting just before the vote.

N.J.S.A. 18A:10-6; 18A:12-24

New Jersey School Ethics Commission – Advisory Opinions A10-93(b),
A07-94, and C07-96

New Jersey School Ethics Commission – Resolution on Invoking the Doctrine of
Necessity – June 25, 2018

Adopted:



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Board of Education Website Accessibility

1511 BOARD OF EDUCATION WEBSITE ACCESSIBILITY

It is the goal of the Board of Education that the information on the school district's internet websites are accessible to individuals with disabilities in compliance with the requirements of Federal law (Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35) and New Jersey law (N.J.S.A. 18A:36-35.1).

A. Federal Law – American with Disabilities Act (ADA)

1. For the purpose of the Federal law - Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35 and this Policy, "school district website" includes, but is not limited to, the internet home page, all subordinate pages, school or school district department pages, intranet pages and sites, and includes online content and functionality, developed by, maintained by, or offered through a third-party vendor or by using open sources.
2. The accessibility of online content and functionality will be measured according to the most up-to-date version of the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) and the Web Accessibility Initiative Accessible Rich Internet Application Suite (WAI-ARIA) 1.0 for web content (benchmarks for measuring accessibility).
3. By conforming to the benchmarks for measuring accessibility set forth above, the Board of Education will ensure that people with disabilities have an opportunity equal to that of their nondisabled peers to access the information on the district's website.



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Board of Education Website Accessibility

4. To ensure the district's website conforms with the above benchmarks for measuring accessibility, the Superintendent of Schools will designate a school staff member to act as the Website Accessibility Coordinator. The Coordinator will:
 - a. Ensure that in-house staff and contractors responsible for webpages and webpage content development are properly trained on the Board of Education's website accessibility policy and procedures;
 - b. Ensure that all new, newly added, and modified online content and functionality is accessible to people with disabilities as measured by conformance to the above benchmarks by, among other things:
 - (1) Checking the hypertext markup language (HTML) of all new webpages on the website to make sure that accessible elements are used, including "alt" tags, long descriptions, and captions, as needed;
 - (2) Ensuring that webpages are designed in a manner that allows them to be displayed using a visitor's own settings for color and fonts, and can be navigated with a keyboard;



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Board of Education Website Accessibility

- (3) If images are used, including photos, graphics, scanned images, or image maps, making sure to include text equivalents for them, using "alt" tags and/or long descriptions for each and ensuring the text equivalents convey the meaningful information presented visually by the image;
- (4) If online forms and tables are used, making those elements accessible;
- (5) Ensuring that videos appearing on the website include appropriately synchronized audio description and captions;
- (6) Ensuring when posting new documents on the website, the documents shall be provided in HTML or another text-based format (even if they are provided in another format, such as portable document format (PDF)). If documents are provided in both formats, provide both formats at the same time so people with disabilities have the same degree of access as others;
- (7) Periodically enlisting people with a variety of disabilities to test the Board of Education's webpages for accessibility and ease of use and use this information to increase the Board's website accessibility;
- (8) Periodically coordinating the audit of existing content and functionality of the website to identify online content or functionality that is inaccessible to persons with disabilities; and
- (9) Developing and carrying out a corrective action plan, when necessary, for making the district's existing web content accessible.



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Board of Education Website Accessibility

- c. Ensure that alternative means are available for people with disabilities to access information, programs, and services that are normally provided on the Board’s website.
- B. New Jersey Law – N.J.S.A. 18A:36-35.1
- 1. For the purpose of New Jersey law – N.J.S.A. 18A:36-35.1 and this Policy, “internet website or web service” includes any webpage, website, web service, online curriculum, or online third party or open educational resource product that is made available to enrolled students or the public by the school district.
 - 2. Pursuant to N.J.S.A. 18A:36-35.1, no school district shall make available to the enrolled students of the district or school or to the public an Internet website or web service unless the Internet website or web service complies with the most up-to- date version of the World Wide Web Consortium’s (W3C) Web Content Accessibility Guidelines (WCAG) if the Guidelines are approved by the Commissioner of Education, or any other applicable guidelines or requirements as may be designed or approved by the Commissioner of Education.
 - 3. In accordance with N.J.S.A. 18A:36-35.1.a. and b., the school district is required to submit a statement of assurance attesting to compliance with N.J.S.A. 18A:36-35.1 as required by the Commissioner of Education.

This Policy establishes minimum standards for the accessibility of web-based information and services considered necessary to meet the district’s goals and ensure compliance with applicable Federal and State laws.

Section 504 of the Rehabilitation Act of 1973
 Title II of the Americans with Disabilities Act of 1990
 34 C.F.R. Part 104; 28 C.F.R. Part 35
 N.J.S.A. 18A:36-35.1

Adopted:



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Every Student Succeeds Act

2415 EVERY STUDENT SUCCEEDS ACT

The Every Student Succeeds Act (ESSA) is a reauthorization of the Elementary and Secondary Education Act (ESEA) of 1965 that provides Federal funds to help all New Jersey's school children achieve. The purpose of the ESSA is to ensure all students have equitable access to high-quality educational resources and opportunities and to close educational achievement gaps. The Board of Education elects to augment the instructional program of students by projects supported by Federal funds allocated under the ESSA and the district will comply with the requirements of all the programs authorized by the ESSA.

The district may be eligible for several grant programs funded through the ESSA, including, but not limited to, Title I through Title VII. Many of the Titles of the ESSA have several parts and subparts that provide a funding source for specific purposes.

Application Procedure

The district will submit an annual ESSA Consolidated Formula Subgrant Application to the New Jersey Department of Education (NJDOE). The school district's application shall include all information required by the NJDOE and the ESSA for the district to be considered for funding under the ESSA.

Covered Programs

Formula grants under the ESSA are non-competitive grants that school districts are eligible for based on the make-up of their student bodies. These formula grants for each Title are committed to different purposes and may be used to support different activities and programs.

Title I

The largest Federal program supporting elementary and secondary education is Title I. The ESSA strengthens Title I requirements for the State's assessments, accountability system, and support for school improvement. The law also requires minimum qualifications for teachers and paraprofessionals in Title I programs.



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Every Student Succeeds Act

The school district must use the best available measure for identifying children from low-income families to: identify eligible school attendance areas, determine the ranking of each area, and determine allocations as identified in the Title I guidelines and regulations.

The school district will offer Title I services to eligible children enrolled in private elementary and secondary schools. The services and benefits will be equitable in comparison to services and benefits for participating public school children.

The school district will provide the New Jersey Department of Education assurances it will provide the maximum coordination between the Title I program, the regular school program, and services provided by other programs for specialized populations. The Title I program will consider the special needs of homeless children, migrant children, children with disabilities and limited English Language Learner (ELL) children. Title I funds will be reserved so that migrant children who are otherwise eligible to receive Title I services, even if they arrive during the school year, are served.

Type of Title I Program

The school district will offer a Target Assistance Title I program.



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Every Student Succeeds Act

Target Assistance Program

Schools that are not eligible for (or do not choose to operate) school-wide Title I programs must use Title I funds to provide targeted services to low-achieving students. A Target Assistance program must be established in accordance with the Title I guidelines and regulations and the New Jersey Department of Education.]

New Jersey Department of Education Accountability System

The district will comply with the accountability system established by the New Jersey Department of Education and outlined in the New Jersey State Plan and approved by the United States Department of Education.

Fiscal Responsibility

The district will comply with the requirements as outlined in Policy 2415.02 Title I – Fiscal Responsibilities in accordance with the NJDOE and the ESSA.

Staff

The district will comply with the staff certification requirements of the ESSA and the NJDOE. In addition, the district will ensure all paraprofessionals meet the requirements as established by the ESSA and as outlined in Policy 4125 – Employment of Support Staff Members.

Parent and Family Engagement

The district will comply with the requirements as outlined in Policy 2415.04 – Title I – District-Wide Parent and Family Engagement and Policy 2415.50 – Title I – School Parent and Family Engagement as applicable in accordance with the NJDOE and the ESSA.

Student Surveys, Analysis, and/or Evaluations

The Protection of Pupil Rights Amendment (PPRA) applies to school districts that receive Federal funding from the United States Department of Education. The district will comply with the requirements as outlined in Policy 2415.05 - Student Surveys, Analysis, and/or Evaluations in accordance with the PPRA.



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Every Student Succeeds Act

Unsafe School Choice Option

In the event there is a school in the district designated as Persistently Dangerous in accordance with the Victims of Violent Criminal Offenses as outlined in the ESSA, the district will comply with the requirements of Policy 2415.06 – Unsafe School Choice Option in accordance with the NJDOE and the ESSA.

Property

Property acquired through Title I funds for use in public or private schools will be acquired in accordance with the Public School Contracts Law, will be held in title by the Board of Education, and will not be used for other purposes so long as it is required in the Title I program. Property no longer required for Title I purposes will be used for other, similarly funded projects or disposed of in accordance with State and Federal guidelines.

Capital Expenses

The Superintendent will assure the district abides by New Jersey's Public Contracts Law; consults appropriate private school officials prior to making any decisions regarding capital expenses; ensure funds that are received to cover capital expenses provide equitable Title I services to private school students; ensure accounts for any capital funding is separately maintained; and assure lease purchase agreements are consistent with applicable statute and administrative code.

Post-Award Requirements

The school district will maintain all project records for five years following the completion of the activity for which the funds were used. The school district will prepare and submit all reports as required by the State Department of Education in a timely manner.

Supplement, Not Supplant

Grant funds provided under Federal programs, including the ESEA of 1965 as amended by the ESSA, shall supplement, not supplant the funds that would, in the absence of such Federal funds, be made available from State and local sources for the education of students participating in programs assisted under the ESEA of 1965 as amended by the ESSA.



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Every Student Succeeds Act

Evaluation

The Superintendent or designee will evaluate the ESSA programs as required by the United States and the New Jersey Departments of Education.

Elementary and Secondary Education Act of 1965 (20 U.S.C. 2701 et seq.) as amended by the Every Student Succeeds Act.

Adopted:



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TEACHING STAFF MEMBERS 3270/page 1 of 2 Professional Responsibilities

3270 PROFESSIONAL RESPONSIBILITIES

The Board of Education will establish and enforce rules for the assignment of specific duties to teaching staff members and for the conduct of teaching staff members during the work day.

Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans. Teachers shall also be responsible for providing adequate direction and guidance to substitutes. Lesson plans shall be subject to review by the teaching staff member's Principal or designee and/or immediate supervisor as assigned by the Superintendent.

During the work day, teaching staff members may be assigned extra or alternative duties by the Principal or designee in accordance with Policy 3134. Teaching staff members are to attend every faculty meeting unless expressly excused by the Principal or designee.

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N.J.S.A. 18A:27-4
N.J.A.C. 6A:9-3.3

Adopted:

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Care of School Property

5513 CARE OF SCHOOL PROPERTY

The Board of Education believes the school district should help students learn to respect property and instill feelings of pride in their school. The Board requires each student in the district to responsibly care for school property and the school supplies and equipment entrusted to the student by the school district.

Students who cause damage to or lose school property may be subject to disciplinary measures. The Board authorizes the imposition of a fine for the loss, damage, or destruction of a textbook and reserves the right to withhold a report card or diploma from any student whose payment of a fine is in arrears.

A student who demonstrates chronic and/or serious disregard for property may be referred to the Child Study Team.

The Superintendent shall develop rules for the safekeeping and accounting of textbooks and prepare a schedule of fines for lost, damaged, and destroyed textbooks.

N.J.S.A. 18A:34-2; 18A:37-3
N.J.A.C. 6A:23A-20.6

Adopted:



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School District Issued Student Identification Cards

5517 SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building 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 a school district issued 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.

Required For Any Grades Seven through Twelve

The Identification Card shall have printed on the back the telephone number for the New Jersey Suicide Prevention Hopeline (NJ Hopeline) and contact information for a crisis text line pursuant to N.J.S.A. 18A:6-113.1. The district may, in addition to the telephone number for the NJ Hopeline and contact information for a crisis text line, provide the contact information for the National Suicide Prevention Lifeline, a school district crisis center, or any other mental health support services pursuant to N.J.S.A. 18A:3B-73.2.]

The Principal or designee may require a 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.



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School District Issued Student Identification Cards

Notwithstanding any provision of this Policy, the Principal or designee may also require students carry their Identification Card at any school-sponsored, off-campus activity, including but not limited to, field trips or interscholastic sports programs 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:3B-73.2; 18A:6-113.1; 18A:36-43

Adopted:



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Student Journalism

5722 STUDENT JOURNALISM

The Board of Education believes it is important to afford students the opportunity to exercise their creativity, passion, and constitutionally-protected freedom of speech. However, the Board also believes this opportunity must be balanced between ensuring students have the right to speak freely while also preserving the ability of district staff to maintain the safe and orderly operation of the school district. The Board adopts this Policy granting students the right to exercise freedom of speech and of the press in accordance with N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45.

For the purpose of this Policy, the following terms shall mean:

“Prior restraint” means a school official informing a student journalist(s) the news, opinion, feature, and advertising content of school-sponsored media, subject to the restrictions listed in N.J.S.A. 18A:36-45.b., N.J.S.A. 18A:36-45.c., and the provisions of this Policy, cannot be published in school-sponsored media or a school official takes any action to prevent a student from doing so.

“Prior review” means a school official reviewing school sponsored media before it is published, broadcast by a student journalist at school or distributed, or generally made available to members of the student body.

“School official” means the Principal or designee or an administrative staff member designated by the Superintendent.

“School-sponsored media” means any material that is prepared, substantially written, published, or broadcast by a student journalist at school, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. School-sponsored media does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

“Student journalist” means a student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.



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Student Journalism

“Student media advisor” means an individual employed, appointed, or designated by the district to supervise or provide instruction relating to school-sponsored media.

Student journalists have the right to exercise freedom of speech and of the press in school-sponsored media, regardless of whether the media is supported financially by the district or by use of school district facilities, or produced in conjunction with a class in which the student is enrolled. Subject to 1. through 5. below, student journalists are responsible for determining the news, opinion, feature, and advertising content of school-sponsored media. N.J.S.A. 18A:36-45.b. and this Policy shall not be construed to prevent student media advisors from teaching professional standards of English and journalism to student journalists.

This Policy does not authorize or protect expression by a student that:

1. Is libelous or slanderous;
2. Constitutes an unwarranted invasion of privacy;
3. Is profane or obscene;
4. Violates Federal or State law; or
5. So incites students as to create a clear and present danger of the commission of an unlawful act, the violation of school district policies, or the material and substantial disruption of the orderly operation of the school.

The district shall not authorize any prior restraint of any school-sponsored media except for the types of expression prohibited under N.J.S.A. 18A:36-45.c. and as listed in 1. through 5. above.

A school official may implement a procedure for prior review of school-sponsored media. Any prior review of school-sponsored media required by the school official shall be communicated to the student journalist by the school official and be conducted within three school days after submission to the



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Student Journalism

school official by the student journalist. If the school official cannot show the school-sponsored media is prohibited under N.J.S.A. 18A:36-45.c. and 1. through 5. above, within the three school days, the student journalist may release the school-sponsored media.

When a school official determines the restraint of student expression is necessary, the school official shall simultaneously identify at least one of the five prohibitions listed in 1. through 5. above under N.J.S.A. 18A:36-45.c. and in this Policy under which the limitation of student expression is appropriate. This determination shall be provided to the student journalist in writing by the school official that made the determination.

A student journalist may appeal, to the Superintendent or designee, a determination by a school official that the restraint of student expression is necessary. An appeal must be submitted in writing to the Superintendent or designee within five school days of the written determination being communicated to the student journalist. The appeal must include a copy of the written determination and the reasons why the student journalist believes the limitation is not appropriate. The Superintendent or designee may, but is not required to, provide the student journalist an opportunity to present their written appeal in person. The Superintendent or designee will make a determination on the appeal within five school days of receiving the written appeal from the student journalist. The student journalist may appeal a decision of the Superintendent or designee to the Board of Education in writing. The Board of Education will make a decision on the appeal at the first Regular Board Meeting after receiving the written appeal or within ten school days after receiving the written appeal.

A student journalist that violates a provision of this Policy may be subject to appropriate discipline.

The school district shall not sanction a student operating as an independent journalist.

A staff member shall not be dismissed, suspended, disciplined, reassigned, transferred, or otherwise retaliated against solely for acting to protect a student engaged in the conduct authorized under N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45 and this Policy, or refusing to infringe upon conduct that is protected by this Policy, the First Amendment to the United States Constitution, or paragraph 6 of Article I of the New Jersey Constitution.



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Student Journalism

The Superintendent or designee shall determine reasonable provisions for the time, place, and manner of student expression for the purposes of school-sponsored media.

N.J.S.A. 18A:36-44; 18A:36-45

Adopted:



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Lesson Plans and Plan Books

R 3270 LESSON PLANS AND PLAN BOOKS

A. Lesson Plans

1. Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans.
2. Lesson plans must conform to the guidelines established by the Superintendent or designee. Plans may be reviewed and monitored by school district administrative staff as determined by the Superintendent.
3. The content of the lesson plan will be determined by the Superintendent or designee. The content of the lesson plan may include, but not be limited to:
 - a. Name of the unit or area of learning;
 - b. Goals and objectives;
 - c. Instructional planning that includes the applicable New Jersey Student Learning Standards (NJSLS);
 - d. Interdisciplinary connections;
 - e. Integration of technology;
 - f. Assessments, including, but not limited to formative, summative, benchmark, and alternative assessments;
 - g. List of core instructional and supplemental materials; and
 - h. Any other content as prescribed by the Superintendent, Principal, and/or immediate supervisor.
4. Lesson plans must be prepared in advance.



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Lesson Plans and Plan Books

5. Lesson plans will follow the format established by the Principal or designee.
 6. Lesson plans must be prepared with clarity and in sufficient detail to permit a substitute to conduct the lesson efficiently and effectively.
- B. Lesson Plan Books
1. Lesson plans shall be kept in an accessible electronic version or in a plan book.
 2. The plan book will permit administrators to monitor classroom instruction.
 3. Content of the lesson plan book shall be designated by the Superintendent and will be determined by the school district.
- C. Substitute Lesson Plans
1. Each teaching staff member shall submit a substitute folder to the Principal or designee that shall contain the following:
 - a. Lesson plans;
 - b. Emergency procedures; and
 - c. Any other content as prescribed by the Principal.
 2. To help a substitute and to provide meaningful work for the students in the event a teaching staff member is absent, subject related activities shall be provided.
 3. Every attempt shall be made to follow the lesson plans so that the student's education will not be interrupted during the teaching staff member's absence.

Issued:



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Care of School Property

R 5513 CARE OF SCHOOL PROPERTY

A. Teaching Staff Member Responsibilities

1. Teaching staff members will impress upon all students the importance of the proper care of school property and instruct students in the proper use of school facilities, equipment, instructional materials, and textbooks.
2. Teaching staff members will keep an accurate inventory of textbooks and other materials in their classrooms.

B. General Rules Governing the Use of School Property

Students shall not deface the school building, furnishings, or equipment in any manner.

Students shall not use school furnishings or equipment for purposes other than those for which the furnishing or equipment was designed and intended.

Students will care for school textbooks in accordance with D. below.

C. Distribution and Collection of Textbooks, Materials, and School Issued Equipment

Textbooks will be identified as the property of the Board of Education.

A label shall be affixed to each textbook and will include:

- a. The name of the Board of Education, and



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Care of School Property

- b. The name of the school.

The following information will also be entered on the label or documented in another manner each time the book is issued to a student:

- c. The name of the student to whom the book is issued,
d. The date on which the book is issued to the student,
e. The condition of the book when it is issued, and
f. The condition of the book when it is returned.

Each classroom teacher will keep a permanent record of the textbooks used in their classroom. The record will include all the information listed in C.2. and C.3. above.

A lost textbook must be promptly reported to the teaching staff member who issued the book. A replacement textbook will be issued to the student as soon as possible.

Textbooks will be collected and inspected before the end of the school year or marking period, as appropriate. Once inspected, a textbook will be returned to inventory until it is again distributed to a student.

Students must remove covers, loose papers, and markings before returning any textbook.

Fines may be assessed for lost and damaged textbooks in accordance with a schedule as approved by the Superintendent or designee.

D. Care of Textbooks, Materials and School Issued Equipment by Students



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Care of School Property

1. Students shall take care not to lose or misplace a textbook, material or school issued equipment or expose a textbook to conditions or circumstances likely to destroy, damage, or degrade it.
2. All textbooks that will be taken home by students must be protected with an appropriate cover to be supplied by the student.
3. Students should not:
 - a. Use pens, pencils, or other implements to mark a place in a textbook;
 - b. Use a textbook to file bulky papers and notes;
 - c. Write in textbooks; or
 - d. Soil textbooks beyond normal use.

E. Fines and Penalties

Lost book issued in	80% of list price
Lost book issued in	60% of list price
Lost book issued in	40% of list price
Lost book issued in	20% of list price
Soil damaging to text	25 cents per page

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School Property

1. The teaching staff member will inspect each textbook returned and may assess a fine for lost or damaged books. The teacher will prepare a report to be submitted to the Principal or designee that includes:
 - a. The name and number of the textbook damaged or lost;
 - b. The name of the student that lost or damaged a textbook;
 - c. The loss or extent of damage to the textbook; and
 - d. The amount of the fine assessed, if any.
2. In setting fines the teaching staff member may take into account verified extenuating circumstances.
3. Teaching staff members will not collect fines. Textbook fines shall be submitted to the Principal or designee.
4. A student who finds their lost textbook, after being assessed and paying a fine, will be reimbursed any fine paid for the lost textbook but may be assessed a fine for any damage done to the book.

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Care of School Property

5. The Board of Education may withhold a diploma, transcript, or report card until the fine has been paid.

Adopted:

5111 ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS

The Board of Education shall admit to its schools, free of charge, persons over five and under twenty years of age, pursuant to N.J.S.A. 18A:38-1, or such younger or older students as is otherwise entitled by law to a free public education.

Eligibility to Attend School

The Board shall admit students eligible to attend school free of charge that are domiciled within the district as defined in N.J.A.C. 6A:22-3.1.

A child who is domiciled within the school district and resides with a parent or guardian who is a member of the New Jersey National Guard or a member of the reserve component of the armed forces of the United States who is ordered into active military service in a time of war or national emergency shall be permitted to remain enrolled in the school district in which the child is domiciled at the time of the parent or guardian being ordered into active military service, regardless of where the child resides during the period of active duty. Following the return of the child's parent or guardian from active military service, the child's eligibility to remain enrolled in the school district pursuant to N.J.A.C. 18A:38-3.1 shall cease at the end of the current school year unless the child is domiciled in the school district.

The Board shall also admit any student that is kept in the home of a person other than the student's parent or guardian, where the person is domiciled in the school district and is supporting the student without remuneration as if the student were his or her own child in accordance with N.J.A.C. 6A:22-3.2. A student is only eligible to attend school in the district pursuant to N.J.A.C. 6A:22-3.2 if the student's parent or guardian files, together with documentation to support its validity, a sworn statement that he or she is not capable of supporting or providing care for the student due to family or economic hardship and the student is not residing with the other person solely for the purpose of receiving a free public education. In addition, the person keeping the student must file, if so required by the Board of Education, a sworn statement that he or she: is domiciled within the school district; is supporting the child without remuneration and intends to do so for a time longer than the school term; will assume all personal obligations for the student relative to school requirements; and provides a copy of his or her lease if a tenant, a sworn landlord's statement if residing as a tenant without a written lease, or a mortgage or tax bill if an owner. Pursuant to N.J.S.A. 18A:38-1, any person who fraudulently allows a child of another person to use his or her residence and is not the primary financial supporter of that child and any person who fraudulently claims to have given up custody of his or her child to a person in another district commits a disorderly person's offense.

A student is eligible to attend school in this school district free of charge pursuant to N.J.S.A. 18A:38- 1 if the student is kept in the home of a person domiciled in the school district, who is not the parent or guardian and the parent or guardian is a member of the New Jersey National Guard or the reserve component of the United States armed forces and has been ordered into active military service in the United States armed forces in time of war or national emergency. Eligibility under this provision shall cease at the end of the current school year during which the parent or guardian returns from active military duty.

A student is eligible to attend school in this school district free of charge pursuant to N.J.S.A. 18A:38- 1 if the student's parent or guardian temporarily resides within the school district and elects to have the student attend the school district of temporary residence, notwithstanding the existence of a domicile elsewhere. When required by the Board of Education, the parent or guardian shall demonstrate the temporary residence is not solely for purposes of a student attending the school district of temporary residence. When one of a student's parents or guardians temporarily resides in the school district while the other is domiciled or temporarily resides elsewhere, eligibility to attend school shall be determined in accordance with the criteria of N.J.A.C. 6A:22-3.1(a)1.i.

A student is eligible to attend this school district free of charge:

1. If the student's parent or guardian moves to another school district as the result of being homeless, subject to the provisions of N.J.A.C. 6A:17-2 - Education of Homeless Children;
2. If the student is placed by court order or by a society, agency, or institution in the home of a school district resident pursuant to N.J.S.A. 18A:38-2;
3. If the student previously resided in the school district and if the parent(s) or legal guardian(s) is a member of the New Jersey National Guard or the United States reserves and has been ordered to active service in time of war or national emergency, resulting in the relocation of the student out of the school district, pursuant to N.J.S.A. 18A:38-3. The school district shall not be obligated for transportation costs; and
4. If the student resides on federal property within the State pursuant to N.J.S.A.18A:38-7.7 et seq.

Notwithstanding the provisions of N.J.S.A. 18A:38-1 or any other law, rule, or regulation to the contrary, a student who moves out of the school district as a result of domestic violence, sexual abuse, or other family crises shall be permitted to remain enrolled in the school district for the remainder of the school year in pursuant to N.J.S.A. 18A:38-1.1 and in accordance with the provisions of N.J.A.C. 6A:22- 3.2(h). If the student remains enrolled in the school district for the remainder of the school year, the school district shall provide transportation services to the student, provided the student lives remote from school, and the State shall reimburse the school district for the cost of the transportation services. Nothing in N.J.S.A. 18A:38-1.1 shall be construed to affect the rights of homeless students pursuant to N.J.S.A. 18A:7B-12, N.J.S.A. 18A:7B-12.1, or any other applicable State or Federal law.

If the district of residence cannot be determined according to the criteria contained in N.J.S.A. 18A:7B-12; if the criteria contained in N.J.S.A. 18A: 7B-12 identify a district of residence out of the State; or if the child has resided in a domestic violence shelter, homeless shelter, or transitional living facility located outside of the district of residence for more than one year, the State shall assume fiscal responsibility for the tuition of the child in accordance with N.J.S.A. 18A:7B-12.d.

A student's eligibility to attend this school shall not be affected by the physical condition of an applicant's housing or his or her compliance with local housing ordinances or terms of lease.

Except as set forth in N.J.A.C. 6A:2-3.3(b)1, immigration/visa status shall not affect eligibility to attend school and the school district shall not condition enrollment in the school district on immigration status. A student's immigration/visa status and their eligibility to attend school shall be in accordance with N.J.A.C. 6A:22-3.3(b) and Regulation 5111.

Proof of Eligibility

The Board of Education shall accept a combination of forms of documentation from persons attempting to demonstrate a student's eligibility for enrollment in the school district in accordance with the provisions of N.J.A.C. 6A:22-3.4. The Board of Education shall consider the totality of information and documentation offered by an applicant, and shall not deny enrollment based on failure to provide a particular form or a subset of documents, without regard to other evidence presented.

The Board of Education shall not condition enrollment on the receipt of information or documents protected from disclosure by law, or pertaining to criteria that are not a legitimate basis for determining eligibility to attend school as outlined in N.J.A.C. 6A:22-3.4(d). The Board of Education may consider, in a manner consistent with Federal law, documents or information referenced in N.J.A.C. 6A:22-3.4(d) or pertinent parts thereof if voluntarily disclosed by the applicant. The Board of Education may not, directly or indirectly, require or request such disclosure as an actual or implied condition of enrollment. In the case of a dispute between the school district and the parent or guardian of a student in regard to the student's eligibility to enroll in the school district or to remain enrolled in the school district pursuant to the provisions of N.J.S.A. 18A:38-1, the school district may request from the

Motor Vehicle Commission (NJMVC) the parent or guardian's name and address for use in verifying a student's eligibility for enrollment in the school district in accordance with the provisions of N.J.S.A. 18A:38-1-3. The NJMVC shall disclose to a school district the information requested in accordance with procedures established by the NJMVC. However, the school district shall not condition enrollment in the district on immigration status or on the fact that the NJMVC does not have the name or address of the parent on file.

Registration Forms and Procedures for Initial Assessment

Registration and initial determinations of eligibility will be in accordance with N.J.A.C. 6A:22-4.1. The Board of Education shall use Commissioner-provided registration forms or locally developed forms that are consistent with the forms provided by the Commissioner. A district-level administrator designated by the Superintendent shall be clearly identified to applicants and available to assist persons who experience difficulties with the enrollment process.

Initial eligibility determinations shall be made upon presentation of an enrollment application, and enrollment shall take place immediately except in cases of clear, uncontested denials. Enrollment shall take place immediately when an applicant has provided incomplete, unclear, or questionable information, but the applicant shall be notified that the student will be removed from the school district if defects in the application are not corrected, or an appeal is not filed, in accordance with subsequent notice to be provided pursuant to N.J.A.C. 6A:22-4.2.

When a student appears ineligible based on the information provided in the initial application, the school district shall issue a preliminary written notice of ineligibility, including an explanation of the right to appeal to the Commissioner of Education. Enrollment shall take place immediately if the applicant clearly indicates disagreement with the district's determination and an intent to appeal to the Commissioner of Education. An applicant whose student is enrolled pursuant to this provision shall be notified that the student will be removed, without a hearing before the Board, if no appeal is filed within the twenty-one day period established by N.J.S.A. 18A:38-1.

When enrollment is denied and no intent to appeal is indicated, applicants shall be advised they shall comply with compulsory education laws. When the student is between the ages of six and sixteen, applicants also shall be asked to complete a written statement indicating the student will be attending school in another school district or a nonpublic school, or receiving instruction elsewhere than at a school pursuant to N.J.S.A. 18A:38-25. In the absence of this written statement, designated staff shall report to the school district of actual domicile or residence, or the Department of Children and Families, a potential instance of "neglect" for the purposes of ensuring compliance with compulsory education law, N.J.S.A. 9:6-1. Staff shall provide the school district or the Department of Children and Families with the student's name, the name(s) of the parent/guardian/resident, and the student's address to the extent known. Staff shall also indicate admission to the school district has been denied based on residency or domicile, and there is no evidence of intent to arrange for the child to attend school or receive instruction elsewhere

Enrollment or attendance at the school district shall not be conditioned on advance payment of tuition when enrollment is denied and an intent to appeal is indicated, or when enrollment is provisional and subject to further review or information. The Board of Education shall ensure the registration process identifies information suggesting an applicant may be homeless so procedures may be implemented in accordance with N.J.A.C. 6A:17-2, Education of Homeless Children. Enrollment or attendance in the school district shall not be denied based upon the absence of the certified copy of the student's birth certificate or other proof of a student's identity as required within thirty days of initial enrollment, pursuant to N.J.S.A. 18A:36-25.1.

Enrollment in the school district shall not be denied based upon absence of student medical information. However, actual attendance at school may be deferred until the student complies with student immunization rules set forth in N.J.A.C. 8:57-4.

When enrollment in the school district, attendance at school, or the receipt of educational services in the regular education program appears inappropriate, the student shall not be denied based upon the absence of a student's prior educational record. However, the applicant shall be advised the student's initial educational placement may be subject to revision upon the school district's receipt of records or further assessment of the student.

Notice of Ineligibility

When a student is found ineligible to attend the school district pursuant to N.J.A.C. 6A:22 or the student's initial application is found to be deficient upon subsequent review or investigation, the school district immediately shall provide to the applicant notice that is consistent with Commissioner-provided sample form(s) and meets requirements of N.J.A.C. 6A:22-4 et. seq. Notices shall be in writing; in English and in the native language of the applicant; issued by the Superintendent; and directed to the address at which the applicant claims to reside. Notices of ineligibility shall include information as outlined in N.J.A.C. 6A:22-4.2.

Removal of Currently Enrolled Students

Nothing in N.J.A.C. 6A:22 et seq. and this Policy shall preclude the Board of Education from identifying through further investigation or periodic requests for revalidation of eligibility, students enrolled in the school district who may be ineligible for continued attendance due to error in initial assessment, changed circumstances, or newly discovered information.

When a student who is enrolled and attending school based on an initial eligibility determination is later determined to be ineligible for continued attendance, the Superintendent may apply to the Board of Education for the student's removal in accordance with the provisions of N.J.A.C. 6A:22-4.3. No student shall be removed from school unless the parent, guardian, adult student, or resident keeping an "affidavit student" (as defined in N.J.A.C. 6A:22-1.2) has been informed of his or her entitlement to a hearing before the Board of Education. Once the hearing is held, or if the parent, guardian, adult student or

resident keeping an "affidavit student", does not respond within the designated time frame to the Superintendent's notice or appear for the hearing, the Board of Education shall make a prompt determination of the student's eligibility and shall immediately provide notice in accordance with N.J.A.C. 6A:22-4.2. Hearings required pursuant to N.J.A.C. 6A:22-4.3 may be conducted by the full Board or a Board Committee, at the discretion of the full Board. If the hearing(s) is conducted by a Board Committee, the Committee shall make a recommendation to the full Board for action. No student may be removed except by vote of the Board taken at a meeting duly convened and conducted pursuant to N.J.S.A. 10:4-6 et seq., the Open Public Meetings Act.

Appeal to the Commissioner

An applicant may appeal to the Commissioner of Education the school district's determination that a student is ineligible to attend its schools. Appeals shall be initiated by petition which shall be filed in accordance with N.J.S.A. 18A:3-1 and N.J.A.C. 6A:3-8.1 and shall proceed as a contested case pursuant to N.J.A.C. 6A:3. Pursuant to N.J.S.A. 18A:38-1., appeals of "affidavit student" eligibility determinations shall be filed by the resident keeping the student.

Assessment and Calculation of Tuition

If no appeal to the Commissioner is filed following notice of an ineligibility determination, the Board may assess tuition for up to one year of a student's ineligible attendance, including the twenty-one day period provided by N.J.S.A. 18A:38-1 for appeal to the Commissioner. Tuition will be assessed and calculated in accordance with N.J.A.C. 6A:22-6.3 et seq. If the responsible party does not pay the tuition assessment, the Board of Education may petition the Commissioner pursuant to N.J.A.C. 6A:3 for an order assessing tuition, enforceable in accordance with N.J.S.A. 2A:58-10 through recording, upon request of the Board of Education pursuant to N.J.A.C. 6A:3-12, on the judgment docket of the Superior Court, Law Division.

If an appeal to the Commissioner is filed and the petitioner does not sustain the burden of demonstrating the student's right to attend the school district, or the petitioner withdraws the appeal, fails to prosecute, or abandons the appeal by any means other than settlement agreeing to waive or reduce tuition, the Commissioner may assess tuition in accordance with the provisions of N.J.A.C. 6A:22-6.2(a). Upon the Commissioner's finding that an appeal has been abandoned, the Board of Education may remove the student from school and seek tuition in accordance with N.J.A.C. 6A:22-6.2.

Nonresident Students

The admission of a nonresident student to school free of charge must be approved by the Board, upon the recommendation of the Superintendent and subject to the needs of the district. No student otherwise eligible shall be denied admission on the basis of the student's race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation or sex, social or economic status, or disability. A written request for permission to enroll a child of a nonresident staff member, including school preference, must be submitted to and approved in writing by the Superintendent at least thirty days prior

to admittance. Transportation will be provided by the staff member. The continued enrollment of any nonresident student shall be contingent upon the student's maintenance of good standards of citizenship, academic standing and discipline, as well as family behavior toward school personnel and/or the needs of the district.

Change in Residence

Seniors who have completed their junior year in Ridgewood High School and whose parent(s) or legal guardian(s) change their residence out of the district after that time may finish their studies at Ridgewood High School on a tuition basis. Other students may finish the year on a tuition basis if parent(s) or legal guardian(s) change residence out of district February 1 or later. Students whose parent(s) or legal guardian(s) change residence after May 1 may continue schooling on a non-tuition basis for the remainder of the school year.

Other Nonresident Children

Other nonresident children, otherwise eligible for attendance, may be admitted to school in this district with payment of tuition if their admission is warranted by the inaccessibility of school in their home district, the singular availability of an appropriate educational program in this district, the avoidance of transfer and readmission of a child whose legal custody is shared by a parent(s) or legal guardian(s) residing in this district, or other good cause. The parent(s) or legal guardian(s) must submit an application to the Superintendent for review and consideration.

- a. An application for permission to enroll a child of a nonresident must be submitted to and approved in writing by the Superintendent at least thirty (30) days prior to admittance.
- b. Annually, the nonresident must submit a letter to the Superintendent requesting their child to be approved for admittance in the district in the subsequent school year. All such letters must be received by the Superintendent by May 15 of the current school year in order for the child to be considered for admittance in the following school year. The Superintendent will notify the nonresident of the decision, in writing, no later than June 15 of the current school year.
- c. Approval of enrollment shall be based on availability of space in the schools; the Superintendent shall review the availability of space on an annual basis.
- d. A contract for educational services must be signed.
- e. Enrollment can begin anytime during the school year. Tuition will be billed on a prorated basis.

- f. By August 1 preceding the new school year, all nonresident will be billed by the Business Office at the rates established prior to the end of the school year. Payment is due to the Business Office no later than the last Friday prior to the opening of school for students. If this payment is not received in a timely fashion, interest will be charged at a rate of 1% per month until payment is received. If payment is not received by the last Friday in January, the nonresident will be required to meet with the Superintendent to explain the reason for nonpayment. Within three days of that meeting, the Superintendent will issue, in writing, the decision concerning the continued enrollment of the nonresident student(s).
- g. Tuition will cover only the typical costs associated with an education in the Ridgewood School District. Any extraordinary costs will be borne 100% by the parent(s)/guardian(s). Examples of extraordinary costs include, but are not limited to, fees for OT/PT, aides, out-of-district tuition and transportation, etc. If a child's IEP can be reasonably accommodated, it will be provided by the District, however, if the IEP requires the hiring of additional staff or services not already offered by the District, the costs will be borne 100% by the parent/guardian.
- h. Tuition for nonresident parent(s)/guardian(s) shall be assessed at the Board approved out-of-district tuition rate.
- i. Responsibility for pupil transportation shall be assumed by the parent(s)/guardian(s).
- j. All discipline and other pupil records from a student's prior school shall be reviewed; the Superintendent and/or Board of Education may deny enrollment based on the discipline record of a nonresident student.
- k. The continued enrollment of any nonresident student, shall be contingent upon the student's maintenance of good standards of citizenship and discipline. Infractions of the student code of conduct may result in immediate disenrollment from the school district.

Children of District Employees

Children of nonresident permanent, salaried staff members of the Board of Education may be admitted to the schools of the district at a tuition rate, set annually by the Board of Education prior to the end of the school year, upon the recommendation of the Superintendent and the approval of the Board.

- a. A written request for permission to enroll a child of a nonresident staff member, including school preference, must be submitted to and approved in writing by the Superintendent at least thirty (30) days prior to admittance.
- b. Annually, the nonresident staff member must submit a letter to the Superintendent requesting their child to be approved for admittance in the district in the subsequent school year. All such letters must be received by the Superintendent by May 15 of the current school year in order for the child to be considered for admittance in the following school year. The Superintendent will notify the nonresident staff member of the decision, in writing, no later than June 15 of the

current school year.

- c. Approval of enrollment shall be based on availability of space in the schools; the Superintendent shall review the availability of space on an annual basis.
- d. A contract for educational services must be signed.
- e. Enrollment can begin anytime during the school year. Tuition will be billed on a prorated basis.
- f. By August 1 preceding the new school year, all nonresident staff members will be billed by the Business Office at the rates established , prior to the end of the school year. Payment is due to the Business Office no later than the last Friday prior to the opening of school for students. If this payment is not received in a timely fashion, interest will be charged at a rate of 1% per month until payment is received. If payment is not received by the last Friday in January, the nonresident staff member will be required to meet with the Superintendent to explain the reason for nonpayment. Within three days of that meeting, the Superintendent will issue, in writing, his decision concerning the continued enrollment of the staff member's child(ren).
- g. Tuition will cover only the typical costs associated with an education in the Ridgewood School district. Any extraordinary costs will be borne 100% by the employee. All district employees, even those district employees hired prior to June 30, 2022, shall pay 100% for any extraordinary costs including, but are not limited to, fees for OT/PT, aides, out-of-district tuition and transportation, etc. If a child's IEP can be reasonably accommodated, it will be provided by the district, however, if the IEP requires the hiring of additional staff or services not already offered by the district, the costs will be borne 100% by the employee.
- h. Tuition for children of any district employee hired after June 30, 2022 shall be assessed at 35% of the Board approved out-of-district tuition rate.
- i. Responsibility for pupil transportation shall be assumed by the employee.
- j. All discipline and other pupil records from a student's prior school shall be reviewed; the Superintendent and/or Board of Education may deny enrollment based on the discipline record of a nonresident student.
- k. This benefit shall not interfere with the before or after school responsibilities of the employee.
- l. The continued enrollment of any nonresident pupil, including that of the child of a staff member, shall be contingent upon the pupil's maintenance of good standards of citizenship and discipline. Infractions of the student code of conduct may result in immediate disenrollment from the school district.
- m. In the event of the death of a nonresident permanent, salaried staff member, whose child(ren) are currently enrolled in district schools at the time of their death, at the request of the surviving parent or guardian(s), the Superintendent may recommend for board approval the continuance of the child(ren)'s enrollment in district schools, under the same

terms and conditions above; as if the deceased staff member were still a permanent, salaried staff member, through the end of Grade 12. If the child(ren) are disenrolled from district schools, they may not be re-enrolled under the same conditions, nor may child(ren) that were not enrolled previous to the staff members death be enrolled posthumously.

Home Construction

Families domiciled in the school district for a minimum of 12 months and attending the Ridgewood Public Schools prior to major home renovations where the family must vacate the premises, must obtain Board of Education approval to continue attending the district schools free of charge for a period of 18 months with proof of building permits/documentation. After 18 months, a one-time extension for a period of 6 months can be obtained and will necessitate additional proof of building status and progress. The Board of Education will assess tuition for students after the initial 24-month period. The Board of Education will require proof of occupancy when residence is reoccupied.

F-1 and J-1 Visa Students

The school district is not required to, but may permit the attendance of F-1 and J-1 Visa students into the school district only with the payment of full tuition and a signed tuition contract. The district may require advance payment of full tuition before providing the requested I-20 Form, in accordance with the provisions of Federal regulation 8 CFR 214.3. An F-1 Visa is granted to a foreign student through an application process that must include, but is not limited to, signed approval by the receiving school district exhibiting the receiving school district will accept the foreign student for enrollment and the foreign student's proof of financial means to pay the full tuition to the receiving school district for the academic year. The host family must be domiciled in the school district and shall submit a request to the Superintendent of Schools with supporting documentation as determined by the Superintendent or designee. A student with an F-1 or J-1 Visa must be approved by the Board for attendance in the school district. The student's continued attendance in the school district shall be conditioned on a satisfactory attendance and disciplinary record.

N.J.S.A. 18A:38-1 et seq; 18A:38-3; 18A:38-3.1

N.J.A.C. 6A:14-3.3; 6A:17-2.1 et seq.; 6A:22-2.1 et seq. 8 CFR 214.3

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Revised: 6 March 2017

Revised: 01 April 2019

Revised: 05 October 2020

Revised: 31 January 2022

RIDGEWOOD PUBLIC SCHOOLS 2022-2023

Revised
1/9/23

	Prof. Development Day – No School for Students
	Opening & Closing Day for Students
	Schools Closed
	Minimum Day
	Schools may be closed per emergency 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					

1-2 Convocation: Professional Development
 5 Labor Day: Schools Closed
 6 Opening Day for students: minimum
 26 Rosh Hashanah: Schools closed

5 Yom Kippur: Schools Closed
 10 Columbus Day: Professional Dev. Day
 24 Diwali: schools closed

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				

23 Minimum Day
 25 Christmas
 26-30 December Recess

16 MLK Day: School Closed
 22 Lunar New Year

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						

13 Professional Development Day: No school for students

3-7 Spring Recess
 7 Good Friday
 9 Easter
 21 Eid-Al-Fitr Schools Closed

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	

19 Juneteenth: schools closed
 22 Last day of instruction (minimum day)
 22 RHS graduation
 23 Closing Day for Teachers

DAYS IN SESSION	
Students	Teachers
0 August	0 August
18 September	20 September
18 October	19 October
18 November	18 November
17 December	17 December
21 January	21 January
18 February	18 February
22 March	23 March
14 April	14 April
22 May	22 May
15 June	16 June
183 total days	188 total days

25-27 Schools may be closed per emergency day note below
 29 Memorial Day: Schools Closed

**** May 24, 25, 26 may be closed based upon the number of emergency days used.**

- 0 emergency days used: 3 days school closed
- 1 emergency day used: 2 days school closed (Thursday and Friday closed)
- 2 emergency days used: 1 day school closed (Friday closed)
- 3 or more emergency days used: 0 days closed *Spring recess may be subject to cancellation if more than 4 days used. 1st day to be used will be Monday April 3, 2021 and working forward.

FIELD TRIPS FOR APPROVAL

January 9, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
1/14/23	RHS	MAIN Guards Competition, West Milford HS, West Milford, NJ	22 Winter Guard Members	6	0	\$0	\$650 (Bus)	No	Yes
1/28/23	RHS	MAIN Guards Competition, West Orange HS, West Orange, NJ	22 Winter Guard Members	6	0	\$0	\$650 (Bus)	No	Yes
2/11/23	RHS	MAIN Guards Competition, Council Rock HS, Holland, PA	22 Winter Guard Members	6	0	\$0	\$650 (Bus)	No	Yes
3/4/23	RHS	MAIN Guards Competition, South Brunswick HS, South Brunswick, NJ	22 Winter Guard Members	6	0	\$0	\$650 (Bus)	No	Yes
4/2/23	RHS	MAIN Guards Competition, Branchburg Middle School, Branchburg, NJ	22 Winter Guard Members	6	0	\$0	\$650 (Bus)	No	Yes

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
2/17/23 - 2/27/23	GW	Phnom Penh and Siem Reap, Cambodia	5 Cambodia Club Members	2	0	\$0	1 Sub (4 days)	\$600	\$2087 (Airfare) and \$600 (Sub)	Yes	Yes
New Date: 11/4/23 - 11/12/23 (Was previously board approved on 12/19/23 for 4/1/23 - 4/8/23)	GW	Performance Tour, Rome, Venice and Florence, Italy	25 Chamber Orchestra and Flute Ensemble Members	0	4 (7 nights each)	\$5,600	0	0	\$5,700 (Chaperones)	No	Yes

JOB DESCRIPTION

I. Title: Teacher (Lead Grade Advisor)

II. Qualifications:

- A. NJDOE teacher certification.
- B. Three years' successful teaching experience.
- C. Graduate work in administration, supervision, or guidance preferred, but not necessary.
- D. Minimum of 5 years Teacher Grade Advisor experience

III. Position Summary:

In addition to working with students, also works with Teacher Grade Advisors to promote positive student behavior and implement the Board of Education's attendance policy. Provides guidance and training to Teacher Grade Advisors.

IV. Reports to: Assistant Principal: Administration and Student Services

V. Nature of the Position:

An applicant for this position should be someone who is willing to assume the challenging responsibility of leading the Teacher Grade Advisors team and monitoring student behavior in a consistent and assertive manner. The individual must be willing to work equally well as part of a team and as an individual. Responsibilities will include working with students to organize social functions, fundraisers, and other class activities. The applicant must enjoy this type of work and understand that the position requires a significant time commitment outside of school hours.

VI. Major Duties and Responsibilities:

- A. For the Teacher Grade Advisors.
 - 1. Provides guidance and leadership to Teacher Grade Advisors.
 - 2. Provides training to Teacher Grade Advisors as needed.
 - 3. Coordinates and organizes the Teacher Grade Advisor team.
- B. For the classes (grade levels) for which responsible:
 - 1. Administers attendance procedures.
 - 2. Works with Assistant Principal: Administration and Student Services and Principal in developing and administering policies and procedures regarding student behavior.
 - 3. Works with the Assistant Principal: Administration and Student Services in regard to student government and class activities.
 - 4. Works closely with Principal on school-wide issues.
 - 5. Works with guidance department, crisis intervention counselors, and Child Study Team on student/parent programs.
 - 6. Implements discipline and attendance policies.
 - 7. Maintains appropriate records relative to disciplinary and attendance activities.
 - 8. Works to establish closer relationships between the school and families.

- 9. Works to identify and support at-risk students.
- 10. Coordinates class assembly programs.
- 11. Coordinates distribution of ID cards.
- 12. Performs other duties as assigned by the Assistant Principal: Administration and Student Services.

VII. Terms of Employment: Ten months; teaches one class.

VIII. Evaluation:

In accordance with New Jersey Administrative Code and Board of Education policy on evaluation of staff.

IX. Salary: Teacher’s salary guide placement with ratio applied as per REA Agreement.

Dr. Leonard Fitts
Interim Superintendent of Schools

Approved by Board: 01/09/2023

BYLAW

BYLAWS
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Board Member Participation at
Public Board Meetings
Using Electronic Device

0155.1 BOARD MEMBER PARTICIPATION AT PUBLIC BOARD MEETINGS USING ELECTRONIC DEVICE

The Board of Education recognizes a Board member may be unable to attend a Public Board Meeting due to **exceptional circumstances such as travel related** to work, family commitment or a medical condition ~~where the Board member is prohibited from leaving their home due to the medical condition requiring the Board member to not be available to attend in person during the time of the Board Meeting.~~ In order to assist Board members during these circumstances, the Board of Education will permit the Board member to participate in the Public Board Meeting through the use of an electronic device(s).

In the event a Board member is unable to attend a meeting, the Board member must submit their written request to participate in a Board Meeting by using an electronic device ~~forty eight hours before the Board of Education Meeting.~~ The written request shall state the date of the Board Meeting and the permissible reason for the anticipated absence, as provided in this Policy. ~~The written request shall be verified by supporting documentation, if requested by the Board president.~~ Upon receipt of the written request, the Board President shall promptly notify the School Business Administrator/Board Secretary.

The School Business Administrator/Board Secretary shall make arrangements to have the appropriate electronic equipment available at the site of the Board Meeting to permit the Board member to listen to all aspects of the public meeting, including, but not limited to, Board member and administrative comments and deliberations, public comments, and presentations. The Board member participating via electronic equipment shall be provided, either in advance of the meeting or electronically just prior to or during the meeting, all handouts and supporting documentation that is presented, deliberated and voted on during the meeting. In addition, the electronic equipment must permit the Board President to recognize the Board member to make comments, ask questions, vote, and fully participate in the Board Meeting as if the Board member was present at the meeting. **The Board member's video must remain on throughout the entire meeting and a virtual background may not be used.** And, the Board member's comments, questions, votes and other aspects of their participation shall be amplified so that all those in attendance at the meeting can hear their participation.

BYLAW

BYLAWS
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Board Member Participation at Board Meetings
Using Electronic Device

The Board member requesting participation in a Board Meeting through the use of an electronic device shall participate in the entire Board public meeting under the conditions outlined in this Policy and cannot participate in selected portions of the public meeting, **the only exception to this may be made in the case of a temporary network connection disruption.**

Prior to the Board member's remote participation in a Public Board meeting, the Board member participating remotely shall participate from a location appropriate for a meeting and free of interferences.

In no event shall a quorum of the Board participate in a Board meeting via electronic device, absent the issuance of an Executive Order or law permitting the conducting of Board meetings with all members participating remotely via electronic device. In the event multiple members of the Board submit written requests to participate in a Board meeting via electronic device, the requests shall be accepted in the order of receipt. In the event a quorum of Board members should seek to participate in a meeting by electronic device, the requests of any such members that would have the number of Board member participation via electronic device constitute a quorum shall not be accepted and such Board member(s) shall not be permitted to participate via electronic device at such meeting.

A Board member may not participate in a Board meeting via electronic device for more than **three (3)** ~~four (4)~~ Board meetings in one calendar year and these meetings cannot occur consecutively.

A majority of the Board must be physically present for a meeting to preside.

Adopted:



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Special Public Meeting of the Ridgewood Board of Education held on January 12, 2023 at 6:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary

Absent:

Ms. Hyunju Kwak, Vice President

Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Visitors:

There were 0 visitors.

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. PUBLIC COMMENTS

There were no public comments.

V. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Mahmoud.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Dec 20	Columbia Bank On-Line	108546-108643	705,039.73
Jan 2	Columbia Bank On-Line	108644-108689	285,599.65

Jan 2	Food Service	620409-620413	239,554.47
Oct 31	Electronic Transfer	F42585	6,672.14
Oct 31	Electronic Transfer	R42583	31,731.59
Oct 5	Electronic Transfer	C42584	817.75
TOTAL			1,269,415.33

Mr. Mahmoud moved approval of bills approved by him.

Ms. Brogan seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYS: none

VI. MOTION TO GO INTO EXECUTIVE SESSION

Mr. Lembo made a motion to move into Executive Session.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYS: none

VII. RECONVENED PUBLIC MEETING

Mr. Lembo announced that the Board of Education has been meeting in executive session pursuant to New Jersey Statute 10:4-12 the minutes of this meeting will be released when the need for confidentiality no longer exists.

Mr. Lembo read the following new resolution:

Approval: Affirming the Decision of the Superintendent

To be resolved a resolution affirming the decision of the Superintendent pursuant to New Jersey statute 18:37-15b6e whereas the district received a report of an incident of harassment, intimidation and bullying (HIB) and

Whereas, the district properly investigated the report pursuant to district policy and New Jersey statute 18a:37-15 b6 and

Whereas parents of a student involved requested a hearing before the board pursuant to New Jersey statute 18a:37-15 660 and

Whereas, following the request for a hearing, the parents opted to not appear before the board pursuant to New Jersey statute 18a:37-15 b60

Whereas, at its meeting on January 12, 2023 the Board heard evidence presented by the district administration and

Whereas, the board has determined to affirm the determination of the Superintendent

Now, therefore be resolved that the Ridgewood Board of Education pursuant to New Jersey statute 18:37-15 b6e hereby affirm the Superintendent's decision in the HIB matter.

Mr. Lembo made a motion to put the resolution on record.

Ms. Brogan seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYS: none

VIII. PUBLIC COMMENTS

There were no public comments.

IX. ADJOURNMENT

AT 6:16 p.m., on a motion made by Mr. Lembo, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Upcoming
Meetings

Monday, January 23, 2023
Regular Public Meeting
7:00 p.m. Education Center

Monday, February 13, 2023
Regular Public Meeting
7:00 p.m. Education Center



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Special Public Meeting of the Ridgewood Board of Education held on January 23, 2023 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Mr. Lembo moved the following resolution.

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 legal updates.

Mr. Lembo 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.

B. MOTION TO OPEN REGULAR SESSION

At 7:00 p.m. Mr. Lembo called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Visitors:

There were 20 visitors.

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. Student Representative Report**

Ava Martin, Ridgewood High School student representative presented the following report:

Mid terms took place last week.

The ALPS club is going on their annual cross country ski trip this weekend.

The Maroon & White recital and art exhibit will be held this Wednesday at the High School.

Boys Varsity Hockey kept a winning streak of 9 games.

Boys Varsity Basketball won an exciting game against Passaic High School with an end score of 65-53 on January 19.

The Harlem Wizards are coming to play against teachers in the district this Wednesday and Thursday.

Mr. Lembo made two announcements. First, any issues of personnel the board cannot comment on and any of these issues should be directed to the office of the Superintendent, Dr. Fitts.

Secondly, the board has decided to hold a special public meeting on Monday, January 30 instead of February 6. This is going to have a presentation regarding the alternative schedule plan.

V. COMMENTS FROM THE PUBLIC

Marguerite Carmody, 566 Knickerbocker Road, she wants to share some thoughts on one of the agenda items for tonight's meeting, the position of varsity coach for our girls lacrosse program is not being approved tonight and is listed as TBD and schedule G of the materials. A new coach in this position would be the fourth new coach for the program over the last five years. Athletics are an important part of Ridgewood's tradition of excellence providing life altering access to elite colleges and scholarships among other things. The current revolving door should be of concern and warrant some self-reflection and change as it relates to the following process points regarding coaches. First do we formally communicate clear behavior expectations for our coaches? It sounds simple but are we doing it properly? Second, how do we assess coaches against these standards and are these standards applied consistently to male and female coaches? Have we considered whether we have the same expectations of coaches for boys and girls teams? Third, we rightly have a process outlined in the athletics handbook for individuals to raise concerns about coaching behaviors, we should all fully support the right for anyone to safely and comfortably bring forward an issue that is making them uncomfortable. However when an issue is raised are we comfortable that the district's current review process and discipline determinations are fair to both

our athletes and coaches. The more thorough the review process is the more we can ensure that we will reach the right outcome for our students and coaches and give the public confidence in those decisions. A reality we need to acknowledge here is that coaches do not have the same protections under employment laws given the seasonal year to year nature of their contracts as a result coaches don't have the same due process rights that other full staff members have when issues get raised. Furthermore, coaches have a job that by definition is not going to make everyone happy. Judgment calls need to be made over starting lineups and playing time the potential for athletes to receive valuable scholarships and or gain access to elite colleges is on the line. Coaches are making decisions that have significant implications for families and the reality is that those decisions may not always sit well with people. In summary, as we think about how to balance all these factors and strive to have an athletics program that is high achieving, safe and fair to both players and coaches. She would ask the board to do three things, first ensure that we are formally communicating clear standards for coaching behaviors. Second, ensure that those standards and expectations are being consistently applied across coaches and teams and third ensure the process for reviewing coaching issues be as thorough as the process for reviewing issues raised against full time staff. This will ensure any disciplinary decisions are based on the most complete information available and lead to the fairest outcomes for students and coaches. Coaches should be afforded due process rights and have the opportunity to clear their name through the review process.

Gretchen Putnam, 69 Valley View, she had the privilege of serving as the freshman girls lacrosse coach last season. She grew up in Pittsburgh played college across at Denison University and before having her two sons coached her own high school varsity team as well as after moving to Ridgewood 10 years ago, her oldest son is a proud first grader at Ridge Elementary. Also making him a member of last year's Ridge kindergarten class but she is here for her friend, fellow coach and mentor Liz Henky. Like Liz she was not seeking this position as a high school coach, as mentioned the previous coaching staff in 2021 of December dissolved. The head coach resigned as an active member if not the most active member within the Ridgewood lacrosse community, Liz immediately jumped on board to help Keith Cook with the interviews and search when the search yielded a less than desirable pool of candidates, one of the 2022 seniors and former player of coach Henky asked if she she would consider applying for the job. Liz, a fellow mom of four kids and being well aware of a varsity program coaching commitment, this was not something Liz or she were blindly taking off after a handful of conversations and figuring out what this commitment would mean to our respective families and time away from their own kids. She said if you're in, I'm in. At that point it felt like a great decision and a pleasure to be part of such a respected and competitive program fast forward to an incredible season, her freshman team who she adores went undefeated in the varsity team was run like a well oiled machine to be on the sidelines of practices, games, the victories, the losses, all of it was incredible. It was undeniable that Lize Henke was taking the previous season's team to the next level. A direct outcome of raising the standard on and off the field players were expected to show upon time and be prepared to leave it all on the field although the expectations were high, they were simple. She thinks it should go without saying and she can't believe she has to say this, at the Varsity level there is no such thing as equal playing time just to keep in mind, if you have not been a part of a varsity athletic program. What would it take for someone on the administrative level and she knows you guys cannot comment tonight to acknowledge what a misstep this is but for some reason no one in a position of power can raise their hand and say this was a mistake instead there are murmurs there are private investigations and conversations and now the girls are left at the moment without a head coach and from what she understands when Liz was told her contract was not being

renewed, the athletic director nor the principal was aware that this decision was being made so to the point of the previous spreader what is the protocol? It makes no sense what is the standard Liz Henky and all of the players, all of the athletes on the Ridgewood girls lacrosse team deserve so much better than this.

Mary Romano Micale, 181 Spencer Place, she is here tonight to speak on a different issue. She wants to acknowledge the tremendous dedication and amount of work that each and every person sitting around this table or series of tables including Miss Martin, who puts a lot of time into her reports and does an incredible job. You know the community understands and appreciates the level of dedication and the time that it takes for you to do the jobs that each of you do and we appreciate it. She came here tonight originally to complain a little bit and basically to express her disappointment at the fact that despite later start initiative would be presented on and discussed tonight at length it wasn't on the agenda. She's happy to be able to say she can withdraw that complaint now, she's prefer to have it tonight obviously, but she appreciates the amount of work that each of you is doing to make sure that it gets the appropriate attention and she can tell you that she looks forward to the presentation a robust discussion hopefully a vote on January 30. She makes no secret about the fact that she thinks its an incredibly important initiative, the data and the studies all lead to the conclusion that it is the right thing to do for our district and she looks forward to your continued consideration of the matter.

Deborah Steinbaum 295 Grandview Circle, she wants to repeat what Mary said that thanks everyone for being here. This is a tremendous investment of time and energy for all of you and we do appreciate it even when we sound like we don't. She is here particularly to talk about the alternative start times initiative and to really make a plea that you make a decision and not drag this along anymore this has been going on for years and years and in terms of involvement which has only been since about 2020, there have been several pivotal pointes where things were about to happen and didn't where committees were founded and met and there were no reports where reports were made, and yet nothing happened where surveys happened and then nothing took place. So she beg of you, this is really important. This is something that will tangibly affect the lives of our kids more than almost anything else that you can do as a member of the board, as a superintendent this will change the lives of our children. We know this everywhere where this has been put into place where they've tracked it, it has decreased mental health concerns, increased school performance, decreased car accidents, increased overall health and well being, improved athletic performance, decreased athletic injuries, and the list goes on and on. These are the ones she gets on the top of her head, but she begs of you please make a decision. Ridgewood at this moment has a reputation among districts in New Jersey, unfortunately of not being a leader of being a follower and she really hopes and prays that this is a decision that will make us more of a leader in the forefront of the school districts who are changing this. Who happen to be some of the best districts in the state and in the country, so thank you.

Ann Burton Walsh, 1123 South Irving Street, she wants to echo everything that Mary and Deb Steinbaum just said about later start. If it means shaving instructional minutes we need to do that. We want to make sure that our teen students get the most are well rested and get the most out of every single instructional minute and health and safety do come first, which is what leads her to her second topic. She's here to ask Dr. Fitts to recommend and the board to approve three world language hires for the 2023-2024 budget in K-5 this was poised to happen last spring but there were issues with aides at Ridge and many of us recognize that health and safety of the kids had to come first, this would have to wait. Her understanding is that there is sufficient money in the

budget for these world language hires. As many of you know, early second language acquisition enhances cognitive ability particularly in elementary school when the brain is more plastic. Research going back decades shows that minimal weekly world language study in k-5 significantly increases in math achievements more so than if those minutes were spent on more math instruction after a certain amount of math instruction and this is in part because learning parallel language systems helps children learn abstraction, they learn that the world and the thing are two different things that they're not synonymous and learning another language is also mental exercises. Children have to memorize vocabulary and rules and then use logic and creativity to put the puzzle together in different ways every time they're asked a question studying another language also helps you understand the parts of speech in your own language better than the question is why Spanish? Other languages such as Korean and Mandarin would be excellent for the same reasons but her understanding from RPS administrators is that the greatest number of certified language teachers in Bergen County and the surrounding area teach Spanish, in addition Spanish uses the same Latin alphabet as English and is phonetic and therefore is more readily accessible for more young learners. Many in surrounding counties and in the New York metro area speak Spanish it's an important language in our community and in the world. Montclair, Tenafly, West Windsor, Plainsboro as well as Glen Rock, Hohokus provide live Spanish instruction in K-5. Princeton and Fair Lawn in grades one to five by second grade elementary kids in Princeton are studying Spanish three to four times a week, 30 minutes a week in Ridgewood which is what three world language hires would translate to per her understanding can be stretched by embedding Spanish into the classroom with labels on everyday objects and with simple greetings and questions posed by the classroom teacher perhaps and she gets that idea from an RPS administrator. She didn't come up with it, it's called embedding for some reason though in Ridgewood we're debating whether or not to do world language and k-5 and she's trying to understand that the state says do this, we aren't the New Jersey Department of Education, we're not the legislature, this matter has already been decided by our state elected officials and the officials they've appointed to the New Jersey Department of Education this is not a checkbox this is a core academic content area with all the benefits that she just listed moreover the department of education of New Jersey says that districts must provide sufficient evidence of live face to face instruction which has been shown to be more effective at teaching a language than any software program we have in Ridgewood a mostly monolingual student population some kids have the advantage of a second language at home and some get lessons outside of school but many have neither and even those with the second language at home will benefit from learning to speak and write in a prevalent language in our surrounding community. Ridgewood parents trust that the board is complying with NJ DOE directives and the standards and more important than that, keeping up with Tenafly, Montclair, Princeton, West Windsor, Plainsboro, Glen Rock. So again, please support the three hires.

Janet Riley, 487 Dorchester Road, she came to speak about world languages but she first wanted to address the non-renewal of Liz Hanky's contract. It's upsetting hearing the way this has been handled given that she has given so much in service to this community as a coach of the Ridgewood High School women's lacrosse team, at Ridgewood Lacrosse Association and as a PE teacher at Travell elementary school. She does not have a child at the high school but she's been lucky to know Liz for many years since they both have first and fourth graders who play on sports teams together. She has witnessed her be the biggest cheerleader and loudest supporter of every child on the field and in the pool at every event she's been to and she sincerely hopes that this can be reversed and that you can resolve the situation quickly and rehire Ms. Henky. Second world languages she just wanted to support everything Miss Burton just said, she has called and

spoken here numerous times. World languages are mandated by the New Jersey state learning standards these were supposed to be implemented by September 2022. WE are the only district in this area who has not done this Glen Rock, Fairlawn, Midland Park, Wyckoff, Franklin Lakes. They all have in person World Language instruction, there is no reason that we cannot implement this here. She's tired of hearing this board pit you world language or PE against other needs at the elementary level, its clear that we're understaffed and underserved at many levels of the elementary schools and yet there is no discussion typically at these board meetings of elementary school needs. The last three board meetings were consumed largely with discussion of virtual attendance at board meetings which again is frustrating. Last year when Dr. Gorman proposed two PE hires and three world language teachers it was decided that this would be put off for a year but it would be number on a wish list, she's never heard it brought up. She's come and asked for you to discuss it at numerous times the few times that world languages has been discussed its usually a question of whether there can be some kind of software program or virtual work around to cut costs there's been discussion of cultural workshops and things like this which are completely missing the point as Ms. Burton said there are numerous reasons why world languages are beneficial to children not just that if they increase cultural awareness and understanding but that there are good and a substantive good in and of itself she would like to urge you to hire more teachers for world languages and PE, she doesn't see why we an not do the same thing that all of our surrounding districts are able to do in terms of coming up with a budget that serves our elementary school children in programs that the state mandates us to provide them. It's very frustrating to hear week after week discussion of virtual attendance or other things when our elementary school children are not receiving the programs that they deserve.

Jennifer Devlin Burke 400 Lincoln Avenue, she has three children that are school aged, she has two children in high school, an 11th grade son and a 10th grade daughter and an eighth grade daughter. Both her son and daughter are active in the sports programs,play lacrosse, soccer and her other daughter also races. She is here to endorse the rehire of Liz Henky, she hopes the board has had an opportunity to read her email, she has spent a lot of time and thought and chose her words carefully so she hopes that you have an opportunity to read that and reflect. She doesn't often speak out on issues but she thinks this is very important because she thinks it is very endemic of what's going on in our society and our community. The politics of personal destruction have gotten out of hand and she thinks it's time for the good people to come out and speak for the good people. She believes Liz Hankey is. On another note she wants to quickly say she fully endorses a later start time, she knows other speakers just mentioned that the board gets brave and just gets it done, it's enough time, enough conversation, it's been going on for years. Her kids will be out of schools and will have lost the benefit. Let's be brave. She hopes you invest more money and time into social emotional and learning, she thinks if we teach our children how to conflict solve resolution skills, confront problems themselves, issues that we are dealing with tonight may not have come here, so we need to empower our children and we need to be good models and role models for them. She is here to offer her support for coach Henky and she respectfully requests that the Board of Ed offer Liz Henky that position again as the head women's lacrosse coach for this upcoming season. She has sent an email to the Ridgewood High School and the Board of Ed detailing why she believes through her experiences professionally through watching her professionally and personally she believes that she is an outstanding candidate for this position. To her, the maelstrom that has surrounded Coach Hankey over these last many months speaks to the bigger issue in our community, we have lost the importance of trying to find meaningful solutions to conflict to first try to collaborate with each other towards a greater good instead of blowing everything up. She is here to reiterate as she did in her letter that she has no

knowledge of personal involvement with any complaints lodged against Coach Henky and she is not here to discount any child's feelings ever regarding feeling being bullied or harassed. She is incredibly sensitive to that as she's worked with victims of crimes in the past for many years, however her issue lays with the process and the politics of personal destruction that played out in cases like this and against many others who serve our kids in this community whether they are fellow coaches on the staff as educators or even members of the board of Ed. First coach Henky is probably not a perfect coach but now none of you board members are perfect board members and she is not a perfect parent, but we are not looking for perfection. If a student has an issue with a coach, a teacher or administrator there is a process and a procedure that should be first followed. Perhaps if given the opportunity Coach Henky would have been able to address any of her players concerns or issues, perhaps Keith Cook would have had the opportunity to do his job as a supervisor to monitor and assess the situation that they were not brought into the process, perhaps this could have been the beginning of a constructive conversation and building a better and stronger women's lacrosse program at Ridgewood High School, but that didn't happen. Instead we now have divisiveness and many of us are very tired of this. Can we leave with kindness, can we first think the best of someone instead of assuming the worst, the Board of Ed needs to be brave and lead by example. Please do the right thing by coach Henky and lets try to see if we can be better role models and empower our daughters to be better and do better on the field and in the game of life.

Katherine Doolan, 712 Belmont Road, she has three daughters and one son all in the Ridgewood Public Schools, she does not have anything prepared for various reasons, but she wants to start by saying that she's known Liz since one of the first days she's moved to Ridgewood and she has been involved in everything good she has been involved in with this tow. Upon moving here she joined newcomers she organized playgroups for all the little kids in this town who just recently moved. She joined RSA, she's coaching RSA, she joined RLA, she's out there coaching her daughters and her son in RLA. She had the privilege of coaching with her in RLA and the funny thing is nothing about lacrosse, she was there to herd the kids however she would call her every practice night, before practice, what can we do to get this kid to score, what can we do to get this kid smiling a little more, everything she did was for those children. She has no knowledge of the complaint made against her but she has to say after watching her over the past nine years and her involvement in this town she finds it very difficult to believe although she doesn't want to discredit any child's feelings, she has been there for her kids and the entire neighborhood, for the entire community at large and she just hopes that this board will consider these comments and all the comments made tonight because losing her at the high school would be a loss to the community. Her oldest daughter is in eighth grade and she is thinking about what she's going to do next year, she told her she definitely really wants to play for coach Henky when she gets to high school and she sort of laughed and said you may never see the field if you play for high school lacrosse, she said she does not care, she wants to practice with her every day, she makes her feel better. She makes her want to do better she makes us all do better.

Marisol Romero, 323 Graydon Terrace, she looks forward to the meeting next monday about the alternative sleep schedule, she endorses in terms of later start time, she will say when speaking with other parents, she'll take even 15 minutes, it does not have to be 30 minutes, 45. The second thing is world language, that's something that's crucial and important. She had the privilege of growing up in a house with three languages and it's a life long gift, you use it in the most unexpected places. It is a lifelong skill, so whether you have an opportunity, whether it is socially, whether you're out and about at work, it just helps. In terms of cognitive ability it helps you to

process information, it helps you to organize information better. She knows that when she has to switch from one language to the next, it's kind of like her brain just does it, it just knows and looks for the word. She is a big advocate and supporter of foreign languages, especially at the elementary school level because you know it's not the teacher's fault but she sees the things that the kids learn and it's always the same thing and it's not somebody with a native tongue. It would have a bigger impact if we could do something at the elementary school level, it's all about early intervention. She wants to put in her own two cents, she does not know the back history, but she knows the person. She hopes that the board will take a different approach and a respectful approach for all parties involved, especially with Liz Henky. She knows her as a mom at Travell, a neighbor, as a friend and as a parent. She's someone that she respects and looks up to and she also knows her from just seeing her teach the kids and she's someone that's very well respected and someone that she would hope you guys could renew her contract again.

Denise Ryan, 369 Down Street, she thanked the board for their service. She wants to give a quick character note to her friend and colleague Liz Henky. While she's not sure of everything that has transpired, she does echo what the people have said about her. They are leaders in their girl scout troop at Travell Elementary School, she's been with Liz for many years along with four other women they have a huge troop of 25 girls and if you know girl scouts sometimes it is tough to keep those girls going. Liz has helped them keep the same troop for all those years, they go into meetings and she is the one who takes control of the meetings in terms of enthusiasm and getting the girls excited about activities and the year in general. She gets them excited about their vision board and what goals they want to accomplish at each meeting they sit in their circle and the girls are always asked to compliment each other every meeting so she will say Ms. Brogan, she respects all the years of service that you have given, and she thanks you for that. So those are the examples that's an example of what Liz would do. Her kids don't play Lacrosse but to be honest, she would love Liz to be in her child's life. She thinks if there is an issue, she hopes that their awesome town of Ridgewood could be adults, she doesn't know what's going on, but could communicate it respectfully amongst everybody. Liz has been nothing but awesome in their girls scout troop.

Patrick Miller, 141 John Street, he has two girls one in ITDC and one in Somerville who participates in the Lacrosse program. He wants to echo the endorsements for Liz Henky. It's important as a community that we attract value and retain strong leaders who have a positive impact on the community and he echoes all of the comments about what a strong role model Liz Henky is and what a great impact she's had on his daughter and all of her friends. He does not know anything about what transpired but he knows that issues come up and some issues can't be resolved but a lot of issues can be resolved and hopefully this one can be too and we can get Liz Henky back.

Shilpa Srinivasan, 320 South Pleasant Avenue, she's here to talk about world languages at the elementary level. Her child is currently in fifth grade and she's not gonna obviously benefit from any implementation in the future, but she does want to emphasize that she's actually studying neuroscience and a critical age children develop language is in the elementary school years, if there's any time period children should be receiving second language education, it should be in elementary school. She really hopes you take this app seriously and pass measures to hire more instructors for the young ones, especially K-3 and K-5. She hopes that you'll talk about this meeting and actually pass the budget and hire some teachers maybe before her kid graduates from fifth grade she'll actually have in person instruction in a second language.

Lynn Benson, 117 John Street, she thanked the board for providing a virtual option for the community. She's calling to support a later school start time for our teens, ideally 8:30 which is really what the science supports and she hopes the board will prioritize health and well being and join the districts such as Princeton, Chatham who have decided to leave with the values of health and wellness which ultimately supports academic outcomes. Regarding comments from some board members with respect to schools on the East Coast starting their academic year a couple of weeks later than schools on the west coast and how this relates to AP students this should not impede moving forward with the later school start time, the priority should always be the safety, mental and physical health of our children. A couple of extra weeks of class time to prepare for AP Exams will not make a difference for the many teens who experience an alarming increase of mental health challenges which is exacerbated by the ongoing sleep deprivation epidemic teens are experiencing however better rested and healthier teens can make a profound difference when the time comes for AP exams and regarding instructional minutes. She continues to appreciate that Chatham Superintendent and his supporting board who understood that shaving off some instructional minutes was a no-brainer in order to ensure a shift to a later school start time. She also wants to address the fact that New Jersey regulations requires face-to-face live instruction of world language in grades K-5 with a certified language teacher which our district is not currently providing aside of being out of compliance and not on par with our peer and neighboring districts, our K-5 students are missing out on the cognitive academic benefits and while its been noted that this can also contribute to diversity equity and inclusion goals, also known as DEI. she hopes our district leaders recognize that DEI is much greater need of a holistic approach and she applauds our district of having a continued DEI goal but the reality is our district doesn't have anyone leading or overseeing DEI with a clear vision, goals or objectives including providing enough DEI supports for our administrators, teachers and students. She thanked everyone for the continued efforts and service and is hoping that you will include these important topics in the decision making for the 2023-2024 budget and school year.

Ann Malone 134 Foster Terrace, she would like to reiterate the position of the league of women voters concerning world language K-5, the New Jersey Department of Education requires sufficient evidence of face to face live instruction of world language in grades k-5 with a certified language teacher. Ridgewood Public Schools is not providing face to face live world language instruction in grades K-5 or any meaningful world language instruction in K5. Early second language acquisition has cognitive benefits and contributes to diversity, equity and inclusion goals. Decades of research show that world language study in K-5 significantly increases math and english test scores. 90 minutes per week is the New Jersey Department of Education gold standard. Spanish is the language chosen in many high achieving Bergen County districts due to a higher number of certified Spanish language teachers in the tri-state area and the importance of spanish in our community and world wide. All peer and neighboring districts surveyed by the League of Women Voters including Montclair, Tenafly, Princeton provide face to face Spanish instruction in grades one through five. She urges you to act on this. On a personal level, she would like to thank the board and the administration for working on the later school start time initiative, she knows how difficult this has been for all concerned. She personally believes today's adolescents have numerous stressors that are different from the stressors from years past. We can ease their way by starting school later. Lets move to give them this gift.

Rurik Halaby, 1 Franklin Ave. He was surprised to hear about the controversy that is taking place about world language. It's a no brainer, it's a given, he's traveled the world and he sees a

shrinking globe and the more we can prepare our young kids to compete in the globe by teaching them languages the better they are. He's also disturbed by the fact that it's a department of education requirement and how come we're not complying with the Department of Education? Is there a cost to people not complying with the department of education rules? What options do we have? He urges you to do what we can to introduce the program and to get kids to learn these foreign languages.

Jenna Benson, 117 John Street, Calling on behalf of the Ridgewood High School Tired Team. Last year their petition in favor of later start times amassed 1171 student signatures, just over two-thirds of the HS student body and today she went back into those records and found that 250 of those signatures came from seniors. That's the majority of the class of 2022 and those seniors from last year as well as current seniors like herself, aren't going to get to benefit from a later start but that doesn't mean that we care any less. We're so sleep deprived they bring nap time to their teachers as a joke but genuinely mean it. She has multiple gym teachers who can attest to that. They're exhausted to the point of falling asleep in class or curling up in a learning commons chair just to get those few extra minutes of sleep when we can and we're just tired to put it plainly. For the sake of your students' physical and mental health, quality of learning and all of the other reasons you've heard it so many times before, please implement a later school start time next year.

VI. PRESENTATIONS

A. Parent/Guardian Survey Results Presentation

➤ Dr. Fitts

Dr. Fitts reviewed the high-level results from the 2021-2022 Parent/Guardian survey for the four surveys (Glen School, Elementary School, Middle School and High School) administered last June. The survey is posted on the District website.

To view this portion of the meeting scroll to 57:01.

VII. SUPERINTENDENT REPORT

Dr. Fitts reported that students are working hard to maintain the quality of learning in the District. He has participated in some of the diversity initiatives occurring within our schools and the community. He encouraged the community to look at the information being shared by our schools on diversity topics and events.

Dr. Fitts continues to work with our Safety Director to look at ways to ensure that we maintain and implement the best safety solutions for events within and outside of our schools for our students, staff, families, and community members.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance of Conferences.

A. ATTENDANCE AT CONFERENCES

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

Mr. Lembo moved approval of A. Attendance of Conferences, with the corrections.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

Mr. Dani requested to move Item ii. Approval: First Reading of New Policy for a separate vote.

The Board discussed the process for moving a policy forward from discussion item to first reading.

The Board discussed adding a separate policy for virtual attendance at an Executive Session.

To view this portion of the meeting scroll to 1:20.

B. ADMINISTRATION**i. Approval: Receipt of Harassment, Intimidation, and Bullying (HIB) Reports**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding HIB reports that have occurred since the last Board meeting.

ii. Approval: First Reading of New Policy

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the first reading of new/revised/abolished policies as listed below and in **Attachment B**:

- Bylaw 0155.1 Board Member Participation at Board Meetings Using Electronic Device

iii. Approval: Second Reading and Adoption of New/Revised/Abolished Policies

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the second reading and adoption of new/revised/abolished policies as listed below and in **Attachment C**:

New:

- Policy 5722 Student Journalism
- Policy 1511 Board of Education Website Accessibility

Revised:

- Policy 0143.2 High School Student Representative to the Board of Education
- Policy 0163 Quorum
- Policy 2415 Every Student Succeeds Act

- Policy 3270 Professional Responsibilities
- Regulation 3270 Lesson Plans and Plan Books
- Policy and Regulation 5513 Care of School Property
- Policy 5517 School District Issued Student Identification Cards
- Policy 5111 Eligibility of Resident/Non-Resident Students

Abolished:

- Policy 2432 School Sponsored Publications
- Regulation 2432 School Sponsored Publications

Ms. Kwak moved approval of B. Administration, except for item ii. Approval: First Reading Of New Policy, with the clarification that item iii. Is a second reading and adoption of policies.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan moved item B.ii. Approval: First Reading of New Policy

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak

Mr. Dani requested to add his comments to the minutes, he does not agree that residents who come and attend these meetings personally should be just looking at a board member in a small tile on a video where their expression or what they are doing is not visible.

Ms. Kwak requested her comments be added for the record. She is voting no for two reasons, she is on the policy committee with Ms. Brogan and she feels that this particular policy has been really rushed and it is important that we follow the process that we followed in the past. This is a convenience policy and she thinks for the public who comes they really need to have confidence that we are being absolutely transparent and that they understand how we vote, why we vote and what we're voting on and some of her questions still haven't been answered which is what happens when the person who is running the meeting is remote. How do you literally read this room, how do you understand that there are some people who are in the room who may not be speaking but they are here for a matter that's important to them. They're spending a very long evening with us and she has some concerns.

Mr. Lembo asked Dr. Fitts for the information that the policy is clear with Strauss and the Attorney.

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment D**.

Ms. Brogan moved approval of C. Curriculum and Instruction, i. Approval: Field Trips.
Mr. Mahmoud seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Approval: Creation of Job Description and Position

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of the job description and Position below, and listed on **Attachment E**.

- **Ridgewood Community School Part-Time Secretary**

ii. Approval: Revision 2022-2023 Holiday Calendar for 12-Month Employees

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2022-2023 Holiday Calendar for 12-Month Employees, as listed on **Attachment F**.

iii. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Teacher						
Murphy, Kristin	Special Education MD	RHS	03-27-23-06-30-23	Standard Elementary School Teacher K-6 and Teacher of Students with Disabilities	\$70,317 Cl. BA, St. 7	11-213-100-101-00-10-019-000
Long-term Substitute						
Rocque-Seraphin, Diamond	Special Education (LLD)	GWMS	02/22/23-06/23/23	CEAS Elementary School Teacher K-6 and Teacher of Students with Disabilities	\$185 per day	11-204-100-101-00-09-019-000

Additional: Paraprofessionals for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary/ Hourly	Effective Date	Account #
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Cardew, Catherine	Applied Behavior Analyst (ABA)	Ridge	5.75	4 revision	\$22.19 revision	01/10/23-06/23/23	11-212-100-106-00-04-024-001
Cater, Caroline	Applied Behavior Analyst (ABA)	RHS	5.75	5	\$24,455	01/24/23-06/23/23	11-212-100-106-00-10-024-001
Scheps, Nicholas	Applied Behavior Analyst (ABA)	BFMS	5.75	5	\$24,455	01/24/23-06/23/23	11-212-100-106-00-08-024-001

Additional: Lunchroom Aides for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Camejo, Candice	Lunchroom	Ridge	2	5	\$17.50	01/24/23-06/21/23	11-000-262-107-00-04-004-001

Additional: Home Instructors, on an as-needed basis, for the 2022-2023 School Year

Name	Assignment	Hourly Rate	Account #
Benjamin Franklin Middle School			
Berk, Ashley	Special Education	\$60.32	11-219-100-101-00-24-024-001
Employee # 6558	Special Education	\$60.32	11-219-100-101-00-24-024-001
Menzies, Lauren	Special Education English	\$60.32	11-219-100-101-00-24-024-001

Ridgewood High School			
Rotella, Megan	Spanish	\$60.32	11-150-100-101-00-24-024-001

Spring 2023 Coaching Assignments and Spring Site Managers
As listed on **Attachment G.**

Spring 2023 Volunteers

Name	Position	Name	Position
Beyer, James	Softball	Cirillo, Tara	Track & Field

Klion, Emily*	Softball	DeVita, Tom	Track & Field
Mitola, Candace	Softball	Wohner, John	Track & Field
Skettini, Donna	Softball	Jarvis, Ryan	Boys Lacrosse
Skettini, Kelly	Softball	Petzold, John	Boys Lacrosse
Cardew, Charles	Baseball	Zaino, Gregory	Boys Golf
Lowy, Brett	Baseball	Besser, Lauren	Girls Golf
Schneider, Phil	Baseball	Kirtane, Anirudh*	Boys Tennis

Additional: Unified Sports

Name	Location	Coordinators/ Coaches/ Advisor	Stipend	Pay	Account #
Delia, Eileen	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001
Valeri, Amanda	District	Sports Support Staff	\$40.17 per hour	Time Card	11-000-219-104-00-24-024-001

Painter for the 2022-2023 School Year

Name	Hourly Rate	Total not to exceed	Account #
Lug, Raymond	\$23.65	\$8,000	11-000-262-104-00-42-048-001

iv. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Teachers						
Anderson, Christine	1.0 FTE Mathematics RHS	\$92,577 (\$92,277 + \$300 CP) Cl. MA+45, St. 11	1.20 FTE Mathematics RHS	\$111,032 (\$110,732 + \$300 CP) (non-pensionable) Cl. MA+45, St. 11	01/16/23-02/24/23 revision	11-140-100-101-01-10-019-000

Bunzey, Craig	1.0 FTE Physical Education RHS	\$117,682 (\$115,782 + \$300 CP + \$1,600 longevity) Cl. MA+45, St. 9	1.20 FTE Physical Education RHS	\$140,839 (\$138,939 + \$300 CP + \$1,600 longevity) (non-pensionable) Cl. MA+45, St. 9	01/25/23-03/31/23	11-140-100-101-06-10-019-000
Calamia-Scheckel, Beth	0.80 FTE Latin BFMS	\$71,702 Cl. MA+45, St. 9	0.85 FTE Latin BFMS	\$76,183 (non-pensionable) Cl. MA+45, St. 9	01/25/23-03/31/23	11-130-100-101-07-08-019-000
Downs, Emily	.20 FTE Art BFMS	\$12,673 Cl. BA, St. 2	1.0 FTE Art Hawes	\$63,367 Cl. BA, St. 2	01/19/22-03/31/23	11-120-100-101-04-02-019-000
Fanelli, Alyssa rescind	1.0 FTE Mathematics RHS	\$63,367 Cl. BA, St. 2	1.20 FTE Mathematics RHS	\$76,040 (non-pensionable) Cl. BA, St. 2	01/16/23-02/20/23	11-140-100-101-01-10-019-000
Henry, John	1.0 FTE Leave of Absence Physical Education/Health RHS	\$62,867 Cl. BA, St. 1	1.20 FTE Leave of Absence Physical Education/Health RHS	\$75,440 Cl. BA, St. 1 (non-pensionable)	01/25/23-03/31/23	11-140-100-101-06-10-019-000
Ingoglia, Brenda	1.0 FTE Mathematics RHS	\$116,082 (\$115,782 + \$300 CP) Cl. MA+45, St. 18	1.20 FTE Mathematics RHS	\$139,239 (\$138,939 + \$300 CP) (non-pensionable) Cl. MA+45, St. 18	01/23/23-02/17/23 revision	11-140-100-101-01-10-019-000
Labenda, Charlen	Public Information Officer and Special Projects, and Confidential Administrative to Assistant Superintendent of Schools	\$86,973 plus \$250 a week stipend (non-pensionable)	Confidential Administrative to Assistant Superintendent of Schools	\$67,000	01/23/23-6/30/23	11-000-221-105-00-22-019-000
McCullough, Amanda rescind	1.0 FTE Mathematics RHS	\$117,528 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St. 18	1.20 FTE Mathematics RHS	\$140,739 (\$138,939 + \$300 CP + \$1,500 longevity) (non-pensionable) Cl. MA+45, St. 18	01/23/23-02/17/23	11-140-100-101-01-10-019-000
Minichini, Gina rescind	1.0 FTE Special Education (Mathematics) RHS	\$71,967 Cl. MA, St. 4	1.0 FTE Special Education (Mathematics) and .20 FTE Mathematics RHS	\$86,360 (non-pensionable) Cl. MA, St. 4	01/16/23-02/20/23	11-213-100-101-00-10-019-000 11-140-100-101-01-10-019-000
Pounds, Michael	1.0 FTE Physical Education RHS	\$114,262 (\$112,462 + \$300 CP +	1.20 FTE Physical Education RHS	\$136,754 (\$134,954 + \$300 CP + \$1,500 longevity)	01/25/23-03/31/23	11-140-100-101-06-10-019-000

		\$1,500 longevity) Cl. MA+30, St. 18		(non-pensionable) Cl. MA+30, St. 18		
Quirk, Brian	1.0 FTE Physical Education RHS	\$117,582 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St. 18	1.20 FTE Physical Education RHS	\$140,739 (\$138,939 + \$300 CP + \$1,500 longevity) (non-pensionable) Cl. MA+45, St. 18	01/25/23- 03/31/23	11-140-100-101-06-10- 019-000
Richardson, Monika rescind	1.0 FTE Computer Science/ Mathematics RHS	\$116,082 (\$115,782 + \$300 CP) Cl. MA+45, St. 18	1.0 FTE Computer Science/ Mathematics and .20 FTE Mathematics RHS	\$139,239 (\$138,939 + \$300 CP) (non- pensionable) Cl. MA+45, St. 18	01/16/23- 02/20/23	11-140-100-101-01-10- 019-000
Rosenfeld, Lauren rescind	1.0 FTE Special Education (Mathematics) RHS	\$116,082(\$115,782 + \$300 CP) Cl. MA+45, St. 18	1.0 FTE Special Education (Mathematics) and .20 FTE Mathematics RHS	\$139,239 (\$138,939 + \$300 CP) (non- pensionable) Cl. MA+45, St. 18	01/16/23- 02/20/23	11-213-100-101-00-10- 019-000 11-140-100-101-01-10- 019-000
Long-term Substitute						
Clarke- Anderson, Kathleen	Media Specialist BFMS	\$185 per day	Social Studies Teacher RHS	\$185 per day	11/17/22- 01/25/23 revision	11-140-100-101-05-10- 019-000

Infant/Toddler Development Center Aide						
Collins, Brianna	High School/College Teacher Aide I/TDC	\$14.13 3 hours per day, 5 days per week	Teacher Assistant - Step 1 I/TDC	\$16.00 8 hour per day, 5 days per week	01/24/23-06/30/ 23	62-990-100-106 -00-62-060-001

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Kalebic,	Social	RHS	Medical	Revision	11/14/22-	N/A	N/A	01/26/23

Tamara	Studies Teacher				01/25/23			
Roth, Jessica	Art Teacher	Hawes	Medial	New	01/02/23-04/07/23	N/A	N/A	04/10/23

vi. Supplemental Pay Beyond Contract

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

Preparation for Quebec Trip

- **Imbruglia, Lauren**, not to exceed 10 hours, at an hourly rate of \$40.17 (\$401.70).

Account #

Overtime Administrative Assistant Business Office - Education Center

- **Paspalas, Alexandra**, not to exceed 13 hours, at an hourly rate of \$30.27 (\$393.51).

Account #

AP Proctor Assignments

Name	Rate per Exam	Total not to exceed	Account #
Antonellis, Donna	\$150	\$1,500	11-000-218-104-00-10-010-001
Semendinger, Paul	\$150	\$1,500	11-000-218-104-00-10-010-001
Walsh, Evan	\$150	\$1,500	11-000-218-104-00-10-010-001

Chaperones

Name	Dates	# of Nights per person	# of hours/ Days per person	Hourly Daily Rate per person	Total not to exceed per person	Account #
George Washington Middle School						
Petitt, Carol	02/10/23	N/A	6.50	\$40.17	\$261.11	11-401-100-101-00-09-009-001
Benjamin Franklin Middle School						
Briggs, Amy	01/19/23	N/A	2	\$40.17	\$80.20	11-401-100-101-00-08-008-001
Briggs, Amy	01/24/23	N/A	2	\$40.17	\$80.20	11-401-100-101-00-08-008-001
Ridgewood High School						
Daly, John	22/23 school year	N/A	10	\$40.17	\$401.70	11-401-100-101-00-10-010-001

Before and After School Paraprofessional School Supervision - January 2023 - June 2023

Name	Location	# of Hours not to exceed	Hourly Rate	Total not to exceed	Account #
Coughlin, Wendy	Ridge	30	\$19.25	\$577.50	11-212-100-106-00-04-024-001
Hofmann, Marianne	Ridge	30	\$19.25	\$577.50	11-213-100-106-00-04-024-001
Schwartz, Joel	Ridge	30	\$19.25	\$577.50	11-213-100-106-00-04-024-001
Sgambati, Jean	Ridge	30	\$19.25	\$577.50	11-000-217-106-00-04-024-001
Taylor, Marcee	Ridge	30	\$19.25	\$577.50	11-213-100-106-00-04-024-001
Ushewokunze, Rhiannon	Ridge	30	\$19.25	\$577.50	11-000-217-106-00-04-024-001

RISe Paraprofessional Meetings - January 2023 - June 2023

Name	Location	# of Hours not to exceed	Hourly Rate	Total not to exceed	Account #
Alessi, Taylor	Ridge	14	\$22.19	\$310.66	11-212-100-106-00-04-024-001
Alicea, Rachel	Ridge	14	\$22.19	\$310.66	11-212-100-106-00-04-024-001
Amores, Melanie	Ridge	14	\$22.19	\$310.66	11-212-100-106-00-04-024-001
Barclay, Andrea	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001
Boddy, Paul	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001
Bompali, Rnamodha	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001
Fierro, Judy	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001
Hopper, Ann	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001
Kim, Jeongmin	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001
Kim, Takako	Ridge	14	\$22.19	\$310.66	11-212-100-106-00-04-024-001
Ramanathan, Vijayalakshmi	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001
Scillieri, Joellen	Ridge	14	\$22.19	\$310.66	11-212-100-106-00-04-024-001
Tabor, Ashley	Ridge	14	\$22.19	\$310.66	11-212-100-106-00-04-024-001
Vahmas, Heidi	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001
Wilson, Marguerite	Ridge	14	\$25.64	\$358.96	11-212-100-106-00-04-024-001

Additional: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours per person	Hourly Rate per person	Pay per person	Total not to exceed per person	Account #
Ridge Elementary School									
Coppola, Michele	Glee	N/A	N/A	N/A	78	\$40.17	N/A	\$3,133.26	11-401-100-101-00-04-004-001
Coughlin, Wendy	Glee	N/A	N/A	N/A	12	\$19.25	N/A	\$231.00	11-401-100-101-00-04-004-001
Pecorelli, Annmarie	Glee	N/A	N/A	N/A	118	\$40.17	N/A	\$4,740.06	11-401-100-101-00-04-004-001
Willard Elementary School									
Cunningham, Carol	Drama	N/A	N/A	N/A	4.75	\$19.25	N/A	\$91.44	11-401-100-101-00-07-007-001
McCoy, Lydia	Drama	N/A	N/A	N/A	4.25	\$40.17	N/A	\$170.72	11-401-100-101-00-07-007-001

Additional: Lunch Time Supervision

Name	Location	Hours per day	# of days	Hourly Rate	Account #
Tolve, Laura	RHS	.75	5	\$25.90	11-140-100-101-00-10-010-001
Gross, Steven	RHS	.75	5	\$25.90	11-140-100-101-00-10-010-001
Alternate					

Special Programs**ABA Training Completed and Certified – Salary from \$22,329 to \$25,801**

Name	Location	Effective Date	Account #
Bompali, Pramodha	Ridge	12/09/22	11-212-100-106-00-04-024-001
Moustafa, Nada	BFMS	01/17/23	11-212-100-106-00-08-024-001
Ozburn, Amanda	Somerville	11/15/22	11-209-100-106-00-05-024-001

Curriculum, Instruction & Assessment

Name	Hourly Rate	Account #
Hawes Elementary School not to exceed \$8,199.80		

Schneider, Kayla	\$41.91	20-487-100-101-00-22-022-001
Somerville Elementary School not to exceed \$8,199.80		
Chlewickik, Payton	\$19.25	20-487-100-101-00-22-022-001
Koropchak, Sabrina	\$42.58	20-487-100-101-00-22-022-001
Travell Elementary School not to exceed \$8,199.80		
Lim, Christina	\$42.58	20-487-100-101-00-22-022-001
George Washington Middle School not to exceed \$8,199.80		
Porod, Jason	\$78.39	20-487-100-101-00-22-022-001

vii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Feldhahn, Karen	Middleton, Sarah		
Lorenzo, LuAnn	Nada, Nader		

\$150 Daily Rate

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan thanked Ms. Murphy for the notes that she is submitting about the staff continuing to meet with our paraprofessionals and the hiring progress that has been made this year. She knows Ms. Murphy is not here but hopes that she sees this when she reads the minutes.

Dr. Fitts presented E. Finance for consideration

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Willard Student Activity Account	\$9,123.71	To be used to pay for timecards for the Drama Club production.	20-030-100-101-00-07-007-002 (\$8,475.34 - Stipend) 20-030-200-220-00-07-007-002 (\$648.37- FICA)
Ridgewood High School Home and School Association class of 2022	\$10,986.29	To be used to purchase a whirlpool bath for the athletic training room.	20-025-100-732-00-10-010-002
Hawes Home and School Association	\$15,000	To be used for field trips and buses for the 2022-2023 school year.	20-025-100-890-00-02-002-002

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

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **October and November 2022**,

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

iii. **Approval: Acceptance of the Board Secretary and Treasurer Report**

The Ridgewood Board of Education, upon the recommendation of the Interim 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 and November 2022**; 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.

iv. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **October and November 2022** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

v. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2022-2023 school year, as listed below.

Contractor	Service	Schedule	Rates
Hillmar, LLC	Language Interpretation/Translation Services	22-23 School Year	\$150/hour
Dr. Richard Hahn	Psychiatric Evaluations with written report	as needed	\$1,000
Miriam Skydell and Associates	OT, PT & Speech Services	22-23 School Year	\$115/hour

vi. Approval: Hourly Rate Increase to meet New Jersey's Minimum Wage Requirement

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the hourly rate increase to meet New Jersey's Minimum Wage rates as listed below:

- January 1, 2023 \$14.13
- January 1, 2024 \$15

vii. Approval: Additional 2022-2023 School Year Non-Budgeted Out-of-District Placement

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves the additional 2022-2023 out-of-district non-budgeted tuition placement as listed below.

School	# of Students
Pillar Care Continuum-Pillar Elementary School, East Hanover, NJ	1

viii. Approval: Disposal of Equipment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of

Schools, approves the disposal of furniture. These items are no longer needed.

Hawes Elementary School

➤ 16 foot gymnastics balance beam

ix. Approval: Settlement Agreement Residency#1/2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement Residency #1/2022-2023 between the parents of students #909976, #910683 and the Ridgewood Board of Education.

The Board has received background information.

Mr. Lembo moved approval of Finance.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo read the donations into the record and thanked the responsible parties.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Agreement with the Academy Furniture & Supplies, L.L.C. to purchase furniture for the Ben Franklin Middle School (BFMS) Media Center to replace the current furniture which is now a safety concern.

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of School, approves the purchase of furniture with the Academy Furniture & Supplies, L.L.C. 519 Dowd Avenue, Elizabeth, New Jersey, 07201; Ed-Data Contract #10430 in the amount of \$64,739.41 on November 14, 2022.

This purchase was for a carry-over purchase order from School Year 2021-2022 that was budgeted.

Ms. Kwak questioned the item since it is a resolution for furniture that was expended in November and it is now being added as a resolution.

Mr. Bisig confirmed that the money has been allocated and spent for safety issues at the media center from the prior year's budget, was approved in the bills list and in the fund 12 account. It was an oversight that the resolution was not approved last year.

The board discussed the purchase and the expenditure that did not appear as a board resolution prior to the money being spent.

To view this portion of the meeting scroll to 1:33.

Mr. Lembo moved approval of Resolutions and Motions not Included in Consent Agenda

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak

Mr. Dani requested from Dr. Fitts minutes or video from the meeting during last year's budget presentation when it was presented and discussed.

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Lembo.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Jan 17	Columbia Bank On-Line	108690-108874	2,000,899.19
Nov 15	Payroll Transfer	P42761	3,548,380.91
Nov 30	Payroll Transfer	P42763	3,404,173.70
Dec 15	Payroll Transfer	P42764	3,669,689.54
Dec 30	Payroll Transfers	P42772-P42773	3,433,970.59
Nov 7	Electronic Transfer	C42766-C42767	8,052.39
Nov 30	Electronic Transfer	F42762	9,293.33
Nov 9	Electronic Transfer	R42760	714.75
Nov 30	Electronic Transfer	R42765	31,619.34
Dec 30	Electronic Transfers	R42768-R42769	7,190.00
Dec 7	Electronic Transfers	R42770-R42771	382.33
Jan 17	Food Service	620414	64,148.74
Jan 4	Void Check	108174	(163.39)
TOTAL			16,178,351.42

Mr. Lembo moved approval of bills approved by him.

Ms. Brogan seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced that Kelly Yang, an author, is presenting at a number of our schools as part of the DEI happenings in the district. At Ridge school the My Face wonder project is coming. She congratulated the staff for finding these opportunities for the students.

Ms. Brogan congratulated the community for the Martin Luther King weekend. She announced that Jamboree tickets are now on sale. She thanked the library for our midterms partnership. She congratulated the AAPI committee for putting together the Lunar New Year Celebration. The Friends of Music Concert will be held on January 27th at 7pm at George Washington Middle School.

Ms. Kwak stated that the Lunar New Year Celebration was a big success. It was the first time that the Ridgewood Chinese American Association, the Ridgewood Indian Community and the Korean Parent Community came together for a community wide event.

Mr. Lembo announced a group of BOE members, Mr. Nyhuis, Dr. Fitts, DEP members, Mayor Vaggianos and Prior Mayor Hache, and assemblyman DePHillips to look at ways to fix the flooding issues which affects our schools, community and students immensely.

XII. BOARD COMMITTEE REPORTS

Ms. Kwak stated the Finance committee met and the \$1.1 million in CAP Reserve account was corrected for the November balance sheet.

Mr. Bisig confirmed that the final 2021-2022 audit report will be available mid-February and Lerch Higgins will present the final numbers at the February 13 public meeting.

Ms. Brogan reported from the Safety Committee, The Village is buying 6 new speed monitoring signs.

Ms. Kwak stated that a subcommittee of the POS committee met regarding Master Library with the village to unify the system for residents to submit requests online and integrate the system.

XIII. DISCUSSION ITEMS

Mr. Bisig confirmed that the 2023-2024 budget meetings will start mid-February when he gets the state numbers in and the details on the health care increase and busing, and HR additions for payroll.

Ms. Brogan questioned if the air quality in the wood shop is coming back on, since it was a recommendation last year that did not happen.

Mr. Bisig advised that for the makerspace he put in the fyi a few weeks back and has not heard

yet from the Board. As far as woodshop, there is no discussion about that as of today.

Ms. Brogan would like this to be a discussion item for the facilities committee.

Mr. Dani commented that if Mr. Nyhuis is available to present, the Board is available for the presentation next Monday. Late Start is an administration function where the board is here to support them, the only parameters the board would vote on is if there is an impact to the budget, the contracts or the overall parameters.

Mr. Dani stated his perspective on the World Language initiative, which has two aspects. One is budget and one is using that money, what are we teaching. He does not know if the money is there for a recurring expense where we are supporting late start, other initiatives and world language. If the money is there, he wants to have them look at the elementary school population. Who are our population? Mr. Dani read the State requirements for World Language.

Mr. Dani had requested an update at the last meeting from Dr. Fitts on three goals:

What is the district doing for DEI?

Have we identified the process for blue ribbon school?

Overall student achievements and middle school rankings - what have we done of far?

XIV. ACCEPTANCE OF MINUTES

- December 19, 2023 Regular Public Meeting
- January 12, 2023 Executive Session
- January 12, 2023 Special Public Meeting

Mr. Lembo moved the minutes as listed.

Ms. Brogan seconded the motion, which were unanimously approved.

Ms. Kwak abstained from the January 12 meeting minutes.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

Name not provided, 9 Heights Road, this is the third meeting she tried to comment through the telephone number and she doesn't know if there is something wrong. She is here to echo the numerous comments, questions and concerns that have been made tonight. She feels that they have been all circling back around and around and the famous line that she keeps saying is that we're kicking the can, we seem to be kicking the can with math, we seem to be kicking the can with open public comments when we never hear back from anyone. Kicking the can now with even an absolutely utterly admired staff member Liz Henky. We keep hearing next meeting, next month, next year. the floods, she can go on and on. It kind of brings her also up to where she wanted to say number one she thinks it would be an utter travesty at emotional level, social level, sports level, community level to not rehire Liz Henky. She's had the pleasure of knowing Liz Hanky and her family prior to even living her 16 years ago as she wrote down a quote she

embodies her family, her extended family, her husband, her children, her parents, her sisters, her brother, her cousins, everyone that is related or affected or involved with Liz Henky from former O'Connor is someone and people you want to surround yourself with. She makes her a better person, she does not even have girls that play lacrosse. Yes she thinks it is harmful to not hire her back, we talk and talk about social and emotional socially and emotionally you will be killing the Ridgewood Lacrosse Community girls and boys. The staff members in our building have tried in vain to contact what is going on with Liz, parents have tried in vain, children have tried in vain, we have yet to receive anything. This has absolutely nothing to do with a private HIB this is common courtesy, common professional courtesy. Children took their heart and soul to email on behalf of Liz. parents emailed requesting phone calls reflect requesting meetings again, she has written this to all of you at nauseum since the pandemic it is becoming a travesty. We are being ignored at every avenue of this district. Reply to someone in some way. She is a human being and as she said it to Mr. Lembo' reply to her email last week, these are our children when you reply or email the superintendent of your school district three, four, five times in a row and don't even get an automated reply that he got your email, its unprofessional and she thinks we have all its even with the late start, its with everything. She is here really and truly for Liz Henky, but all of this goes back to the same this is our community you are voted in and hired by us the community members. These are our children you have to look further than an HIB, and it was unfounded and have not yet given the community a reason as to why now she should not be hired and its wrong.

Mary Micale 181 Spencer Place, she commented on some of the discussion items that were raised. She appreciates the clarification regarding when you have later start and world language, what the board's role is versus what the administration's role is and she thinks that's an important clarification to keep in mind and she appreciates that it was raised tonight and explained very well. What she heard tonight was also that the board and rightly so has you are elected to be among other things financials stewards of the district. You have an obligation to protect the tax, our tax dollars and every resident in Ridgewood appreciates that, she does not believe that is the only responsibility that the board has, there is an important clarification to be made tonight. The role of the Board of Education as she understands it is to make sure that the schools are well run, its to make sure that the students are protected, that they receive the best education and that their health and well being is at all times maintained as the primary concern. It is the responsibility of the administration to make educational decisions to come up with initiatives to make recommendations, and she knows nothing about the world language mandates and the requirements but to use that as an example what does that state mandate mean and how in fact can we meet that mandate. How best can we serve our community? She thinks that one of the best part of Ridgewood is that there are so many resources and so much talent and skills that are brought to bear by our volunteers, our hired professionals and our elected volunteers because she knows all of you work very hard for nothing. She thinks collaboration and discussion and the exchange of ideas is important and she applauds that and appreciates it when you do that. So she encourages the board and believes everyone is standing up here tonight advocating for what they thought was important, is encouraging you to do the same. She cautions you for lack of a better word, she heard a lot of conversation about - I need to know what the numbers are, we need to make sure it doesn't go over the two percent cap, she's fully aware of what the legislation is with regard to that but to the extent that she does not believe that the money involved or how much any of these initiatives is going to cost should be the only factor that is considered it should not be dispositive and it should not be considered the primary factor that is considered. She believes that the board has an obligation to deter the educator's to the science and to those who have expertise on the matters affecting our children and the primary responsibility is to protect the

children in the way that is recommended to you. She looks forward to the discussion, to the resolution and the recommendation before the board next week and the discussion.

Peter Moulton, 294 West End Avenue, thanked the board for volunteering. He has not been able to listen to the meetings recently because he has been busy at work. Something that was just said and actually came up in terms of the thoughts for the new superintendent, he was thinking about some needs versus wants and thinking about our budget as we're going into budget season and he's been here to discuss many things starting with inflation a year ago. We heard so much in regards to the high school, we've heard so many things that may be lacking in our elementary schools we have PE presentations, world language presentations, teachers here begging for help last year and so he hopes during our budget process this year we understand inflation is not going away, we understand social emotional issues that are occurring in our school, depression is rising around the country and that we're not going back to the way we were and we need to progress forward and we need to review the budget in a forward fashion not in a backward fashion about what we need but more importantly than what we want. What our kids will need, what programs are needed how we support them in social, emotional, mental wellbeing moving forward, which we can all say could probably use a little bit more than we're currently doing at this point. Something that was brought up earlier this year and again its going to be something that's going to come up and this is a tough task for the administration and the board is how are we going to deal with the costs versus our caps. That when we go into negotiations with the teachers, we hear about it across the nation, they just want to go up with inflation, that's 7%. We talked about seven to nine percent increase in so much of our budget so this goes back to what are some of the decisions that are going to be made, are we going to ask the town or we're going to move things around, or we're going to have breakage or are we going to have to move things around where certain programs might not be able to exist because we have certain requirements in the district that need to be addressed and maybe some new things post pandemic. Intramural sports was brought up and discussed a few times mentioned that would be something and we talk about this with parents, it's a very competitive sports environment, it seems like kids have coaches at the age of four that are private these days and that's great for many and they're going to be awesome but there are so many kids that just want to participate and it would be fantastic within constraints if we had some self-sustaining intramural program. As she mentioned that wasn't on the last couple of meetings, he doesn't know if it was brought up if there are any solutions or what the status was of the water fountains, it was mentioned at one of the meetings that we were addressing lead but we're addressing PFAs and so forth in terms of the water fountains. He wants to make sure that that's discussed if it wasn't and also what is the hiring status of the aides. You there there's a lot of discussion last year about adding additional aides, do we actually have all of those aides in where we said we wanted them last year and so he knows there's been some progress and its great, but have we actually done that piece? We're still hearing issues in our younger kids' classes where because of outbursts or issues in the class they can't learn they can't have recess and so more aides obviously would be fantastic.

Denise Ryan 369 Down Street, to Sheila's point and that survey that was sent out, she would really appreciate it if you were more thoughtful about the time that you send it out because late June, people are not, their heads are just in summer mode because she thinks that's a really poor indication of our thoughts from the community, from the parents and kids. She really would appreciate that everyone should look on the website to actually see the phone reserved results of the survey because she did find a lot of things unclear, which she emailed a lot with Ms. Kwak about. To her it's confusing and she is trying to educate herself, this is separate from the survey,

her point is that the survey was also to help them hire what she thinks was a new superintendent or maybe it wasn't. It's extremely unclear so she would appreciate more clarity. The other thing she'd appreciate more clarity on is what Mary was talking about which is what the board's role is and what the administrator's role is because the board votes on everything so she would just love a little bit more clarity on that.

Laura McKenna, thanked everyone for a great discussion both from the board and the other parents in the audience. We're truly blessed in Ridgewood to have so many passionate, thoughtful, smart people both participating in our schools, on the school board as well as parents who show up and stay in the audience until 9:30 at night to express their thoughts. She just has a few minor points tonight but she felt like she should jump in and say a few words. She had some issues with the results of the survey only including the positive responses. It's not useful, it's not helpful when you put a presentation together in Ridgewood, you'll have to include the neutral and the negative comments also. They also need some thought about what these findings mean, she doesn't just need the numbers thrown at her and say weather and the results is everything's sunny in Ridgewood. She'd like to hear a little analysis about what those numbers actually mean. The fact that we only had a 25 percent response rate that's questionable and it could be because it was done in June. Why did it take six-seven months to present the results of these findings? She wouldn't know how to answer some of the questions as a special ed parent and she thinks that all the questions need to be looked at from that lens like how could she respond about the way the sports fields work? Her kid does not do any sports, how can she respond about the quality of the performance art space, her son isn't in new players, never even been invited to be in the audience before so how would she respond to that question, so a little bit of a breakdown who answered? Were most of these elementary school students parents or were there some high school parents included as well. All of that is useful information and that's what we need otherwise why should we bother filling out these forms, we're busy people if there is going to be thought and analysis put behind her effort to put down her email, put down twitter, whatever else she's doing and fill out a form that she's not going to do it.

Ann Loving 342 South Irving Street, she'd like to thank you all for the opportunity to address you and as always she appreciated the time and effort that each of you put in on behalf of our students. She has three comments regarding tonight's meeting, the first is that she totally disagrees with permitting trustees to attend remotely as she has said repeatedly. She can't wait to see which trustees opt to start missing in-person meetings and she thinks she can pretty much predict exactly who will take advantage of this. Second, she's utterly dismayed that the board president allowed an employee's name to be mentioned over and over and over. An allegation against this employee is now known throughout the village, she knew nothing about it until tonight. She wishes she didn't know about it. It is disgraceful the comments and support of this employee which revealed a sensitive personnel matter should have been stopped so that we did not all have to know about this allegation, it is most unfortunate that an employee matter was made public like this. Third, it is shocking to her that sixty five thousand dollars was spent by the business administrator without a resolution by the board compounding this significant error that this employee made. Three of you voted in favor of his erroneous action . Whilee she understands that the money's already been long since spent and thus the vote was basically senseless, she does believe that the board should take some action to ensure that the person who's spending our money does not do so without the necessary authorization ever again and making tonight's entire discussion worse the business administrator repeatedly and rudely interrupted the board vice president. This total lack of respect and decorum should not be

tolerated by the board president. It makes for a very messy and unpleasant meeting.

Lori Weber 235 South Irving Street, she concurs with some of the other commenters that it was a very interesting meeting both from the board and from the public. She just wanted to comment on a couple of things. Miss Micale, she's not sure if she heard her comment the way that she meant it, but it sounded to her like she was questioning the board's reference to staying within the two percent budget cap and if so she was misunderstanding the purpose of raising that point. What she heard was a board member asking for a plan from the administration so that the board in planning the next budget can make the wishes of the community sustainable going forward. That sounds like a reasonable and responsible planning that will allow those improvements to continue into the future., She also really appreciated Ms. McKenna's comments and she concurs with her. She was thinking the same thing, the negative statistics what about the 15-20 percent with a population of our schools that our schools have that's a substantial number of students and we should find out what the issues are with those students not just focus on the positive because we owe those students a great experience in our schools and a successful education as well.

Candace Hsiao, 1417 Teresa Drive, Fort Lee, Has a son that attend BF Middle School, she is in support of World Language hiring of teachers. She is a member of the league of women voters in Ridgewood. She appreciates Mr. Dani's analysis and suggestions. She has put forth many options as far as hiring goes and they put forth other arguments for their case, she wanted to make it very simple that all of the members of the league are parents and grandparents first and when they look into topics to address each year they carefully consider what they think aren't beneficial to the kids and grandkids and she understands there are so many complexities in running a school district and there are so many complexities in running a school district and there are safety issues and other administrative issues, health issues, but she really think we need to focus on what our kids need to have in their academics and she definitely feels that in their report they address why world languages is so beneficial especially in this day and age and just as a student herself who did take spanish starting in second grade, she can't tell you how much even if she didn't really like it at the time that it has come in handy over and over again throughout her adult life. So she thinks the exposure to world languages is so valuable. Wished everyone a happy lunar new year and asked everyone to consider this topic seriously because it's easy to lose focus on children, on teaching and what is most beneficial as far as education.

Mr. Dani responded to comments.

Mr. Dani responded on curriculum, the Board does vote on curriculum and they do provide feedback. Per his understanding he has full authority or responsibility to provide feedback on if they are spending extra money in elementary school on hiring teachers. What that curriculum will look like or what can be added.

Mr. Dani responded to the question about the roles and there are alot of questions and emails to them about a personnel matter on that they have absolutely no response. There is no agenda item to vote on that, it is 100% an administrative decision.

Mr. Dani responded that aides were hired, from the report they are getting, he thinks all of the open positions for aides are filled. Ms. Murphy, Dr. Fitts and Michelle have worked on creative solutions and he thinks they have made progress on that. This to the Administration and not to the Board.

Mr. Dani responded on the 2%, it is not about having all of these needs and we are trying to nickel and dime and not increasing more than 2% as per state laws we cannot increase, we cannot go beyond 2%. Mr. Dani further discussed details on going above a 2% increase and the bank cap.

The Board discussed the bank cap and budget software.
To view this portion of the meeting scroll to 2:49.

XVII. MOTION TO GO INTO EXECUTIVE SESSION AND ADJOURNMENT

At 9:57, Mr. Lembo moved that the Board go into Executive Session pursuant to New Jersey statute 10:4-12 to discuss a matter pertaining to personnel. The minutes of the closed session will be released when the need for confidentiality no longer exists.

Ms. Brogan seconded the motion and it was unanimously approved.

Mr. Lembo announced that the meeting will probably close in Executive Session.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development

BOE Date	1/23/2023			
Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Mary Ferreri	BCPSA February Meeting Bergen County Principals & Supervisors Association Hackensack, NJ 2/2/23	Professional Development	\$0.00	0
Stephanie McAloon	PD SPAN Peg Kinsell: LRE and Discipline Issues with Special Education Students Benway School Wayne, NJ 3/3/23	Professional Development	\$0.00	0
Tom Trubac	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23	Professional Development	\$115.00	1
Ann Brown	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23	Professional Development	\$115.00	0
Mary LeBlancq	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23	Professional Development	\$115.00	1
Petra Vlajic-Stevanovic	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23	Professional Development	\$115.00	1
Susan D'Elia	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23	Professional Development	\$115.00	1

Keith Cook	2023 Director of Athletic Administration for NJ Convention Directors of Athletics Association of New Jersey (DAANJ) Atlantic City, NJ 3/13/23 - 3/17/23	Professional Development	\$1,156.00	0
Jaime Gilfedder	NJAMLE Annual Conference New Jersey Association for Middle Level Education Lincroft, NJ 3/15/23	Professional Development	\$192.00	0
Benjamin Ran	NJAMLE Annual Conference New Jersey Association for Middle Level Education Lincroft, NJ 3/15/23	Professional Development	\$150.00	1
Amber Nizza	NJAMLE Annual Conference New Jersey Association for Middle Level Education Lincroft, NJ 3/15/23	Professional Development	\$150.00	0
Corrina Moss-Keller	NJAMLE Annual Conference New Jersey Association for Middle Level Education Lincroft, NJ 3/15/23	Professional Development	\$150.00	0
Kristen Gilbert	NJAMLE Annual Conference New Jersey Association for Middle Level Education Lincroft, NJ 3/15/23	Professional Development	\$171.00	0
Lisa Scrudato	Social Emotional Character Development NJ State Bar Foundation New Brunswick, NJ 3/15/23	Professional Development	\$0.00	0
Dana Kneis	Social Emotional Character Development NJ State Bar Foundation New Brunswick, NJ 3/15/23	Professional Development	\$0.00	0
Michael Mullin	Social Emotional Character Development NJ State Bar Foundation New Brunswick, NJ 3/15/23	Professional Development	\$0.00	0
Kate Krsnak	Developing and Using Models in the NGSS Classroom, Grades 5-12 PRISM - Montclair Bloomfield, NJ 3/24/23	Professional Development	\$175.00	1
Nicole Giordano	Developing and Using Models in the NGSS Classroom, Grades 5-12 PRISM - Montclair Bloomfield, NJ	Professional Development	\$175.00	0

	3/24/23			
Benjamin Ran	Developing and Using Models in the NGSS Classroom, Grades 5-12 PRISM - Montclair Bloomfield, NJ 3/24/23	Professional Development	\$175.00	1
Julieann McKeary	Developing and Using Models in the NGSS Classroom, Grades 5-12 PRISM - Montclair Bloomfield, NJ 3/24/23	Professional Development	\$175.00	0
Jaime Rosado (previously approved on 9/19/22 - revised cost)	Audit Review - North Jersey New Jersey Association of Business Officers (NJASBO) Whippany, NJ 4/18/23	Professional Development	\$125.00	0

The total cost for these conferences is \$3,369. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$106,506 leaving a balance of \$93,494.

The total cost of substitutes for these conferences is \$1,050. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$24,150.

BYLAW

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Board Member Participation at
Public Board Meetings
Using Electronic Device

0155.1 BOARD MEMBER PARTICIPATION AT PUBLIC BOARD MEETINGS USING ELECTRONIC DEVICE

The Board of Education recognizes a Board member may be unable to attend a Public Board Meeting due to exceptional circumstances such as travel related to work, family commitment or a medical condition. In order to assist Board members during these circumstances, the Board of Education will permit the Board member to participate in the Public Board Meeting through the use of an electronic device(s).

In the event a Board member is unable to attend a meeting, the Board member must submit their written request to the Board President and Superintendent to participate in a Board Meeting by using an electronic device by noon of the day of the meeting. The written request shall state the date of the Board Meeting and the permissible reason for the anticipated absence, as provided in this Policy. Upon receipt of the written request, the Board President shall promptly notify the School Business Administrator/Board Secretary.

The School Business Administrator/Board Secretary shall make arrangements to have the appropriate electronic equipment available at the site of the Board Meeting to permit the Board member to listen to all aspects of the public meeting, including, but not limited to, Board member and administrative comments and deliberations, public comments, and presentations. The Board member participating via electronic equipment shall be provided, either in advance of the meeting or electronically just prior to or during the meeting, all handouts and supporting documentation that is presented, deliberated and voted on during the meeting. In addition, the electronic equipment must permit the Board President to recognize the Board member to make comments, ask questions, vote, and fully participate in the Board Meeting as if the Board member was present at the meeting. The Board member's video must remain on throughout the entire meeting and a virtual background may not be used. And, the Board member's comments, questions, votes and other aspects of their participation shall be amplified so that all those in attendance at the meeting can hear their participation.

BYLAW

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Board Member Participation at Board Meetings
Using Electronic Device

The Board member requesting participation in a Board Meeting through the use of an electronic device shall participate in the entire Board public meeting under the conditions outlined in this Policy and cannot participate in selected portions of the public meeting, the only exception to this may be made in the case of a temporary network connection disruption.

Prior to the Board member's remote participation in a Public Board meeting, the Board member participating remotely shall participate from a location appropriate for a meeting and free of interferences.

In no event shall a quorum of the Board participate in a Board meeting via electronic device, absent the issuance of an Executive Order or law permitting the conducting of Board meetings with all members participating remotely via electronic device. In the event multiple members of the Board submit written requests to participate in a Board meeting via electronic device, the requests shall be accepted in the order of receipt. In the event a quorum of Board members should seek to participate in a meeting by electronic device, the requests of any such members that would have the number of Board member participation via electronic device constitute a quorum shall not be accepted and such Board member(s) shall not be permitted to participate via electronic device at such meeting.

A Board member may not participate in a Board meeting via electronic device for more than three (3) Board meetings in one calendar year and these meetings cannot occur consecutively.

A majority of the Board must be physically present for a meeting to preside.

Adopted:

POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

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High School Student Representative to the
Board of Education

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0143.2 HIGH SCHOOL STUDENT REPRESENTATIVE TO THE BOARD OF EDUCATION

The Board of Education recognizes that experience gained by and input from students in the school district is a valued source for improving the operation of the school district. To this end, and in accordance with N.J.S.A. 18A:12-1.3 and N.J.S.A. 18A:36A-11.2, the Board authorizes the appointment of a minimum of one student selected by the student body to serve as a nonvoting student representative on the Board. The student representative must be selected from one of the grades nine through twelve.

The student body may elect or appoint the student representative to the Board in a process to be determined by the Superintendent or designee. When developing the process the Superintendent or designee shall consider input provided by the student body.

The student representative shall serve for a one school year term and their duties shall include:

1. Attending all Board meetings, excluding any discussions of the Board involving subjects which are confidential;
2. Representing all high school students within the district and presenting student proposals and concerns to the Board for its consideration; and
3. Keeping high school students informed of the business of the Board by providing a monthly report to the Student Council concerning the activities of the Board.

The student representative shall rotate each school year among the high schools in the district if the district has more than one high school.



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RIDGEWOOD BOARD OF EDUCATION

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High School Student Representative to the
Board of Education

Student 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 nonvoting student representative(s) for the mutual benefit of the Board, student body, and the school district.

N.J.S.A. 18A:12-1.3; 18A:36A-11.2

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

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Quorum

0163 QUORUM

A quorum of the Board of Education shall consist of a minimum of three Board members, and no business shall be conducted in the absence of a quorum, except when the Doctrine of Necessity is invoked.

All Board meetings shall be called to commence not later than 8:00 p.m. of the designated day but, if a quorum is not present at the time for which the meeting is called, the Board member or Board members present may recess the meeting to a time not later than 9:00 p.m. of the same day and, if a quorum be not present at that time the member or members present may adjourn the meeting to commence not later than 8:00 p.m. of another day, but not more than seven days following the date for which the original meeting was called, but no further recess or adjournment of the meeting shall be made.

The Board of Education recognizes ~~that~~ there may be matters that come before the Board or acts required of Board members in their official capacity where the Board member may have a conflict of interest or the act by a Board member would be in violation of N.J.S.A. 18A:12-24. In these matters, the Board member(s) shall remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter. The Board will consider this matter without the Board member(s) who has the conflict.

In the event a matter comes before the Board or an act is required of a Board member in their official capacity that is a conflict or would be in violation of N.J.S.A. 18A:12-24, the Board would still be required to have a quorum to consider the matter. However, the New Jersey Department of Education and the School Ethics Commission envisioned this prohibition could create a situation in which the number of conflicted Board members would prevent the Board to take action on a matter. Therefore, when more than a quorum of the Board members must abstain from voting on a matter due to a conflict or the act would be in violation of N.J.S.A. 18A:12-24, the Board will invoke the Doctrine of Necessity consistent with the New Jersey Department of Education and School Ethics Commission guidelines as follows:



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RIDGEWOOD BOARD OF EDUCATION

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Quorum

A. Board Member(s) in Conflict - Less Than a Majority of The Board

1. In the event a Board member(s) has a conflict of interest where the Board member will act in their official capacity, the Board member must remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.
2. In the event a Board member is unsure whether they or any other Board member has a conflict of interest or whether the matter, if acted upon by a Board member(s) is in violation of N.J.S.A. 18A:12-24 - Prohibited Acts, the School Board Attorney will make a determination.
3. The School Board Attorney will provide the Board of Education an opinion on whether the matter is a conflict of interest or act prohibited by N.J.S.A. 18A:12-24 - Prohibited Acts.
4. If the Board member(s) believes they have a conflict of interest where they will act in their official capacity or if the School Board Attorney renders an opinion the Board member has a conflict of interest where the Board member will act in their official capacity, the Board member will remove themselves from any discussions, meetings (informal or formal), committee meetings, and/or a vote regarding the matter.

B. Board Member(s) in Conflict - A Majority of Board Members in Conflict

1. In the event:
 - a. A Board member(s) believes they have a conflict of interest or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24; or
 - b. If the School Board Attorney renders an opinion Board member(s) has a conflict of interest or if acted upon by a Board member is in violation of N.J.S.A. 18A:12-24; and



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RIDGEWOOD BOARD OF EDUCATION

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Quorum

- c. The number of Board members that have a conflict would make it so the Board would be unable to take action on the matter, then the Board may invoke the Doctrine of Necessity.
- C. Doctrine Of Necessity
 1. The Doctrine of Necessity may be invoked when more than a quorum of the Board must abstain from voting on a matter.
 2. There are three prerequisites necessary for a Board to invoke the Doctrine of Necessity:
 - a. The Board must be unable to act without the members in conflict taking part;
 - b. There must be a pressing need for action, i.e. the matter cannot be laid aside until another date; and
 - c. There can be no alternative forum that can grant the same relief.
 3. When the School Board Attorney advises the Board the Doctrine of Necessity must be invoked in order to obtain a quorum on a vote, the Board must publicly state:
 - a. That it is invoking the Doctrine of Necessity;
 - b. The specific reason/purpose for which the Doctrine of Necessity is being invoked; and



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Quorum

- c. The specific nature of the conflict of interest for each Board member that has a conflict of interest:
 - (1) The specific nature of the conflict of interest for each Board member should include the Board member's name; the name of the immediate family member or relative which is the basis for the conflict of interest, and the position that immediate family member or relative holds; or
 - (2) If the specific nature of the conflict of interest for a Board member is a conflict other than an immediate family member or relative, the announcement should include the conflict which is the basis for the conflict of interest.
4. When the Board invokes the Doctrine of Necessity, it will adopt a Resolution setting forth the same information as outlined in C.3. above.
5. When the Board invokes the Doctrine of Necessity, the Resolution will be:
 - a. Read at a regularly scheduled public meeting;
 - b. Posted in such places the Board posts public notices for thirty days; and
 - c. Provided to the School Ethics Commission.



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RIDGEWOOD BOARD OF EDUCATION

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Quorum

6. The Board members who have a conflict in the matter are prohibited from:
 - a. Participating in any discussions on the matter prior to the announcement of the invocation of the Doctrine of Necessity at the public meeting;
 - b. Being present in an executive session when the matter is being discussed; and
 - c. Offering their opinions on the matter at any time prior to the announcement or the invocation of the Doctrine of Necessity.
6. The Board members who have a conflict may only ask questions regarding the matter to be voted on in public and after the Board has invoked the Doctrine of Necessity.
7. The Board members who have a conflict may explain their reasons for not voting just before the vote.

N.J.S.A. 18A:10-6; 18A:12-24

New Jersey School Ethics Commission – Advisory Opinions A10-93(b),
A07-94, and C07-96

New Jersey School Ethics Commission – Resolution on Invoking the Doctrine of
Necessity – June 25, 2018

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

ADMINISTRATION

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Board of Education Website Accessibility

1511 BOARD OF EDUCATION WEBSITE ACCESSIBILITY

It is the goal of the Board of Education that the information on the school district's internet websites are accessible to individuals with disabilities in compliance with the requirements of Federal law (Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35) and New Jersey law (N.J.S.A. 18A:36-35.1).

A. Federal Law – American with Disabilities Act (ADA)

1. For the purpose of the Federal law - Section 504 of the Rehabilitation Act of 1973 and that statute's implementing regulations at 34 C.F.R. Part 104, and Title II of the Americans with Disabilities Act of 1990 and that statute's implementing regulations at 28 C.F.R. Part 35 and this Policy, "school district website" includes, but is not limited to, the internet home page, all subordinate pages, school or school district department pages, intranet pages and sites, and includes online content and functionality, developed by, maintained by, or offered through a third-party vendor or by using open sources.
2. The accessibility of online content and functionality will be measured according to the most up-to-date version of the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) and the Web Accessibility Initiative Accessible Rich Internet Application Suite (WAI-ARIA) 1.0 for web content (benchmarks for measuring accessibility).
3. By conforming to the benchmarks for measuring accessibility set forth above, the Board of Education will ensure that people with disabilities have an opportunity equal to that of their nondisabled peers to access the information on the district's website.



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RIDGEWOOD BOARD OF EDUCATION

ADMINISTRATION

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Board of Education Website Accessibility

4. To ensure the district's website conforms with the above benchmarks for measuring accessibility, the Superintendent of Schools will designate a school staff member to act as the Website Accessibility Coordinator. The Coordinator will:
 - a. Ensure that in-house staff and contractors responsible for webpages and webpage content development are properly trained on the Board of Education's website accessibility policy and procedures;
 - b. Ensure that all new, newly added, and modified online content and functionality is accessible to people with disabilities as measured by conformance to the above benchmarks by, among other things:
 - (1) Checking the hypertext markup language (HTML) of all new webpages on the website to make sure that accessible elements are used, including "alt" tags, long descriptions, and captions, as needed;
 - (2) Ensuring that webpages are designed in a manner that allows them to be displayed using a visitor's own settings for color and fonts, and can be navigated with a keyboard;



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RIDGEWOOD BOARD OF EDUCATION

ADMINISTRATION

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Board of Education Website Accessibility

- (3) If images are used, including photos, graphics, scanned images, or image maps, making sure to include text equivalents for them, using "alt" tags and/or long descriptions for each and ensuring the text equivalents convey the meaningful information presented visually by the image;
- (4) If online forms and tables are used, making those elements accessible;
- (5) Ensuring that videos appearing on the website include appropriately synchronized audio description and captions;
- (6) Ensuring when posting new documents on the website, the documents shall be provided in HTML or another text-based format (even if they are provided in another format, such as portable document format (PDF)). If documents are provided in both formats, provide both formats at the same time so people with disabilities have the same degree of access as others;
- (7) Periodically enlisting people with a variety of disabilities to test the Board of Education's webpages for accessibility and ease of use and use this information to increase the Board's website accessibility;
- (8) Periodically coordinating the audit of existing content and functionality of the website to identify online content or functionality that is inaccessible to persons with disabilities; and
- (9) Developing and carrying out a corrective action plan, when necessary, for making the district's existing web content accessible.



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Board of Education Website Accessibility

- c. Ensure that alternative means are available for people with disabilities to access information, programs, and services that are normally provided on the Board's website.
- B. New Jersey Law – N.J.S.A. 18A:36-35.1
- 1. For the purpose of New Jersey law – N.J.S.A. 18A:36-35.1 and this Policy, “internet website or web service” includes any webpage, website, web service, online curriculum, or online third party or open educational resource product that is made available to enrolled students or the public by the school district.
 - 2. Pursuant to N.J.S.A. 18A:36-35.1, no school district shall make available to the enrolled students of the district or school or to the public an Internet website or web service unless the Internet website or web service complies with the most up-to- date version of the World Wide Web Consortium's (W3C) Web Content Accessibility Guidelines (WCAG) if the Guidelines are approved by the Commissioner of Education, or any other applicable guidelines or requirements as may be designed or approved by the Commissioner of Education.
 - 3. In accordance with N.J.S.A. 18A:36-35.1.a. and b., the school district is required to submit a statement of assurance attesting to compliance with N.J.S.A. 18A:36-35.1 as required by the Commissioner of Education.

This Policy establishes minimum standards for the accessibility of web-based information and services considered necessary to meet the district's goals and ensure compliance with applicable Federal and State laws.

Section 504 of the Rehabilitation Act of 1973
 Title II of the Americans with Disabilities Act of 1990
 34 C.F.R. Part 104; 28 C.F.R. Part 35
 N.J.S.A. 18A:36-35.1

Adopted:



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Every Student Succeeds Act

2415 EVERY STUDENT SUCCEEDS ACT

The Every Student Succeeds Act (ESSA) is a reauthorization of the Elementary and Secondary Education Act (ESEA) of 1965 that provides Federal funds to help all New Jersey's school children achieve. The purpose of the ESSA is to ensure all students have equitable access to high-quality educational resources and opportunities and to close educational achievement gaps. The Board of Education elects to augment the instructional program of students by projects supported by Federal funds allocated under the ESSA and the district will comply with the requirements of all the programs authorized by the ESSA.

The district may be eligible for several grant programs funded through the ESSA, including, but not limited to, Title I through Title VII. Many of the Titles of the ESSA have several parts and subparts that provide a funding source for specific purposes.

Application Procedure

The district will submit an annual ESSA Consolidated Formula Subgrant Application to the New Jersey Department of Education (NJDOE). The school district's application shall include all information required by the NJDOE and the ESSA for the district to be considered for funding under the ESSA.

Covered Programs

Formula grants under the ESSA are non-competitive grants that school districts are eligible for based on the make-up of their student bodies. These formula grants for each Title are committed to different purposes and may be used to support different activities and programs.

Title I

The largest Federal program supporting elementary and secondary education is Title I. The ESSA strengthens Title I requirements for the State's assessments, accountability system, and support for school improvement. The law also requires minimum qualifications for teachers and paraprofessionals in Title I programs.



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Every Student Succeeds Act

The school district must use the best available measure for identifying children from low-income families to: identify eligible school attendance areas, determine the ranking of each area, and determine allocations as identified in the Title I guidelines and regulations.

The school district will offer Title I services to eligible children enrolled in private elementary and secondary schools. The services and benefits will be equitable in comparison to services and benefits for participating public school children.

The school district will provide the New Jersey Department of Education assurances it will provide the maximum coordination between the Title I program, the regular school program, and services provided by other programs for specialized populations. The Title I program will consider the special needs of homeless children, migrant children, children with disabilities and limited English Language Learner (ELL) children. Title I funds will be reserved so that migrant children who are otherwise eligible to receive Title I services, even if they arrive during the school year, are served.

Type of Title I Program

The school district will offer a Target Assistance Title I program.



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Every Student Succeeds Act

Target Assistance Program

Schools that are not eligible for (or do not choose to operate) school-wide Title I programs must use Title I funds to provide targeted services to low-achieving students. A Target Assistance program must be established in accordance with the Title I guidelines and regulations and the New Jersey Department of Education.]

New Jersey Department of Education Accountability System

The district will comply with the accountability system established by the New Jersey Department of Education and outlined in the New Jersey State Plan and approved by the United States Department of Education.

Fiscal Responsibility

The district will comply with the requirements as outlined in Policy 2415.02 Title I – Fiscal Responsibilities in accordance with the NJDOE and the ESSA.

Staff

The district will comply with the staff certification requirements of the ESSA and the NJDOE. In addition, the district will ensure all paraprofessionals meet the requirements as established by the ESSA and as outlined in Policy 4125 – Employment of Support Staff Members.

Parent and Family Engagement

The district will comply with the requirements as outlined in Policy 2415.04 – Title I – District-Wide Parent and Family Engagement and Policy 2415.50 – Title I – School Parent and Family Engagement as applicable in accordance with the NJDOE and the ESSA.

Student Surveys, Analysis, and/or Evaluations

The Protection of Pupil Rights Amendment (PPRA) applies to school districts that receive Federal funding from the United States Department of Education. The district will comply with the requirements as outlined in Policy 2415.05 - Student Surveys, Analysis, and/or Evaluations in accordance with the PPRA.



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Every Student Succeeds Act

Unsafe School Choice Option

In the event there is a school in the district designated as Persistently Dangerous in accordance with the Victims of Violent Criminal Offenses as outlined in the ESSA, the district will comply with the requirements of Policy 2415.06 – Unsafe School Choice Option in accordance with the NJDOE and the ESSA.

Property

Property acquired through Title I funds for use in public or private schools will be acquired in accordance with the Public School Contracts Law, will be held in title by the Board of Education, and will not be used for other purposes so long as it is required in the Title I program. Property no longer required for Title I purposes will be used for other, similarly funded projects or disposed of in accordance with State and Federal guidelines.

Capital Expenses

The Superintendent will assure the district abides by New Jersey's Public Contracts Law; consults appropriate private school officials prior to making any decisions regarding capital expenses; ensure funds that are received to cover capital expenses provide equitable Title I services to private school students; ensure accounts for any capital funding is separately maintained; and assure lease purchase agreements are consistent with applicable statute and administrative code.

Post-Award Requirements

The school district will maintain all project records for five years following the completion of the activity for which the funds were used. The school district will prepare and submit all reports as required by the State Department of Education in a timely manner.

Supplement, Not Supplant

Grant funds provided under Federal programs, including the ESEA of 1965 as amended by the ESSA, shall supplement, not supplant the funds that would, in the absence of such Federal funds, be made available from State and local sources for the education of students participating in programs assisted under the ESEA of 1965 as amended by the ESSA.



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Every Student Succeeds Act

Evaluation

The Superintendent or designee will evaluate the ESSA programs as required by the United States and the New Jersey Departments of Education.

Elementary and Secondary Education Act of 1965 (20 U.S.C. 2701 et seq.) as amended by the Every Student Succeeds Act.

Adopted:



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TEACHING STAFF MEMBERS 3270/page 1 of 2 Professional Responsibilities

3270 PROFESSIONAL RESPONSIBILITIES

The Board of Education will establish and enforce rules for the assignment of specific duties to teaching staff members and for the conduct of teaching staff members during the work day.

Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans. Teachers shall also be responsible for providing adequate direction and guidance to substitutes. Lesson plans shall be subject to review by the teaching staff member's Principal or designee and/or immediate supervisor as assigned by the Superintendent.

During the work day, teaching staff members may be assigned extra or alternative duties by the Principal or designee in accordance with Policy 3134. Teaching staff members are to attend every faculty meeting unless expressly excused by the Principal or designee.

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Professional Responsibilities

N.J.S.A. 18A:27-4
N.J.A.C. 6A:9-3.3

Adopted:

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Care of School Property

5513 CARE OF SCHOOL PROPERTY

The Board of Education believes the school district should help students learn to respect property and instill feelings of pride in their school. The Board requires each student in the district to responsibly care for school property and the school supplies and equipment entrusted to the student by the school district.

Students who cause damage to or lose school property may be subject to disciplinary measures. The Board authorizes the imposition of a fine for the loss, damage, or destruction of a textbook and reserves the right to withhold a report card or diploma from any student whose payment of a fine is in arrears.

A student who demonstrates chronic and/or serious disregard for property may be referred to the Child Study Team.

The Superintendent shall develop rules for the safekeeping and accounting of textbooks and prepare a schedule of fines for lost, damaged, and destroyed textbooks.

N.J.S.A. 18A:34-2; 18A:37-3
N.J.A.C. 6A:23A-20.6

Adopted:



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School District Issued Student Identification Cards

5517 SCHOOL DISTRICT ISSUED STUDENT IDENTIFICATION CARDS

The Board of Education recognizes school building 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 a school district issued 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.

Required For Any Grades Seven through Twelve

The Identification Card shall have printed on the back the telephone number for the New Jersey Suicide Prevention Hopeline (NJ Hopeline) and contact information for a crisis text line pursuant to N.J.S.A. 18A:6-113.1. The district may, in addition to the telephone number for the NJ Hopeline and contact information for a crisis text line, provide the contact information for the National Suicide Prevention Lifeline, a school district crisis center, or any other mental health support services pursuant to N.J.S.A. 18A:3B-73.2.]

The Principal or designee may require a 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.



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School District Issued Student Identification Cards

Notwithstanding any provision of this Policy, the Principal or designee may also require students carry their Identification Card at any school-sponsored, off-campus activity, including but not limited to, field trips or interscholastic sports programs 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:3B-73.2; 18A:6-113.1; 18A:36-43

Adopted:



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Student Journalism

5722 STUDENT JOURNALISM

The Board of Education believes it is important to afford students the opportunity to exercise their creativity, passion, and constitutionally-protected freedom of speech. However, the Board also believes this opportunity must be balanced between ensuring students have the right to speak freely while also preserving the ability of district staff to maintain the safe and orderly operation of the school district. The Board adopts this Policy granting students the right to exercise freedom of speech and of the press in accordance with N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45.

For the purpose of this Policy, the following terms shall mean:

“Prior restraint” means a school official informing a student journalist(s) the news, opinion, feature, and advertising content of school-sponsored media, subject to the restrictions listed in N.J.S.A. 18A:36-45.b., N.J.S.A. 18A:36-45.c., and the provisions of this Policy, cannot be published in school-sponsored media or a school official takes any action to prevent a student from doing so.

“Prior review” means a school official reviewing school sponsored media before it is published, broadcast by a student journalist at school or distributed, or generally made available to members of the student body.

“School official” means the Principal or designee or an administrative staff member designated by the Superintendent.

“School-sponsored media” means any material that is prepared, substantially written, published, or broadcast by a student journalist at school, distributed or generally made available to members of the student body, and prepared under the direction of a student media advisor. School-sponsored media does not include media intended for distribution or transmission solely in the classroom in which the media is produced.

“Student journalist” means a student who gathers, compiles, writes, edits, photographs, records, or prepares information for dissemination in school-sponsored media.



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Student Journalism

“Student media advisor” means an individual employed, appointed, or designated by the district to supervise or provide instruction relating to school-sponsored media.

Student journalists have the right to exercise freedom of speech and of the press in school-sponsored media, regardless of whether the media is supported financially by the district or by use of school district facilities, or produced in conjunction with a class in which the student is enrolled. Subject to 1. through 5. below, student journalists are responsible for determining the news, opinion, feature, and advertising content of school-sponsored media. N.J.S.A. 18A:36-45.b. and this Policy shall not be construed to prevent student media advisors from teaching professional standards of English and journalism to student journalists.

This Policy does not authorize or protect expression by a student that:

1. Is libelous or slanderous;
2. Constitutes an unwarranted invasion of privacy;
3. Is profane or obscene;
4. Violates Federal or State law (i.e., N.J.S.A 18A:37-14); or
5. So incites students as to create a clear and present danger of the commission of an unlawful act, the violation of school district policies, or the material and substantial disruption of the orderly operation of the school.

The district shall not authorize any prior restraint of any school-sponsored media except for the types of expression prohibited under N.J.S.A. 18A:36-45.c. and as listed in 1. through 5. above.

A school official may implement a procedure for prior review of school-sponsored media. Any prior review of school-sponsored media required by the school official shall be communicated to the student journalist by the school official and be conducted within three school days after submission to the



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Student Journalism

school official by the student journalist. If the school official cannot show the school-sponsored media is prohibited under N.J.S.A. 18A:36-45.c. and 1. through 5. above, within the three school days, the student journalist may release the school-sponsored media.

When a school official determines the restraint of student expression is necessary, the school official shall simultaneously identify at least one of the five prohibitions listed in 1. through 5. above under N.J.S.A. 18A:36-45.c. and in this Policy under which the limitation of student expression is appropriate. This determination shall be provided to the student journalist in writing by the school official that made the determination.

A student journalist may appeal, to the Superintendent or designee, a determination by a school official that the restraint of student expression is necessary. An appeal must be submitted in writing to the Superintendent or designee within five school days of the written determination being communicated to the student journalist. The appeal must include a copy of the written determination and the reasons why the student journalist believes the limitation is not appropriate. The Superintendent or designee may, but is not required to, provide the student journalist an opportunity to present their written appeal in person. The Superintendent or designee will make a determination on the appeal within five school days of receiving the written appeal from the student journalist. The student journalist may appeal a decision of the Superintendent or designee to the Board of Education in writing. The Board of Education will make a decision on the appeal at the first Regular Board Meeting after receiving the written appeal or within ten school days after receiving the written appeal.

A student journalist that violates a provision of this Policy may be subject to appropriate discipline.

The school district shall not sanction a student operating as an independent journalist.

A staff member shall not be dismissed, suspended, disciplined, reassigned, transferred, or otherwise retaliated against solely for acting to protect a student engaged in the conduct authorized under N.J.S.A. 18A:36-44 and N.J.S.A. 18A:36-45 and this Policy, or refusing to infringe upon conduct that is protected by this Policy, the First Amendment to the United States Constitution, or paragraph 6 of Article I of the New Jersey Constitution.



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Student Journalism

The Superintendent or designee shall determine reasonable provisions for the time, place, and manner of student expression for the purposes of school-sponsored media.

N.J.S.A. 18A:36-44; 18A:36-45

Adopted:



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Lesson Plans and Plan Books

R 3270 LESSON PLANS AND PLAN BOOKS

A. Lesson Plans

1. Teaching staff members assigned specific instructional responsibilities and as designated by the Superintendent shall prepare regular lesson plans.
2. Lesson plans must conform to the guidelines established by the Superintendent or designee. Plans may be reviewed and monitored by school district administrative staff as determined by the Superintendent.
3. The content of the lesson plan will be determined by the Superintendent or designee. The content of the lesson plan may include, but not be limited to:
 - a. Name of the unit or area of learning;
 - b. Goals and objectives;
 - c. Instructional planning that includes the applicable New Jersey Student Learning Standards (NJSLS);
 - d. Interdisciplinary connections;
 - e. Integration of technology;
 - f. Assessments, including, but not limited to formative, summative, benchmark, and alternative assessments;
 - g. List of core instructional and supplemental materials; and
 - h. Any other content as prescribed by the Superintendent, Principal, and/or immediate supervisor.
4. Lesson plans must be prepared in advance.



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Lesson Plans and Plan Books

5. Lesson plans will follow the format established by the Principal or designee.
 6. Lesson plans must be prepared with clarity and in sufficient detail to permit a substitute to conduct the lesson efficiently and effectively.
- B. Lesson Plan Books
1. Lesson plans shall be kept in an accessible electronic version or in a plan book.
 2. The plan book will permit administrators to monitor classroom instruction.
 3. Content of the lesson plan book shall be designated by the Superintendent and will be determined by the school district.
- C. Substitute Lesson Plans
1. Each teaching staff member shall submit a substitute folder to the Principal or designee that shall contain the following:
 - a. Lesson plans;
 - b. Emergency procedures; and
 - c. Any other content as prescribed by the Principal.
 2. To help a substitute and to provide meaningful work for the students in the event a teaching staff member is absent, subject related activities shall be provided.
 3. Every attempt shall be made to follow the lesson plans so that the student's education will not be interrupted during the teaching staff member's absence.

Issued:



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Care of School Property

R 5513 CARE OF SCHOOL PROPERTY

A. Teaching Staff Member Responsibilities

1. Teaching staff members will impress upon all students the importance of the proper care of school property and instruct students in the proper use of school facilities, equipment, instructional materials, and textbooks.
2. Teaching staff members will keep an accurate inventory of textbooks and other materials in their classrooms.

B. General Rules Governing the Use of School Property

Students shall not deface the school building, furnishings, or equipment in any manner.

Students shall not use school furnishings or equipment for purposes other than those for which the furnishing or equipment was designed and intended.

Students will care for school textbooks in accordance with D. below.

C. Distribution and Collection of Textbooks, Materials, and School Issued Equipment

Textbooks will be identified as the property of the Board of Education.

A label shall be affixed to each textbook and will include:

- a. The name of the Board of Education, and



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Care of School Property

- b. The name of the school.

The following information will also be entered on the label or documented in another manner each time the book is issued to a student:

- c. The name of the student to whom the book is issued,
 d. The date on which the book is issued to the student,
 e. The condition of the book when it is issued, and
 f. The condition of the book when it is returned.

Each classroom teacher will keep a permanent record of the textbooks used in their classroom. The record will include all the information listed in C.2. and C.3. above.

A lost textbook must be promptly reported to the teaching staff member who issued the book. A replacement textbook will be issued to the student as soon as possible.

Textbooks will be collected and inspected before the end of the school year or marking period, as appropriate. Once inspected, a textbook will be returned to inventory until it is again distributed to a student.

Students must remove covers, loose papers, and markings before returning any textbook.

Fines may be assessed for lost and damaged textbooks in accordance with a schedule as approved by the Superintendent or designee.

D. Care of Textbooks, Materials and School Issued Equipment by Students



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Care of School Property

1. Students shall take care not to lose or misplace a textbook, material or school issued equipment or expose a textbook to conditions or circumstances likely to destroy, damage, or degrade it.
2. All textbooks that will be taken home by students must be protected with an appropriate cover to be supplied by the student.
3. Students should not:
 - a. Use pens, pencils, or other implements to mark a place in a textbook;
 - b. Use a textbook to file bulky papers and notes;
 - c. Write in textbooks; or
 - d. Soil textbooks beyond normal use.

E. Fines and Penalties

Lost book issued in	80% of list price
Lost book issued in	60% of list price
Lost book issued in	40% of list price
Lost book issued in	20% of list price
Soil damaging to text	25 cents per page

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1. The teaching staff member will inspect each textbook returned and may assess a fine for lost or damaged books. The teacher will prepare a report to be submitted to the Principal or designee that includes:
 - a. The name and number of the textbook damaged or lost;
 - b. The name of the student that lost or damaged a textbook;
 - c. The loss or extent of damage to the textbook; and
 - d. The amount of the fine assessed, if any.
2. In setting fines the teaching staff member may take into account verified extenuating circumstances.
3. Teaching staff members will not collect fines. Textbook fines shall be submitted to the Principal or designee.
4. A student who finds their lost textbook, after being assessed and paying a fine, will be reimbursed any fine paid for the lost textbook but may be assessed a fine for any damage done to the book.

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Care of School Property

5. The Board of Education may withhold a diploma, transcript, or report card until the fine has been paid.

Adopted:

5111 ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS

The Board of Education shall admit to its schools, free of charge, persons over five and under twenty years of age, pursuant to N.J.S.A. 18A:38-1, or such younger or older students as is otherwise entitled by law to a free public education.

Eligibility to Attend School

The Board shall admit students eligible to attend school free of charge that are domiciled within the district as defined in N.J.A.C. 6A:22-3.1.

A child who is domiciled within the school district and resides with a parent or guardian who is a member of the New Jersey National Guard or a member of the reserve component of the armed forces of the United States who is ordered into active military service in a time of war or national emergency shall be permitted to remain enrolled in the school district in which the child is domiciled at the time of the parent or guardian being ordered into active military service, regardless of where the child resides during the period of active duty. Following the return of the child's parent or guardian from active military service, the child's eligibility to remain enrolled in the school district pursuant to N.J.A.C. 18A:38-3.1 shall cease at the end of the current school year unless the child is domiciled in the school district.

The Board shall also admit any student that is kept in the home of a person other than the student's parent or guardian, where the person is domiciled in the school district and is supporting the student without remuneration as if the student were his or her own child in accordance with N.J.A.C. 6A:22-3.2. A student is only eligible to attend school in the district pursuant to N.J.A.C. 6A:22-3.2 if the student's parent or guardian files, together with documentation to support its validity, a sworn statement that he or she is not capable of supporting or providing care for the student due to family or economic hardship and the student is not residing with the other person solely for the purpose of receiving a free public education. In addition, the person keeping the student must file, if so required by the Board of Education, a sworn statement that he or she: is domiciled within the school district; is supporting the child without remuneration and intends to do so for a time longer than the school term; will assume all personal obligations for the student relative to school requirements; and provides a copy of his or her lease if a tenant, a sworn landlord's statement if residing as a tenant without a written lease, or a mortgage or tax bill if an owner. Pursuant to N.J.S.A. 18A:38-1, any person who fraudulently allows a child of another person to use his or her residence and is not the primary financial supporter of that child and any person who fraudulently claims to have given up custody of his or her child to a person in another district commits a disorderly person's offense.

A student is eligible to attend school in this school district free of charge pursuant to N.J.S.A. 18A:38- 1 if the student is kept in the home of a person domiciled in the school district, who is not the parent or guardian and the parent or guardian is a member of the New Jersey National Guard or the reserve component of the United States armed forces and has been ordered into active military service in the United States armed forces in time of war or national emergency. Eligibility under this provision shall cease at the end of the current school year during which the parent or guardian returns from active military duty.

A student is eligible to attend school in this school district free of charge pursuant to N.J.S.A. 18A:38- 1 if the student's parent or guardian temporarily resides within the school district and elects to have the student attend the school district of temporary residence, notwithstanding the existence of a domicile elsewhere. When required by the Board of Education, the parent or guardian shall demonstrate the temporary residence is not solely for purposes of a student attending the school district of temporary residence. When one of a student's parents or guardians temporarily resides in the school district while the other is domiciled or temporarily resides elsewhere, eligibility to attend school shall be determined in accordance with the criteria of N.J.A.C. 6A:22-3.1(a)1.i.

A student is eligible to attend this school district free of charge:

1. If the student's parent or guardian moves to another school district as the result of being homeless, subject to the provisions of N.J.A.C. 6A:17-2 - Education of Homeless Children;
2. If the student is placed by court order or by a society, agency, or institution in the home of a school district resident pursuant to N.J.S.A. 18A:38-2;
3. If the student previously resided in the school district and if the parent(s) or legal guardian(s) is a member of the New Jersey National Guard or the United States reserves and has been ordered to active service in time of war or national emergency, resulting in the relocation of the student out of the school district, pursuant to N.J.S.A. 18A:38-3. The school district shall not be obligated for transportation costs; and
4. If the student resides on federal property within the State pursuant to N.J.S.A.18A:38-7.7 et seq.

Notwithstanding the provisions of N.J.S.A. 18A:38-1 or any other law, rule, or regulation to the contrary, a student who moves out of the school district as a result of domestic violence, sexual abuse, or other family crises shall be permitted to remain enrolled in the school district for the remainder of the school year in pursuant to N.J.S.A. 18A:38-1.1 and in accordance with the provisions of N.J.A.C. 6A:22-3.2(h). If the student remains enrolled in the school district for the remainder of the school year, the school district shall provide transportation services to the student, provided the student lives remote from school, and the State shall reimburse the school district for the cost of the transportation services. Nothing in N.J.S.A. 18A:38-1.1 shall be construed to affect the rights of homeless students pursuant to N.J.S.A. 18A:7B-12, N.J.S.A. 18A:7B-12.1, or any other applicable State or Federal law.

If the district of residence cannot be determined according to the criteria contained in N.J.S.A. 18A:7B-12; if the criteria contained in N.J.S.A. 18A:7B-12 identify a district of residence out of the State; or if the child has resided in a domestic violence shelter, homeless shelter, or transitional living facility located outside of the district of residence for more than one year, the State shall assume fiscal responsibility for the tuition of the child in accordance with N.J.S.A. 18A:7B-12.d.

A student's eligibility to attend this school shall not be affected by the physical condition of an applicant's housing or his or her compliance with local housing ordinances or terms of lease.

Except as set forth in N.J.A.C. 6A:2-3.3(b)1, immigration/visa status shall not affect eligibility to attend school and the school district shall not condition enrollment in the school district on immigration status. A student's immigration/visa status and their eligibility to attend school shall be in accordance with N.J.A.C. 6A:22-3.3(b) and Regulation 5111.

Proof of Eligibility

The Board of Education shall accept a combination of forms of documentation from persons attempting to demonstrate a student's eligibility for enrollment in the school district in accordance with the provisions of N.J.A.C. 6A:22-3.4. The Board of Education shall consider the totality of information and documentation offered by an applicant, and shall not deny enrollment based on failure to provide a particular form or a subset of documents, without regard to other evidence presented.

The Board of Education shall not condition enrollment on the receipt of information or documents protected from disclosure by law, or pertaining to criteria that are not a legitimate basis for determining eligibility to attend school as outlined in N.J.A.C. 6A:22-3.4(d). The Board of Education may consider, in a manner consistent with Federal law, documents or information referenced in N.J.A.C. 6A:22-3.4(d) or pertinent parts thereof if voluntarily disclosed by the applicant. The Board of Education may not, directly or indirectly, require or request such disclosure as an actual or implied condition of enrollment. In the case of a dispute between the school district and the parent or guardian of a student in regard to the student's eligibility to enroll in the school district or to remain enrolled in the school district pursuant to the provisions of N.J.S.A. 18A:38-1, the school district may request from the

Motor Vehicle Commission (NJMVC) the parent or guardian's name and address for use in verifying a student's eligibility for enrollment in the school district in accordance with the provisions of N.J.S.A. 18A:38-1-3. The NJMVC shall disclose to a school district the information requested in accordance with procedures established by the NJMVC. However, the school district shall not condition enrollment in the district on immigration status or on the fact that the NJMVC does not have the name or address of the parent on file.

Registration Forms and Procedures for Initial Assessment

Registration and initial determinations of eligibility will be in accordance with N.J.A.C. 6A:22-4.1. The Board of Education shall use Commissioner-provided registration forms or locally developed forms that are consistent with the forms provided by the Commissioner. A district-level administrator designated by the Superintendent shall be clearly identified to applicants and available to assist persons who experience difficulties with the enrollment process.

Initial eligibility determinations shall be made upon presentation of an enrollment application, and enrollment shall take place immediately except in cases of clear, uncontested denials. Enrollment shall take place immediately when an applicant has provided incomplete, unclear, or questionable information, but the applicant shall be notified that the student will be removed from the school district if defects in the application are not corrected, or an appeal is not filed, in accordance with subsequent notice to be provided pursuant to N.J.A.C. 6A:22-4.2.

When a student appears ineligible based on the information provided in the initial application, the school district shall issue a preliminary written notice of ineligibility, including an explanation of the right to appeal to the Commissioner of Education. Enrollment shall take place immediately if the applicant clearly indicates disagreement with the district's determination and an intent to appeal to the Commissioner of Education. An applicant whose student is enrolled pursuant to this provision shall be notified that the student will be removed, without a hearing before the Board, if no appeal is filed within the twenty-one day period established by N.J.S.A. 18A:38-1.

When enrollment is denied and no intent to appeal is indicated, applicants shall be advised they shall comply with compulsory education laws. When the student is between the ages of six and sixteen, applicants also shall be asked to complete a written statement indicating the student will be attending school in another school district or a nonpublic school, or receiving instruction elsewhere than at a school pursuant to N.J.S.A. 18A:38-25. In the absence of this written statement, designated staff shall report to the school district of actual domicile or residence, or the Department of Children and Families, a potential instance of "neglect" for the purposes of ensuring compliance with compulsory education law, N.J.S.A. 9:6-1. Staff shall provide the school district or the Department of Children and Families with the student's name, the name(s) of the parent/guardian/resident, and the student's address to the extent known. Staff shall also indicate admission to the school district has been denied based on residency or domicile, and there is no evidence of intent to arrange for the child to attend school or receive instruction elsewhere

Enrollment or attendance at the school district shall not be conditioned on advance payment of tuition when enrollment is denied and an intent to appeal is indicated, or when enrollment is provisional and subject to further review or information. The Board of Education shall ensure the registration process identifies information suggesting an applicant may be homeless so procedures may be implemented in accordance with N.J.A.C. 6A:17-2, Education of Homeless Children. Enrollment or attendance in the school district shall not be denied based upon the absence of the certified copy of the student's birth certificate or other proof of a student's identity as required within thirty days of initial enrollment, pursuant to N.J.S.A. 18A:36-25.1.

Enrollment in the school district shall not be denied based upon absence of student medical information. However, actual attendance at school may be deferred until the student complies with student immunization rules set forth in N.J.A.C. 8:57-4.

When enrollment in the school district, attendance at school, or the receipt of educational services in the regular education program appears inappropriate, the student shall not be denied based upon the absence of a student's prior educational record. However, the applicant shall be advised the student's initial educational placement may be subject to revision upon the school district's receipt of records or further assessment of the student.

Notice of Ineligibility

When a student is found ineligible to attend the school district pursuant to N.J.A.C. 6A:22 or the student's initial application is found to be deficient upon subsequent review or investigation, the school district immediately shall provide to the applicant notice that is consistent with Commissioner-provided sample form(s) and meets requirements of N.J.A.C. 6A:22-4 et. seq. Notices shall be in writing; in English and in the native language of the applicant; issued by the Superintendent; and directed to the address at which the applicant claims to reside. Notices of ineligibility shall include information as outlined in N.J.A.C. 6A:22-4.2.

Removal of Currently Enrolled Students

Nothing in N.J.A.C. 6A:22 et seq. and this Policy shall preclude the Board of Education from identifying through further investigation or periodic requests for revalidation of eligibility, students enrolled in the school district who may be ineligible for continued attendance due to error in initial assessment, changed circumstances, or newly discovered information.

When a student who is enrolled and attending school based on an initial eligibility determination is later determined to be ineligible for continued attendance, the Superintendent may apply to the Board of Education for the student's removal in accordance with the provisions of N.J.A.C. 6A:22-4.3. No student shall be removed from school unless the parent, guardian, adult student, or resident keeping an "affidavit student" (as defined in N.J.A.C. 6A:22-1.2) has been informed of his or her entitlement to a hearing before the Board of Education. Once the hearing is held, or if the parent, guardian, adult student or

resident keeping an "affidavit student", does not respond within the designated time frame to the Superintendent's notice or appear for the hearing, the Board of Education shall make a prompt determination of the student's eligibility and shall immediately provide notice in accordance with N.J.A.C. 6A:22-4.2. Hearings required pursuant to N.J.A.C. 6A:22-4.3 may be conducted by the full Board or a Board Committee, at the discretion of the full Board. If the hearing(s) is conducted by a Board Committee, the Committee shall make a recommendation to the full Board for action. No student may be removed except by vote of the Board taken at a meeting duly convened and conducted pursuant to N.J.S.A. 10:4-6 et seq., the Open Public Meetings Act.

Appeal to the Commissioner

An applicant may appeal to the Commissioner of Education the school district's determination that a student is ineligible to attend its schools. Appeals shall be initiated by petition which shall be filed in accordance with N.J.S.A. 18A:3-1 and N.J.A.C. 6A:3-8.1 and shall proceed as a contested case pursuant to N.J.A.C. 6A:3. Pursuant to N.J.S.A. 18A:38-1., appeals of "affidavit student" eligibility determinations shall be filed by the resident keeping the student.

Assessment and Calculation of Tuition

If no appeal to the Commissioner is filed following notice of an ineligibility determination, the Board may assess tuition for up to one year of a student's ineligible attendance, including the twenty-one day period provided by N.J.S.A. 18A:38-1 for appeal to the Commissioner. Tuition will be assessed and calculated in accordance with N.J.A.C. 6A:22-6.3 et seq. If the responsible party does not pay the tuition assessment, the Board of Education may petition the Commissioner pursuant to N.J.A.C. 6A:3 for an order assessing tuition, enforceable in accordance with N.J.S.A. 2A:58-10 through recording, upon request of the Board of Education pursuant to N.J.A.C. 6A:3-12, on the judgment docket of the Superior Court, Law Division.

If an appeal to the Commissioner is filed and the petitioner does not sustain the burden of demonstrating the student's right to attend the school district, or the petitioner withdraws the appeal, fails to prosecute, or abandons the appeal by any means other than settlement agreeing to waive or reduce tuition, the Commissioner may assess tuition in accordance with the provisions of N.J.A.C. 6A:22-6.2(a). Upon the Commissioner's finding that an appeal has been abandoned, the Board of Education may remove the student from school and seek tuition in accordance with N.J.A.C. 6A:22-6.2.

Nonresident Students

The admission of a nonresident student to school free of charge must be approved by the Board, upon the recommendation of the Superintendent and subject to the needs of the district. No student otherwise eligible shall be denied admission on the basis of the student's race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation or sex, social or economic status, or disability. A written request for permission to enroll a child of a nonresident staff member, including school preference, must be submitted to and approved in writing by the Superintendent at least thirty days prior

to admittance. Transportation will be provided by the staff member. The continued enrollment of any nonresident student shall be contingent upon the student's maintenance of good standards of citizenship, academic standing and discipline, as well as family behavior toward school personnel and/or the needs of the district.

Change in Residence

Seniors who have completed their junior year in Ridgewood High School and whose parent(s) or legal guardian(s) change their residence out of the district after that time may finish their studies at Ridgewood High School on a tuition basis. Other students may finish the year on a tuition basis if parent(s) or legal guardian(s) change residence out of district February 1 or later. Students whose parent(s) or legal guardian(s) change residence after May 1 may continue schooling on a non-tuition basis for the remainder of the school year.

Other Nonresident Children

Other nonresident children, otherwise eligible for attendance, may be admitted to school in this district with payment of tuition if their admission is warranted by the inaccessibility of school in their home district, the singular availability of an appropriate educational program in this district, the avoidance of transfer and readmission of a child whose legal custody is shared by a parent(s) or legal guardian(s) residing in this district, or other good cause. The parent(s) or legal guardian(s) must submit an application to the Superintendent for review and consideration.

- a. An application for permission to enroll a child of a nonresident must be submitted to and approved in writing by the Superintendent at least thirty (30) days prior to admittance.
- b. Annually, the nonresident must submit a letter to the Superintendent requesting their child to be approved for admittance in the district in the subsequent school year. All such letters must be received by the Superintendent by May 15 of the current school year in order for the child to be considered for admittance in the following school year. The Superintendent will notify the nonresident of the decision, in writing, no later than June 15 of the current school year.
- c. Approval of enrollment shall be based on availability of space in the schools; the Superintendent shall review the availability of space on an annual basis.
- d. A contract for educational services must be signed.
- e. Enrollment can begin anytime during the school year. Tuition will be billed on a prorated basis.

- f. By August 1 preceding the new school year, all nonresident will be billed by the Business Office at the rates established prior to the end of the school year. Payment is due to the Business Office no later than the last Friday prior to the opening of school for students. If this payment is not received in a timely fashion, interest will be charged at a rate of 1% per month until payment is received. If payment is not received by the last Friday in January, the nonresident will be required to meet with the Superintendent to explain the reason for nonpayment. Within three days of that meeting, the Superintendent will issue, in writing, the decision concerning the continued enrollment of the nonresident student(s).
- g. Tuition will cover only the typical costs associated with an education in the Ridgewood School District. Any extraordinary costs will be borne 100% by the parent(s)/guardian(s). Examples of extraordinary costs include, but are not limited to, fees for OT/PT, aides, out-of-district tuition and transportation, etc. If a child's IEP can be reasonably accommodated, it will be provided by the District, however, if the IEP requires the hiring of additional staff or services not already offered by the District, the costs will be borne 100% by the parent/guardian.
- h. Tuition for nonresident parent(s)/guardian(s) shall be assessed at the Board approved out-of-district tuition rate.
- i. Responsibility for pupil transportation shall be assumed by the parent(s)/guardian(s).
- j. All discipline and other pupil records from a student's prior school shall be reviewed; the Superintendent and/or Board of Education may deny enrollment based on the discipline record of a nonresident student.
- k. The continued enrollment of any nonresident student, shall be contingent upon the student's maintenance of good standards of citizenship and discipline. Infractions of the student code of conduct may result in immediate disenrollment from the school district.

Children of District Employees

Children of nonresident permanent, salaried staff members of the Board of Education may be admitted to the schools of the district at a tuition rate, set annually by the Board of Education prior to the end of the school year, upon the recommendation of the Superintendent and the approval of the Board.

- a. A written request for permission to enroll a child of a nonresident staff member, including school preference, must be submitted to and approved in writing by the Superintendent at least thirty (30) days prior to admittance.
- b. Annually, the nonresident staff member must submit a letter to the Superintendent requesting their child to be approved for admittance in the district in the subsequent school year. All such letters must be received by the Superintendent by May 15 of the current school year in order for the child to be considered for admittance in the following school year. The Superintendent will notify the nonresident staff member of the decision, in writing, no later than June 15 of the

current school year.

- c. Approval of enrollment shall be based on availability of space in the schools; the Superintendent shall review the availability of space on an annual basis.
- d. A contract for educational services must be signed.
- e. Enrollment can begin anytime during the school year. Tuition will be billed on a prorated basis.
- f. By August 1 preceding the new school year, all nonresident staff members will be billed by the Business Office at the rates established , prior to the end of the school year. Payment is due to the Business Office no later than the last Friday prior to the opening of school for students. If this payment is not received in a timely fashion, interest will be charged at a rate of 1% per month until payment is received. If payment is not received by the last Friday in January, the nonresident staff member will be required to meet with the Superintendent to explain the reason for nonpayment. Within three days of that meeting, the Superintendent will issue, in writing, his decision concerning the continued enrollment of the staff member's child(ren).
- g. Tuition will cover only the typical costs associated with an education in the Ridgewood School district. Any extraordinary costs will be borne 100% by the employee. All district employees, even those district employees hired prior to June 30, 2022, shall pay 100% for any extraordinary costs including, but are not limited to, fees for OT/PT, aides, out-of-district tuition and transportation, etc. If a child's IEP can be reasonably accommodated, it will be provided by the district, however, if the IEP requires the hiring of additional staff or services not already offered by the district, the costs will be borne 100% by the employee.
- h. Tuition for children of any district employee hired after June 30, 2022 shall be assessed at 35% of the Board approved out-of-district tuition rate.
- i. Responsibility for pupil transportation shall be assumed by the employee.
- j. All discipline and other pupil records from a student's prior school shall be reviewed; the Superintendent and/or Board of Education may deny enrollment based on the discipline record of a nonresident student.
- k. This benefit shall not interfere with the before or after school responsibilities of the employee.
- l. The continued enrollment of any nonresident pupil, including that of the child of a staff member, shall be contingent upon the pupil's maintenance of good standards of citizenship and discipline. Infractions of the student code of conduct may result in immediate disenrollment from the school district.
- m. In the event of the death of a nonresident permanent, salaried staff member, whose child(ren) are currently enrolled in district schools at the time of their death, at the request of the surviving parent or guardian(s), the Superintendent may recommend for board approval the continuance of the child(ren)'s enrollment in district schools, under the same

terms and conditions above; as if the deceased staff member were still a permanent, salaried staff member, through the end of Grade 12. If the child(ren) are disenrolled from district schools, they may not be re-enrolled under the same conditions, nor may child(ren) that were not enrolled previous to the staff members death be enrolled posthumously.

Home Construction

Families domiciled in the school district for a minimum of 12 months and attending the Ridgewood Public Schools prior to major home renovations where the family must vacate the premises, must obtain Board of Education approval to continue attending the district schools free of charge for a period of 18 months with proof of building permits/documentation. After 18 months, a one-time extension for a period of 6 months can be obtained and will necessitate additional proof of building status and progress. The Board of Education will assess tuition for students after the initial 24-month period. The Board of Education will require proof of occupancy when residence is reoccupied.

F-1 and J-1 Visa Students

The school district is not required to, but may permit the attendance of F-1 and J-1 Visa students into the school district only with the payment of full tuition and a signed tuition contract. The district may require advance payment of full tuition before providing the requested I-20 Form, in accordance with the provisions of Federal regulation 8 CFR 214.3. An F-1 Visa is granted to a foreign student through an application process that must include, but is not limited to, signed approval by the receiving school district exhibiting the receiving school district will accept the foreign student for enrollment and the foreign student's proof of financial means to pay the full tuition to the receiving school district for the academic year. The host family must be domiciled in the school district and shall submit a request to the Superintendent of Schools with supporting documentation as determined by the Superintendent or designee. A student with an F-1 or J-1 Visa must be approved by the Board for attendance in the school district. The student's continued attendance in the school district shall be conditioned on a satisfactory attendance and disciplinary record.

N.J.S.A. 18A:38-1 et seq; 18A:38-3; 18A:38-3.1

N.J.A.C. 6A:14-3.3; 6A:17-2.1 et seq.; 6A:22-2.1 et seq. 8 CFR 214.3

Adopted: 7 December 2009

Revised: 19 July 2010

Revised: 18 March 2013

Revised: 26 August 2013

Revised: 27 January 2014

Revised: 18 July 2016

Revised: 6 March 2017

Revised: 01 April 2019

Revised: 05 October 2020

Revised: 31 January 2022

FIELD TRIPS FOR APPROVAL

January 23, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
1/25/23	BF	Community Based Instruction Trip, Paramus Park Mall, Paramus, NJ	7 SAIL Students	7	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	No	Yes
1/26/23	RHS	Mock Trial Sponsored by New Jersey State Bar Association, Hackensack, NJ	12 Mock Trial Team Members	1	0	\$0	\$352 (Bus)	Yes	Yes
2/2/23	Ridge	Speaker: Michael McCreary - George Washington Middle School, Ridgewood, NJ	4 RiSe Students	6	0	\$0	\$0	No	Yes
2/2/23	RHS	Mock Trial Sponsored by New Jersey State Bar Association, Hackensack, NJ	12 Mock Trial Team Members	1	0	\$0	\$352 (Bus)	Yes	Yes
2/4/23	RHS	International Championship of High School A Cappella by Varsity Vocals, Cherry Hill HS, Cherry Hill, NJ	40 RHS A Cappella (Rhapsodies, AcaBellas, Maroon Men) Members	2	0	\$0	\$1,495 (Bus)	Yes	Yes
2/9/23	RHS	Mock Trial Sponsored by New Jersey State Bar Association, Hackensack, NJ	12 Mock Trial Team Members	1	0	\$0	\$352 (Bus)	Yes	Yes
2/9/23	RHS	Sophomore Semi-Formal, Paramus, NJ	200 Sophomore Students	8	0	\$0	\$0	No	Yes
2/9/23	RHS	GW and BF Choir Programs, George Washington Middle School, Ridgewood, NJ	42 RHS A Cappella (Rhapsodies, AcaBellas, Maroon Men) Members	2	0	\$0	\$352	No	Yes

2/24/23	Hawes	Buehler Challenger Center, Paramus, NJ	64 5th Grade Students	7	0	\$0	\$0	Yes	Yes		
3/14/23	Hawes	George Washington Middle School, Ridgewood, NJ	2 5th Grade LLD Students	2	0	\$0	\$0	No	Yes		
3/14/23	Ridge	George Washington Middle School, Ridgewood, NJ	1 5th Grade LLD Student	1	0	\$0	\$0	No	Yes		
3/14/23	Willard	George Washington Middle School, Ridgewood, NJ	1 5th Grade LLD Student	1	0	\$0	\$0	No	Yes		
4/19/23	BF	iFly, Paramus, NJ	115 6th Grade Students	5	0	\$0	\$0	Yes	Yes		
4/24/23	Hawes	George Washington Middle School, Ridgewood, NJ	2 5th Grade LLD Students	2	0	\$0	\$0	No	Yes		
4/24/23	Ridge	George Washington Middle School, Ridgewood, NJ	1 5th Grade LLD Student	1	0	\$0	\$0	No	Yes		
4/24/23	Willard	George Washington Middle School, Ridgewood, NJ	1 5th Grade LLD Student	1	0	\$0	\$0	No	Yes		
4/25/23	BF	iFly, Paramus, NJ	115 6th Grade Students	5	0	\$0	\$0	Yes	Yes		

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
1/19/23 - 1/23/23 (Previously approved on 7/25/22 - cost revised)	RHS	NCA Nationals, Dallas, TX	Approx. 15 Varsity Cheerleaders	2	0	0	0	\$0	\$542 (Travel and Expenses for new Assistant Coach)	Yes	Yes
2/26/23 - 3/1/23 (Note: only 2 advisors and 2 students are attending on 2/26)	RHS	DECA States Competition, Atlantic City, NJ	120	8	6 (2 nights each)	\$2,400	1 Sub (3 days)	\$450	\$120 (Mileage & Tolls)	Yes	Yes

JOB DESCRIPTION

- I. Title: Ridgewood Community School Part Time Secretary

- II. Qualifications:
 - A. Minimum of a high school diploma or its equivalent.
 - B. Excellent interpersonal and customer service skills necessary for the handling of highly confidential information and providing high quality service both internally and externally.
 - C. Effective time management, problem-solving, organizational, and written and verbal skills.
 - D. Experience with computer applications, e.g., Microsoft Office, as well as familiarity with the Google suite and other web-based applications.
 - E. Ability to quickly learn and adapt to new procedures, computer applications, and software systems, including those currently used and ones adopted by the district.
 - F. Ability to work independently, as appropriate, analyze a situation accurately, and implement an effective course of action.
 - G. Ability to work effectively as a team member and to collaborate on group projects to ensure their successful completion.
 - H. Knowledge of school district organization and operations preferred.

- III. Position Summary:

To support the effective and efficient operation of the Ridgewood Community School.

- IV. Reports to: Coordinator of Ridgewood Community School

- V. Major Duties and Responsibilities:
 - A. Accept registrations – mail, telephone, email, in-person
 - B. Answer telephone, questions, information.
 - C. Check all class lists for accuracy.
 - D. File registration cards, class lists, contracts, etc.
 - E. Provide general troubleshooting.
 - F. Assist coordinator and registrar with all aspect of operations.
 - G. Update mailing list.
 - H. Such other duties, as may be assigned.

- VI. Terms of Employment: Twelve months

- VII. Evaluation: In accordance with Board policy on evaluation of staff.

Dr. Leonard Fitts
Interim Superintendent of Schools

2022-2023 Holiday Calendar

12 Month Employees

Monday, July 4th, 2022	Independence Day
Monday, September 5, 2022	Labor Day
Monday, September 26, 2022	Rosh Hashanah
Wednesday, October 5, 2022	Yom Kippur
Monday, October 24, 2022	DiWali
Thursday, November 10, 2022	NJEA Convention
Friday, November 11, 2022	NJEA Convention
Wednesday, November 23, 2022	Minimum Day - Education Center closes at 1:30 pm
Thursday, November 24, 2022	Thanksgiving Day
Friday, November 25, 2022	Thanksgiving Recess
Friday, December 23, 2022	Minimum Day - Education Center closes at 1:30 pm
Monday, December 26, 2022	Christmas Eve (alternate)*
Tuesday, December 27, 2022	Christmas Day (alternate)
Thursday, December 29, 2022	New Year's Eve (alternate)*
Friday, December 30, 2022	New Year's Day (alternate)
Monday, January 16, 2023	Martin Luther King Jr. Day
Monday, February 20, 2023	President's Day
Friday, April 7, 2023	Good Friday
Friday, April 21, 2023	Eid-Al-Fitr
Monday, May 29, 2023	Memorial Day
Monday, June 19, 2023	Juneteenth

* As per the RAA Contract

Revised 01/01/23

**RIDGEWOOD HIGH SCHOOL
 SPRING 2022-2023 COACHING ASSIGNMENTS ESTIMATE
 To be paid equal installments 4/15/23 AND 6/15/23
 Account: 11-402-100-101-00-10-034-001**

Name	Position	Step	Ratio*	Total Salary	1/2 Salary 4/15/2023	1/2 Salary 6/15/2023
Hommen, Kurt	Head Baseball	IV	0.095	9,000.00	4,500.00	4,500.00
Favieri, Marc	Assistant Baseball	IV	0.065	6,158.00	3,079.00	3,079.00
Scevola, Adam	Assistant Baseball	IV	0.065	6,158.00	3,079.00	3,079.00
Saladino, Joshua	Head Boys Track	IV	0.095	9,000.00	4,500.00	4,500.00
Watson, Torrance	Assistant Boys Track	IV	0.065	6,158.00	3,079.00	3,079.00
Wilson, Timothy	Assistant Boys/Girls Track	IV	0.065	6,158.00	3,079.00	3,079.00
Ryan, Patrick	Assistant Boy Track	IV	0.065	6,158.00	3,079.00	3,079.00
TBD	Head Boys Tennis	IV	0.077	7,295.00	3,647.50	3,647.50
Neville, Ben	Assistant Boys Tennis	IV	0.050	4,737.00	2,368.50	2,368.50
Tobin, Deirdre	Assistant Boys Tennis	IV	0.060	5,685.00	2,842.50	2,842.50
Pounds, Michael	Head Boys Lacrosse	IV	0.095	9,000.00	4,500.00	4,500.00
Brooks, Richard	Assistant Boys Lacrosse	IV	0.065	6,158.00	3,079.00	3,079.00
Fritog, John	Assistant Boys Lacrosse	IV	0.065	6,158.00	3,079.00	3,079.00
Hurley, Daniel	Assistant Boys Lacrosse	IV	0.065	6,158.00	3,079.00	3,079.00
Bunzey, Craig	Head Softball	IV	0.095	9,000.00	4,500.00	4,500.00
Halm, Heather	Assistant Softball	IV	0.065	6,158.00	3,079.00	3,079.00
Klion, Danielle	Assistant Softball	II	0.055	5,211.00	2,605.50	2,605.50
Opremcak, Stephen	Head Girls Track	IV	0.095	9,000.00	4,500.00	4,500.00
Schoepfer, Warren	Assistant Girls Track	IV	0.065	6,158.00	3,079.00	3,079.00
Schulke, Kyle	Assistant Girls Track	IV	0.065	6,158.00	3,079.00	3,079.00
TBD	Head Girls Lacrosse	IV	0.095	9,000.00	4,500.00	4,500.00
Mitchell, Michael	Assistant Girls Lacrosse	II	0.055	5,211.00	2,605.50	2,605.50
Gretchen Putnam	Assistant Girls Lacrosse	III	0.055	5,211.00	2,605.50	2,605.50
TBD	Assistant Girls Lacrosse	IV	0.065	6,158.00	3,079.00	3,079.00
Knott, Ronald	Head Boys Golf	IV	0.077	7,295.00	3,647.50	3,647.50
Quirk, Brian	Head Girls Golf	IV	0.077	7,295.00	3,647.50	3,647.50
Totals				175,836.00	87,918.00	87,918.00
* Ratio is applied to the B.A. Maximum:			\$94,742			

Site Managers (account 11-402-100-104-00-10-034-001):

Currier, Robert	Spring Site Manager	5,000.00	2,500.00	2,500.00
TBD	Spring Site Manager	5,000.00	2,500.00	2,500.00

Volunteers:

Kelly Skettini	softball
Candace Mitola	softball
Emily Klion	softball
James Beyer	softball
Donna Skettini	softball
Brett Lowy	baseball
Phil Schneider	baseball
Charles Cardew	baseball
Tom DeVita	Track & Field
Tara Cirillo	Track & Field
John Wohner	Track & Field
Ryan Jarvis	Boys Lacrosse
John Petzold	Boys Lacrosse
Greg Zaino	Boys Golf
Lauren Besser	Girls Golf
Anirudh Kirtane	Boys Tennis



MINUTES OF THE PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Special Public Meeting of the Ridgewood Board of Education held on February 6, 2023 at 7:04 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Jaime Murphy, Director of Human Resources

Absent: Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Mr. Lembo moved the following resolution.

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 legal updates.

Mr. Lembo 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.

B. MOTION TO OPEN REGULAR SESSION

At 7:00 p.m., Mr. Lembo called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Absent: Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

Visitors:

There were approximately 20 visitors.

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.

Mr. Lembo stated that he knows that many are eager for the final decision on the alternative start times this evening. However, tonight's presentation is for information sharing only although any member of the board can bring forth a resolution to vote tonight on the alternative start time initiative the formal resolution will be slated for the February 13 board meeting that's going to be held next Monday. In addition, we ask any comments or questions related to the late start initiative to be held until after the presentation as we believe that most of your questions are going to be addressed.

IV. COMMENTS FROM THE PUBLIC

Sean McCooe, 66 Wall Street Avenue, he is not a Ridgewood graduate but his twin sister was in 1980 and he moved here in 65 and did not know anything about Ridgewood High School Jamboree until he was a little bit older and Andy Gario, neighbor was in Jamboree and he went to the see the show. After 15 years of doing Dad's Night which is coming up in March, he decided to do 17 years now in Jamboree. For the public this is the greatest show in Ridgewood and it's actually the greatest amount of volunteerism in Ridgewood. There are more hours given to Jamboree he would say than any other program. There are 100 people on stage, there are 50 backseats or 60 alumni on stage and last year we raised \$250,000 in need-based scholarships. Unfortunately, Fordham is going to be 86,500 for the year in 2025. NYU is challenging them trying to see if they can get even higher as they go through this whole competition of who can have the highest tuition, so the needs are great and the fortune we had this year was the head of guidance David and of course with Jeff and working on Evelyn's shoulders, we've been trying to grow the number of people who apply for scholarships and we got 61 this year. It's been tracking around 35 and people are not aware that if their parents are not involved, their guardians are not involved that they may apply. You may apply as long as you do your FAFSA and have an EFC and that's the same way eight needs based scholarships and then they're probably another 68-70 scholarships that are local scholarships individually. So we're very fortunate as a community to have such great people who are willing to give up their time and give up their interest to their children. It's all about the kids, it's all about higher education. We're very fortunate to have BF and GW, need about four and a half million dollars. If you guys can figure out where that comes from he's looking for it right now, to get renovated both of them. They're in pretty sad shape and they've not been changed since they were built. So, he's not sure if that's on the agenda tonight. On another point, he has had five children in school at once, he felt very rich that year, every time you do a law or an edit there is an unintended consequence and the unintended consequences that have an impact on people who are working people who need to go to work and then they

have to find people for their different start times to cover their kids to get them to school.

Lynn Benson, 117 John Street, thanked Dr. Fitts for getting behind and supporting this process. She thanked the board for supporting the presenting of this evening and diving into this topic. She hopes that you will vote to move forward with this important initiative and also she wants to give a shout out to Ms. Brogan. She thinks it was maybe close to a year or more, you were passing out articles every single Board of Ed meeting for quite some time to help further educate the Board, the community, also she wants to highlight the tremendous advocacy by Mr. Nyhuis here in partnership with Dr. Ann Robinson to make this important policy change. Our district is so fortunate to have Mr. Nyhuis as our high school principal not only does the research show the numerous academic physical, mental and emotional health benefits of later school start times, it also can literally save lives. Based on her personal experience she's fortunate to be alive to talk about this in a public comment. A while back she's shared that in her high school years she had some close calls and she vividly remembers speeding to volleyball practice for a morning weekend practice and she had overslept, threw on clothes and rushed out the door as she sped around a bend in the narrows street she lost control of her car as it violently whipped around and she missed plunging into a huge hole by just a few feet. Another close call consisted of driving home from a volleyball tournament and on the way to the tournament the early am rise combined with playing allahabad ay and then a 45 minute drive home at the end of a rather hot spring day in California with her AC not working, she rolled down the windows, cranked the radio driving along the 405 freeway, for those that are familiar with LA - 405 freeway traffic, in this case there wasn't a lot of traffic and she vividly remembers thinking how utterly exhausted she felt it never occurred to her she could fall asleep on the wheel yet she did. She crashed into the center divider flipped her car and landed upside down while doing a 360 on the roof of her car. She remembers saying to the guy in the ambulance that her mother was going to kill her because she had just gotten a new paint job, this bright yellow paint job. The guy said, honey you are so lucky to be alive, forget your car, it's completely totaled. Clearly I was sleep deprived then like many are today. Back in the 80's there weren't conversations of the biological shift in adolescent circadian rhythms where for example teens getting up at 6:30 am is more like getting up at 4:30 am, day after day combined with all of the expectations that our adolescents have these days which in our day we did not have, not the degree of it or the understanding that teens most potent REM cycle which is responsible for memory consolidation and self-regulation occurs in the early morning hours which teens currently missed out on due to early school start times and there weren't conversations of the underdeveloped adolescent brain functioning of the prefrontal cortex which is responsible for decisions making and impulse control or discussion of the amygdala in overdrive which impacts emotional regulation and impulsivity and the impact sleep deprivation has on all of which most of our teens are experiencing severe sleep deprivation. As mentioned in recent public comment with decades of science and research for later school start times she hopes our board will vote to move this forward and prioritize health and well being and join districts such as Princeton and Chattam who have decided to lead with the values of health and wellness which ultimately supports academic outcomes and she can appreciate the comment of unintended consequences. The reality is there's always unintended consequences with anything but she thinks we really have to focus on the research that's been done. Decades of it and focus on what's most important is the health and well-being of our teens.

Liz King, she has three children in the school district, she wanted to voice her opinion in support of hiring three world language teachers for the elementary school. She knows that's not the intent of this meeting tonight but she wanted to reiterate her support for that. There are three reasons

why we need to prioritize world languages in our schools. First, to develop our children as close to their potential as possible. Second, to be compliant with the state's guidelines and third to keep our children from falling behind all the other children in Bergen County and other competitive schools like Princeton and Tenafly who receive language as part of their education. On the first point to fully develop our children, we know the impact of learning a world language at a young age including cognition development and understanding of our environment studies have found that children who learn a second language have a better attention span and can achieve goals in the face of distraction better than those who only know one language. We have a very small time frame to gain these benefits for our children while she's supportive of any language Spanish does make most sense not only because of availability of teachers but also because of the likeness to the English language and the English alphabet. Spanish is the second most spoken language in the United States and the most learned language other than English. The US also had the second largest population of Native Spanish speakers, roughly 54 million. One of her second points regarding compliance given that this is a state requirement, it's shocking to her that anyone would consider not complying. She's not sure what the penalties are for not complying. There have been some comments from the board about being creative on how to make this work and how to be compliant. She urges the board to act in the spirit of the requirement to educate our children rather than taking an approach which would cut corners in order to check a box, a program must have repetition; they need to hear it, speak it, the same words over and over again. Phrases before they become cemented in the brain. Consistency once to twice a week. She would love three times a week but this is not a wish list, memorization to use that language themselves and we need to give these elementary school kids the time to build that fluidity and the fluency. Once they get to middle school other priorities take place as do they when they get to high school and beyond. On her third point, to keep our children from falling behind. How can we consider Ridgewood the gold standard in education when it fails to provide language education in the elementary school. Ridgewood is falling behind by not teaching a world language in the elementary school while all surrounding schools and competitive districts are for the good of our children's development. State compliance and competitiveness of Ridgewood schools please vote for hiring three world language teachers.

Ann Burton Walsh 112 South Irving Street, she wants to echo everything Liz King just said, thank you for continuing to work on this issue and also thanked Dr. Ann Robinson and Mr. Jeff Nyhuis for presenting this evening as well as Lynn Benson and the later start or rather Smart Balance team for their many years of work on this issue. She really appreciates that the board has dug in and has been working on this. She knows it's not easy especially when you have tried for several years to educate the community, the issue is not one that sort of immediately accessible to people but once you dig into the research she thinks the answer is clear. She urges you to pass or enact a later start time for adolescent students in Ridgewood.

Janet Reilly, 487 Dorchester Road, echoing the last two speakers about world language, the importance of adhering to state standard. It is unfortunate that a lot of the discussion is about discussing the benefit of world languages, it's not the board's role to decide whether world languages should or should not be implemented. It's a state standard and it really should have been done already. She hopes that the three world languages teachers are in the budget when you put the budget together this month and also just wanted to address a point which she's heard in prior board meetings in relation to whose job it is to set the curriculum. She's heard the board say that it's the superintendent's role to suggest curriculum and you're there to approve or not, but it's not the board's role to implement this, but last year Dr. Gorman did come with a proposal to

hire these three teachers as well as two PE teachers and it was the board's decision not to hire them, so she hopes that you put the effort in this year to make sure that that mistake is corrected and that you fund these teachers in order to ensure that our children are receiving programs that the state has mandated and required the district to provide to them.

V. PRESENTATIONS

A. Late Start Presentation

Ridgewood High School Principal Jeff Nyhuis and pediatrician Dr. Anne C. Robinson presented "Finding a Healthy Balance", a proposal for moving to a later start time at Ridgewood High School.

Scroll to 38:56 to view this portion of the meeting.

The Board discussed and asked questions regarding the initiative.

The Board discussed the scheduling options with Mr. Nyhuis.
Scroll to 1:28 to view this portion of the meeting.

VI. COMMENTS FROM THE PUBLIC

Caroline Holtz, 249 Mountain Avenue, thanked Mr. Nyhuis and Ms. Robinson for the presentation and for Dr. Fitts and the Board for bringing this important topic to a vote next week. She is supportive, she was not supportive in the beginning, she has done extensive research and came to the same conclusion that Sheila did, just remembering from her own experience as a young person she hated waking up in the morning and could never understand why, but now we have quite a bit of science and studies and she witnessed it herself with her own children during covid when they were able to sleep longer and they were happier from that perspective of covid. She is asking you to focus on the kids and not get into the weeds too much, leave that to Jeff and the staff and the kids, give it a shot. Why not? The question was why, why not at this point? Lets give it a shot.

Candice Xiao, has an eighth grader at BF, thanked Jeff and Ann for looking into this for so long. She just wanted to say that she did ask her son and he said that his friends, his answer was that it's known that we want a later start time. She understands the working parent situation, she gets it, but she thinks that as another parent said we have to focus on the kids and she thinks that it would actually lift us in our ranking if they get the rest they need and then perform better, so please keep that in mind.

DISCUSSION ITEMS

Ms. Brogan brought up the topic that the State of New Jersey has \$350 million in ROD grants available for capital needs. Projects may be presented for consideration through May 1st. Funding is for 40% of the project and the remaining 60% cannot be funded through referendum.

She has two asks, currently we have 13.1 million dollars in capital reserve and if the unspent

money from last year materializes, the Board in November passed the resolution to put 2.5 million dollars into capital reserve bringing that to 3.6 million another 2 million went into maintenance reserve, If we have that unspent balance from the 21-22 budget. She would ask that they take a look at a couple of things in 2020, the numbers from LAN with the soft costs and a contingency cost would be about 8.9 million dollars and change, if we were to look at Ridge and Glen and say that's a 1959 state of the art heating system that is no longer state of the art, if we put that in as projects and get 40 percent we would have to have more money in our capital reserve.

She asked the Board to reconsider that resolution before our audit is done and put more into capital.

Mr. Dani stated per the facility committee recents notes, the HVAC is a priority, the current plan is to do Ridge and Glen HVAC systems using clean energy as much as possible to rely on less fossil fuels and they are exploring more of the green energy if it can be done. If they do that 5 million dollars will come from the state and the rest from the capital budget.

Mr. Dani suggested if that does not happen then we should definitely submit for the ROD grant. He suggested submitting to both places, if they don't get it from the HVAC grant then they can get it from the ROD grant. Mr. Dani reviewed the other identified projects from the facility committee. He added if the grants come forward then they can always go to the county superintendent and transfer the money from maintenance to capital.

Ms. Brogan suggested that they check within the grant application, if it stated that you don't have to indicate whether you have the funding because it is specific that you can't go out for referendum.

Ms. Kwak stated at the Finance meeting it was discussed that half a million was going to be adjusted for January 2023 that the 1.119 may not actually be there in the reserve, she is still waiting for the report. Before any reconsideration it would be helpful to know what the actual 2022 balances are.

Mr. Bisig confirmed that the auditors stated they will send him a draft of the report.

The board discussed the recommended projects, costs and grant application timelines.
To view this portion of the meeting scroll to 1:50.

VII. MOTION TO GO INTO EXECUTIVE SESSION

At 8:51 pm, Mr. Lembo moved that the Board go into Executive Session pursuant to New Jersey statute 10:4-12 to discuss a matter pertaining to personnel. The minutes of the closed session will be released when the need for confidentiality no longer exists.

Mr. Dani seconded the motion and it was unanimously approved.

Mr. Lembo announced that the meeting will close in Executive Session.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Mr. Scott Bisig, Business Administrator/Board Secretary; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources

Visitors:

There were approximately 20 visitors.

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. Recognition of Retirees

- Anjali Shah, Ridgewood High School

RHS Principal Jeff Nyhuis congratulated Anjali Shah for her 19 years of service with Ridgewood High School. Ms. Shah will retire at the end of the 2022-23 school year.

B. Student Representative Report

- Ava Martin, Ridgewood High School student represented reported the following:

Author and comedian, Michael McCreary, came to speak to all grade levels in the school. His book *Funny You Don't Look Autistic* was one of the selections for the "Tell Me Your Story" initiative this year.

On Sunday, February 5th, the Ridgewood Art Fusion Exhibit was held at the Stable.

Yesterday, Wednesday, the class of 2024 Parent Social Fundraiser took place.

On February 14, the Acabellas and the Maroon Me will be doing their annual Valentine's Singing Grams.

RHS students and science teachers will leave for a six day trip to Iceland. They will visit a geothermal power plant, hike a glacier, go inside a glacier cave, and see many waterfalls.

The RHS Spanish department is going on a trip to Spain.. Along with exploring cities, the students will take Spanish classes accompanied by students from other schools

Asian Fest will be celebrated next Friday and Saturday.

V. COMMENTS FROM THE PUBLIC

Kelly Buchsbaum, 113 Pine Street, Lorraine Haskis, 243 Lincoln Avenue, Rahul Bhatia 309 Stevens Avenue, Ms. Buchsbaum commented that Ridgewood High School Jamboree started in 1947 with parents coming together to produce a show to raise money for need-based scholarships for graduating RHS seniors, you have to be a resident of Ridgewood but your child needs to be in high school, but can go to the other high schools in the area, the scholarships are for RHS seniors heading to college. This is possible through the support of our community, our businesses, everyone who supports us through the journal. They thanked everyone for their support, the businesses and the parents that dedicate so much time. They had over 175 parents who are volunteering to come together and they want to thank the board members for your support and for all the publicity that they've had.

Mr. Bhatia commented that the final number was \$228,300. He stated that it is all because of four things, ads by merchants in and around town. Show tickets, they had the highest record of show tickets this year. Third is raffles, they had a raffle winner that took home \$27,000 so the remaining \$27,000 went to Ridgewood High School students. The fourth is donations.

Ms. Haskis encouraged everyone to visit RHS Jamboree.org because the beautiful ad journal in print is available on the website and they encourage you to look for it. There are also active links, and all of the supporters are listed. If you open a page online and click on that page, you go to their website, so please support them, it's important because they support us.

Mr. Bhatia also commented that if you missed the live show they will have an online rental, to see the show from the comfort of your own home.

Michael Yannone, 320 Kenilworth Ave., high school teacher and President of the Ridgewood Education Association, he is thoroughly confused by the resolution on tonight's agenda regarding the late start initiative. First let's be honest as written this resolution means nothing as it contains the word possibly, there's nothing binding about possibly. Possibly is what you say to someone when they are asking you to do something you really don't want to do but you want them to go away. I see what the Board is doing here. Second, as stated publicly several times at these meetings there is no way of knowing in advance that this initiative will result in additional financial costs yet the resolution makes this a condition of final approval. The only additional cost would be a result of not being able to tier the new high school bus routes. You can only find that out for certain after the fact, once you put the routes out to bid as once you do you're locked into those routes and the cost. As we have also heard at these meeting sphere's a very good chance those routes can be tiered if we bid soon. The later we bid, the greater the possibility that tiering will not be an option as other districts will secure those routes, so timing is everything and delay could be costly. You also heard last week that there was no impact on the REA contract, yet the resolution reads as if approval is contingent on having to renegotiate the contract. Again as presented there is no impact on the REA contract. Maybe you mean RAA. As REA President, he attended last week's presentation in case there were any contract questions, none were raised. He's also not received any emails or calls with questions in the week since. So again, why is this included? Is that the board's intention to blame teachers if later start does not happen, thus shifting the blame

away from themselves. The mere appearance to this board might look to pit its teachers against their students and their parents is really a bad look for all of you. No one be fooled. If this initiative does not happen, it will not be the REA's fault. Finally, I asked this board to remember their place that they do not run the district. The Board does not get a say on daily bell schedules or even whether school starts at 7:45, 8:20 or 8:30. Those decisions are to be made by District Administration. The role the Board does have here is in funding which brings us back to bussing. So knowing that the longer you wait the greater the chance the new routes will cost more, will this board tonight in addition to voting on this terrible resolution as written, direct the business administrator to put the new routes out to bid? If you are in favor of later start then it is the fiscally responsible thing to do. That is the vote that matters. Or are you simply just not for this in initiative?

Lynn Benson, 117 John Street, She is here to relay her thoughts with regards to the board resolution "to study and possibly implement a late start initiative at Ridgewood High School for the 2023-2024 school year" The reality is this has been studied for years. It's disappointing that this board is not making this official and committing to move this forward. Last week's presentation included the planned start time and end time at the high school and Mr. Nyhuis mentioned there are three class schedules he's considering and will choose one of them. That is ample information for the Board of Ed to make this decision. She trusts the principal. The question is, do you? As a board you say you don't get into the weeds of making decisions for the district with regards to busing this seems to be going in circles not knowing bids until a decision is made, but can't make a decision until we know the busing can be working out how much longer until there's confirmation that the busing will work. Other districts have been able to figure this out. What's holding this up? Is it boiling down to busing? What is the timeline to get that answer. Based on last week's comments it sounds like the busing should work out without additional costs but if there are additional costs what about a solution of Middle and High School students riding together? She brought this up a number of times. We got to get creative. We need to think out of the box. Princeton High School, among many others, opted for this solution and its been met with great success. We're now at the tail end and out of respect for our High School Principal, the administrators, the teachers, the parents and students to plan for this change. We're at the mercy of all of you to make the Board of Ed to make this decision. Please stop with study and possibly, think Mr. Yannone did an excellent job referring to the possibly as mentioned. This has been studied for years. When leaders make a decision they implement. Please be leaders and vote to move this forward.

Mary Romano Micale, 181 Spencer Place, she is very much in favor of later start and it is particularly after listening to the comprehensive presentation last week, it's clear that that's the direction Ridgewood should go in . However, she's making a public comment tonight to ask you not to vote on the resolution as written in the agenda that was published on Friday. The reasons for that are clear, it's not a resolution, it doesn't say anything, it does not express a clear intent, it does not give clear support, it essentially says we'll see, which is what she says to her kids when she doesn't really want to answer them. That's not enough at this time, we've been saying we'll see for many, many years but most recently in the past year it's time for decisions to be made. The second thing that concerns her about the language in the resolution is that for the first time it does put in writing, it codifies what appears to be barriers or contingencies that the board is considering before it will consider later start. It raises after possibly in studying and language that really gets you nowhere, it further says the board can basically change its mind and pull back any authorization for later start if there's something with the REA which was addressed by Mr.

Yannone, also if there is a financial cost. The language is so broad that as she reads it, if it's five dollars more, if it's ten thousand dollars more, the board can simply say no. You know that's not what they want to do well, that's not a resolution of support. That's go ahead do what you got to do and then maybe at the last minute if we don't like it we're not going to support it. That's not fair to the students, it's not fair to the people who've worked on it and it's not the way to move the ball forward. If the financial considerations were primary to the Board that should have been stated at the very beginning and then perhaps this entire process would have been done differently. As importantly, she thinks the number that they were talking about last week and with her understanding of the presentation, if the busing can be tiered then there should be no additional cost for transportation. Of course without bidding we couldn't get anything in writing form the busing companies so there was an estimate by the business office not the busing companies which said that at most our liability would be 250,000, not a smaller number. She understands that but when you take the 250,000 and consider it in light of a 130 million dollar budget and you do the math, it's less than one percent of the budget. So the question is that the concern that's going to be decisive for the board? Bottom line, a lot of work has gone into this and there has been a very clear explanation that later start is the right direction for the students of Ridgewood. She asks that you consider it, that you put your faith behind the administrators and that you authorize them to move forward on it is an important initiative. Our students deserve it.

Carolyn Holt, 249 Mountain Avenue, she had prepared something but pretty much everyone said everything. She was going to say that she's just here to urge you to move the ball forward. Last week, she remembers Dr. Robinson saying the why, is the students and that continues to be the case. That's why we're all here, so she's asking you to reword the resolution that had been published on Friday that is more of a definitive decision of moving forward with later start.

Deborah Steinbaum, 295 Grandview Circle, thanked the board for being here and for considering the later start decision. She's here to say it's time to help our students. It's time to stop talking about this and make a change. It's time to help students with mental health problems. If any of you saw the New York Times, the top of the headlines today is how many girls are having mental health and suicidality and it's increasing since we've been back to school. When kids are in school these things happen. Guess what's one of the easiest ways to help kids, start school later. It's time for us to protect our students' academic performance, when kids sleep later they do better in their sports, they have better accuracy, they have shorter sprint times, they also have less injury rates and given what she sees in our athletes that's something we can and should be doing for them. It's time to take back this horrible schedule that's been forced upon them and help families actually get along when people have looked at what happens after we shift school start times, parents report better relationships with their children. She really does not want us to flash forward ten years and say, oh we could have done this and we didn't and we put it off and now we're learning all the consequences of lack of sleep in kids and everyday there's something new that we learn, new diseases that are tied to insufficient sleep and adolescence. She doesn't want anyone feeling that we're responsible for seeing diseases in our children as they grow older because of this. She has three more points to make in response to some things that people have said. In terms of bussing multiple districts have dealt with this, there are experiences for us to talk with and to gain insight from schools that have combined middle school and high school for bussing have actually reported better behavior because the older kids have to behave for the younger kids and the younger kids look up to the older kids, so bussing does not need to be an issue. Financially, there are numerous financial benefits that even though there may be an initial cost including decreased tardiness, decreased absenteeism, higher academic scores all of those

things are important for a district. The kids who actually do best when start times are delayed are the kids with the greatest trouble in school and that's a huge financial impact on their lives, but just not in the short term. Finally, with regard to what our student representative said, when Chattham, one of our neighbors in New Jersey, changed its school time they did a very brief survey of their students and over 90 percent of the students said that the change in start from a 7:40 to an 8:20 start time either had a positive impact or no impact over 90 of the students.

Kelly Buchsbaum, 113 Pine Street, she has been a very active parent in the district for many years, her son is now a senior and from pre-k public school which he attended in the red program through today, they have talked about this and we've heard parents, we've heard students and especially we've heard medical experts and educational experts. Why haven't we done this already? Another expression is kicking the can, she's not saying that's what we're doing, but it feels like it and definitely we'll see. We want to make a decision, you have everything you need, especially from Mr. Nyhuis who's been such a leader on this for so many years. He came up with a plan for you, it's all on a plate. We need to get this done.

(name), commented about the REACH program, the transitional kindergarten at the Glen School. The program is basically for kids who miss the kindergarten cut off due to their date of birth being after October 1, which is the state requirement. He has twins and when he tried to enroll them into the program back in December, he was already informed that there is a wait list and he wanted to enroll them for September which is nine months out at this point. He spoke to the coordinator there and it seems that the waitlist is still active, there are no cancellations and he has no clarity as to whether they would be able to get in and his sense is that they won't. His personal view is that this is the right approach for the program, he understands that it's open for nonresidents and for kids that would qualify for kindergarten and he thinks it would make sense to be inclusive but he would also like his kids to take advantage of the program given that transitional kindergarten is essentially designed for someone like them. He hopes they can get in, he does not know if the board has any plans to open another class given that there is a wait list, he kind of doubts it, but he thinks this is something that should be considered given that we have kids that qualify that can't get in. If there are no resources perhaps there should be a different approach for getting in because if there is a waitlist for September in December clearly this is not working.

Lily Farhead, 85 North Pleasant Avenue, Calling to show her support for later school start time and she hopes that you make this decision to move forward.

Peter Maulton 294 West End Avenue, calling reference to items other than late start support and resolution that is appropriate. He wants to hear further discussion in regards to what's appropriate for World Language for our young learners. It was discussed possibly that teachers would teach other languages, at least that was inferred by the board, that doesn't seem appropriate. Teachers wouldn't be equipped to understand other languages and there should be some type of a standard in regards to having teachers and having language taught to our youngest learners. We have a diverse community, however we need to think about all of our children and especially the children that do not know other languages. That skill is something that has been shown that is very valuable in terms of different ways of learning and that he thinks we are falling behind in regards to our youngest students and also mandates from the state. In terms of physical education this goes back now many months ago, they keep bringing it up and maybe he's missed a resolution in regards to additional physical education time for elementary school, from a presentation that was brought to the school and that the high school had more physical education than was necessary,

have not seen a reallocation in that regard. Hopefully that is being considered. It seems to be more of a challenge is the school calendar, because of diversity in our area which is fantastic, that we keep whittling away at our longer periods of time off for children and the ability for us to travel with children and to show them the world without taking time off of school and there was another day that recently came on, he believes that took an emergency day away and just thinking about the calendar, possibly having no test days for the religious holidays however maintaining some of those longer periods of time instead of single days off periodically through the year for religious holidays. We had added Juneteenth which also added more stress to those longer periods of time that we'd be able to take off. Last two items, one intramural sports and if there has been additional conversation in regards to a possible intramural program. We would need to start thinking about that for the next year if that was something that was being considered. Finally, we have high school representatives there for the students which are very thoughtful. It would be great if we had some representatives from elementary schools and middle schools. We had an overwhelming amount of teachers last year coming showing challenges in regards to elementary schools, are we really hearing all of the things that are happening and some of the support that is necessary of lower education areas.

Kristen Plumley, 169 Cottage Place, calling in regards to later start time. The research has been done for years across our country in our village, the science has shown that later start times are beneficial for our older students. If it comes down to money for bussing, she just does not understand how that can get in the way of facts showing that children will benefit in many different ways academically, emotionally, physically certainly and having a later start time. Find me a parent who has never said I want to do my best for my child, I think as a town we want to do the best for our children so if the facts are staring us in the face, how can we let anything especially something like bussing stand in the way of what is beneficial to our kids. Please consider later start time very seriously and please rewrite your resolution and let's get this going because we all want what is best for our children.

VI. SUPERINTENDENT REPORT

Dr. Fitts thanked the parent/guardian community for their excellent participation and support district-wide. We are preparing the budget to incorporate total compliance; it is a healthy budget that is quite extensive.

Dr. Fitts visited Orchard School second graders who interviewed the Interim Superintendent. He was impressed with all of the students' interview skills.

VII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance of Conferences.

A. ATTENDANCE AT CONFERENCES

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

Mr. Lembo moved approval of A. Attendance of Conferences, with the corrections.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration.

Ms. Kwak requested to remove item ii. Second Reading and Adoption of New Policy as a separate vote.

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

Ms. Kwak approval of B. Administration item i. Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

ii. Approval: Second Reading and Adoption of New Policy

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the second reading and adoption of the new policy as listed below and in **Attachment B**.

➤ Bylaw 0155.1 Board Member Participation at Board Meetings Using Electronic Device

Ms. Kwak approval of B. Administration item ii. Second Reading and Adoption of New Policy

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak

Ms. Kwak requested her comment be noted for the record. This policy is the approval and second reading and adoption of a new policy that would permit the Ridgewood board of Education Trustees to participate remotely using an electronic device. She firmly believes in transparency and accountability. This is a policy of convenience for elected members and does very little or nothing to elevate the public's trust in board governance or promote student progress. We have earned the votes to be in a position to cast our votes on important matters and she believes that we should do that in public, in full view of our constituents so for that reason she's voting no.

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

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

ii. Approval: New Community School Courses for Spring 2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves the New Community School Courses for Spring 2023, as listed on **Attachment D**.

iii. Approval: Agreement with Seattle Girls' School, Rosetta Lee

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a professional development agreement with Seattle Girls' School, Rosetta Lee. Ms. Lee will provide a full day of diversity, equity, and inclusion professional development on March 13, 2023 in the amount of \$3,500. This professional development will be paid for with ESSER III Educator Support funds.

The Board has received background information.

Ms. Brogan moved approval of C. Curriculum and Instruction.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES**i. Appointments**

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
K-12 Summer 2023 School Principal/Special Needs Summer School (ESY) Coordinator						
Aday, Douglas	Principal/Coordinator	District	2023 Summer	N/A	\$18,540	11-212-100-101-66-04-024-001
Teachers						
Fox, David	LOA Special Education Social Studies Teacher	RHS	02/09/23-06/23/23	Provisional Teacher of Social Studies	\$62,867 Cl. BA, St. 1	11-140-100-101-05-10-019-000
Schaeffer, Margaret	Acting Grade	RHS	01/02/23-01/20/23	Standard Teacher of	\$315 per diem	11-000-240-103-00-10-019-000

	Advisor		revision	English		
Long-term Substitute						
Barbour, Betsey	English Elective	BFMS	02/23/23-06/23/23	Standard Teacher of English	\$185 per day	11-130-100-101-00-00-019-002

Field Placements

Name	College/University	Placement	Supervisor	Location	Effective Date
Germano, Sara	Montclair State University	School Psychology Practicum	Allison Barba	GWMS	02/06/23-06/01/23
Mitchell, Trish	Bergen Community College	Observation for 10 hours	Jennifer Osenbruck	Glen	03/02/23-03/23/23
Rodriquez, Kassandra	Montclair State University	School Psychology Practicum	Allison Barba	GWMS	02/01/23-05/23/23

Infant/Toddler Development Center Aides

Name	Assignment	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Damstra, Jamie	Teacher Assistant - Step 1	8	5	\$16.00	02/14/23-06/30/23	11-000-217-106-00-04-024-001
Statuto, Christina	Teacher Assistant - Step 1	8	5	\$16.00	02/14/23-06/30/23	11-000-217-106-00-04-024-001

Additional: Spring 2023 Coaching Assignments**Lacrosse****Girls Head Lacrosse Coach**

Remove: TBD

Replace: Montegari, James, St. III, 0.090 ratio, Total Stipend \$8,527

Ridgewood Community School Employees - Spring Semester 2023

Resolved that the list of individuals listed on **Attachment E**, be approved to work for the Ridgewood Community School for the Spring 2023 Semester. Salary range is \$25-\$75 per hour and/or \$12-\$125 per participant and/or \$65-\$475 per course.

ii. **Change in Salary Classification, effective February 1, 2023 through June 30, 2023, in accordance with the REA/Board Agreement**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Changes in Salary Classification, effective February 1, 2023 through June 30, 2023, in accordance with the REA/Board Agreement, as listed on **Attachment F**.

iii. **Change of Assignments for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Teacher						
Aday, Douglas	1.0 FTE Special Education (Social Studies) RHS	\$103,465 (\$98,252 + \$300 CP + \$4,913 ratio) Cl. MA+45, St. 14	1.40 FTE Special Education (Social Studies) RHS	\$142,766 (\$137,553 + \$300 CP + \$4,913 ratio) (non-pensionable) Cl. MA+45, St. 14	02/10/23-03/24/23	11-213-100-101-00-10-019-000
Alvarez, Lisette	1.0 FTE School Psychologist RHS	\$103,402 (\$98,192 + \$300 CP + \$4,910 ratio) Cl. DR, St. 13	1.0 FTE School Psychologist and .20 FTE Social Worker RHS	\$123,040 (\$117,830 + \$300 CP + \$4,910 ratio) (non-pensionable) Cl. DR, St. 13	12/06/22-04/10/23 revision	11-000-219-104-00-10-019-000
Barba, Allison	1.0 FTE School Psychologist GWMS	\$82,506 (\$78,577 + \$3,929 ratio) Cl. MA+45, St. 3	1.0 FTE School Psychologist GWMS and .10 FTE Social Worker RHS	\$90,364 (\$86,435 + \$3,929 ratio) (non-pensionable) Cl. MA+45, St. 3	12/06/22-04/10/23 revision	11-000-219-104-00-10-019-000
Batista, Giselle	1.0 FTE School Psychologist RHS	\$95,080 (\$90,267 + \$300 CP + \$4,513 ratio) Cl. DR, St. 8	1.0 FTE School Psychologist and .20 FTE Social Worker RHS	\$113,133 (\$108,320 + \$300 CP + \$4,513 ratio) (non-pensionable) Cl. DR, St. 8	12/06/22-04/10/23 revision	11-000-219-104-00-10-019-000
Bray, Ariana	1.0 FTE Behavior Therapist RHS	\$79,923 (\$76,117 + \$3,806 ratio) Cl. MA+30, St. 4	1.0 FTE Behavior Therapist and .20 FTE Special Education RHS	\$ (\$91,340 + \$3,806 ratio) (non-pensionable) Cl. MA+30, St. 4	02/10/23-03/24/23	11-000-219-104-00-24-019-000
Carr, Deborah	LOA Special Education GWMS	\$62,867 Cl. BA, St. 1	LOA Special Education (English) RHS	\$62,867 Cl. BA, St. 1	01/23/23- TBD	11-213-100-101-00-09-019-000

Fisher, Isabelle	1.0 FTE School Psychologist BFMS	\$82,506 (\$78,577 + \$3,929 ratio) Cl. MA+45, St. 3	1.0 FTE School Psychologist BFMS and .10 FTE Social Worker RHS	\$90,364 (\$86,435 + \$3,929 ratio) (non-pensionable) Cl. MA+45, St. 3	12/06/22-04/10/23 revision	11-000-219-104-00-08-019-000
Hegewald, Patricia	1.0 FTE LDT-C RHS	\$121,871 (\$115,782 + \$300 CP + \$5,789 ratio) Cl. MA, St. 18	1.0 FTE LDT-C and .20 FTE Social Worker RHS	\$145,027 (\$138,938 + \$300 CP + \$5,789 ratio) (non-pensionable) Cl. MA, St. 18	12/06/22-03/31/23 revision	11-000-219-104-00-10-019-000
Kilcullen, Michael	1.0 FTE Transition Coordinator RHS	\$84,667 Cl. MA, St. 12	1.0 FTE Transition Coordinator and .20 FTE Special Education RHS	\$101,600 (non-pensionable) Cl. MA, St. 12	02/10/23-03/24/23	11-000-219-104-00-10-019-000 11-213-100-101-00-10-019-000
Lynaugh, Sean	1.0 FTE Social Studies Teacher RHS	\$91,552 Cl. BA+30, St. 15	1.0 FTE Social Studies Teacher and .20 FTE AP Psychology Teacher RHS	\$109,862 (non-pensionable) Cl. BA+30, St.15	11/17/22-01/25/23 revision	11-140-100-101-05-10-019-000
Valeri, Amanda	1.0 FTE LDT-C RHS	\$94,408 (\$89,627 + \$300 CP + \$4,481 ratio) Cl. MA+45, St. 9	1.0 FTE LDT-C and .20 FTE Social Worker RHS	\$112,333 (\$107,552 + \$300 CP + \$4,481 ratio) (non-pensionable) Cl. MA+45, St. 9	12/06/22-04/10/23 revision	11-000-219-104-00-10-019-000
Support Staff						
Abrunzo, Georgia	Data Systems Administrator Ed Center	\$125,740	Data Systems Administrator and Data Coordinator Ed Center	\$125,740 plus \$500 per week	01/16/23-TBD	11-000-252-104-08-31-019-000

iv. Resignations for the Purpose of Retirement

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

Name	Assignment	Location	Years of Service	Effective Date
Hegewald, Patricia	LDT/C	RHS	13	04/01/23
Nast, Jeanette	LDT/C	Somerville	27	07/01/23
Shah, Anjali	Science	RHS	19	07/01/23

v. Resignations

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

Name	Assignment	Location	Effective Date
Paraprofessional			
Alessi, Taylor	Applied Behavior Analyst (ABA)	Ridge	02/06/23
Cater, Caroline	Applied Behavior Analyst (ABA)	RHS	01/24/23

vi. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Friedman, Laura	Special Programs	RHS	Medical/ FMLA	Revision	N/A	N/A	11/24/21-03/29/23	03/30/23
Mansbach, Molly	First Grade Teacher	Orchard	Medical/ FMLA	Revision	11/07/22-12/30/22	01/02/23-03/29/23	N/A	03/30/23
Mayer, Jessica	Physical Therapist	Ed Center	Medical/ FMLA	Revision	01/11/23-02/14/23	02/15/23-05/31/23	N/A	06/01/23
Mellozzo, Karen	School Social Worker	RHS	Medical	Revision	12/06/22-03/30/23	N/A	N/A	04/10/23
Sieck, Allison	Special Education	RHS	Medical/ FMLA	Revision	02/14/23-04/19/23	04/20/23-06/30/23 and 08/31/23-09/30/23	10/01/23-06/30/24	09/01/24

Supplemental Pay Beyond Contract

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

Chaperones

Name	Trip Activity	Dates	# of Nights per person	# of hours/ Days per person	Hourly Daily Rate per person	Total not to exceed per person	Account #
Benjamin Franklin Middle School							
Bergen, Joseph	Region Jazz Auditions	03/13/23	N/A	3	\$40.17	\$120.51	11-401-100-101-00-08-008-001

Gelenius, Mariann	Concert	01/24/23	N/A	.50	\$40.17	\$20.09	11-401-100-101-00-08-008-001
Litvak, Roman	Concert	01/19/23	N/A	1	\$40.17	\$40.17	11-401-100-101-00-08-008-001
Ridgewood High School							
Rehain, Kelsey	Ski/ Snowboard	01/13/23 02/08/23 02/15/23	N/A	21	\$40.17	\$843.57	11-401-100-101-00-10-010-001
Bourque, Steven Dolby, Luke Knott, Ronald Mende, Allison Mitola, Candace Reilly, Nancy Yannone, Meredith	Sophomore Semi-Formal	02/09/23	N/A	4	\$40.17	\$160.68	11-401-100-101-00-10-010-001
Cronk, Paul Gigante, Stefanie Kase, Sean Mason, Amy Monahan, Timothy	Spring 2023 Athens Rome	03/29/23 - 04/06/23	8	N/A	\$200	\$1,600	11-401-100-101-00-10-010-001
Cronk, Paul Mendez, Karen Yannone, Meredith Yannone, Michael Watson, Andrea	Fall 2023 Italy Trip	11/08/23- 11/15/23	7	N/A	\$200	\$1,400	11-401-100-101-00-10-010-001
Ardese, Lynn Bray, Natalie Garlasco, Casey McDermott, Michael Stucke, Mallory	DECA	02/27/23- 02/28/23	2	N/A	\$200	\$400	11-401-100-101-00-10-010-001

Watson, Andrea								
Special Programs								
Moustafa, Nada	Broadway	04/19/23	N/A	5	\$22.19	\$110.95	11-000-217-106-00-10-024-001	

Additional: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours per person	Hourly Rate per person	Pay per person	Total not to exceed per person	Account #
Orchard Elementary School									
Fischer, Katherine	Yearbook	N/A	N/A	N/A	20	\$40.17	N/A	\$803.40	11-401-100-101-00-10-010-001
Travell Elementary School									
Torney, Melanie	Yoga	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-10-010-001
revision									
Torney, Melanie	Kindness	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-10-010-001
Ridgewood High School									
Calandra, Larura Kaplan, Nancy	Morning Show	N/A	N/A	N/A	N/A	N/A	N/A	\$900	11-401-100-101-00-10-010-001
								revision	
Gigante, Anthony	Squad	N/A	N/A	N/A	50	\$27.00	N/A	\$1,350	11-401-100-101-00-10-010-001

Lunch Time Supervision

<u>Name</u>	<u>Assignment</u>	<u>Location</u>	<u># Days per Week</u>	<u>Hourly Rate</u>	<u>Effective Date</u>	<u>Account #</u>
Darakjy, Christa	Lunch Duty	RHS	5	\$25.90	01/02/23-06/21/23	11-140-100-101-00-10-010-001
Mahklouf, Nehrín	Lunch Duty	RHS	5	\$25.90	01/02/23-06/21/23	11-140-100-101-00-10-010-001
Maxwell, Athena	Lunch Duty	RHS	5	\$25.90	01/02/23-06/21/23	11-140-100-101-00-10-010-001

Minichini, Gina	Lunch Duty	RHS	5	\$25.90	01/02/23-06/21/23	11-140-100-101-00-10-010-001
Policelli, Amy	Lunch Duty	RHS	5	\$25.90	01/02/23-06/21/23	11-140-100-101-00-10-010-001

Curriculum, Instruction & Assessment

Fall/Winter Inservice Course (Science Technology), to be funded by ESSER Funds

- Scire-Banchitta, Victoria, not to exceed 6 hours, at an hourly rate of \$53.33 (\$319.98).

Account #20-488-100-101-00-22-022-001

Community Outreach Program Speaker Event

- Labenda, Charlene, not to exceed 3 hours, at an hourly rate of \$39.88 (\$119.64).

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

viii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Clarke-Anderson, Kathleen

Konstantinidis, Irene

\$150 Daily Rate

*Related to staff member

Mr. Lembo moved approval of D. Human Resources.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo recognized all of the retirees and thanked them for the many years of service to the district.

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as

indicated.

Donations			
Donor	Amount	Use	Account Number
Arthur R Stuff	\$1,274.25	To be used to purchase an engraved bench and installation.	20-015-100-890-00-10-010-002
Ridgewood High School Student Activity Account	\$866.90	To be used for time cards for overnight chaperones for the ALPS Winter Cross Country Ski Trip. January 27 - January 29.	20-033-100-101-00-10-010-002 (\$800.58 - STIPEND) 20-033-200-220-00-10-010-002 (\$66.32 - FICA)
Ridgewood High School Student Activity Account	\$866.90	To be used for time cards for overnight chaperones for the ALPS Downhill Ski Trip. January 6 - January 8	20-033-100-101-00-10-010-001 (\$800.58 - STIPEND) 20-033-200-220-00-10-010-001 (\$66.32 - FICA)

ii. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2022-2023 school year, as listed below:

Contractor	Service	Schedule	Rates
Stepping Forward Counseling Center	Home Instruction Services	22-23 School Year	\$100/hour
ACES (Assessments, Counseling and Educational Supports)	Specialized Educational Assessments	22-23 School Year	\$900-\$1,200

iii. Approval: Vendor to Provide E-Ratable Data Networking Equipment for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the vendor to provide Data Networking Equipment as listed on **Attachment G**.

iv. Approval: Additional 2022-2023 School Year Non-Budgeted Out-of-District Placements

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, the additional 2022-2023 School Year Out-of-District non-budgeted placements as listed below.

School	# of students
Bergen County Special Services, Emerson, NJ	1
Bergen Ctr For Child Develop., Haworth, NJ	1
Sage Alliance, Mahwah, NJ	1

v. Approval: Additional Non-Budgeted Out-of-District Extraordinary Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, the additional 2022-2023 School Year out-of-district non-budgeted extraordinary services as listed below.

School	# of students
Bergen Ctr For Child Development, Haworth, NJ	1

Mr. Lembo moved approval of Finance.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo read the donations into the record and thanked the responsible parties.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda

VIII. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Agreement with FKA Architects for Professional Services at Orchard Elementary School

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with FKA Architects for professional services in connection with the installation of sidewalks, repair of existing stairs and foundations for an outdoor classroom at Orchard Elementary School in the amount of \$4,500.

The Board has received background information.

Ms. Kwak moved approval of A. Agreement with FKA Architects for Professional Services at Orchard Elementary School

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

B. Approval: Agreement with FKA Architects for Professional Services in the STEM Lab at

Ridgewood High School

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with FKA Architects for professional services in connection with the installation of new mechanical equipment to provide an exhaust and ventilation system in the STEM Lab at Ridgewood High School in the amount of \$9,500.

The Board has received background information.

Mr. Lembo moved approval of B. Agreement with FKA Architects for Professional Services in the STEM Lab at Ridgewood High School

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

A discussion regarding approval for the woodshop ventilation FKA project ensued.

To view this portion of the meeting scroll to 1:15.

C. Approval: Agreement with FKA Architects for Professional Services at Ridge Elementary and Glen School

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with FKA Architects for professional services in connection with the feasibility study to replace the complete mechanical systems at Ridge and Glen Elementary Schools in the amount of \$19,800.

The Board has received background information.

Mr. Lembo moved approval of C. Agreement with FKA Architects for Professional Services at Ridge Elementary and Glen School

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

A discussion regarding the money for the PSE&G clean energy program funding, maintenance and capital reserves accounts, and the ROD grant ensued.

To view this portion of the meeting scroll to 1:18.

D. Approval: Later Start Initiative Support and Implementation at Ridgewood High School

The Ridgewood Board of Education supports the Interim Superintendent's recommendation to study and possibly implement a Late Start Initiative at Ridgewood High School for the 2023-2024 school year. This Board resolution of support is subject to future Board approval should the Late Start Initiative at Ridgewood High School for the 2023-2024 school year result in any additional financial costs and/or required sidebar agreements with the Ridgewood Education Association related thereto.

Mr. Lembo stated that he is going to table D and read a new resolution that he would like to introduce. He's read it as follows:

Approval for Implementation of the Later Start Initiative at the Ridgewood High School

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of schools approves the implementation of the later start initiative at the Ridgewood High School with school starting at 8:20 am and ending at 3:05 pm with period nine available to students until 3:30 pm. The High School administration working with staff and students will determine the structure for the instructional day and length of class periods within the 8:20 am and 3:30 pm parameters. This is for the 2023-2024 school year.

Mr. Lembo stated that he wants to be clear on this resolution though, he wants it to be known, and confirmed with Mr. Bisig that any resolution that is passed and if this resolution passes this evening the Board can always come and either amend a resolution or propose a new resolution. If there's a financial impact, contractual issues, if that arises from this, we can always make a new resolution.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

Before the vote, Mr. Lembo confirmed that he is amending the resolution by replacing it.

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak

Mr. Dani requested that his comments be included in the minutes. The resolution or the timings that were proposed by Mr. Nyhuis are something that he's been beating on since this discussion started, instead of trying to go to 8:30 and instead of trying to reconfigure all these schools. elementary, middle and these schools let's just focus on removing the elementary school for the picture. He was saying let's do middle and high and just do 15-20 minutes difference and we can adjust each class by two-three minutes and the lectures and class, the lesson plans and everything will not change and it will be incremental change. He thinks what Mr. Nyhuis has proposed is very close to one of the plans for 50, 70, 50 is very close to that where lesson plans and routine and schedules don't change and it's a 20 minute gap. It is very close to what he had been advocating for so long, but we had an agenda item and that covers some of the legal language, it was presented by our Superintendent and vetted by our attorney and it basically as a board we cannot just say that whatever future budget is or whatever future contract is we are approving that. We can't approve a future number without knowing that, we can put some parameters, we can say up to 250,000 or up to 300,000. We are ok with that, but we can't just say no impact without knowing the exact impact on the budget. We can't just open endedly vote, we should not. It is our fiduciary responsibility is towards looking at contracts and looking at budget. The board President and the other board members had four days since this was published. This was published on Thursday, they had four days to go back to the attorney, work it out and come back with a resolution that was acceptable to them instead of updating it on the fly and that new resolution should have been circulated to the board members with the language that is acceptable to our attorney because we hire an attorney to make sure that legalese are correct. He understands and he agrees with removing the possibility or possible part or the vague support, we could have given that first paragraph full support with the 8:20 to 3:05 but removing any dependency on the budget we can say 200, we can 300.000, but removing any dependency on that and when REA president and Mr. Nyhuis are saying there will be no impact on the agreement, then I don't see what's the harm in saying that now we are assuming there's no impact on the agreement and if there will be an impact later on then we will have to revisit that. We can't just open endedly vote on that, so I'm going to vote abstain from this amendment

and then he's going to propose a follow up amendment to this resolution.

Ms. Kwak requested her comment be placed on the record. We have made alternative schedule priority on a district goal so to be able to vote at this moment is very rewarding. She was hoping for more information at the last presentation but at least we have the broad parameters. She still would like to know and we've studied this at great lengths, we meaning the administration, she would still like to know about tiering which has come up quite a bit. What makes a route tierable or not, is it the number of minutes that you have to put as a buffer between buildings, she does not know and that was an important point, a question that has some financial implications, funding repercussions and that would have been helpful to have after having studied this for so long. Another one would be what is the point of diminishing returns, is it 8:20 versus 8:15, versus 8:10? What are some of the benefits of going to 8:20 versus 8:10? At one point she thought that we could do 8:10 last year. She's supportive of this; she just wishes she had more information and that's why she's curious to know what the amendment would provide. At this moment, this amendment, she will abstain and wait for the next version.

Mr. Dani stated that the process is not complete, they have voted on an amendment. They still have to vote on an amended version.

The Board further commented on the revised resolution.
To view this portion of the meeting scroll to 1:34.

Mr. Dani made a motion to amend the resolution that is on the table as follows:

Whereas the Interim Superintendent recommended a resolution for later start times, vetted by the BOE attorney, which was published in the public agenda as follows, he requested to include the original resolution as follows:

The Ridgewood Board of Education supports the Interim Superintendent's recommendation to study and possibly implement a Late Start Initiative at Ridgewood High School for the 2023-2024 school year. This Board resolution of support is subject to future Board approval should the Late Start Initiative at Ridgewood High School for the 2023-2024 school year result in any additional financial costs and/or required sidebar agreements with the Ridgewood Education Association related thereto.

And, whereas the above resolution was revised by a motion to amend the resolution. The board now takes a vote on the amended resolution which reads as follows, he requested to insert the revised resolution:

Approval for Implementation of the Later Start Initiative at the Ridgewood High School
The Ridgewood Board of Education upon the recommendation of the interim superintendent of schools approves the implementation of the later start initiative at the Ridgewood High School with school starting at 8:20 am and ending at 3:05 pm with period nine being available to students until 3:30 pm. The High School administration working with staff and students will determine the structure for the instructional day and length of class periods within the 8:20 am and 3:30 pm parameters. This is for the 2023-2024 school year.

Ms. Brogan stated that she doesn't understand this motion since they voted to replace it.

Mr. Lembo added that he thinks what Mr. Dani is trying to do is put it in the minutes, the original resolution and what it was now amended to.

Ms. Kwak seconded the motion which followed by a roll-call vote:

AYES: Mr. Dani, Ms. Kwak

NAYS: Ms. Brogan, Mr. Mahmoud, Mr. Lembo

Mr. Dani requested a roll call on the amended resolution and the Board discussed voting on the amendment and the resolution.

To view this portion of the meeting scroll to 1:410.

Mr. Lembo read the walked-in resolution:

E. Approval: Agreement with FKA Architects for Professional Services at Ridgewood High School

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with FKA Architects for professional architectural services for the roof replacement project at the Science Wing of the Ridgewood High School in the amount of \$42,875.

The Board has received background information.

Mr. Lembo moved approval of E. Agreement with FKA Architects for Professional Services at Ridgewood High School

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

IX. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Lembo.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Jan 23	Columbia Bank On-Line	108875-108925	531,917.37
Jan 24	Columbia Bank On-Line	108926	45,000.00
Feb 6	Columbia Bank On-Line	108927-109129	950,864.37
Dec 5	Electronic Transfer	C42960	881.44
Dec 7	Electronic Transfer	C42961	6,771.69

Dec 31	Electronic Transfer	F42962	12,467.87
Feb 15	Electronic Transfer	H43017	1,213,824.65
Dec 31	Electronic Transfer	R42963	32,111.73
Jan 24	Electronic Transfer	R43015	15,000.00
Feb 6	Food Service	620415-620416	251,353.76
Jan 19	Void Check	108098	(312.40)
Jan 23	Void Check	106958	(550.00)
Jan 23	Void Check	108848	(1,701.56)
Jan 25	Void Check	107802	(29,991.38)
TOTAL			3,027,637.54

Mr. Lembo moved approval of bills approved by him.

Ms. Brogan seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

X. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced that Art Fusion is at The Stable that runs through the month of February and includes RHS student art on mental health. The Ridgewood Health Department and West Bergen Mental Health and Ridgewood Parks and REcreation and supported by the Stigma Free Committee about "How to Spot School Based Anxiety - tools, tips and techniques" it is on Wednesday March 8 from 7-8pm.

Ms. Brogan thanked the District and Susan Nold for bringing in Michael McCreary to speak. He was very engaging and gave a look into a different way of seeing the world. He is autistic, on the spectrum, a wonderful speaker and visited the self-contained classes.

Mr. Lembo announced that Jamboree was amazing. Hawes Elementary School had their moon landing last week. Travel had their production of Willie Wonka. Somerville had their Lip Sync, which is the annual event. Spring sports groups are starting to pop up.

Ms. Brogan added that Super Science Saturday is in its 35th year; it is now back in person on Saturday March 4, 9:00 - 1:30.

XI. BOARD COMMITTEE REPORTS

The Finance committee met before the Board meeting and approved the December financials.

The Facilities committee met regarding the Willard project, it is almost done. Aramark and Mr. Bisig are recommending that we move forward with the same technology and changes for BF and GW and identified a grant for that for approximately \$270,000.

XII. DISCUSSION ITEMS

Mr. Dani asked Dr. Fitts if he has any update on the district goals.
Dr. Fitts stated he is not prepared to engage in a discussion tonight.

Ms. Kwak stated in anticipation on the Alternative Schedule initiative, they have allocated surplus funds for next year. She urged the Board Trustees to wait for the audit report to see what the financial implications are.

Ms. Kwak stated that there is a version of a resolution on the late start initiative that she has here and she thinks would have gotten a unanimous voting. There is support for it, it was just the way it read on the agenda and how they had to discuss the language which took away from some of it.

Mr. Mahmoud stated for the record, that he would not have supported the resolution that is on their table.

XIII. ACCEPTANCE OF MINUTES

- January 9, 2023 Reorganization and Regular Public Meeting
- January 23, 2023 Executive Session

Ms. Brogan commented that on the January 9 minutes, where the list of board meetings are posted, although the adjusted dates are posted on the website she would like it to reflect on the minutes. The August meeting was changed to August 28 and eliminated the September 5 meeting.

Ms. Kwak requested to table the January 9 Meeting Minutes for edits to include Ms. Brogan and Ms. Kwak's revisions.

Ms. Brogan moved the January 23, 2023 Executive Session minutes.
Mr. Lembo seconded the motion which was unanimously approved.

XIV. OTHER BUSINESS

None at this time.

XV. COMMENTS FROM THE PUBLIC

Mary Romano Micale, 181 Spencer Place, She thanked Mr. Nyhuis, all of the parents watching at home who starting this ten years ago, each of the Board members. She knows everybody put a great deal of work in ways that you thought were best and she thinks the result tonight is fantastic. She's absolutely thrilled and thinks it's a real win for the district and for the students. Thank you, we appreciate your time.

Mr. Nyhuis, 627 East Ridgewood Ave, thanked all of the board members for your support and

consideration, he will not let you down, he will not let the students down. He is committed and he's ready to do this with the help of his staff and the support from the parents. He has received many letters of support this week and he wants to thank all of the parents who've reached out to him. He also wants to open it up that we could have many people with questions and there are a lot of things to discuss. He's talked to Carolyn Holt, HSA President and they will do a Q&A at the next HSA meeting for any parents that have any questions. Students are always welcome. He has been making his way around the building having small conversations with the staff about the schedule for next year. In the area that a lot of people have questioned about the 20 minutes lost when you calculate the 900 minutes that we are getting back from not having the enrichment mornings anymore. It works out to about 2 minutes per class period and he thinks it is important for people to hear that. The staff is very confident that they can cover the instruction and curriculum with that amount of time.

Carolyn Holtz 249 Mountain Avenue, she wanted to thank everyone. There have been so many people involved in this over the years. She appreciates that you were open minded about it in the beginning of the year and found a way to move it forward. She thanked Jeff Nyhuis for his never ending support on this initiative for our students and she's really optimistic for our school. She thinks it's going to be great, she's looking forward to hearing all the great stats that come out of this in the coming years.

Laurie Weber, 235 South Irving Street, she has watched and listened and as a student way back in the stone ages she sure would have functioned better on the new schedule. She is in favor of serving the students and their well being and their ability to learn. In regard to the confusion over the late start resolution vote, she took a break from the live meeting and went back and listened to what Mr. Lembo said initially and his exact words were to the effect, he wanted a new resolution he'd like to introduce and she thinks what happened was Mr. Dani was pointing out that Mr. Lembo can't unilaterally change what was published but the board could discuss it and vote on it and she kind of wishes the board had discussed that and what Mr. Dani proposed and come to a conclusion about the resolution itself before they voted. Doing it piecemeal like that she thinks is where the confusion lies and why Mr. Dani was not thinking that they actually voted on the resolution. She thinks typically the board what she's watched over the past few decades has a full discussion and then decides what they're going to actually vote on and that's not what happened but it's worth noting that Mr. Lembo also gave a pretty hefty disclaimer before the vote basically that the resolution could be changed, it could be replaced so while she can appreciate some of the concerns raised by the public, she doesn't think they were served by what Mr. Lembo did. She thinks Mr. Lembo made it sound like he was listening to them but basically if they were really listening they heard him give that disclaimer that this change that was proposed and voted on favorably by three board members was not different than the original resolution. The changes were not meaningful because they were given under the advisement that they could change. She hopes the people who took the time to listen in or attend really pay attention to that because when all is said and done this resolution is not binding and you really are going to have to stay on this and make sure that this happens and not just feel like, yes we've been heard because you know what she doesn't think anything changed from the first draft to the one that was given to you because Mr. Lembo said it is subject to change.

Allison Harris 58 Phelps Road, she knows a lot of work and effort has gone into this late start but she would just like to go on record and say that she is not in favor of late start.

Kristen Plumley, 169 Cottage Place, she thanked the board for all of the consideration and listening to residents and hopes that she sees this resolution with everything that is best for the students and all that they've talked about come to fruition.

Ms. Kwak added a comment that the alternative schedule initiative does not have an impact on the Superintendent search. All of the candidates will be very well versed in terms of pedagogy and benefits. The Board voted and the Chief School Administrator will execute and support.

XVI. MOTION TO GO INTO EXECUTIVE SESSION AND ADJOURNMENT

At 9:01 Mr. Lembo moved that the Board goes into an executive session in accordance to New Jersey statute 10:4-12 to discuss matters. The minutes from the session will be released when the need for confidentiality no longer exists. Ms. Kwak seconded the motion and it was unanimously approved.

Mr. Lembo stated that they would not be coming back into public session.

Respectfully Submitted,

Scott T. Bisig, M.Ed.

Scott Bisig
Board Secretary

Professional Development

BOE Date 2/13/2023

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Patricia Hans	AP Seminar TMP and IMP Training and Certification AP College Board Virtual 1/25/23	Professional Development	\$0.00	0
Deborah Fink	Visit The Forum School Waldwick, NJ 1/31/23	Professional Development	\$0.00	1
Leonard Fitts	NJ Section 504 Law in New Jersey Today: Stay in Compliance with Today's New Laws & Regulations to Address Student Needs PESI, Inc. Parsippany, NJ 2/3/23	Professional Development	\$0.00	0
Natalie Cardillo	2023 NJMEA State Conference New Jersey Music Educators Association Atlantic City, NJ 2/23/23 - 2/26/23	Professional Development	\$484.40	1.5
HyunJu Kwak	NJSBA Annual Finance Conference New Jersey School Board Association Virtual 3/1/23	Professional Development	\$50.00	0
Saurabh Dani	NJSBA Annual Finance Conference New Jersey School Board Association Virtual 3/1/23	Professional Development	\$50.00	0
Sheila Brogan	NJSBA Annual Finance Conference New Jersey School Board Association Virtual 3/1/23	Professional Development	\$50.00	0
Jaime Rosado	NJSBA Annual Finance Conference New Jersey School Board Association Virtual 3/1/23	Professional Development	\$50.00	0
Scott Bisig	NJSBA Annual Finance Conference New Jersey School Board Association Virtual	Professional Development	\$50.00	0

	3/1/23			
Gila Elbaum	Using the Patterns of Strengths and Weaknesses (PSW) Model to Identify Specific Learning Disabilities (SLD) and Other Learning Problems Rutgers University Virtual 3/3/23 and 3/10/23	Professional Development	\$112.00	0
Megan Galanti	Using the Patterns of Strengths and Weaknesses (PSW) Model to Identify Specific Learning Disabilities (SLD) and Other Learning Problems Rutgers University Virtual 3/3/23 and 3/10/23	Professional Development	\$140.00	0
Amanda Valeri	Using the Patterns of Strengths and Weaknesses (PSW) Model to Identify Specific Learning Disabilities (SLD) and Other Learning Problems Rutgers University Virtual 3/3/23 and 3/10/23	Professional Development	\$140.00	0
Kelly Chua	Using the Patterns of Strengths and Weaknesses (PSW) Model to Identify Specific Learning Disabilities (SLD) and Other Learning Problems Rutgers University Virtual 3/3/23 and 3/10/23	Professional Development	\$140.00	0
Jessica Maneri	Using the Patterns of Strengths and Weaknesses (PSW) Model to Identify Specific Learning Disabilities (SLD) and Other Learning Problems Rutgers University Virtual 3/3/23 and 3/10/23	Professional Development	\$140.00	0
Megan Galanti	PD SPAN Peg Kinsell: LRE and Discipline Issues with Special Education Students Benway School Wayne, NJ 3/3/23	Professional Development	\$0.00	0
Laurie Main	PD SPAN Peg Kinsell: LRE and Discipline Issues with Special Education Students Benway School Wayne, NJ 3/3/23	Professional Development	\$0.00	0
Jessica Maneri	Using the Patterns of Strengths and Weaknesses (PSW) Model to Identify Specific Learning Disabilities (SLD) and Other Learning Problems: Part 1 & 2 Rutgers University Virtual 3/3/23 and 3/10/23	Professional Development	\$0.00	0

Paola Nadi	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23 and 3/8/23	Professional Development	\$185.00	0
Nicole Redfern	NJECC 37th Annual New Jersey Educational Technology Conference New Jersey Education Computing Cooperative Montclair, NJ 3/7/23	Professional Development	\$115.00	1
Nikitas Nicholaides	Minds Matter Concussion Conference: New Frontiers Childrens Hospital Of Philadelphia Philadelphia, PA 3/15/23	Professional Development	\$469.00	0
Loren Hackett (in place of Corrina Moss-Keller from the 1/23/23 board agenda)	NJAMLE Annual Conference New Jersey Association for Middle Level Education Lincroft, NJ 3/15/23	Professional Development	\$150.00	0
Christie DeAraujo	2023 NJIDA/NJSHA 31st Annual JointNJIDA/NJSHA: Pathways to Reading Difficulties Conference New Jersey Internation Dyslexia Association (NJIDA)/New Jersey Speech-Language-Hearing Association (NJSHA) Virtual 3/15/23 and 3/22/23	Professional Development	\$90.00	0
Danielle Wood	The Profile of YOUR Graduate: Leading the Vision TMI Education Jamesburg, NJ 3/20/23	Professional Development	\$40.67	0
Lauren Carr	Intervention & Referral Services/504 - Perfect Together RWJ Barnabas Health Virtual 3/23/23	Professional Development	\$199.00	0
Kristen Turchioe	Intervention & Referral Services/504 - Perfect Together RWJ Barnabas Health Virtual 3/23/23	Professional Development	\$199.00	0
Lauren Rosenfeld	BCSS Education Workshop Bergen County Special Services Paramus, NJ 3/24/23	Professional Development	\$0.00	0

Erica Centrelli (going in place of Benjamin Ran who was approved on 1/23/23)	Developing and Using Models in the NGSS Classroom, Grades 5-12 PRISM - Montclair Bloomfield, NJ 3/24/23	Professional Development	\$175.00	1
Gila Elbaum	From Preschool To High School An Educational Timeline Bergen County Special Services Paramus, NJ 3/24/23	Professional Development	\$0.00	0
Nicola Stewart	NAEA 2023 Art Convention National Art Education Association San Antonio, TX 4/13/23 - 4/14/23	Professional Development	\$1,659.00	2
Courtney Weiss-Chromeck	Ready, Set, Reset: Addressing the Heart of the IEP New Jersey Association of Learning Consultants Bridgewater, NJ 4/28/23	Professional Development	\$161.12	0
Monika Richardson	College Board AP CSA Reading College Board Kansas City, MO 6/1/23 - 6/8/23	Professional Development	\$0.00	6

BYLAW

BYLAWS
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Board Member Participation at
Public Board Meetings
Using Electronic Device

0155.1 BOARD MEMBER PARTICIPATION AT PUBLIC BOARD MEETINGS USING ELECTRONIC DEVICE

The Board of Education recognizes a Board member may be unable to attend a Public Board Meeting due to exceptional circumstances such as travel related to work, family commitment or a medical condition. In order to assist Board members during these circumstances, the Board of Education will permit the Board member to participate in the Public Board Meeting through the use of an electronic device(s).

In the event a Board member is unable to attend a meeting, the Board member must submit their written request to the Board President and Superintendent to participate in a Board Meeting by using an electronic device by noon of the day of the meeting. The written request shall state the date of the Board Meeting and the permissible reason for the anticipated absence, as provided in this Policy. Upon receipt of the written request, the Board President shall promptly notify the School Business Administrator/Board Secretary.

The School Business Administrator/Board Secretary shall make arrangements to have the appropriate electronic equipment available at the site of the Board Meeting to permit the Board member to listen to all aspects of the public meeting, including, but not limited to, Board member and administrative comments and deliberations, public comments, and presentations. The Board member participating via electronic equipment shall be provided, either in advance of the meeting or electronically just prior to or during the meeting, all handouts and supporting documentation that is presented, deliberated and voted on during the meeting. In addition, the electronic equipment must permit the Board President to recognize the Board member to make comments, ask questions, vote, and fully participate in the Board Meeting as if the Board member was present at the meeting. The Board member's video must remain on throughout the entire meeting and a virtual background may not be used. And, the Board member's comments, questions, votes and other aspects of their participation shall be amplified so that all those in attendance at the meeting can hear their participation.

BYLAW

BYLAWS
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Board Member Participation at Board Meetings
Using Electronic Device

The Board member requesting participation in a Board Meeting through the use of an electronic device shall participate in the entire Board public meeting under the conditions outlined in this Policy and cannot participate in selected portions of the public meeting, the only exception to this may be made in the case of a temporary network connection disruption.

Prior to the Board member's remote participation in a Public Board meeting, the Board member participating remotely shall participate from a location appropriate for a meeting and free of interferences.

In no event shall a quorum of the Board participate in a Board meeting via electronic device, absent the issuance of an Executive Order or law permitting the conducting of Board meetings with all members participating remotely via electronic device. In the event multiple members of the Board submit written requests to participate in a Board meeting via electronic device, the requests shall be accepted in the order of receipt. In the event a quorum of Board members should seek to participate in a meeting by electronic device, the requests of any such members that would have the number of Board member participation via electronic device constitute a quorum shall not be accepted and such Board member(s) shall not be permitted to participate via electronic device at such meeting.

A Board member may not participate in a Board meeting via electronic device for more than three (3) Board meetings in one calendar year and these meetings cannot occur consecutively.

A majority of the Board must be physically present for a meeting to preside.

Adopted:

FIELD TRIPS FOR APPROVAL

February 13, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
2/25/23	RHS	Montville Speech & Debate Tournament, Montville, NJ	15 Speech & Debate Members	1	0	\$0	\$750 (Bus)	Yes	Yes
3/14/23	RHS	NJ JCL Regional Certamen, Princeton University, Princeton, NJ	20 Latin Academic Team Members	2	0	\$0	\$800 (Bus)	Yes	Yes
3/16/23	Ridge	Pony Power Therapies, Mahwah, NJ	6 Students - Grades 2-5	3	0	\$0	\$130 (Driver)	No	Yes
3/23/23	Ridge	Pony Power Therapies, Mahwah, NJ	6 Students - Grades 2-5	3	0	\$0	\$130 (Driver)	No	Yes
3/28/23	RHS	RHS Curricular Bands Dress Rehearsals, West Side Presbyterian Church, Ridgewood, NJ	160 RHS Curricular Band Members	4	0	\$0	\$1,200 (Buses)	Yes	Yes
3/28/23	RHS	RHS Curricular Bands Spring Concert, West Side Presbyterian Church, Ridgewood, NJ	160 RHS Curricular Band Members	4	0	\$0	\$0	Yes	Yes
3/30/23	Ridge	Pony Power Therapies, Mahwah, NJ	6 Students - Grades 2-5	3	0	\$0	\$130 (Driver)	No	Yes
3/30/23	RHS	Vaping Case Study, Bergen Community College, Paramus, NJ	15 Ridgewood Academy for Health Professionals (RAHP-10) Students	1	0	\$0	\$0	Yes	Yes
4/11/23	RHS	Music Clinic & Tour at United States Military Academy, West Point, NY	42 Wind Ensemble Members	4	0	\$0	\$0	No	Yes

4/13/23	Ridge	Pony Power Therapies, Mahwah, NJ	6 Students - Grades 2-5	3	0	\$0	\$130 (Driver)	No	Yes		
4/18/23	Ridge	Turtle Back Zoo, West Orange, NJ	88 3rd Grade Students	23	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes		
4/20/23	RHS	Junior Formal, The Brownstone, Paterson, NJ	200 Juniors	8	0	\$0	\$0	No	Yes		
4/20/23	Ridge	Pony Power Therapies, Mahwah, NJ	6 Students - Grades 2-5	3	0	\$0	\$130 (Driver)	No	Yes		
4/27/23	Ridge	Pony Power Therapies, Mahwah, NJ	6 Students - Grades 2-5	3	0	\$0	\$130 (Driver)	No	Yes		
4/28/23	RHS	Museum of Modern Art, New York, NY	50 AP Art History Students	4	0	\$0	\$400 (Bus)	Yes	Yes		
5/3/23	Travell	School House Museum, Ridgewood, NJ	21 3rd Grade Students	4	0	\$0	\$0	Yes	Yes		
5/4/23	Travell	School House Museum, Ridgewood, NJ	21 3rd Grade Students	4	0	\$0	\$0	Yes	Yes		
5/5/23	Travell	School House Museum, Ridgewood, NJ	20 3rd Grade Students	4	0	\$0	\$0	Yes	Yes		
5/29/23	RHS	RHS Wind Ensemble at Village Memorial Day Observation, Ridgewood, NJ	45 Wind Ensemble Members	2	0	\$0	\$0	Yes	Yes		
6/1/23	RHS	RHS Curricular Bands, Tunes in June, Kasschau Memorial Band Shell, Ridgewood, NJ	160 Curricular Band Members	4	0	\$0	\$0	Yes	Yes		
6/7/23	Orchard	LinkUp, George Washington MS, Ridgewood, NJ	54 4th Grade Students	6	0	\$0	\$0	Yes	Yes		
New Date: 6/8/23 (Was previously board approved on 10/17/22)	Orchard	Meadowlands Environmental Center, Lyndhurst, NJ	68 3rd Grade Students	21	1 - Sub Nurse	\$200	\$200 (Sub Nurse)	Yes	Yes		
6/20/23	Travell	Marsh Explorers: Meadowlands Environmental Center, Lyndhurst, NJ	63 3rd Grade Students	14	1 - Sub Nurse	\$200	\$200 (Sub Nurse) and \$1,100 (Buses)	Yes	Yes		

OVERNIGHT FIELD TRIPS - PAID											
Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
3/1/23 - 3/4/23	RHS	NJSIAA Individual State Wrestling Tournament, Atlantic City, NJ	4	2	0	\$0.00	0	\$0.00	\$1,007 (Travel & Expense)	Yes	Yes
3/29/23 - 4/6/23 (# of Chaperones changed - previously board approved on 5/9/22)	RHS	Athens, Greece and Sorrento, Rome and Pompeii, Italy	Estimated 24 Latin Students	0	5 (8 nights each)	\$8,000.00	0	\$0.00	\$8,000.00	No	Yes
4/21/23 - 4/26/23	RHS	DECA International Career Development Conference (ICD), Orlando, FL	48 DECA Members	2	4 (5 nights each)	\$4,000	0	\$0	\$4,000 (Chaperones) and \$3,693 (Transportation)	Yes	Yes
5/31/23 - 6/2/23	GW	Washington, DC	210 8th Grade Students	10	12 (2 nights each) plus 1 sub nurse	\$4,000 (\$3,600 + \$400)	1 Sub Nurse - 2 days	\$400.00	\$4,000 (Chaperones) and \$400 (Sub Nurse)	Yes	Yes

New for Spring 2023 Brochure

The Garden Electric: Philadelphia Flower Show NEW!!

Group Tours & Travel LLC

The Philadelphia Flower Show will brighten up your March with its Garden Electric, a dazzling array of color, unique shapes and textures, and rich fragrances of gorgeous flora displays and gardens that come alive at every turn. Plenty of exhibits, live music & shopping. On your own for lunch at the show or at Reading Terminal Market.

001-Thursday, March 9, 2023

Uncovering NYC Treasures

INTER_ & Polonsky Exhibition

Group Tours & Travel LLC

Hundreds of interesting treasures have been pulled from the New York Library's expansive and centuries-spanning archive to create "The Polonsky Exhibition". Lunch on your own at the historic Essex Market. One of NYC's brand-new immersive art experiences ponders the meaning of our existence throughout time providing an interactive art journey to explore your true nature and reality.

002-Wednesday, March 15, 2023

Wonderland Dreams

Hand Painted Immersion & The Morgan Library

Group Tours & Travel LLC

Visit a book lovers dream world at The Morgan Library, a Gilded Age creation belonging to none other than JP Morgan himself. Wonderland Dreams brings to life the story of Alice's adventures in Wonderland through an amazing hand painted display. An Italian Renaissance style palazzo with three magnificent rooms epitomizing America's Age of Excellence. Our highlights tour will reveal insights into the history, architecture, and rare, ancient collections as we are wowed by the alluring space. Lunch on your own at Urbanspace Vanderbilt Food Hall or Grand Central Market both close by.

003-Saturday, April 1

A Journey through Jersey

Shipman Mansion & Chocolatrium

Group Tours & Travel LLC

The exquisite and majestic Second Empire style Shipman Mansion built along the banks of the scenic Delaware River is our first stop on our journey through New Jersey. Onto the cute town of Burlington, a treasure trove of American history and its brick lined downtown sidewalks for exploring and lunch on your own. Our last stop is the chocolate museum at Chocolatrium where we'll discover chocolate history and how it evolved through the centuries with tastings of unique French chocolates along the way. Our tasting includes 2 chocolate truffles, 1 French macaroon, and 1 French pastry/brownie. Of course, there's a retail store right there to browse and purchase all your favorites.

004-Wednesday, April 5:

Secret Spots of Philadelphia

Magic Gardens & Italian Market

Group Tours & Travel LLC

Philadelphia's Magic Gardens is an immersive mixed media art environment that is completely covered in mosaics. Creator, Isaiah Zagar, constructed this sparkling indoor and outdoor space equivalent to half a city block out of handmade tiles, bottles, bicycle wheels, mirrors, and ceramic shards as he's done since the late 60s to various places around the South Street area. Stroll down Philly's famous South Street where you'll find ethnically diverse restaurants & shops, lunch on your own. A short walk away is one of the oldest and largest open-air markets in America.

005-Wednesday, May 10

Gardens Galore

Planting Fields & Japanese Gardens

Group Tours & Travel LLC

The Gold Coast of Long Island on the picturesque North Shore not only houses numerous grand mansions that are straight out of the pages of *The Great Gatsby* but is also home to a unique and historic gem of a Japanese landscape, the Humes Japanese Stroll Garden. Onto quaint Oyster Bay with time for lunch on your own and then to visit Coe Hall, a 65 room Tudor Revival mansion sits dramatically among the expansive 409 acres of greenhouses, rolling lawns, formal gardens, and woodland paths of the Planting Fields estate.

006-Thursday, May 18

Whale Watching & Dolphin Adventure: Sheepshead Bay & Coney Island

Group Tours & Travel LLC

It's all aboard as we enjoy a 3.5-hour long Whale Watch & Dolphin Adventure Cruise on the 95-foot long American Princess with its large canopied upper deck, open main deck, and cabin with cushioned seating. If luck is on our side, we may view humpback whales and then a stop by Coney Island for a visit! Take a stroll along the historic boardwalk, the beach, and endless views of the Atlantic Ocean. Lunch is not included, pack a lunch or buy a snack or drink on board (no coolers). Rain or shine.

007-Wed, August 23

Secret Gardens of Bucks County

Mill Fleurs & Paxon Hill Farm

Group Tours & Travel LLC

Welcome to the Gardens at Mill Fleurs, a place of beauty and romance in a historic setting featuring a grist mill and sawmill along the banks of the winding Tohickon Creek. We'll be led by the designer Barbara Tiffany herself around her unique garden creation. Enjoy an included wine and cheese tasting or homemade refreshments atop a historic Ice House. An included lunch to follow at the Lumberville General Store and café. One more secret garden to explore at Paxon Hill Farm, home to a plant nursery filled with rare and exotic perennials.

008-Fr, July 14

Multi-Day Tours

Murder Mystery & History

Rockwood Mansion, Delaware

Group Tours & Travel LLC

One Comfy Overnight at the Homewood Suites by Hilton, Wilmington Riverfront • Rockwood Mansion Park & Museum • Evening Mayhem & Murder Mystery at Rockwood Mansion • Du Pont's Hagley Museum & Library • Lunch at Historic Buckley's Tavern • Scenic Wilmington Riverfront • One Breakfast • Two Lunches

009-Two Day Tour ~ April 12-13

A Caribbean Dream: Saba

Six Day Tour

Group Tours & Travel LLC

Nonstop, Roundtrip Airfare Newark to St. Maarten • Five Amazing Nights at Juliana's Hotel, Windwardside • Beautifully Scenic Walking Trails Including: Mas' Cohones, Tidal Pools, Elfin Forest, The Ladder, Middle Island, Thais Hill & Dancing Place • Ferry Ride from St. Maarten to Saba • Taxi Tour of the Island • Saba's Capital The Bottom • Windwardside • St. John's • Zion's Hill (aka Hell's Gate) • Rest & Relaxation in Nature • Optional Daily Hotel Activities (not included) • All Breakfasts • Four Lunches • Dinner Credit for Tropics Cafe

010-May 1-6

Unexplained Occurrences at the Burn Brae Mansion

Group Tours & Travel LLC

One Night Inside the Haunted Burn Brae Mansion, Glen Spey, NY • Evening Paranormal Investigation • Mysterious Columville Megalith Park • Lunch at the Haunted Richmond Hotel • All Inclusive Meals: One Breakfast • Two Lunches • One Dinner

011-Two Day Tour ~ June 14-15

Lovely Landscapes of Lancaster

Lititz & Surrounding Countryside

Group Tours & Travel LLC

Two Cozy Nights at the Spectacular Wilbur, Lititz, Tapestry Collection by Hilton • Ephrata Cloister • Old Windmill Farm Tour • Lil' Country Store & Miniature Horse Farm • Amish Lunch at the Lapp Farm • Wildflower Lookout • Pioneer Tunnel and Coal Mine • Narrow Gauge Scenic Train Ride • Rolling Hills Deer Farm • Ghost Town Centralia • Charming Downtown Lititz • All Breakfasts • Three Lunches

012-Three Day Tour ~ July 26-28

Culinary

Pasta – An Italian Cuisine NEW!!

Joseph Scilleri

Come join us for an exciting evening as you prepare homemade manicotti and lazy lasagna. We will prepare a tomato sauce for these festive dishes. The lasagna will be layered with rich ricotta cheese with ground beef and sausage. The meal will be complimented with a specialty salad with a homemade balsamic vinaigrette and garlic bread. You will taste and enjoy everything that is prepared. Please bring containers to class for leftovers. A food fee of \$35 is paid to the instructor at class. \$40

264 - Tues, March 21 6:30-9:30 pm

RHS Rm 148

One Session

A Season for Great Pies NEW!!

Joseph Scilleri

Let your taste buds be the judge of these favorite pies. In this class, you will prepare an easy pie crust and/or graham cracker crust. You will fully participate in the preparation of Lemon meringue, Banana Cream, Chocolate Cream and Apple Pie and Apple Crumb. These are great desserts for the holidays and are sure to make your table look festive. You will prepare individual sampling pies for tasting. At the end of the evening you will bring home a pie of choice. Please bring apron and dish towel to class. A food fee of \$45 is payable to the teacher at the class. \$50

265 - Tues, March 28 6:30-9:30 pm

RHS Rm 148

One Session

From Ukraine with Love NEW!!

Irina Kholdina

Immerse yourself in Ukrainian experience while cooking the most traditional and most delicious soup of all times – “The Borscht” – beef, beet, and cabbage soup. While we will work on one variation, we will explore many other options along the way (vegetarian, chicken, optional add-ons, summer (cold), and “under 30 minute”). Borscht will be accompanied by “pampushki” – Ukrainian version of garlic knots with lots more garlic. All while listening to the soothing sounds of Ukrainian folklore music. Please bring to class: an apron, a chopping knife, a grater, a frying pan, and a 3 or 4-quart pot, and a container to bring the borscht and papushkis home, as well as your love for garlic. A food fee of \$20 is payable to the teacher at the class, a portion of the proceeds will be donated to help families in Ukraine. \$60

255-Wed, April 12 6:30-9:30 pm

RHS Rm 148

One Session

Fun Facts About Pierogi!! NEW!!

Irina Kholdina

Are they German? Are they Polish? Learn fun facts about pierogi and explore traditional and not so traditional stuffings, sauces and ideas to take home for further experiments just in time for the holidays. The class will focus on making traditional dough, edging techniques, and making stuffing and sauces. Please bring to class: an apron, chopping knife, rolling pin, grater, a frying pan, and 3 or 4-quart pot. Additional food fee of \$20. \$60

262-TH, March 23 6:30-9:30 pm

RHS Rm 148

One Session

Decoding Anthony Bourdain NEW!!

Irina Kholdina

Explore the French way of cooking by selecting a first and second course recipes from Anthony Bourdain cook book and making it come alive. The class will focus on preparing mushroom soup, cote de potu a la charcuterie (or pork chop in wine sauce) and chive pommes purée (or French mash potatoes). Please bring to class: an apron, a chopping knife, potato masher, a frying pan, and 3 or 4-quart pot. Additional food fee of \$25. \$60

263-TH, April 20 6:30-9:30 pm

RHS Rm 148

One Session

Gluten Free Baking Class NEW!!

Charlotte Villemoes, CharlieFi.com

Gluten free baking is not difficult - it is just different! Learn about the different ingredients and the unique techniques that are key to gluten free baking by making artisan breads, rolls and pies. The information learned from this class will help you to produce delicious and successful gluten free baked items. Please bring an apron, containers for leftovers and a 5-quart container with a lid for proofing the dough. A food fee of \$25 is payable to the teacher at the class. \$40

254-Tuesday, March 14 6:30-9:30pm

RHS Room 148

One Session

Thai Cuisine NEW!!

Mike Ventura-Ridgewood Culinary Studio @RHS Kitchen

Come join us at the Ridgewood Culinary Studio for a hands-on cooking class that will have you making classic Thai recipes. Explore ingredients commonly found in Thai dishes and learn how they give this style of cooking its unique flavor profile. Please bring an apron and containers for leftovers. A food fee of \$10 is payable to the teacher at the class. \$75

258-Wed, March 15 6:30-9:30 pm

RHS Rm 148

One Session

College Cooking NEW!!

Mike Ventura-Ridgewood Culinary Studio @RHS Kitchen

Class is designed especially for the college student cook who is new to cooking and is looking for basic skills! Learn safe food handling practices, introductory knife skills and cooking basics for daily use in your dorm room. Gain confidence in your cooking skills and create delicious meals for friends to enjoy! Please bring an apron and containers for leftovers. A food fee of \$10 is payable to the teacher at the class. \$75

259-Thursday, April 13

RHS Rm 148

One Session

Homemade Pasta Class NEW!!

Claudia Rovegno – From Scratch Restaurant

We will start with Pinsa Romana appetizers and then head into the kitchen to make a homemade pasta recipe from Sardinia and my grandmother's desert recipe. Once we have prepared our delicious meal, we will sit down and enjoy everything we cooked together. Bring a nice bottle of Italian wine and join us! \$120

260-Mon, March 20 6-9:30 pm

From Scratch

44 East Ridgewood Avenue

Ridgewood

One Session

Cookie Decorating for Beginners-Spring Flower Cookies NEW!!

Loren Lee

Spring has sprung! To celebrate the warming weather and the flowers blooming come decorate cookies! In this introductory class, you will learn basic cookie decorating techniques, how to use decorating tools, icing consistencies, and tips and tricks for making your own spring-themed cookies. Family and friends will be impressed to eat your decorated cookies and see you "budding" new skills! A food fee of \$25 is payable to the teacher at the class. \$60

250-Wed, April 19 7-9:00 pm

RHS Rm 139

One Session

Cookie Decorating for Beginners – Easter Cookies NEW!!

Loren Lee

Some-bunny needs a cookie! In this introductory class, you will learn basic cookie decorating techniques, how to use decorating tools, icing consistencies, and tips and tricks for making your own (non-religious) Easter-themed cookies. Decorate your own cookies so you can take them home to impress family and friends. A food fee of \$25 is payable to the teacher at the class. \$60

261-Wed, March 29 7-9 pm

RHS Rm 139

One Session

Sauces NEW!!

David Ciccolella, Ya'Eat.tv

The five French mother sauces are béchamel, velouté, espagnole, hollandaise, and tomato. Mother sauces serve as a starting point for a variety of delicious sauces used to complement countless dishes, including veggies, fish, meat, casseroles, and pasta. You will learn how to make each sauce and how to use for other countless sauces. We will make some delicious dishes from these sauces to eat and take home. Bring a 2-4-quart saucepan, chef's knife, and wire whisk if you have one. A food fee of \$25 is paid to the instructor at class. \$40

252-Tues, April 11 6:30-9:30

RHS Rm 148

One Session

Basic 101 Cooking Class NEW!!

David Ciccolella, Ya'Eat.tv

Learn the fundamental cooking skills that professional chefs have trained on, including; Safe food and kitchen sanitation practices. Kitchen, food, and equipment preparation (or as the Pros call it 'mise en place'). A variety of knife skills and the true benefits of using a sharp knife. We will prepare some quick tasty dishes to eat too.

Bring a chef's knife if you have one. A food fee of \$25 is paid to the instructor at class. \$40

253-Tues, April 25 6:30-9:30

RHS Rm 148

One Session

Mediterranean Appetizers NEW!!

Magda Mousalli

We all love to eat it! Now let us learn how to prepare these delicious dishes from a Mediterranean expert who will help you take your dishes from bland to wow! You will go home with tips to give those dishes the Mediterranean authenticity you are craving. Delicious appetizers such as Baba Ganoush, Hummus to be prepared. \$60

256-Wed, May 3 6:30-9:30

RHS Rm 148

One Session

Mixology Class NEW!!

Stone & Rail

Mixology

Become the master of your own home bar! We will focus on perfecting some classic cocktails we all know and love. Learn how to master a Cosmo, Margarita, and more! Get all your alcohol questions answered, learn new things, and get ready to enjoy a few cocktails! (Snacks will be provided and a gift at the end too!) \$60

266-Wed, March 22 7-9pm or

267-Wed, May 3 7-9pm

Stone & Rail Restaurant and Bar

175 Rock Road, Glen Rock, NJ

One Session

Beer 101 NEW!!

Stone & Rail

There are so many types of beer out there, do you know the difference? Come join us and taste the difference! In this class you will get to sample beers, learn the differences in flavor, brewing style, and color. Come have a great time and learn a little about our favorite brews! (Snacks will be provided and a gift at the end too!) \$50

268-Wed, May 12 7-9pm

Stone & Rail Restaurant and Bar

175 Rock Road, Glen Rock, NJ

One Session

Dance & Movement

Cardio Hip Hop

Julie Finkel

A balance between low impact movements, choreography, and a pumping heart. Get in your cardio with light conditioning, followed by a new combination every week, guaranteed to make you sweat and smile.

320 - Tues, March 7 10:15-11:00 am

HeArt in Motion Studio

17 Chestnut St., Ridgewood

9 Sessions

Yoga: Vinyasa Flow

Lynn Needle

Our Vinyasa Flow class combines “breath-connected movement” with dynamic postural practice, flowing between ashtanga poses and emphasizing proper alignment. Start your weekends with peace of mind, body and soul!

304 - Sat, March 11 9-10:00 am

HeArt in Motion Studio

17 Chestnut St., Ridgewood

9 Sessions

Do the Hustle NEW!!

Christopher Crevatas

Learn the basics and beyond of the popular dance that took the 70's/early 80's by storm and now more than ever is back in a big way. No partner needed. \$180

312- TU, March 7 7:30-8:30 pm

Travell School Multi-purpose Room

8 Sessions

Ballet, Tap & Jazz – Pre-K Combo Class (3-5 year olds)

Violet Hartman

A combination class is a great introduction to the principals of ballet and tap. Young dancers explore a new seasonal theme each month to foster a creative spirit and develop their gross motor skills. The class begins with tap, where a new step is introduced every month and incorporated into a routine. Boys and girls transition into ballet slippers at the barre and continue the class by deepening their understanding of ballet fundamentals.

308- Fri, March 10 4-4:45 pm

HeArt in Motion Studio

17 Chestnut St., Ridgewood

9 Sessions

Handcrafting

The Wonder of the Brush: An Exploration of Japanese Calligraphy NEW!!

Denri Takai

Learn Japanese calligraphy by using Traditional Fude brush. Japanese calligraphy is the fine art of writing as it has been practiced in Japan throughout the ages. By taking this class, you will not only learn about Japan and its rich culture but also amidst aspects of daily life, you will be given a few hours of nice, relaxing peacefulness. A materials fee of \$35 is payable to the teacher at the class.

404-TH, March 9 7-9 pm

RHS Rm 139

9 Sessions

Health

Clear your Stress & Manage your Energy with Mindfulness & Personal Clearing Techniques NEW!

Lois Kramer-Prez, C.Ht.

Do you feel like you are affected by cranky people around you or even places you go? Do people say: “you are just too sensitive - get over it”?

Guess what – we are all more sensitive than we realize. The good news is I have an easy solution for you: easy ways to find relief from the stresses of the world we live in today. Learn how to enjoy being anywhere with anyone, at any time, regardless of who you are with or what is happening around you. Through breathing, visualization and guidance, even the most active minds are surprised to find ease using these simple techniques. You will leave the class feeling calm, smiling & peaceful. You will receive a special crystal each class plus recording of the meditation portions. No meditation experience required. \$50

485-Wed, April 12 & April 19 7-8:30 pm

RHS Rm 232

2 Sessions

Astrology 2 NEW!

Dawn Dittmar

In Astrology Two, you will continue the Journey you started with Astrology One. You will pick up where you left off with Astrology One and as you "Dance with the Stars," you will learn and discover even more about what the Heavens are saying to you. You will explore the outer planets as well as esoteric parts and placements in your own personal chart. Astrology One is NOT a prerequisite, but it is recommended. \$120

459-Wed, March 8 7-9pm

RHS Rm 230

6 sessions

Reiki Support Sessions NEW!

Dawn Dittmar

Open to Ridgewood Community School Reiki Students of all levels, these two "Reiki Share" Sessions will enable you to get together with other Ridgewood Community School Reiki students. The sessions will begin with a brief meditation and grounding followed by questions, answers and shared comments about Reiki. From there you will quickly move into a hands on practice session where all students will have the opportunity to share and receive Reiki treatments. \$40

460-Tu, May 2 & May 9 7-9pm

RHS Rm 230

2 sessions

Natural Ways to Care for your Health Using Essential Oils NEW!

Lorinda Walker

An interactive lecture with a "Make & Take" component, where participants will select a recipe to make a roller ball remedy and an essential oil spray to take home with them. Topics covered will include: what essential oils are, how to use them and practical usage tips for the most popular oils. We will also go over common ailments and how to use essential oils to support the body and mind. Included in the materials fee, each participant will select a recipe to help with a particular health concern, such as pain/inflammation, immune support, stress, sleep or increased energy, and make a roller bottle and spray to take home for personal use. Educational handouts will be given and there will be time for Q&A. Materials fee of \$12 payable to the instructor.

472-TU, March 28 7-9:00 pm

RHS Rm 208

One Session

Create Personalized Face Mask NEW!!

Iva Sebestyan

Would you like to use a face mask designed to your skin's specific needs and requirements but haven't been able to buy or find one? Come to my studio and create a personalized mask using only organic ingredients that will help you target your specific concerns and needs. Your skin deserves pampering and rejuvenation after the long harsh winter months. Whether it is removing the dead skin cells, restoring the tone of your skin, hydration or something else, a good mask can leave your skin feeling brighter, firmer and healthier. A \$20 materials fee is payable to the teacher at class.

\$40

947-Wed, April 12 4-5:30 pm

Flora's Cottage

7 North Broad Street

Ridgewood

One Session

Home**Tricks of the Trade NEW!!**

Donna Dorsey & Maggie Levine

You will learn a lot of the practical aspects of gardening that I have learned owning a garden center for 30 years. For instance, what on earth is soilless soil? Why do we want that? Are the brand name plants such as Proven Winners worth the extra money? What is the difference between bagged mulch and bulk mulch? These are just a few of the topics we will cover.

\$40

508-Wed, April 19 7-9 pm

RHS Rm 136

One Session

Spring Centerpiece NEW!!

Donna Dorsey & Maggie Levine

You will learn how to choose the right plants for a container. What type of container will work best for your situation? What is a thriller, spiller, and filler? How often to water? What plants are the easiest to care for? A \$40 material fee is payable to the instructor at class.

\$30

505-Wed, April 26 7-8:30 pm

RHS Rm 136

One Session

Spring Flower Arrangements – Using Grocery Store Flowers NEW!!

Donna Dorsey & Maggie Levine

First, we will discuss what stores have the best flowers. Some have better bouquets. Some stores have better individual flowers. I will then make a bouquet using a pre-made bouquet. We will then arrange using individual flowers purchased from a grocery store. A \$20 material fee is payable to the instructor at class.

\$30

506-Wed, May 3, 7-8:30 pm

RHS Rm 136

One Session

Selling and Downsizing NEW!!

Messalina Morley-Alton

Thinking it's time to downsize? This class will cover the ins and outs of how to sell your current home and how to find the next perfect property in your life. We will go over clearing out, staging, inspections, pricing your house right and so much more. As well as how to work out where you want to move next! \$40

510-TU, March 21 7-9 pm

RHS Rm 205

One Session

First Time Buyers NEW!!

Messalina Morley-Alton

Looking to buy your first home? This class will cover the key information and steps needed in making your first real estate purchase. From mortgages vs. cash, contingencies, to closing. We cover what you need to know and take a closer look at what closing costs are and how to prepare for them. By the end of this class you should feel confident in making an offer on your soon to be first home! \$40

511-TU, March 28 7-9 pm

RHS Rm 205

One Session

20th Century Iconic Fashion

Zahavi & Schwartz

One-of-a-kind course to teach about iconic fashion moments in the 20th Century. We will go through these moments, the message they sent, and how they affect today's fashion. We will review everything from the turn of the century flapper fashion to Diana's Revenge Dress, to the unexpected movie and tv show outfits that still work even to this day. We will review modern interpretations and discuss some meanings behind colors and symbols. There will be the added bonus discussion of tips on how to recreate similar silhouettes, and will tie into how to style yourself chic and flawlessly.

467-TH, April 13 7-8:30 pm

RHS Rm 215

One Session

Sports

Golf Lessons NEW!

Golf Pro at Darlington Driving Range- Technique Class

Please call our office for program details.

Darlington Golf Course, 277 Campgaw Rd, Mahwah NJ

Juniors

Golf Basics For Children NEW!

Golf Pro at Darlington Driving Range- Technique Class

Please call our office for program details.

Darlington Golf Course, 277 Campgaw Rd, Mahwah NJ

Cookie Decorating for Beginners – Spring Cookies NEW!!

Loren Lee

Kids 5-8 grade

Spring has sprung! To celebrate the warming weather and the flowers blooming come decorate cookies! In this introductory class, you will learn basic cookie decorating techniques, how to use decorating tools, icing consistencies, and tips and tricks for making your own spring-themed cookies. Family and friends will be impressed to eat your decorated cookies and see you "budding" new skills! A food fee of \$17 is payable to the teacher at the class. \$33

269-Wed, April 12 4-5:30 pm

BFMS Cafeteria

One Session

Drawing for Youths Ages 12+ NEW!

Eric Santoli

Does your child enjoy drawing and sketching? If so, then this class is designed to expand your child's range of skills as a young artist. There are many ways of learning how to draw and this class will introduce your child to a variety of techniques by using two media: graphite (pencil) and ink. The course will focus on drawing techniques and ideas which include perspective, shading, sketchbooks, master-copies and more. Students will be provided with a simple supply list for the course. \$135

945-TH, April 13 4-5:30 pm

BFMS Rm 106

6 Sessions

Watercolor For Youths Ages 12+ NEW!

Eric Santoli

Does your child enjoy art and want to improve his/her painting skills? This watercolor course is designed for children and teens who are interested in learning more about the fun and enjoyable techniques of watercolor painting. Watercolor is a beautiful painting medium which will allow your child to explore color and the world around them in a representational manner. This course will cover wash techniques, color mixing, drawing, brush marks and much more. Students will be provided with a simple supply list for the course. \$135

946-Mon, April 10 4-5:30 pm

BFMS Rm 106

6 Sessions

Teen Skin Care

Iva Sebestyan NEW!!

Do you want to make a good impression but feel your skin is holding you back? Stress, diet, environment, hormones, sweat and sports can all affect the appearance of your skin but also, not knowing the basics of caring and treating your skin correctly can contribute to not having the skin you desire. There are so many products and information out there but do you really know what products you should be using for your specific skin? We will discuss the basics of skincare and skincare products, specifically how they work, how to correctly apply products and when to use different products. You will leave this class informed and confident in how to properly take care of your skin, learning better routines so you can deal with your skin's issues and generally feel better about reaching your skin care goals. \$20 materials fee is payable directly to consultant, one skincare product will be given to each person. \$40

947-Wed, April 12 4-5:30 pm

Flora's Cottage

7 North Broad Street

Ridgewood

One Session

Languages**Intro to Japanese Culture I**

Naomi Yamanashi

Introduction to the Japanese culture and language, where you would learn the basics, namely; daily expressions, pronunciation, formulating questions, numbers, and frequently-used vocabulary. \$150

580-Mon, March 6 7-8:30 pm

BFMS Rm 111

9 Sessions

Leisure Time**Introduction to Genealogy NEW!!**

Ridge River Learning Exchange

Introduction to the four elements of Genealogy, and the types of genealogical documents. An introduction to Ancestry.com and FamilySearch.org for researching and organizing records such as vital, immigration and naturalization, census, military and church records. Evidence analysis and family tree building and timelines will be discussed. \$135

670-Tu, March 7 & 14 7-8:30 pm

RHS Rm 291

2 Sessions

Liberal Arts

Artalks – Western Art’s Greatest NEW!

Roger Davidoff

Please join us as we appreciate six of Western Art’s greatest, beginning with Michelangelo’s Sistine Chapel ceiling. We will then see Turner, Manet, Degas, Matisse and finish our term with Chagall. Please join us as we explore these masters and their innovative styles. We will see and discuss what made each important and touch upon their lives and times that enabled them to make their extraordinary contributions to Art. \$140

662-Thurs, March 16 7:30-8:45 pm

RHS Rm 240

6 Sessions

MusicTalks – Rock & Roll Masters NEW!

Roger Davidoff

Six class presentations, each featuring a Rock & Roll legend, whose songs and recordings have stood the test of time. These six ‘Masters’ have all made fundamentally important contributions to Rock’s most popular songs, and have created many of the most famous recordings in Rock & Roll. Please join us as we explore a selection of the greatest songs/recordings by Chuck Berry, Brian Wilson [The Beach Boys], Joni Mitchell, John Fogerty [Creedence Clearwater Revival], Steve Winwood, and Robbie Robertson [The Band]. Accompanying each class will be notes on the selected songs, and lyrics. \$140

661-Tues, March 14 7:30-8:45 pm

RHS Rm 240

6 Sessions

Adult Education**Account #13-602-100-101-00-60-060-001**

Abramenko, Emily
 Andreasen, Carl
 Antine, Stacey
 Austin, Robert
 Burke, Robert
 Burns, Vivian
 Carter, Jackie
 Chahine, Martine
 Christopher, Susan
 Ciccolella, David
 Costello, Mary Lee
 Crevatas, Christopher
 Davidoff, Roger
 DiCostanzo, John
 Dishuk, Janette
 Dittmar, Dawn
 Donovan, Helen Palumbo
 Dorsey, Donna
 Feingold, Richard
 Finnerty-Eagan, Karen
 Fitzgerald, Mary
 Florio, Vinnie
 Fortunato, Irene
 Gross, Gwendolen
 Hall, Burton
 Hammond, Frederick
 Harrison, Amy
 Helmy, Marize
 Kholdina, Irina
 Kovalcik, Terrance
 Kramer-Perez, Lois
 Larkin, Marya

Adult cont.

Laub, Ashley
 Lee, Loren
 Levine, Maggie
 Linnemeyer, Patricia
 Livingstone, Robert
 Lustica, Joe
 Manna, Michael
 McKinnon, Evelyn
 Michels, James
 Moran, Dreena

*Related to staff member

Morley-Alton, Messalina
 Mousali, Magda
 Muller, Paul
 Petzold, Harold
 Plumley, Kristen
 Popadics, Joel
 Rodriguez, Patricia
 Santoli, Eric
 Schwartz, Zahava
 Schwartzman, Marshall (MT)
 Scillieri, Joseph
 Sebestyan, Iva
 Secreti, Joanna
 Skulskaia, Ekaterina
 Sobel, Arlene
 Solomon, Charles
 Takai, Denri
 Valere, Neil
 Vangieri, Patricia
 Ventura, Mike
 Villemoes, Charlotte
 Walker, Lorinda
 Winner, Anne
 Yamanashi, Naomi
 Zaitsev, Maksim

Page 2 -Spring 2023 employees RCS

Junior Edition

13-423-100-101-00-60-060-001

Alexander, Lisa
Bilyk, Matthew
Brescia, Kenneth
Burns, Vivian
Capalbo, Michele
Carter, Jackie
Cheng, Zhe (Gil)
Fink, Gary
Gallob, Adam
Goldberg, Daryl
Hankle, Benjamin
Landes, Gregory
Lazzara, Patricia
Lee, Loren
Lionetti, Olivia
Moran, Dreena
Reedy, Dana
Santoli, Eric
Sullivan, Matthew
Troy, Michael
Zaitsev, Maksim

Driver Education

13-424-100-101-00-60-060-001

Cosgrove, James
Currier, Robert
Kay, Peter *
Knott, Ronald
Mitola, Candace
Ross, Jennifer
Watson, Andrea *

*Related to staff member

Last Name	First Name	School	FTE	From Class	From Step REA	22-23 Base Salary	CP	Ratio	Longevity	Total Salary	To Class	To Step REA	New 22-23 Base Salary	New CP	New Ratio	New Longevity	New Total Salary
Alexander	Elianne	Travell	1.0	MA	6	75,467				75,467	MA+30	6	79,617				79,617
Bernard-Mason	Amy	BFMS/RHS	1.0	BA+30	14	88,302				88,302	MA+45	14	98,252				98,252
Maneri	Jessica	Hawes/Travell	1.0	MA+30	4	76,117		3,806		79,923	MA+45	4	79,577		3,979		83,556
Ran	Salliann	Grade 3	1.0	MA+30	4	76,117				76,117	MA+45	4	79,577				79,577
Skettini	Kelly	BFMS	1.0	MA	5	73,567	300			73,867	MA+30	5	77,717	300			78,017

**Recommendations for Vendors of 2023-2024 E-Rate Eligible Services
Ridgewood Public Schools Board of Education February 13, 2023**

Category 2 - Data Networking Equipment			
	Vendor	Total Points	Total Price
E-rate 470 #: 230009121	Recommendation: CDW Government		
	CDW Government	100	\$774,217.95
	Sinewave	96.71	\$ 819,120.39
	Dyntek	90.98	\$ 829,837.98
	ConvergeOne	87.25	\$ 943,215.25
	Turn-Key Option 2	83.63	\$ 955,215.62
	Turn-Key Option 1	81.02	\$ 1,079,725.50



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on March 6, 2023 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

Absent: Mr. Scott Bisig, Business Administrator/Board Secretary

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Mr. Lembo moved the following resolution.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now therefore,

Mr. Lembo 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.

B. MOTION TO OPEN REGULAR SESSION

At 7:00 p.m., Mr. Lembo called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

Absent: Mr. Scott Bisig, Business Administrator/Board Secretary

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. Student Representative Report

- Nandita Dani, Emma DiBenedetto, Ryanne Mahmoud, Violet Papageorge and Jake Cadaret George Washington Middle School

Student Representatives from George Washington Middle School presented highlights of current school and student events.

B. Student Representative Report

- Ava Martin, Ridgewood High School

February 27th through March 1st, The DECA State Competition was held in Atlantic City. Ridgewood High School sent over 100 competitors this year. About 40 RHS students qualified for the International Career Development Conference in Orlando, Florida, this April.

The annual Asian Festival showcasing cultures of China, Japan, India, Korea and the Philippines, was held. All proceeds from the event will go to Doctors Without Borders.

Boys Varsity basketball made it to the State Sectional Finals for the fourth time in the last 6 years. And the Boys Varsity Hockey team won their first round state tournament against Manalapan.

The Senior Fashion Show will be held at The Tides in North Haledon.. Local stores like Gattinoli, Envy, and Suite 201 were featured this year and about 180 seniors will participate.

The Jazz Coffeehouse event will take place in the Campus Center on Tuesday March 7 at 7:00 pm. The event is a collaboration between the jazz bands of BF and GW, as well as the two from RHS.

V. COMMENTS FROM THE PUBLIC

Jim Cosgrove, 160 Pershing Avenue, he's lived here for 40 years and he's been involved with biddy basketball for over 30 years, he is currently the president and treasurer for the association. He is here tonight to get some clarification on the billing situation involving custodial overtime. He has never read the resolution, but he decided to read it. He read all seven pages of it and they are class B Association which means that they don't pay any rental fees because they're a non-profit and they file 1099 with the federal government. This is the paragraph that he's confused over, "groups using fasciitis outside of normally scheduled working hours will be billed for custodians overtime plus 10 percent to cover heat, light administration costs and other expenses resulting for such use." That's always been the procedure in the past, so when they would receive the bill, it would be broken down according to whatever that particular custodian was being paid, it would be 17.95, 21.47, 23.42 depending on how much experience or longevity they had. The last two years this whole thing has changed. Right now, we get a flat rate of \$30 per hour and there's no more ten percent unless it's built into that thirty dollars per hours, he doesn't know. Other changes are is a four hour minimum so if you only use the gym for an hour and a half, you still billed for four

hours. There's 45 minutes added on to each session that you have for each gym. 45 minutes in the beginning, 45 minutes at the end. So that's an extra hour and a half added to your bill. For instance you use BF for four hours, your bill for five and a half hours, the 45 built in on each side of the four hours. Probably the biggest changes that they are being double billed for schools that contain two gymnasiums such as GW and the high school. For instance, we'll use the high school on a Sunday afternoon, we'd be in gym three for four hours from 12 to 4. Would be in gym one for six hours from 12 to 6, we're being billed for 13 hours for only being there for 6 hours and the cost is almost \$400. You're counting over to GW one is Saturday, we go in the old gym for an hour and a half, we're billed for a whole four hours which is \$120, we go into the new GW in the afternoon from 1:30 to 6 for four hours, would be billed for six hours for a total of \$180 and then we needed one more hour to handle all the other boys that wanted to pay and were billed \$120 for that one extra hour for a grand total of \$420 for using the facility for nine to seven hours on top of that the hoops club is in there in the morning using the new gym from 9:00 to 1:30, so they're being billed six hours, so add \$180 to that and the total billing for that nine hours by ten ten hours is \$600. He's very confused what is the policy? Has it changed, just yesterday he read it and it does not look like it?

Mr. Dani asked when did he start receiving this flat \$30 charge?

Mr. Cosgrove advised it began last year.

Anne Loving, thanked the board for the opportunity to speak. About a year ago exactly on March 4th 2022 there was an article in the record by Marcia Stolz, in that article it was explained that two board members had been found guilty of an ethics violation. One of those board members is no longer on the board and one still is. At the time, the superintendent at the time Dr. Gorman announced that the ruling was being appealed it has been a whole year and it would seem to her that the public is overdue for some sort of statement from the Board of Education about this matter.

Janet Riley, 487 Dorchester Road, calling about two topics she's raised in the past. World languages and physical education in the elementary schools. As the board puts together a budget in March with the numbers coming out of the state and with the surplus from last year, she's like to urge you to include World Language teachers and physical education teachers in the budget. Dr. Fitts, she's knows you are putting the budget together and these are areas in which the schools are not excelling in any way. They're underservice students and are out of compliance with the state law. You first attended a board meeting on May 23, 2022 where the Ridge teachers and parents came to talk about the lack of aids and the need for aides in the schools it was at that meeting that the issue was decided or it was decided to not fund the three world language teachers and two PE teachers that Dr Gorman had proposed instead to focus on the aid issue which, she does not disagree with. Aides are a priority but they were already in the budget that Dr. Gorman had proposed and there was discussion on equity for aides which never happened there was slight raises made this year but nothing comparable to what other school district are offering and we're still not offering benefits to aides whereas other school districts do so. She doesn't see where the money had to be cut from other priority areas for elementary school children. The state requires 150 minutes per week of physical education for students our elementary school students are getting 50 minutes one week and 75 minutes the next. Her first grader gets 50 minutes of physical education at two o'clock on Friday for a six year old to sit through a week of school waiting for physical education, his favorite class at 2:00 on Friday is a lot to ask of a six year old. You've had presentations from Mr. Kilday the health coordinator with scans of brain at the June

20th 2022 meeting last year. He had brain scans up on the powerpoint to show the benefits of cognitive benefits of physical education. Its not just something frivolous it's something that the state requires for a reason, there's been research done about the benefits of physical education and our children deserve better. There was a proposal last year to hire two physical education teachers to be honest that gets you nowhere near the 150 minutes. Right now we're serving kids a third to a half of the requirement switch six teachers in the elementary school, so by her calculations you need at least eight additional teachers to get to 150 minutes, so she urges you to really consider putting together a budget that gets you much closer. The league of women voters has been here speaking about the benefits of world languages, but quite honestly it shouldn't be at this point necessary to debate. This is a priority that the state has determined that your children would benefit from having world languages in person instruction starting in kindergarten and not just for cultural benefits which are wonderful and are important but for cognitive benefits that come with learning another language.

VI. PRESENTATIONS

A. 2021-2022 Audit Report

➤ Lerch, Vinci & Higgins, LLP

Mr. Parente presented an unmodified opinion on the district's financial statements for the period ending June 30, 2022.

Two documents were issued, one is the comprehensive Annual Financial Report (CAFR) and the second is the auditor's management report (AMR). The auditor's opinion is an unmodified opinion which means that the financial statements are fairly stated and it's a clean opinion that you want to receive on an annual basis. The district's fund balance at June 30, the district ended the year with 22.4 million in fund balance. Mr. Parente reviewed the year end numbers.

Mr. Parente answered Board Trustee questions:

If we are still working on summer capital projects, if the numbers come out to be over 3.286 that they have put in the capital budget, can we move money from maintenance with a special board resolution?

No, the funds that are in the maintenance reserve would be required to be used for maintenance type projects.

Are these numbers that your firm has verified as being accurate?

Yes, this is an audited financial statement.

Do you have an estimate for where we are on the current school year?

Mr. Parente would not know that, he audited as of June 30, 2022.

Are you aware of the ROD grants? Do you know within the application, do you have to verify that you have the 60%?

Yes, you would have to have that approval and that would be something you could use your capital reserve for, that would be 60 percent funding source. It is unlikely that you can use the maintenance reserve if it is a capital project.

The 907 excess surplus designated the subsequent year that's the revenue that was budgeted

for the 22-23 year, and the 2.3 roughly are those revenue sources for the 22-23 year which we're working on right now?

Yes.

Mr. Parente explained the 5.6 million number:

For the unassigned fund balance, the maximum that it can be would be 4% of your expenditures and then the state gives you an allowable adjustment for your extraordinary aid. In 22, the district received extraordinary aid in the amount of 1.4 million, which is special education cost. Since you didn't receive those funds until September of 22, the state allows you an allowable adjustment to increase your unassigned balance by that amount since you didn't have the opportunity to use it or appropriate it. Anything in unassigned that would be larger than the 4% plus, this allowable adjustment would have to either be designated as a capital reserve or a maintenance reserve or then it ends up in that top category which you see as excess surplus. The excess surplus has to be utilized in the subsequent year, for the 23-24 budget.

All districts in the State are notified of the extraordinary aid number in late May - early June and is received in September.

It used to be 2% and became 4% during covid, has that been reduced back to 2% at the end of this school year?

At the end of this school year, June 30, 2023 that number will be based upon 2% of your expenditures. If you have more than the 2%, it would end up in the excess surplus.

Money that was put into capital, if they thought it would be better use of the money rather than put a big whole in the budget when you can't refund whatever you put in the budget out of free balance right?

You're given an opportunity to adjust those reserves and it should be in June.

Is there a liability since we did not do that in June? We did not do that until November.

It is a recommendation in this order.

Mr. Parente was asked to explain the \$18.5 million approximately over on total expenditures and then the circle the fund balance is significantly off as well.

In reference to the negative 18 million, you are required to include in your audit report, which is called state on behalf payments. The state makes on behalf pension payments and post-employment medical benefit payments on behalf of every school district in the state. The State made for Ridgewood, 26.7 million on behalf payments. On page 78, there is an amount in the actual column, but you don't budget for that so that 26 million is creating the negative 18 million. It is also reflected as a revenue, it is a complete wash.

You appropriated for the 21-22 school year approximately \$3 million dollars of fund balance, the district regenerated \$11.6 million and the extra 8 million increased the fund balance from 21 to 22.

What is the right amount to keep in unassigned fund balance for next year?

Mr. Parente sees districts keeping the 4% or 2% in the unassigned number. His advice is to utilize surplus that you know you're going to be able to regenerate on an annual basis to ensure that you're utilizing that same amount annually, so that you don't have big spikes.

To view the presentation and this portion of the meeting scroll to 51:15.

Mr. Parente reviewed the findings from the auditors management report. There were six recommendations.

Page 3, invalid reconciling items on the payroll agency account. On a bank req there should be two reconciling items, bank checks and deposits/transfers. On the payroll bank reconciliation there are various ins and outs for different payroll type deduction payments, example pension type payments. We have to go in and clear those off of the reconciliation. The report has numerous positive and negative amounts for a pension payment, for health benefit payment. Those items will wash out but have to be reviewed and removed from the bank reconciliation. Mr. Parente will have to sit with the business office and review that recommendation and clear those items from the record. This is a repeat recommendation.

Mr. Parente advised that a corrective action plan has to be prepared for all six recommendations. The goal is to get the recommendations corrected so that they are not repeat audit findings.

Page 3, item 22.2 the year-end transfers of undesignated general fund balance restrict fund balance designation for example capital reserve and maintenance reserve be approved by resolution between June 1 and June 30.

Page 3, Item 22.3. The detailed trial balance of available local program funds in a special revenue fund be reviewed and reconciled with the general ledger control account. You have multiple local type grants, donations and then there is a detailed trial balance which lists each of those local grants individually. That balance above the amount that was included in your general ledger control account account. You need to reconcile the two.

Page 3, item 20.4 The debt service fund budget includes only appropriations for principal and interest for the district's long term debt related to the 2011 and 2016 refunding bonds.

Page 5, This recommendation deals with the local public school contract law. Contract awards in excess of the bid threshold which for Ridgewood, you have a qualified purchasing agent, the bid threshold is \$40,000 that they be approved in the Board minutes and amounts paid through state contract and cooperative purchasing agreements be verified to state contract and cooperative purchasing supporting documentation. There are two components, there were three contracts that were in excess of this bid threshold of 44,000 that were not formally approved in your minutes; those were chrome books, track resurfacing and security.

Page 7, this recommendation is with the student activities and that continued efforts be made in the student body accounts to properly record and account for transactions. This is a repeat.

For the Infant Toddler Development center, it says that you just check it based on test check basis. What does that mean?

The whole audit is sample based. Mr. Parente stated they do a collection test and they sample the collections; their tests are random.

The problem that was brought to attention last year regarding the benefits and social security payments not being accounted in that account, was that correct.

Yes, what the business office is doing now is billing indirect costs on a monthly basis, based on actual amounts. Also, the deficits from 20-21 were corrected.

Mr. Parente confirmed the two audit submission dates: January 5 and March 17, 2023.

To view this portion of the meeting scroll to 1:11

i. Acceptance of the Audit Report for the 2021-2022 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the acceptance of the Audit Report of the 2021-2022 School Year.

Mr. Lembo moved approval of Acceptance of the Audit Report for the 2021-2022 School Year
Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

VII. SUPERINTENDENT REPORT

Dr. Fitts shared that the sports programs are running according to schedule, and our students continue to excel and achieve, bringing academic, music, and other awards to the district.

The District spent the last few weeks continuing to work on our budget. We believe we can address the budget and meet all requirements in a very cost-efficient way.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance of Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences, with the corrections.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Submission of the Comprehensive Equity Plan Annual Statement of Assurance for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the submission of the Comprehensive Equity Plan Annual Statement of Assurance for the 2023-2024 school year.

The Board has received background information.

Ms. Brogan moved approval of B. Administration, items i. and ii.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo read the following new resolution:

iii. Approval: Resolution Affirming the Decision of the Superintendent Pursuant to N.J.S.A. 18A:37-15(b)(6)(e)

WHEREAS, the District received a report of an incident of harassment, intimidation, and bullying (“HIB”); and

WHEREAS, the District promptly investigated the report pursuant to District policy and N.J.S.A. 18A:37-15(b)(6); and

WHEREAS, parents of a student involved requested a hearing before the Board pursuant to N.J.S.A. 18A:37-15(b)(6)(d); and

WHEREAS, at its meeting on March 6, 2023 the Board heard from the parents, Superintendent, and Vice Principal; and

WHEREAS, after considering the positions of the parents and the evidence presented by District Administration, the Board has determined to affirm the determination of the Superintendent.

NOW, THEREFORE, BE IT RESOLVED that the Ridgewood Board of Education, pursuant to N.J.S.A. 18A:37-15(b)(6)(e), hereby affirms the Superintendent’s decision in the HIB matter involving student number 905171.

Ms. Brogan moved approval of B. Administration, item iii.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak

Dr. Fitts presented for consideration C. Curriculum & Instruction.

Mr. Dani requested to vote on items separately.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

Mr. Dani moved approval of C. Curriculum and Instruction, i. Approval: Field Trips.
Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

ii. Approval: Agreement with Dr. Michael D. Rettig, School Scheduling Associates

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves a consulting agreement with Dr. Michael D. Rettig, School Scheduling Associates, to provide two full days of consulting services regarding elementary and high school scheduling on May 2-3, 2023 in the amount of \$8,000. This consulting work will be paid for with ESSER III Educator Support funds.

The Board has received background information.

Ms. Poelstra explained that there are subgrants within ESSER III. The Educator support grant is intended to provide professional development so educators can find better ways to meet students who may have losses due to covid and it was expected that we would need this money for a couple of years. Michael Rettig will come to help educators think about the best ways to maximize the use of our instructional time to meet the needs that have revealed themselves through covid; does it require in some way the reorganization of our time, does it require us to consider the inclusion of an intervention and enrichment period, etc. This will qualify for the ESSER funds.

Ms. Poelstra further explained how the consulting service will be used for the high school.

To view this portion of the meeting scroll to 1:54.

Mr. Lembo moved approval of C. Curriculum and Instruction, i. Approval: Field Trips.
Ms. Brogan seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES**i. Revision: Ridgewood Public Schools Salary List for the 2022-2023 School Year, approved by the Board at its meeting on May 9, 2022**

Maurer, Lisa, Administrative Assistant to Middle School Principal, George Washington Middle School, effective September 1, 2022 through June 30, 2023.

From: \$60,184

Cl. AA12, St. 10

To: \$61,388 (\$60,184 + \$1,204 longevity)

Cl. AA12, St. 10

Account #11-000-240-105-00-09-019-000

ii. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Administrator						
Freedman, Richard	Interim High School Assistant Principal	RHS	03/27/23-06/30/23	Standard Principal and Supervisor	\$600 daily rate	11-000-240-103-00-10-019-000
Teachers						
Barbour, Betsey	LOA English Elective revision	BFMS	02/23/23-06/30/23	Standard Teacher of English	\$62,867 prorated Cl. BA, St. 1 revision	11-130-100-101-03-08-019-000
Murphy, Kristin	Special Education MD PREP	RHS	03-28-23 06-30-23 revision	Standard Elementary School Teacher K-6 and Teacher of Students with Disabilities	\$70,317 prorated Cl. BA, St. 7	11-212-100-101-00-10-019-000
Roncati, Laurie	LOA Fourth Grade	Travell	04/10/23-06/30/23	Provisional Elementary School Teacher in Grades K-6	\$62,867 prorated Cl. BA, St. 1	11-120-100-101-09-06-019-000
Support Staff						
Stuart, Kristie	Data Coordinator	RHS	03/07/23-06/30/23	N/A	\$78,000 prorated	11-000-222-104-08-31-019-000

Field Placement

Name	College/University	Placement	Supervisor	Location	Effective Date
Vrydaghs, Erin	Dominican College	Level II Occupational Therapist	Laura Murphy	Hawes/Somerville	03/27/23-06/26/23

Permanent Substitute for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Cater, Caroline	Permanent Substitute	GWMS	5.75	5	\$32.17	03/07/23-06/21/23	11-130-100-101-00-00-019-002

Additional: Paraprofessionals for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary	Effective Date	Account #
Biddiscombe, Peter	Applied Behavior Analyst (ABA)	RHS	5.75	5	\$24,455 prorated	03/20/23-06/23/23	11-212-100-106-00-10-024-001
Valencia, Jie	Special Education LLD	GWMS	5.75	5	\$21,215 prorated revision	01/10/23-06/23/23	11-204-100-106-00-09-024-001

Additional: Lunchroom Aides for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Sikes, Oscar	Lunchroom substitute	Hawes	2	5	\$17.50	03/07/23-06/21/23	11-000-262-107-00-02-002-001

Infant/Toddler Development Center Aides

Name	Assignment	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Murphy, Karen	Teacher Assistant - Step 1	8	5	\$16.00	03/07/23-06/30/23	62-990-100-106-00-62-060-001
Whyard,	Aide (High	3	5	\$14.13	02/14/23-	62-990-100-106-00-62-060-001

Ava	School)				06/30/23	
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**George Washington Middle School
Volunteer Spring Track & Field Coaches**

- Ford, Josh
- Lapp, Chad

Additional: Spring 2023 Coaching Assignments

Head Boys Tennis

Remove: TBD

Replace: Neville, Ben, St. II, 0.067 ratio, Total Stipend \$6,348

Assistant Boys Tennis

Remove: Neville, Ben

Replace: Currier, Robert, St. IV, 0.055 ratio, Total Stipend \$5,211

Assistant Girls Lacrosse

Remove: TBD

Replace: Egan, Margaret, St. I, 0.050 ratio, Total Stipend \$4,737

Assistant Girls Lacrosse

Remove: Putnam, Gretchen

Replace: Meehan, Dana, St. I, 0.050 ratio, Total Stipend \$4,737

Spring Site Managers

Remove: Currier, Robert

Replace: TBD

Remove: TBD

Replace: Mitola, Candace

Spring 2023 Volunteers

Name	Position
Heydt, Elizabeth	Girls Lacrosse
Ely, Maggie	Flag Football

iii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Teacher						
LaBarr, Maureen	Long-term Substitute, Library Media Specialist Orchard	\$185 per day	LOA Library Media Specialist Orchard	\$62,867 Cl. BA, St. 1	09/14/22-06/30/23	11-000-222-104-00-03-0019-000
Support Staff						
Abrunzo, Georgia	Data Systems Administrator Ed Center	\$125,740	Data Systems Administrator and Data Coordinator Ed Center	\$125,740 plus \$500 per week	01/16/23-03/10/23 revision	11-000-252-104-08-31-019-000

iv. Resignations for the Purpose of Retirement

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

Name	Assignment	Location	Years of Service	Effective Date
Comissiong, Olga	Health	RHS	19 1/2	07/01/23

v. Resignations

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

Name	Assignment	Location	Effective Date
Teachers			
DePinto, Lauren	Crisis Intervention Counselor	RHS	04/15/23
Osso, Susan	Special Education	RHS	04/17/23
Paraprofessionals			
Daly, John	Applied Behavior Analyst (ABA)	RHS	03/06/23
Taylor, Marcee	Resource Room	Ridge	02/28/23
Coach			
Johnson, Charles	Head Football Coach	RHS	02/14/23

vi. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Berry, Julieanna	5th Grade Teacher	Hawes	Medical	New	02/23/23-03/10/23	N/A	N/A	03/13/23
Keppel, Katherine	Special Education	GW	Medical	Revision	N/A	N/A	02/01/23-08/31/23	08/31/23
Kim, Jeongmin	Paraprofessional	Ridge	Medical	New	N/A	02/02/23-06/23/23	N/A	08/31/23
Nolan, Amy	ESL Teacher	RHS	Medical	New	03/16/23-04/07/23	N/A	N/A	04/10/23
Perry, Cynthia	Paraprofessional	Ridge	Medical	Revision	N/A	12/05/22-03/13/23	N/A	03/14/23

vii. Supplemental Pay Beyond Contract

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

System Training - March 6, 2023

- Stuart, Kristie, not to exceed 4 hours, at an hourly rate of \$46.43 (\$185.72).

Account # 11-000-222-104-00-10-010-001

Chaperones

Name	Trip Activity	Dates	# of Nights per person	# of hours/ Days per person	Hourly Daily Rate per person	Total not to exceed per person	Account #
Ridgewood High School							
Fink, Gary revision	Senior Region Orchestra Auditions	01/07/23	N/A	8	\$40.17	\$321.36	11-401-100-101-00-10-010-001
Lee, Alina revision	All State Orchestra Auditions	01/21/23	N/A	8	\$40.17	\$321.36	11-401-100-101-00-10-010-001
Mende, Allison	DECA	02/27/23-02/28/23	2	N/A	\$200	\$400	11-401-100-101-00-10-010-001

Additional: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours per person	Hourly Rate per person	Pay per person	Total not to exceed per person	Account #
Somerville									
Galeano, Javier	Football (Soccer)	N/A	N/A	N/A	N/A	N/A	N/A	\$750	11-401-100-101-00-05-005-001
Benjamin Franklin Middle School									
Ayes, Charlotte	Harry Potter	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-08-008-001
Tanella, Annalynn	Track	N/A	N/A	N/A	20	\$40.17	N/A	\$803.40	11-401-100-101-00-08-008-001

Lunch Time Supervision

Name	Assignment	Location	# Days per Week	Hourly Rate	Effective Date	Account #
Armstrong, Inga	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Battaglia, Karen	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Burke, Alixandria	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Cadorette, Christi	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Carney, Elizabeth	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Encarnacion, Kathleen	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Fischer, Susan	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Fossari, Rosemary	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Haug, Sheri	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Lazration, Sara	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Maluenda, Mellany	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Pena,	Lunch Duty	Hawes	5	\$25.90	03/06/23-	11-000-262-107-00-02-002-001

Chelsea					06/21/23	
Strafaci, Denise	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Zaveri, Salomee	Lunch Duty	Hawes	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-02-002-001
Connelly, Matthew	Lunch Duty	Travell	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-06-006-001
Lim, Christina	Lunch Duty	Travell	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-06-006-001
Miller, Melissa	Lunch Duty	Travell	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-06-006-001
Polanin, Stephen	Lunch Duty	Travell	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-06-006-001
Nagy, Zsuzsanna	Lunch Duty	Travell	5	\$25.90	03/06/23-06/21/23	11-000-262-107-00-06-006-001

Clock Operators/Pitch Counter - Baseball

Name	# of Games	Rate	Account #
Mandel, Aaron	20	\$50	11-402-100-104-00-10-034-001
Moscarella, Kenneth	20	\$50	11-402-100-104-00-10-034-001
Lug, Raymond	15	\$50	11-402-100-104-00-10-034-001

Site Supervisors

Name	# of Hours	Hourly Rate	Account #
Bunzey, Craig	50	\$40.17	11-402-100-104-00-10-034-001
Currier, Robert	50	\$40.17	11-402-100-104-00-10-034-001
Kay, Peter	50	\$40.17	11-402-100-104-00-10-034-001
Mandel, Aaron	50	\$40.17	11-402-100-104-00-10-034-001
McDermott, Michael	50	\$40.17	11-402-100-104-00-10-034-001
Schick, Casey	50	\$40.15	11-402-100-104-00-10-034-001
Watson, Andrea	50	\$40.17	11-402-100-104-00-10-034-001

Spring Fitness Center Coverage

Name	# of Hours	Hourly Rate	Account #
McDermott, Michael	50	\$40.17	11-402-100-101-00-10-036-001
Pounds, Michael	50	\$40.17	11-402-100-101-00-10-036-001

CPR Certification

Name	# of Hours	Hourly Rate	Account #
Kay, Peter	10	\$40.17	11-402-100-101-00-10-036-001
Mende, Allison	10	\$40.17	11-402-100-101-00-10-036-001

Additional Athletics Bus Driver on a as need basis

- Castro, Ycelsa, at an hourly rate of \$29.76.

Account # 11-000-270-162-00-10-034-001

Curriculum, Instruction & Assessment**2022-2023 ESSER Extended Day**

Name	Hourly Rate	Account #
Orchard Elementary School not to exceed \$8,199.80		
Bonfanti, Jill	\$69.54	20-487-100-101-00-22-022-001
George Washington Middle School not to exceed \$8,199.80		
Litvak, Roman	\$69.54	20-487-100-101-00-22-022-001

Information Technology Department**Tech Support for Outside Event for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following staff members to work additional hours as requested through Master Library Scheduler by outside organizations at no cost to the district.

- DeRoche, Andrew
- DiFarnicio, Shani
- Enmore, Jaeson
- Forfa, Jason

- Quinones, Ramon
- Kubo, Tomohiro
- Michaels, James
- Valere, Neil
- Yohana, Julie

11-000-251-104-00-40-040-001 (IT LIAISON TIME CARD) - \$32.50 / hour

11-000-291-220-00-46-046-000 (FICA) - \$2.50 / hour

Special Programs

ABA Training Completed and Certified – salary from \$24,455 to \$28,257

Name	Location	Effective Date	Account #
Kim, Takako	Ridge	02/18/23	11-212-100-106-00-04-024-001

viii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Burns, Debra	Farfalla, Jenna	Juppe, Laura
Cadorette, Christi	Gill, Shabinder	Lug, Raymond
Cater, Caroline	Gonzalez, Rod	Patton, Nicole

\$150 Daily Rate

***Related to staff member**

Mr. Dani moved approval of D. Human Resources.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented E. Finance for consideration, with the addendum.

Ms. Brogan commented on the Joint Transportation Agreement, if we should shut down again we're responsible to pay the full bill. When we did have the pandemic and we had to close schools, the bus company employees were able to apply for unemployment and when we realized that we were able to adjust the cost, so she wanted a statement to be put into these agreements and she asked for it last year too, that if we were to close down and if the employees received unemployment then there should be an adjustment to the fee.

Mr. Lembo tabled items vi. Joint Transportation Agreement with the South Bergen Jointure Commission (SBJC) 2023-2024 and vii. Joint Transportation Addendum with South Bergen Jointure Commission (SBJC) 2023-2024

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Korean Parents Association	\$2,000	To be used by the school counselors to visit and learn about colleges/universities in order to better serve RHS students.	20-043-100-890-00-10-010-003
The Valley Hospital	\$3,000	To be used to pay for supplies, rentals and presenters for Super Science Saturday	20-029-100-890-00-22-022-003

ii. Approval: Disposal of Equipment

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the disposal of furniture. These items are no longer needed.

- Somerville Elementary School
60 Quantity of 26" x 23" x 16" brown desks with silver legs

iii. Approval: Submission of Grant Amendment for IDEA Basic Carryover Funds

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of an amendment to the 2022-2023 IDEA-Basic grant, to include carryover funds in the amount of \$51.

iv. Approval: Joint Transportation Agreement with Region 1/Mahwah Board of Education

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves an agreement with the Region 1/Mahwah Board of Education, a Coordinated Transportation Services Agency, for the purpose of transporting students in accordance with Chapter 53, P.L. 1997 for the 2023/2024 school year. The services to be provided include, but are not limited to, the coordinated transportation of public, nonpublic and special education students.

Be it resolved, that the Ridgewood Board of Education agrees to abide by the Region 1/Mahwah Board of Education Transportation Services Agreement.

The Board has received background information.

v. Approval: Transportation Contract for 2022-2023

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following parent transportation contracts for the 2022 Extended School year and the 2022-2023 regular school year.

Route #	Contractor	Rate	Annual Cost
9060	Parent	\$30.00 per day	\$5400 Based on actual # of days attended
9060S	Parent	\$30.00 per day	\$180 Based on actual # of days attended

vi. Approval: Joint Transportation Agreement with the South Bergen Jointure Commission (SBJC) 2023-2024

BE IT RESOLVED that the Ridgewood Board of Education does hereby approve an agreement with the South Bergen Jointure Commission, an approved Coordinated Transportation Services Agency, for the purpose of transporting students in accordance with Chapter 53, P.L. 1997 for the period 2023-2024 school year. The services to be provided include, but are not limited to, Coordinated Transportation of non-public, out of district special education, vocational and summer programs.

BE IT FURTHER RESOLVED, that the Ridgewood Board of Education agrees to abide by the Transportation Services Agreement as published by the South Bergen Jointure Commission and attached to his resolution.

The Board has received background information.

vii. Approval: Joint Transportation Addendum with South Bergen Jointure Commission (SBJC) 2023-2024

WHEREAS, the South Bergen Jointure Commission (11SBJC11) and the RIDGEWOOD Board of Education (11the Board11) are parties to a 2023-2024 agreement for SBJC, an approved Coordinated Transportation Service Agency, to coordinate transportation services for the Board students; and

WHEREAS, due to a possible public health emergency, school districts may be required to close for health-related reasons; and

WHEREAS, under N. J. S. A. 18A:7F-9, if a school district is subject to a health-related closure for a period longer than three consecutive school days, a jointure commission shall continue to make payments under the terms of a contract with a contracted service provider as if the school facilities remained open, and

WHEREAS, if there are health-related school closures, pursuant to N.J.S.A. 18A:7F-9, the SBJC will be obligated to continue payments to its transportation service providers during

the 2023-2024 school year; and

WHEREAS, SBJC' s commitment to continue payment to those contracted transportation service providers is contingent upon the Board's continued payment to SBJC; and

WHEREAS, the SBJC is desirous of amending the terms of the Agreement to memorialize the Board’s responsibility to continue its payment obligations to the SBJC in the event of school closures due to health-related reasons to ensure full compliance with N.J.S.A. 18A:7F-9.

viii. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2022-2023 school year, as listed below.

Contractor	Service	Schedule	Rates
The Stepping Stones Group	Physical Therapy Services	22-23 School Year	\$90 per hour

Ms. Brogan moved approval of Finance with the addendum (viii.), except items vi. and vii. Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud
 NAYS: none

Mr. Lembo read the donations into the record and thanked the responsible parties.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

None at this time.

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Ms. Kwak.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Feb 27	Columbia Bank On-Line	109130-109339	1,224,100.67
Feb 27	Columbia Bank On-Line Unemployment	821122	92,048.02

Jan 15	Payroll Transfer	P43254	3,621,325.89
Jan 30	Payroll Transfer	P43255	3,504,351.61
Jan 11	Electronic Transfers	C43259-C43260	7,578.90
Jan 11	Electronic Transfers	R43256-R43258	321.20
Jan 31	Electronic Transfer	R43475	34,722.42
Feb 15	Electronic Transfer	B43231	257,137.50
Feb 27	Food Service	620417-620418	251,312.97
Dec 20	Void Check	108613	(19,800.00)
Feb 6	Void Check	108959	(500.00)
TOTAL			8,972,599.18

Ms. Kwak reviewed the bills and there are two checks for Infant Toddler Development and since she does not know what the checks are for, does not feel comfortable moving at this time.

Ms. Kwak moved approval of bills approved by her, except for two checks in the amount of \$65,695.48 and \$34,722.42

Mr. Dani seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak (*Ms. Kwak recused herself on the check made out to herself*), Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan congratulated the 40 students who will attend the DECA conference in Orlando. She announced that Super Science Saturday had a great turnout. She thanked the National Honor Society students and Project Interact. There were 47 presenters.

Ms. Brogan announced that this is the sixth year of a seven year rollout where the State is realigning all of the budget for the school districts. Ridgewood will receive an additional \$821,000 as part of the roll out.

Ms. Brogan provided updates on the State Budget and questioned where the district is on the school and small business Energy Efficiency Stimulus Program Grants because mid-month last month it was at 95% of the available spending funding has been committed and the program is not closed to any initial applications. We talked about this on February 15, but she suspects nothing has gone in.

Ms. Brogan stated she does not want to miss the ROD Grants that are due in May.

Mr. Lembo will reach out to Matt Lee regarding the Board Self-Eval presentation that was scheduled to take place on March 6.

Mr. Brogan drafted a policy regarding the Executive Session remote attendance policy. She has sent it to Dr. Fitts and Ms. Murphy. She is hoping the Board will take a look at it and move it along.

The Board discussed submitting the draft to the attorney, Strauss Esmay and the policy committee.

Mr. Dani is concerned about the missed opportunity with the grants that he has been following up on since October. Mr. Dani questions what happens in the process when emails are sent to Dr. Fitts regarding follow up of items.

Mr. Dani congratulated everyone involved in the Asian Fest which is not just a cultural program but she is building leadership capabilities and a lot of learning opportunities.

Mr. Dani announced that 154 students walked in the fashion show. There are a lot of generous donors from our community. The students were well prepared and walked confidently, it was a well organized event.

Ms. Brogan thanked the art teachers and students for the art work.

Ms. Kwak congratulated everyone who participated in Super Science Saturday and the Asian Fest.

Mr. Lembo announced that Somerville Hawes Dads' Night is this weekend. It is the 79th year, the event raised over \$76,000 dollars which is \$20,000 more than last year. The show will be live streamed.

Mr. Lembo announced that next week is the New Players production of "Something Rotten". The winter sports are winding down and the championship games are moving forward.

To view this portion of the meeting scroll to 2:10.

XII. BOARD COMMITTEE REPORTS

Mr. Lembo stated the Finance committee is meeting on the 15th.

Ms. Brogan stated the Communications Committee met and the Board will receive the minutes in the next FYI. The new Public Information Officer is looking at ways to improve the website, best ways to communicate using Thought Exchange for general questions and input.

XIII. DISCUSSION ITEMS

Mr. Dani highlighted that we have 2.7 million coming from the 21-22 budget that is available for next year's budget, which is 2.7% of our budget. \$800,000 increase in state aid. If we are not able to make the budget using this 3.5% and the 2 % cap then we are probably including some

expenses that we won't be able to afford in the following year.

Mr. Dani spoke to an ex-Superintendent who advised that an alternative plan may be submitted for approval by the County Superintendent. He met with a current Superintendent who stated we can meet QSAC with alternate plans. We do not have to only look at adding staff. He questioned if 30 minutes a week is really going to teach them a language? Or we should be looking at the intent of that law, when we look at the definition it talks about cultural awareness.

Ms. Kwak requested information in the FYI about the track resurfacing.

Ms. Kwak asked if the lawyer has provided guidance about the election ruling, seating and the process for getting annual elections.

Mr. Lembo asked Dr. Fitts to provide them with a copy of the bill from the basketball issue. Mr. Dani asked Dr. Fitts for an update at the next meeting about the fees that were charged, he added that we should not be double billing and charging actuals with the 10%. We need a justification of the changes made in the last two years.

To view the discussion item portion of the meeting scroll to 2:34.

XIV. ACCEPTANCE OF MINUTES

➤ January 9, 2023	Reorganization and Regular Public Meeting
➤ January 23, 2023	Regular Public Meeting
➤ February 6, 2023	Special Public Meeting
➤ February 6, 2023	Executive Session
➤ February 7, 2023	Executive Session
➤ February 13, 2023	Regular Public Meeting
➤ February 13, 2023	Executive Session
➤ February 26, 2023	Executive Session

Mr. Lembo moved the minutes as listed.

Mr. Mahmoud seconded the motion, which was unanimously approved.

XV. OTHER BUSINESS

Mr. Dani requested a follow up from Dr. Fitts on the goals from this year, he asked if next meeting we should expect an update on the goals. The update can be in an fyi or a memo it does not need to be at a meeting. He stated they just want to make sure that the district has goals and we are taking those goals seriously.

XVI. COMMENTS FROM THE PUBLIC

Lori Weber, 235 South Irving Street, the topic of an annual elections , she just wants to thank Mr.

Dani for clarifying one of the important reasons why the board has annual elections and she wants to point out for Mr. Mahmoud's benefit that in the New Jersey Title 18 statues where it is delineated how a school board is formed with staggered elections specifically in order to create the annual election there are several New Jersey statutes that depend on the school having the annual election not just the one regarding organization and she also wants to point out how this happened. The Board had filed for an order by the court which delineated in 2019 we skipped the election that year but the judge delineated for the following years when each seat would come up for election all the way through 2022, but those seats were delineated for April elections so what happened was when One Village One Vote had their referendum to move the elections to November, they did not address that court order. There was confusion with the board so there was that one seat, she believes Mr. Kaufman was elected in a November election. They rolled him back and that's how his seat wound up being up for election with the other two, because they did n't think it was right to give him a full extra year in his term. That would have been for a judge to decide. That is how we lost that extra election. The simplest way would be to have a seat go up for a one year term when there are those three seats up again, that would undo the mistake that was created by One Village One Vote and then in turn by the Board of Education. However, you get it done, she hopes you get moving on it because if not, the timing of this is such that somebody's going to have to sue the board to make it happen. If the Board isn't going to make it happen and there was a time clock on that. She's sensitive to and she does want to see those annual elections reinstated and just on a side note, Mr. Mahmoud, she knows we're not supposed to address specifically, but he leans away from his microphone and he has been hard to hear.

Peter Moulton 294 West End Avenue, in regards to the district goal accountability it's something that was brought up with the previous superintendent and he wholeheartedly agree that looking at the goals more often is better than less often and having accountability, especially as we'll have a new superintendent coming at some point. If there was an update in regards to the superintendent search as we're now a good chunk of the way through the year. In regards to the budget items, we have the ESSER loss that's coming in terms of some of the math and just want to make sure its brought up something that again came up towards the end of the year last year and also during the budget presentation was how important the permanent substitutes were. He believes those were being paid with ESSER funds and it was like how are we going to pay for that in the future, so hopefully there will continue to be room for the permanent subs that were deemed to be very important for the schools. In terms of world language, he is an elementary parent of three children and he would like to see in class world languages for his children. There seems though to continues to a robust program for the middle and high school and the lack for the elementary school it's been brought up a number of times now PE is another one we haven't heard anything in regards to addressing the robustness of the high school level which was we had a presentation where they had more than necessary by quite a bit and a lot less at the elementary school level, so it doesn't seem like we're necessarily handling the elementary schools as we are the middle or the high school which does not seem appropriate. He's addressing it to the wrong place but the water fountains and he has brought that up a number of times in regards to safety. He doesn't know why this wouldn't be a paramount issue in terms of safety. If necessary he can start forwarding items from our water company in regards to how unsafe certain items are and some of the webinars that have occurred and some of the precautions that have been discussed on those so hopefully some of the board members have seen that and hopefully that will be addressed in the future meeting in regards to how we're providing safe water for our children.

XX. ADJOURNMENT

At 9:56 p.m., on a motion made by Mr. Lembo, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Jaime Cangialosi-Murphy

Jaime Cangialosi-Murphy
Director of Human Resources

Lucy Papamichael

Lucy Papamichael
Assistant Board Secretary

Professional Development

BOE Date 3/6/2023

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Hailey Gribben	Measurement and Data Workshop Conquer Mathematics Pompton Plains, NJ 3/13/23	Professional Development	\$170.00	1
Laurie Main	Understanding & Supporting Students with Challenging Behaviors Region 1 Virtual 3/2/23	Professional Development	\$0.00	0
Alexandra Roberts	College Visit American University Washington, D.C. 3/3/23	Professional Development	\$0.00	0
Samantha Stankiewicz	Art of Education Conference The Art of Education University Virtual 3/13/23	Professional Development	\$149.00	0
Keith Cook	2023 Director of Athletic Administration for NJ Convention Directors of Athletics Association of New Jersey (DAANJ) Atlantic City, NJ 3/13/23 - 3/17/23	Professional Development	Cost removed - no longer attending event	0
Leonard Fitts	Superintendents Summit District Administration Leadership Institute White Sulphur Springs, WV 3/15/23 - 3/17/23	Professional Development	\$318.80	0
Julie-Anne Matthews	Comprehension Skills that Grow Strategic Readers International Literacy Association Virtual 3/30/23	Professional Development	\$79.00	0
Rebecca Turano	College Visits UMiami, Florida International University Miami, FL 3/31/23	Professional Development	\$0.00	0
Nehrin Makhlouf	Spring 2023 Professional Development Day Rutgers University New Brunswick, NJ	Professional Development	\$57.57	0

	3/31/23			
Jane Gerald	LGBTQ Inclusion and Gender Affirming Care Care Plus Paramus, NJ 4/13/23	Professional Development	\$0.00	0
Jaime Cangialosi- Murphy	Diversity, Equity, & Inclusion Summit American Association of School Personnel Administrators (AASPA) Baltimore, MD 4/19/23 - 4/21/23	Professional Development	\$1,242.00	0
Rebecca Teel	University of Virginia Dean Welcome & Tour University of Virginia Charlottesville, VA 4/23/23	Professional Development	\$238.56	0
Angelica Cuellar	2023 AP Reading Cincinnati - Spanish Language and Culture TL AP College Board Cincinnati, OH 6/12/23 - 6/16/23	Professional Development	\$0.00	3

The total cost for these conferences is \$2,255. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$112,129 leaving a balance of \$87,871.

The total cost of substitutes for these conferences is \$600. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$26,625.

FIELD TRIPS FOR APPROVAL

March 6, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
3/11/23	RHS	Connor Donohue Music Fellowship Trip to see Lion King on Broadway, New York, NY	4 Band Members	1	0	\$0	\$0	No	Yes
3/14/23	Ridge	George Washington Middle School, Ridgewood, NJ	1 LLD Student	1	0	\$0	\$0	No	Yes
3/17/23	RHS	NJ State Tournament, North Hunterdon Central HS, Annandale, NJ	15 Speech & Debate Members	1	0	\$0	\$750 (Bus)	Yes	Yes
3/18/23	RHS	NJ State Tournament, North Hunterdon Central HS, Annandale, NJ	15 Speech & Debate Members	1	0	\$0	\$750 (Bus)	Yes	Yes
3/18/23	RHS	NJ National History Day Competition, Seton Hall University, South Orange, NJ	5 History Students	1	0	\$0	\$361.53 (Driver)	Yes	Yes
3/31/23	Somerville	Liberty Science Center, Jersey City, NJ	63 4th Grade Students	20	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
4/10/23	RHS	Museum of Illusions, New York, NY	25 9th and 10th Grade Geometry Students	5	0	\$0	\$0	No	Yes
4/10/23	Hawes	Van Saun Park, Paramus, NJ	44 1st Grade Students	6	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
4/17/23	Orchard	Pipe Organ Field Trip Demo, St. John's Memorial Episcopal Church, Ramsey, NJ	54 4th Grade Students	6	1 (Sub Teacher)	\$150	\$150 (Sub Teacher)	Yes	Yes
4/17/23	Willard	Ellis Island, Jersey City, NJ	89 4th Grade Students	16	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
4/18/23	Willard	George Washington Middle School, Ridgewood, NJ	2 5th Grade LLD Student	1	0	\$0	\$0	No	Yes

4/22/23	RHS	National Anthem Performance for Ridgewood Baseball Opening Day, Vets Field, Ridgewood, NJ	13 Acabellas Members	1	0	\$0	\$0	Yes	Yes		
5/3/23	Willard	New Jersey Sea Grant Consortium, Sandy Hook, NJ	79 5th Grade Students	17	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes		
5/17/23	Hawes	Museum Village, Monroe, NY	63 3rd Grade Students	18	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes		
5/22/23	Willard	Turtle Back Zoo, West Orange, NJ	87 1st Grade Students	33	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes		
5/31/23	RHS	Holocaust Museum and Center for Tolerance and Education, Suffern, NY	50 German 2, 3 & 4 and World History Students	2	0	\$0	\$0	No	Yes		
6/1/23	Hawes	Storm King Art Center, New Windsor, NY	65 5th Grade Students	15	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	No	Yes		
6/6/23	Willard	Museum Village, Monroe, NY	83 3rd Grade Students	14	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes		
6/14/23	Somerville	Woodmont Day Camp, New City, NY	69 5th Grade Students	12	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes		
6/14/23	Willard	Montclair Art Museum, Montclair, NJ	39 5th Grade Students	5	1 (Sub Teacher)	\$150	\$150 (Sub Teacher)	No	Yes		
6/15/23	Willard	Montclair Art Museum, Montclair, NJ	40 5th Grade Students	6	1 (Sub Teacher)	\$150	\$150 (Sub Teacher)	No	Yes		

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
2/26/23 - 3/1/23 (Note: only 2 advisors and 2 students are attending on 2/26)	RHS	DECA States Competition, Atlantic City, NJ	120 DECA Members	8	Revised from 1/23/23 agenda to 7 (2 nights each)	Revised: \$2800	1 Sub (3 days)	\$450	\$120 (Mileage & Tolls), \$2,800 (Chaperones) and \$450 (Subs)	Yes	Yes
4/2/23 - 4/4/23	RHS	North Beach, NJ	12 - 14 Girls Varsity Golf Players	1	0	\$0.00	0	\$0.00	\$0.00	Yes	Yes
4/3/23 - 4/5/23	RHS	Ocean City, MD	10 - 14 Boys Golf Players	2	0	\$0.00	0	\$0.00	\$168 (Transportation)	Yes	Yes



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on March 20, 2023 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President;; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Ms. Kwak, Vice President, not present during roll call.

Also Present:

Dr. Leonard Fitts; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum, Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Absent: Mr. Scott Bisig, Business Administrator/Board Secretary

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Mr. Lembo moved the following resolution.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now therefore,

Mr. Lembo 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, Student Personnel and Legal.

B. MOTION TO OPEN REGULAR SESSION

At 7:20 p.m., Mr. Lembo called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

Absent: Mr. Scott Bisig, Business Administrator/Board Secretary

Visitors: There were approximately 15 visitors.

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. Student Representative Report**

- Andrew Avallone, Ellie Clifford, Emily Yu, Leo Crane, Willard Elementary School

Students from Willard Elementary School shared the assemblies, events, activities, and community building happening at Willard.

B. Retirement Recognition

- Ronald Knott, Ridgewood High School

Daniel Kilday, Supervisor of Wellness, and RHS Principal Jeff Nyhuis spoke about Mr. Knott's career, recognizing him for thirty six years of distinguished service to the district.

C. Student Representative Report

- Ava Martin, Ridgewood High School

- Last Monday was Professional Development Day for teachers, so students were off. On Tuesday, there was testing, so those not involved in testing had a delayed opening.
- The New Players production of Something Rotten was great.
- This week, Ridgewood's Got Talent is at RHS during lunch complete with a panel of judges.
- Thursday night is College Night at 7pm. This is the first College Night since COVID and representatives from about 70 colleges are attending.
- Next week on Tuesday is the band's spring concert. Guest conductor Sean O'Loughlin composed an original piece for the band.
- Wednesday, March 29th, is a virtual Financial Aid meeting for parents.
- Quarter three ends this Friday as we head into spring break

V. COMMENTS FROM THE PUBLIC

Todd Rothman, 197 Catherine Road, he thanked the Board for their work, he specifically wants to provide a statement about the World Languages curriculum at the elementary school level more broadly he's alarmed by the actions of members of this board in relation to our district administration it has come to his and many others attention that some members of the board have not clearly heard our voices on the insufficient education of world languages in our elementary schools and have even proposed alternate plans to supplant in-person instruction. He assumes by now the board has received many letters from many parents to ensure that their voices have now been heard as an elementary school parent in a very active Ridgewood Community member he's

speaking today to remind you of your responsibility to ensure our students are being taught curriculum in a manner that meets the New Jersey State mandates while continuing to provide the high quality education on which Ridgewood prides itself and our students deserve. World Language in-person instruction needs to be included in the budget for the 23-24 school year and new higher should be made to position us to meet the state mandates recently a 2021-2022 parent survey was cited by this board as a reason to celebrate our progress indeed based on the survey from elementary school parents, 84 percent are generally satisfied with their child's academic progress. He is one of those parents, he's wearing an orchard shirt today, he has his wardrobe basically orchard. Also he has a child in middle school and a child in high school, so he speaks from experience. Unfortunately, while 84% of elementary parents are generally satisfied with their child's academic progress, this preponderance of positive responses is reflected in every area of academics except world languages. Here if you drill deeper, 55 to 60% of elementary school parents are not satisfied with their child's education in the subject area of world languages. These may be the same parents that a recent Board of Ed member remarked are not clamoring for improved world languages at the k-5 level, he thinks nearly 600 parents taking the time to complete a survey to indicate their displeasure with the program is clamoring enough but maybe this board is waiting for it to be 80 or 90% to truly be alarmed and by the way this lack of any sort of substantive program does not just impact the younger ages but is also evidenced by the district-wide survey of all parents at all levels. In fact as is highlighted in the presentation which calls and presents just enough information to prove a positive spin without providing the backup data 87% of all district-wide parents are satisfied with the academic progress of their child. Again this number carries through to all subjects except in world languages where only 23% of parents strongly agree that they are satisfied with the world language program in the district. Add in those who simply agree and you're up to only 58% this is 20 base points lower than any other subject on the survey. Why is this? Why are parents dissatisfied with world language in Ridgewood? Is it the quality of instruction? No, we're the best teachers in the area. He can speak to that personally, he does not fault our educators. It is the curriculum in the middle school and high school hard to point to that with no evidence anecdotally or otherwise what is clear is that while every one of our neighboring district those that if you listen to members of our board quote aspire to be like Ridgewood while those offer in-person instruction of world languages at the elementary level, Ridgewood does not. Why are middle schoolers and high schoolers being left behind? Clearly there is no foundation being laid at the primary school level instead we have outdated videos, our students never are afforded the opportunity to broaden their minds at a younger age when research shows it is most effective and while it might be one language, the search is also clear that learning even one language helps students learn others later in their academic career.

Kate Corcoran, 337 down Street. She has a seventh grader at BF and a third grader at Travell, she is coming to the dn of 22 years of teaching elementary school in Union County in a district that is comparable to Ridgewood. She is here to talk about world language in the elementary schools at the Board meeting that took place on March 6, someone stated that there had not been elementary parents present at the board meetings fighting for the inclusion of world language in the k-5 schools so here we are. She was inspired to come and speak on behalf of many elementary parents that she talks to who can't necessarily be here tonight because they're home taking care of their elementary children and for the kids who can't advocate for themselves in this matter. In the district where she teaches, world language in k through 5 has been around as long as she can remember. They have many unbelievable elementary world language teachers who see every class on a weekly basis for 50 minutes a week and this has always been worked into

their schedule. It's another special for their children it's another prep period for the teachers and our students enter middle school being able to carry on the conversations that she is listening to her seventh grader at BF having now. Even if they don't choose spanish, into whatever language they choose if they have been learning that language from kindergarten through grade 5. What she doesn't understand is why this is actually a conversation that's happening and she's going to quote for a second from the New Jersey Department of Education all students will have regular sequential instruction in one or more languages beginning in kindergarten and continuing at least through the freshman year of high school. The number of years spent studying a language and the frequency of instruction impacts the level of proficiency acquired in the language consequently the establishment and or maintenance of quality well articulated language programs at the elementary level as required by New Jersey's Administrative Code is critical for building the capacity of high school students to achieve the novice to high level language proficiency required for graduation. The comments the last board meeting about being able to meet the QSAC requirements without having to hire more professionals was infuriating to me on a few levels because she's trying to figure out why we are spending time trying to get around how to give our kids what they rightfully deserve in essence to pass this test when QSAC comes in the district. You know the question was sort of flippantly asked, is 30 minutes a week for elementary school language really going to each thema language and really make a difference. Think about 30 minutes to 45 minutes a week every week for six years, think about what our kids take away from their art teachers and their music teachers in that same amount of time. The answer is unequivocally yes, we heard that word robust about the middle and high school language programs, imagine how much more robust they could be if our kids came into middle school already having a firm basis of a language. Her children come home from school all the time and tell her about all of the awesome diversity programs they take part in and international expos and all of that is awesome and it's so important, and she loves it. That's one of the reasons we love living here but this is not and in her mind your job as board members and yes, thank you for a thankless job, and we appreciate you sitting there, is to do what our children. She implores you to include it in the budget and approve it, hire the teachers and get our kids on the right track.

Marisol Romero, 323 Graydon Terrace, she is a parent of a ninth grader and a first grader, she is here to speak about her art and support for the world languages for k through 5, binging in world language instruction with the certified teachers long overdue even with it potentially being offered just once a week it would still not be enough but perhaps a starting point. In reference to previous comments about coming up with creative solutions for foreign language instruction another Travell mom and her have for the last few months looked into bringing a spanish enrichment class to their school, they did the research found an accredited language center and negotiated a proposal that would be affordable for parents to sign up for because we had informally spoken with a lot of parents at their school who were very enthusiastic and supportive of this endeavor. Our school principal and hsa are very supportive of this endeavor and for that she is very grateful to theme but an obstacle has occurred where we now have to go through the process of applying through the Ridgewood community School and in doing so it's another obstacle red tape whatever, it's fine except for the fact that we now have to be charged a \$50 registrant fee per student which would now bring up the cost of the program for each student to join so here we have come up with a creative solution, we have proposed it, we have the support of our school principal and hsa and now we have this obstacle of an additional fee for something that we're willing to pay for out of pocket since the administration or the school district is not doing it and this is what infuriates her. They will continue to pursue the enrichment program because once a week it's not going to be enough, please support the hiring of world language teachers because we as parents are asking

for it. We're looking for our own solutions we're willing to pay for it but again it's frustrating to know that we put this we spent the time, we looking into an accredited language center that's willing to work with us at our school and we have come up with an economical proposal and then we come across this red tape of fifty dollars per student.

Ann Burton Walsh, 112 South Irving, covering her concern as she has in the past for the budget to include three world language teachers. She knows the thought has been expressed that an increasing percentage of our population especially our K-5 population has the benefit of another language at home already and therefore they're not as in need of the cognitive benefit of second language acquisition in K-5 however she thinks it's fair to say most kids in Ridgewood still are in need of that benefit and our state regulations provide for it and she thinks you haven't seen a lot of parents here in the past because Ridgewood parents just assume that the board of ed is following state mandates. She wants to express her strong support for world language teachers in k-5. She also wants to express her support for PE teachers to be added to the budget as well as that there are state regulations specifying how much physical education elementary school kids need she thinks that just common sense tell you its go to be frequent and its important. Please find a way to put that in the budget. Put a shout out to the new players cast, she saw it twice and it was absolutely phenomenal.

Liz King, 501 Darby Court, came to reiterate her support for hiring three world language teachers for the world language program in the fall. The cognitive and developmental benefits are numerous growing up in a bilingual family has been imperative in her life. She hopes we can offer our elementary kiddos an introduction to world language development.

Richie Call, 468 Cambridge Road, has a kindergartener, 5th grader at travel and a stepson who did Ridgewood through 9th grade. As a family physician he thinks we do know it's pretty well studied that when you learn a second language as a small child the language centers in your brain are overlapping the development is actually very different from when you learn a second language as an adult. She can speak to that, when her husband who is not Indian, has been trying to learn hindi for more than 10 years they've been married, he has struggled because he really didn't learn any other language in school. Maybe in 7th and 8th grade sort of the same thing, he learned some french but when her children ages two and five started started learning hindi in the home from her during covid because we had all this time, his skills got exponentially better so all of this documentation that we have about high school students performing in Ridgewood and doing well on tests and having great clubs and all that stuff how many of those children then go on to use those languages later in life. She is trilingual, she speaks three languages fluently. She speaks english, hindi which she learned as a child and spanish which she learned in school and majored in spanish. She uses it almost daily at work, she has served underserved populations and she knows some people have issues with spanish and why not another language because it is the most applicable language for our children and she's going to speak for one second to the suggestion that children who already speak another language now bring that education to their friends. When she was at dartmouth as an undergrad, they had many people saying don't you want us to learn about your culture, you should teach us, we were encouraged by the deans because it interfered so much with our education we were told you are paying just as much to be here as these other children are paying to be here, it is not your responsibility to teach the other children that is our responsibility. That's what that school told them. She finds it very discriminatory to ask her children who are not a checkbox, thank you very much to teach other kids about their culture. Yes we have a DEI things, she finds those to be

minimal in terms of what she gives her children exposure in the home but they're way better than what she got as a kid. Nobody even knew that Diwali was a thing, we didn't talk about it in school, nobody knew about Eid, we still got homework we had to do homework and we celebrated all the christian holidays now at least kids learn about it in school in a standardized environment where this is ok to learn. It is really important that this comes from above to say these are all things that we do and she believes something was brought up about let's at least get our children's names pronounced correctly. Her children's names can't be pronounced correctly. If you can't learn those phonetic sounds and if you haven't learned another language you can't. Her father said why are you naming your daughter vidy, its going to be so hard for people to pronounce and she said people can learn and she thinks people can and even though it's a small amount of time, half an hour every two weeks it's better than zero.

Jessica Vartughian 325 Libby Avenue, she thanked everyone for their time and dedication. Calling to talk about world languages as we have heard many times this evening at the last board meeting it was stated that elementary parents have not voiced their feelings about the lack of structure education of world languages in our elementary schools and the expressed desire for regularly administered sequential instructor led curriculum and there's been proposed plans discussed by certain members to be creative which in their minds translates to foregoing in person instruction. Follow that meeting as an elementary school parent she did send an email to voice her request that the board give this the proper attention and admittedly she was a bit disappointed to have only received one response or acknowledgment. Tonight she wants to call in to remind the board of its responsibility to ensure our students are being taught curriculum in a manner that meets the New Jersey state mandates while continuing to provide this high quality education on which we pride ourselves and most importantly that the students deserve. World languages are not currently being taught to those standards. We've heard tonight and previously and we've been presented with all of the reasons why exposure to languages in these formative years is so pivotal so she's not going to try to relitigate those arguments this evening, as an elementary school parent representing a group from which you indicated not hearing enough from, she implores you to please include instructors in the budget for the 23-24 school year so that hires can be made so we can meet the state mandates but most importantly to provide our youngest learners with the critical building blocks for their education.

Lynn Bensen, 117 John Street, she is starting off by noting the process of honoring the retirees, she thinks its fantastic and she always appreciates hearing about that and their journey over the years and celebrating these great employees. She thinks it was Dr. Gorman who initiated this and she also loves the student reports highlighting all of the great activities that go on. She calling to convey her continued support for the hiring of k through 5 world language teachers and the need to properly staff PE teachers for the elementary schools and parents should not have to advocate for our schools to be appropriately staffed and especially when our district is not meeting New Jersey state mandates and with respect to District goals she's also like to know that it seems disingenuous to include pushing for more blue ribbon schools hen we're not meeting basic staffing requirements and while on the topic of district goals DEI has been a goal for a few years now and the hiring of 3cp was very short lived and the reality is that there continues to be no one overseeing DEI holistically and there are definitely positive efforts and activist taking place with regards to this which is great however DEI continues to be fragmented siloed and it lacks a districtwide vision with coordination of goals and objectives. She also thinks it's important to highlight the unfortunate significant increase of fascist anti-semitic and bigoted incidents over the years some that are shared with the public and others that haven't been but you know people

have heard and know which have taken place with in the district and she understands HIB cases are tracked however there should be a policy for every single school to track racist anti-semetic and bigoted allegations or incidents to improve the level of transparency and help recognize trends and patterns of concern and this can help lead to identify proactive measures before these problems escalate and also parents should be informed of these matters and should also bear the responsibility to be part of the solution this shouldn't just be on the schools and she understands that there are confidentiality issues but creating a tracking system and improving communications within the bounds of what can be shared could strengthen partnerships with the families and the community and help address these concerning trends.

Daisy Gershuny, 555 Van Buren Street, has a child in 3rd grade and one will be going to kindergarten, calling in support for the approval of the hiring of world language teachers for this coming year. She is bilingual and she does her best with her kids to try to educate them in this second language but she doesn't think that anything can replace that form of education and obviously the earlier it begins the better. To echo what everyone else has been saying.

Stacy Malmborg, 495 Darby Court, a parent of an 8th grader at BF, 5th grader and Kindergarten student at Travell. According to foreign language educators of New Jersey, World Language programs raise students' overall academic performance, give them a better appreciation for different cultures and prepare young people for the kinds of careers that the global economy will offer in the future. She believes for those reasons alone as parents we should all be in support of a world language program here in Ridgewood and therefore she is in full support of the hiring of world language educators in our elementary schools.

Ed Rybowski, 495 Darby Court, parent of an 8th grader at BF, 5th grader and Kindergarten student at Travell. Not usually great when it comes to quotes, but there's one quote that he came across that kind of sets the tone for everything that has been heard so far and it's a quote by Jeffery Willins and it basically goes, you can never understand the one language until you understand at least two and he is in full support of advocating for enriched language curriculum.

Janet Riley 487 Dorchester Road, calling like she does every few weeks to speak in favor of world language teachers and physical education teachers to be included in the 23-24 budget. She was, like many, dismayed to hear the comment to hear two weeks ago that elementary parents are not interested in having world language. She's spoken at nearly every meeting this year and she's talked to many parents at her childrens' school who are very much in support of world languages and PE. It's a lot to ask parents to speak, there's a lot of people who fear public speaking. She's very appreciative that you have this virtual option but still there are a lot of people who don't call in because they don't want to speak in public. Like many others have said, elementary school parents are busy at this time and also we are trusting that the board of education is following state mandates and giving our kids the best education possible. She was also discouraged by the two week's ago discussion that focused a lot on the annual reorganization issues. She keeps calling in and mentioning these things and there's no discussion of it but instead there was a lengthy discussion of the annual reorganization and when Mr. Mahmoud asked you, know what is the benefit to our children of you spending time and resources on this, two board members answered it's the law, it's statute and it is frustrating to hear them say that because PE is the law, you are required to provide 150 minutes of physical education to our students and yet our students only receive 50 minutes one week, 75 the next. Our children in elementary schools actually received more PE minutes pre-covid. Kids had two specials a day, they had PO twice a week with periods

of 25-40 minutes so there was actually even its cut after covid which she really doesn't understand. Like others have said every other school district around us is providing world languages teachers, she can appreciate that it must be difficult to find the time to work these people into the schedules and into the budget but if every other school district can find it, in their capability to follow state mandate and to hire world language teachers, she doesn't understand where Ridgewood can't. She also wants to point out that it's been said that 30 minutes is not enough, she thinks 30 minutes is better than nothing when it comes to world languages but it doesn't have to be enough. The New Jersey State gold standard is actually 90 minutes of world language instruction is recommended per week for K-5 so there's nothing preventing this board from hiring more world language teachers or more physical education teachers. The two physical education teachers that were proposed last year will not get you anywhere close to the 150 minute requirement law. She encourages you to stop using the budget as an excuse, if other schools are doing it if the state mandate is this, you need to do this to provide an adequate education for our children. Please consider it because it's like others have said, it's frustrating to hear that you are focus on blue ribbon schools and the excellent education everything and yet she's calling in every two weeks and there's been no response, no discussion on these agenda items and so much time spent on things like an annual reorganization. It might matter to the board members themselves, but it doesn't matter a whole lot to the public. She doesn't know what else to say in support of world languages and physical education, but she is encouraging you to follow the law.

Martina Chao, 216 Wallfore, has three children at Travell, thanked the board for their time and dedication to servicing our village and the students of Ridgewood. Calling to express concern about the lack of emphasis on world language education in our elementary schools as our society becomes increasingly diverse and interconnected it is essential that our students are equipped with the necessary language skills to navigate this globalized world we try to put on events like the international expo which is excellent but without this program we really put our students at a disadvantage in terms of communication cultural understanding but also limiting their future career opportunities. She urges you to prioritize the implementation of a comprehensive world language program in our elementary schools including the hiring of qualified teachers whatever resources and materials we need even possibly bringing in a scheduling consultant to build the optimal schedule to balance what our children need for both an academic and their physical needs as we talk about physical education as well, so we can ensure that our students are prepared for success in this ever changing world.

Lori Weber, 235 South Irving Street, is responding to a comment regarding a discussion at a previous meeting about holding an annual reorganization meeting in the absence of an annual election. It is never a good look for one member of the public to downplay another member of the public's concerns and try to comparatively say that her concerns are more important. She wouldn't do that to another community member and she doesn't think that it is respectful for any community member to do that to another and that being said, an annual school elections are the law and yes she does think that the law is important and she does think the annual school elections are important and since that was raised, she's wondering whether this board of education is ever going to give the public back the annual elections that they took from them.

Todd Rothman, 197 Catherine Road, continued his previous comment.. The research is clear that learning even one language helps students learn others later in their academic career. One of our board members who as far as he knows has no upper level degrees in world language

curriculums in an ill-conceived effort to circumvent state standards and save money in the budget under the guise of being more inclusive is proposing to somehow organize parent-led workshops to learn about different cultures. He's curious how we'll get parents to organize to do this when most of them don't even remember to pay their annual HSA dues or he's also heard of maybe doing a world languages app which is just what our technology adult students need after the last three years all under the pretense that this would somehow be compliant with state standards, Meanwhile our actual superintendent, the one the board hired has made it clear that in his expert esteemed opinion anything short of in-person instruction would not be compliant. Is he alone? No, in May 2022 our prior superintendent, Dr. Gorman proposed three elementary school world language teachers to bring Ridgewood into compliance with State Standards but this board denied its request citing budgetary constraints. This was again brought up multiple times in meetings in the fall but apparently if we're not yelling or sending in lots of letters we're not clamoring for it. While board members may claim they have the ability to do so effectively for a board member to wonder or even imply in a meeting how effective once a week construction of world languages at the elementary level can be is incredibly unsettling. The mandates the state mandates were put in place by state professionals who conduct and analyze research and follow proper protocols not to be wondered about by local board members this is ia very slippery slope and he cautioned the board on going down this path. After all, what's next that board members can decide whether mandates are worthy or not in elementary world languages? What stops them from weighing in on whether world languages are worthwhile at any level or maybe even whether our teachers should be prioritizing language arts over science or science over math. Where does it end? The board's main role based on the bylaws and the general public that elected them as he sees it should be overseeing the budget and supporting and working in partnership with the superintendent, the bylaws state clearly the curriculum will be reviewed by the superintendent and approved annually by the board. The superintendent "as chief administrative officer of the school district is the primary professional advisor to the board; policy should not be adopted or revised without consulting with the superintendent. The superintendent is responsible for the development, supervision and operation of the school program and facilities and importantly will be given latitude to implement and administer policies in accordance with such standards as it may have been set forth in the policies." What he wants to state and submit is that if in-person world language instruction is not included in this year's budget when the board must require the superintendent to do so and resubmit. If on the other hand and expected superintendent does include in-person world language instruction in elementary schools within the contrasting of the budget for 23-24, he and many other elementary school parents who you've heard from tonight expect it to be approved without further hindrance or delay.

VI. PRESENTATIONS

A. NJSBA Board Self-Evaluation

➤ Matt Lee, NJ School Boards

Mr. Lee provided the results of the Board of Education self-evaluation. There are nine facets of boardsmanship that are evaluated by the Board. This program is meant for the board to be accountable to itself because the Board is the governance body for the entire District. This tool is meant for the board to reflect upon its own operations and its own approaches throughout the course of a year working together and finding those areas of strength and challenges that the board will need to focus on in the coming year.

To view this portion of the meeting scroll to 1:25.

VII. SUPERINTENDENT REPORT

Dr. Fitts thanked all of the evening's presenters. He has been crisscrossing through the schools, observing teachers and administrators.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance of Conferences.

A. ATTENDANCE AT CONFERENCES

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

Mr. Lembo moved approval of A. Attendance of Conferences, with the corrections.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration

B. ADMINISTRATION

i. Approval: Receipt of Suspensions

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions that have occurred since the last Board meeting.

ii. Approval: Appointment of Qualified Purchasing Agent

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of Kathryn Davenport as Qualified Purchasing Agent for Ridgewood Public Schools, effective March 14, 2023 through June 30, 2023 in accordance with N.J.A.C. 5:35-5 et.seq.

Ms. Brogan moved approval of B. Administration.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

Ms. Brogan moved approval of C. Curriculum and Instruction.

Ms. Kwak seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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

Davenport, Kathryn, Interim School Business Administrator/Board Secretary, Education Center, effective March 14, 2023 through June 30, 2023, pending County approval and verification of employment outlined by Chapter 5. Ms. Davenport possesses an NDJOE Standard School Business Administrator.

Salary: \$700 per day & \$100 per hour outside of regular work day.

The Board has received background information.

Account #11-000-251-104-00-40-019-000

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Supervisors - Summer Adventure/Summer Academies						
Demirjian, Linda	Summer (6-12) Academies	District	2023 Summer	N/A	\$9,270	11-000-240-103-00-65-050-001
Ong, Jerome	Summer (K-5) Adventure	District	2023 Summer	N/A	\$10,300	13-422-200-103-00-60-060-001
Administrator						
Rinderknecht, David	Business Office Financial Consultant	Education Center	03-16-23-03-31-23	Standard School Business Administrator	\$700 per day & \$100 outside of regular work day	11-000-251-104-00-40-019-000
Teachers						
Dabis, Nari	LOA Special Education LLD	GWMS	09/14/22-06/30/23 revision	Standard Teacher of Students with Disabilities	\$62,867 Cl. BA, St. 1	11-204-100-101-00-09-019-000

				and Teacher of English		
McVeigh, Patricia	LOA Speech Language Specialist	Orchard	03/10/23- 06/30/23	Standard Speech Language Specialist	\$450 per day	11-000-216-104-00-03-019-000

Additional: Paraprofessionals for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary	Effective Date	Account #
Byun, Erdenetsetseg	Special Education LLD	Hawes	5.75	5	\$19,286 prorated	03/21/23-06/23/23	11-204-100-106-00-02-024-001
Frank, Noah	Applied Behavior Analyst (ABA)	RHS	5.75	5	\$24,455 prorated	03/21/23-06/23/23	11-213-100-106-00-10-024-001

Infant/Toddler Development Center Aide

Name	Assignment	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Cafaro, Christina	Aide (High School)	3	5	\$14.13	03/21/23-06/30/23	62-990-100-106-00-62-060-001

Field Placement

Name	College/ University	Placement	Supervisor	Location	Effective Date
Minichiello, Mia	Ramapo College	Practicum Social Worker	Stephanie McAloon	Ridge/Orchard	09/05/23-06/20/24

ii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Teacher						
DeVincenzo, Kerry	Long-term Substitute, First Grade	\$185 per day	LOA First Grade Orchard	\$62,867 Cl. BA, St. 1	11/07/22-06/30/23	11-120-100-101-09-03-019-000

	Orchard					
Long-term Substitute						
Hiller, Ari	STEPSS Job Coach	\$29,756	Special Education Somerville	\$185 per day	03/13/23-TBD	11-209-100-106-00-05-024-001
Paraprofessionals						
Jahanbin, Allia	Applied Behavior Analyst Aide (ABA) RHS	\$24,455	Applied Behavior Analyst Aide (ABA) RHS	\$22.19	03/21/23-06-23-23	11-213-100-106-00-10-024-001
Micciche, Celeste	Resource Room Hawes	\$17.50	Resource Room Ridge	\$17.50	03/14/23-6/23/23	11-213-100-106-00-02-024-001

iii. Resignation for the Purpose of Retirement

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

Name	Assignment	Location	Years of Service	Effective Date
Teacher				
Knott, Ronald	Physical Education/Health	RHS	36	07/01/23

iv. Resignations

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

Name	Assignment	Location	Effective Date
Paraprofessionals			
Burke, Alixandria	Applied Behavior Analyst Aide (ABA)	Hawes	03/17/23
Florida, Sophia	Applied Behavior Analyst Aide (ABA)	RHS	03/22/23
Vehmas, Heidi	Applied Behavior Analyst Aide (ABA)	Ridge	03/27/23

v. Administrative Leave with Pay

It is recommended that the Board approve employee #8667 for administrative leave of absence with pay from effective March 16, 2023 through TBD.

It is recommended that the Board approve employee #8835 for administrative leave of

absence with pay from effective March 6, 2023 through TBD.

It is recommended that the Board approve employee #9238 for administrative leave of absence with pay from effective March 6, 2023 through TBD.

vi. Leave of Absences

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

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Manke, Colleen	School Nurse	Ridge	Medial	New	03/13/23-04/09/23	N/A	N/A	04/10/23
Mansbach, Molly	First Grade Teacher	Orchard	Medical	Revision	11/07/22-12/30/22	01/02/23-03/29/23	03/30/23-06/23/23	08/31/23

vii. Supplemental Pay Beyond Contract

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

Additional: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours per person	Hourly Rate per person	Pay per person	Total not to exceed per person	Account #
Ridge Elementary School									
Coppola, Michelle	Glee	N/A	N/A	N/A	78	\$40.17	N/A	\$3,133.26	11-401-100-101-00-04-004-001
Pecorelli, Annmarie	Glee	N/A	N/A	N/A	118	\$40.17	N/A	\$4,740.06	11-401-100-101-00-04-004-001
Coughlin, Wendy	Glee	N/A	N/A	N/A	12	\$19.25	N/A	\$231.00	11-401-100-101-00-04-004-001
Parenta, Andie	Move and Groove	N/A	N/A	N/A	40	\$40.17	N/A	1,606.80	11-401-100-101-00-04-004-001

Chaperones

Name	Trip Activity	Dates	# of Nights per person	# of hours/ Days per person	Hourly Daily Rate per person	Total not to exceed per person	Account #
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Benjamin Franklin Middle School							
Briggs, Amy Carr, Lauren, Reilly, Kerriann Wu, Gregory	Quebec - 8th Grade French	02/28/23- 03/03/23	3	N/A	\$200	\$600	11-401-100-101-00-08-008-001
Ridgewood High School							
Shah, Anjali	Tour of Lucerne, Bern, Lausanne, and Geneva Switzerland	02/18/22- 02/24/22	6	N/A	\$200	\$1,200	11-401-100-101-00-10-010-001

Lunch Supervision

<u>Name</u>	<u>Assignment</u>	<u>Location</u>	<u># Days per Week</u>	<u>Hourly Rate</u>	<u>Effective Date</u>	<u>Account #</u>
Armstrong, Inga	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Battaglia, Karen	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Burke, Alixandria	Lunch Duty	Hawes	5	\$25.64 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Cadorette, Christi	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Carney, Elizabeth	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Encarnacion, Kathleen	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Fischer, Susan	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Fossari, Rosemary	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Haug, Sheri	Lunch Duty	Hawes	5	\$19.25	03/06/23- 06/21/23	11-000-262-107-00-02-002-001

				revision		
Lazration, Sara	Lunch Duty	Hawes	5	\$25.64 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Maluenda, Mellany	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Pena, Chelsea	Lunch Duty	Hawes	5	\$32.17 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Strafaci, Denise	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001
Zaveri, Salomee	Lunch Duty	Hawes	5	\$19.25 revision	03/06/23- 06/21/23	11-000-262-107-00-02-002-001

Professional Development Day for Paraprofessionals - March 13, 2023

Handle with Care

- **Cardew, Catherine**, not to exceed 1 hour, at an hourly rate of \$22.19.
- **Fisse, Lauren**, not to exceed 1 hour, at an hourly rate of \$27.00.
- **Giannaccini, Giulia**, not to exceed 1 hour, at an hourly rate of \$19.25.
- **Jahanbin, Allia**, not to exceed 1 hour, at an hourly rate of \$22.19.
- **Montelbano, Dean**, not to exceed 1 hour, at an hourly rate of \$25.64.
- **Munro, Abigail**, not to exceed 1 hour, at an hourly rate of \$22.19.
- **Muzilla, Amy**, not to exceed 1 hour, at an hourly rate of \$32.17.
- **Pierro, Melissa**, not to exceed 1 hour, at an hourly rate of \$19.25.
- **Scheps, Nicholas**, not to exceed 1 hour, at an hourly rate of \$22.19.
- **Yucis, Jessica**, not to exceed 1 hour, at an hourly rate of \$19.25.

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

PERL Support

- **Buzzard, Mia**, not to exceed 2 hours, at an hourly rate of \$68.76 (\$137.52).
- **Fabish, Cassandra**, not to exceed 2 hours, at an hourly rate of \$67.73 (\$135.46).
- **Merhige-Petrick, Donna**, not to exceed 2 hours, at an hourly rate of \$57.64 (\$115.28).

Account #11-209-100-106-00-05-024-001

Additional PERL Support

- **Buzzard, Mia**, not to exceed 1 hour per week, at an hourly rate of \$68.76, until the assignment ends.
- **Fabish, Cassandra**, not to exceed 1 hour per week, at an hourly rate of \$67.73, until the assignment ends.
- **Merhige-Petrick, Donna**, not to exceed 1 hour per week, at an hourly rate of \$57.64, until the assignment ends.

Account #11-209-100-106-00-05-024-001

Additional PERL Support

- **Hiller, Ari**, not to exceed 15 hours per week, at an hourly rate of \$40.17, until the assignment ends.

Account #11-209-100-106-00-05-024-001

Translator

- **Purrinos, Damary**, not to exceed 2 hours, at an hourly rate of \$78.39 (\$156.78).

Account #11-140-100-101-00-10-010-001

IT Student Worker

- **Jesalpura, Aashi** - Information Technology Department Student Worker, effective March 21, 2023, through June 30, 2023, to be paid at the minimum wage of \$14.13 for 100 hours (\$1,413).

Account #11-000-222-104-08-31-031-001

viii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Landers, Daniel

Santos, Evelyn

Wonsowicz, Paige*

\$150 Daily Rate

Secretaries

Mead, Rosanne

\$16.55 per hour

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented E. Finance for consideration

Ms. Brogan asked to separate the the resolutions for the ROD Grants for a discussion.

Ms. Brogan questioned if the Region IV Transportation Agreement that was not approved at the last meeting, will be on the March 27 agenda.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Lysa Milch	\$269.99 (Gift in Kind)	A gift of a Simmons SD200 Electronic Drum Set.	N/A
Ridgewood High School Student Activity Account	\$16,794	To be used to pay for overnight chaperones for the trip to Iceland.	20-030-100-101-00-10-010-002 (STIPEND \$15,509.26) 20-030-200-220-00-10-010-002 (FICA \$1,284.74)
Ridgewood High School Student Activity Account	\$4,875.17	To be used to pay for overnight chaperones for the ski club.	20-030-100-101-00-10-010-006 (Stipend \$4,502.22) 20-030-200-220-00-10-010-006 (FICA \$372.95)
North Jersey Super Football Conference	\$2,500	To be used to pay for the coach's salary for the RHS Girls Flag Football Team.	20-067-100-101-00-10-034-001 (Stipend \$2,308.75) 20-067-200-220-00-10-034-001 (FICA \$191.25)
Ridgewood Education Foundation	\$3,100	To be used for supplies, rentals and presenters for Super Science Saturday.	20-001-100-890-00-22-022-006
Harris and Susan Reinstein	\$1,500 (gift in kind)	A gift of a Blick printing press.	N/A
Ridgewood High School Student Activity Account	\$6,502.80	To be used to pay chaperones for the Spanish International Trips.	20-030-100-101-00-10-010-011 (Stipend \$6,005.34) 20-030-200-220-00-10-010-011 (FICA \$497.46)

Ridgewood High School Home and School Association	\$10,000	To be used to purchase a projector and an AV upgrade at the Campus Center.	20-025-100-731-00-10-010-003
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ii. Approval: Renewal of Computer Solutions, Inc Contract for Human Resources, Payroll and Budget Software Systems

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the renewal of the contract with Computer Solutions, Inc. for Human Resources, Payroll, and Budget Software support for the 2023-2023 school year, in the amount of \$24,288.

The Board has received background information.

iii. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 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 2022-2023 school year as listed below.

Contractor	Service	Schedule	Rates
Rickard Rehabilitation Services	Physical Therapy	22-23 School Year	\$72 per session
Pillar Care Continuum	Speech Therapy Services	22-23 School Year	\$100 per hour, \$400 per eval

iv. Approval: Secretary’s Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **December 2022**,

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

v. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2022**; 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.

vi. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **December 2022** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

vii. Approval: Submission of the School Climate Change Pilot Grant Application

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the grant application and accepts the grant funds as follows:

School Climate Change Pilot: \$6,660

The Board has received background information.

viii. Approval: Submission of ROD Grant Application for the Glen School Mechanical Replacement Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Mechanical Replacement Project at Glen Elementary School.

ix. Approval: Submission of the ROD Grant Application for the Ridge Elementary School Mechanical Replacement Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Mechanical Replacement Project at Ridge Elementary School.

x. Approval: Submission of the ROD Grant Application for the Glen School Window Replacement Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Window Replacement Project at Glen Elementary

School.

- xi. Approval: Submission of the ROD Grant Application for the Glen School Window Replacement Project**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Window Replacement Project at Glen Elementary School.
- xii. Approval: Submission of the ROD Grant Application for the Ridge Elementary School Window Replacement Project**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Window Replacement Project at Ridge Elementary School.
- xiii. Approval: Submission of the ROD Grant Application for the Orchard Elementary Exterior Stair Remediation Project**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Exterior Stair Remediation Project at Orchard Elementary School.
- xiv. Approval: Submission of the ROD Grant Application for the Ridgewood High School Science Wing Roof Replacement Project**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Science Wing Roof Replacement Project at Ridgewood High School.
- xv. Approval: Submission of the ROD Grant Application for the Ridgewood High School STEM Lab Ventilation Installation Project**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the STEM Lab Ventilation Installation Project at Ridgewood High School.
- xvi. Approval: Submission of the ROD Grant Application for the Ridgewood High School Wood Shop Dust Collector Replacement Project**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project.
- xvii. Approval: Disposal of Equipment**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the disposal of equipment. These items are no longer needed/functional.

 - Ridgewood High School
 - 1 Univex food slicer
 - 1 Hobart food slicer

-
- Willard Elementary School
 - 1 Altspot 1000 watts spot light

Ms. Brogan moved approval of Finance with the exception of items viii. through item xvii. (the ROD Grant Resolutions were not included)

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo read the donations into the record and thanked the responsible parties

Ms. Brogan asked a list of questions regarding the ROD Grant resolutions:

She questioned if these are for heat pumps and dual heating systems, if these are electric do we have to do electrical upgrades to both schools? Glen has a history of brown outs, particularly in the summer. The ceilings in the hallways were always problematic when running conduits for technology, is there room for that? She is questioning how valid the architect's review was of the buildings.

The other projects for the ROD Grants are the things discussed for last year and put into this year, stem lab ventilation, woodshop ventilation. As we apply for the ROD grants does that delay this and are we looking at another year?

Orchard stairs at \$61,000 is this something that we need to do? We did not see the Glenn and Ridge window replacement projects, the only estimates we have for those is from LAN from 2020.

Total for all of the projects that are listed is \$12,861,892 without the window projects, it's 9.6 and change. If we were applying for the ROD Grants, but we need 60% of those projects, that would be 5.8 million dollars on just the 9.6. It would be 7.3 million on the 12.2 million, Ms. Brogan is wondering if we are putting all those eggs into a basket and we don't really have the matching funds or should we be whittling down on the projects that we're putting in for those ROD grants to match what we have. Right now in capital reserve we have about 3.7 million.

Ms. Davenport reviewed that it was announced in January that there would be 350 million in funds available for all the districts in the State of New Jersey. There was a little delay this month. This is a robust agenda for projects, but this large district.

Ms. Davenport stated in terms of process you have to first apply for the grants to see if you will even get any of the money. If you are approved, you get 40% and we have to put up the 60. They prioritize approvals based on health and safety. When submitting grants you also have to consider the fees paid to the architect. She suggested that the Board and Administration put these in an order of hierarchy.

The Board discussed the projects. To view the full discussion scroll to 2:00.

Mr. Dani moved approval of items

xiii. Submission of the ROD Grant Application for the Orchard Elementary Exterior Stair Remediation Project,

- xiv. Submission of the ROD Grant Application for the Ridgewood High School Science Wing Roof Replacement Project
- xv. Submission of the ROD Grant Application for the Ridgewood High School STEM Lab Ventilation Installation Project
- xvi. Submission of the ROD Grant Application for the Ridgewood High School Wood Shop Dust Collector Replacement Project

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Davenport confirmed that the Board would like FKA Architects to present information on the HVAC and window projects at the March 27 BOE meeting.

Dr. Fitts presented Resolutions and Motions not Included in Consent Agenda for approval.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Approval of the Corrective Action Plan for the 2021-2022 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Corrective Action Plan for the 2021-2022 school year.

The Board has received background information.

Mr. Lembo moved approval of A. Corrective Action Plan for the 2021-2022 School Year.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo stated that the board is required to statutorily vote on a preliminary budget. The budget is going to be modified a few times over the next few times over the next coming weeks. They are looking to reduce the local tax impact. There will be a budget presentation in April for the public prior to the final approval of the Board.

The Board discussed the preliminary budget requirements and the budget presentation. To view this portion of the meeting scroll to 2:30.

Mr. Lembo read the walked-in resolution into record:

B. Approval: Resolution for Adoption of the 2023-2024 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, County of Bergen, approves the proposed preliminary 2023-2024 budget for review by the Executive County Superintendent of

Schools:

	Budget	Tax Levy
General Fund	\$126,202,468	\$104,347,361
Special Revenue Fund	\$1,495,137	\$0
Debt Service Fund	\$2,555,769	\$2,555,769
Total Budget	\$130,253,374	\$106,903,130

The District has proposed additional staffing, 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.

The General Fund Tax Levy is \$104,374,361 for the ensuing School Year: (2023-2024)

CAPITAL RESERVE STATEMENT OF PURPOSE

Included in budget line 600, Budgeted Withdrawal from Capital Reserve – Excess cost & Other Capital Projects, is \$1,203,500 for the following other capital projects: (2023-2024)

- High School Woodshop Dust Collection System
- High School Science Wing Roof

Mr. Lembo moved approval of B. Resolution for Adoption of the 2023-2024 Proposed Preliminary Budget for Submission to the Executive County Superintendent of Schools

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Ms. Brogan.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
March 13	Columbia Bank On-Line	109340-109494	1,994,490.90
Feb 15	Payroll Transfer	P43493	3,515,541.00
Feb 28	Payroll Transfer	P43494	3,520,462.08
March 15	Electronic Transfers	B43498	2,255,825.00

Jan 31	Electronic Transfers	F43476	20,808.53
March 15	Electronic Transfers	H43499	1,221,893.98
March 7	Electronic Transfers	R43492	42,700.00
Feb 6	Electronic Transfers	R43500	240.46
Feb 7	Electronic Transfers	R43501	134.04
Feb 28	Electronic Transfers	R43497	32,790.19
Feb 13	Electronic Transfers	R43502	55.00
March 13	Food Service	620419-620420	76,436.46
TOTAL			12,681,377.64

Ms. Brogan moved approval of the bills approved by her.

Mr. Lembo. seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced that college night is this Thursday, it is targeted for sophomores and Juniors. The Youth Art Month reception is Wednesday at 6:30. The band concert at west side is on the 28th at 7:00.

Mr. Lembo announced that the Something Rotten by the New Players took place this weekend. The Maroon and White concert is Thursday. Dad's Night show was last week, it was sold out both nights. Somerville's school production of Newsies is next weekend. Springs sports have started.

XII. BOARD COMMITTEE REPORTS

Ms. Brogan reported that the Communication Committee Notes were given to the board in the FYI.

Ms. Brogan went to the Home and School at the High School who invited eighth grade parents to submit questions about Late Start. Questions were about the schedule, busing, value and continuation of period 9, the conflict of sports starting before the end of the school day.

Ms. Brogan went to the parks and recreation meeting and a question came up regarding the need for new lights/upgraded lights for Stadium and Stevens field. They also discussed "No Mow May".

XIII. DISCUSSION ITEMS

Ms. Brogan asked about what happened with the policy that was submitted to Matt Giacobbe.

Mr. Dani asked Dr. Fitts if we have an update on the district goals and when we could expect an update.

Mr. Mahmoud discussed as a follow up to the public comments regarding PE and World Language, the Board has all of this in mind as they go through the budget process.

XIV. ACCEPTANCE OF MINUTES

None at this time.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

Ethan Holden, 437 Prospect Street, for the past year he's been interviewing fellow students and teachers at RHS to bring attention to some of the ways that they can improve the schools. The most prominent topic that many people are concerned about here is pomptonian's unethical business practices. At the beginning of the school year we do not list prices or show totals checking out and every student interviewed was surprised at the price of common items they've been buying such as a 14 ounce bottle of chocolate milk was \$3.75. On a few occasions students that he interviewed went to Skyward to see how much they were spending and were shocked. A few months ago he met with Mr. Pizzuto to talk about the issue and he was happy to help showing him an email chain when Pomptonian was being uncooperative when it came to posting prices always claiming that they would without changing anything finally after more communication was exchanged they posted the prices in tiny font across the counter. He asked several students and none of them could read a single price, he could not even read them by taking a picture on his phone. This move was unprofessional. After a short deliberation with Mr. Pizzuto he was more than happy to print out giant posters and tack them on the wall. This problem has been fixed but maintains its predatory business practices perpetuated by pomptonian. At any other restaurant, you're told your total before you pay pomptonian takes advantage of the fact that money is deducted directly not allowing you to see your total discouraging students from thinking about how much they spend. Because they can't see their total students are occasionally mischarged with little risk recourse. Personally he has been charged one day for six slices of pizza that he didn't take. He knows of other students with similar stories while they do allow appeals it requires vigilantly checking orders through skyward. The process is intentionally difficult to keep students spending. Many parents know the frustration of having their kids spend upwards of twenty dollars a day for lunch without realizing it. Members of the board, I hope that you will take steps to address this issue and prevent the students of Ridgewood High School from being taken advantage of.

Mr. Mahmoud added that he has also experienced this issue and heard from other parents. The Board discussed the food services contract. To view this portion of the meeting scroll to 2:58.

Lori Weber, 235 South Irving Street, Listening to all of the people speak this evening she is having a reaction and wanted to share. To all of the people that are asking for world language and PE teachers to be included in this year's school budget, please keep in mind that a couple of years ago this community voted to do away with the public's school budget vote reducing your input from one of deciding to asking. When you voted to move the election to November, that's what you chose to give away and as a long time member of the community she always remember budget times as a robust time of empowerment for our community where many people came to speak passionately and knew that we did have an edge because we had our vote. In the end the district did not want to see a budget defeated. We had that and we don't anymore, so she wishes you luck with your comments and hoping that somebody will make those things happen.

Mr. Lembo announced that on Monday March 27 there will be a special public meeting, that time change is listed as 7:00 pm they will change that to 5:00 pm.

XVII. ADJOURNMENT

At 10:04 p.m., on a motion made by Mr. Lembo, seconded by Mr. Dani and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Jaime Cangialosi-Murphy
Director of Human Resources



Lucy Papamichael
Assistant Board Secretary

Professional Development**BOE Date 3/20/2023**

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Frank Giannantonio	Sports Science Seminar Alliance Ortho and Parisi Speed School Fair Lawn, NJ 3/8/23	Professional Development	\$0.00	0
Michael McDermott	Sports Science Seminar Alliance Ortho and Parisi Speed School Fair Lawn, NJ 3/8/23	Professional Development	\$0.00	0
Mary Ferreri	NJDOE School Behavioral Threat Assessment & Management Training NJ Department of Education Virtual 3/23/23	Professional Development	\$0.00	0
Stephanie McAloon	NJDOE School Behavioral Threat Assessment & Management Training NJ Department of Education Virtual 3/23/23	Professional Development	\$0.00	0
Deidre Azzopardi	Evidenced Informed Strategies to Build Children's Autonomy Captain Me Queens, NY 3/27/23	Professional Development	\$125.00	0
Wesley Halter (See date change - was previously board approved on 7/25/22)	Grade 5 - Year 1 Math Conquer Mathematics Pompton Plains, NJ Was 3/6/23, new date 3/30/23	Professional Development	No additional cost for change	2
Laura Vargo	Counselor Fly-In Visit Program St. Louis University St. Louis, MO 4/12/23 - 4/16/23	Professional Development	\$200.00	0
Kathleen Finnegan	2023 CarePlus Educational Conference: LGBT Care Plus Paramus, NJ 4/13/23	Professional Development	\$120.00	0

Christine Corliss	NJSPRA Panel: The Good, the Bad and the Ugly of School Communications NJSPRA Monroe Township, NJ 4/25/23	Professional Development	\$32.00	0
Alexandra Roberts	California College Visits - UCLA, USC, Loyola Marymount, Occidental (and if time permits Pepperdine) N/A Los Angeles, CA 4/26/23 - 4/29/23	Professional Development	\$1,150.00	0
Rebecca Teel (See date change - was previously approved on 3/6/23)	University of Virginia Dean Welcome & Tour University of Virginia Charlottesville, VA New Date: 4/28/23	Professional Development	No additional cost for change	0
Danielle Jasinski (previously approved on 7/25/22 - date rescheduled from 2/7/23)	Kindergarten Math, Student Learning Standards, Year 1 (Work Centers) Conquer Mathematics Pompton Plains, NJ New date: 5/19/23	Professional Development	No additional cost for change	Sub already requested on 7/25 agenda
Judith Meany (previously approved on 7/25/22 - date rescheduled from 2/7/23)	Kindergarten Math, Student Learning Standards, Year 1 (Work Centers) Conquer Mathematics Pompton Plains, NJ New date: 5/19/23	Professional Development	No additional cost for change	Sub already requested on 7/25 agenda
Theresa Ross (previously approved on 9/12/22 - date rescheduled from 2/7/23)	Kindergarten Math, Student Learning Standards, Year 1 (Work Centers) Conquer Mathematics Pompton Plains, NJ New date: 5/19/23	Professional Development	No additional cost for change	Sub already requested on 9/12 agenda
Haily Gribben (previously approved on 7/25/22 - date rescheduled from 2/7/23)	Kindergarten Math, Student Learning Standards, Year 1 (Work Centers) Conquer Mathematics Pompton Plains, NJ New date: 5/19/23	Professional Development	No additional cost for change	Sub already requested on 9/12 agenda
Laura DeSantis	Morphology Plus Institute for Multisensory Education Virtual 5/30/23 - 6/2/23	Professional Development	\$1,500.00	4
Amy Bernard Mason	2023 ACL Institute American Classical League St. Louis, MO 6/28/23 - 7/2/23	Professional Development	\$1,780.00	0

The total cost for these conferences is \$4,907. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$117,036 leaving a balance of \$82,964.

The total cost of substitutes for these conferences is \$900. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$27,525.

FIELD TRIPS FOR APPROVAL

March 20, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
3/22/23	BF	Community Based Instruction: RHS, Ridgewood, NJ	4 SAIL Students	2	0	\$0	0	No	Yes
3/24/23	RHS	NJ Speech & Debate Tournament, Delbarton School, Morristown, NJ	15 Speech & Debate Members	1	0	\$0	\$750 (Bus)	Yes	Yes
3/25/23	RHS	NJ Speech & Debate Tournament, Delbarton School, Morristown, NJ	15 Speech & Debate Members	1	0	\$0	\$750 (Bus)	Yes	Yes
3/25/23	RHS	USBands Percussion, Fair Lawn HS, Fair Lawn, NJ	18 Percussion Players	5	0	\$0	\$450 (Bus)	No	Yes
3/29/23	Somerville	Broadway Bound, New York, NY	50 5th Grade Students	45	0	\$0	\$0	Yes	Yes
3/31/23	BF	Community Based Instruction: Daily Treat and Stop & Shop, Ridgewood, NJ	7 SAIL Students	8	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	No	Yes
4/14/23	BF	Community Based Instruction: Walgreens and Tito's Burritos, Ridgewood, NJ	7 SAIL Students	8	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	No	Yes

4/15/23	RHS	Christian Health's Volunteer Appreciation Event, The Brick House, Wyckoff, NJ	11 RHS Maroon Men Members	1	0	\$0	\$0	No	Yes
4/15/23	RHS	Essentially Ellington Regional Jazz Festival, Newark Academy, Livingston, NJ	40 Jazz Ensemble Members	4	0	\$0	\$975 (Bus)	Yes	Yes
4/19/23	RHS	West Side Presbyterian Dress Rehearsal, Ridgewood, NJ	180 Chamber Choir, Concert Choir, Chorale, Symphonic Orchestra, Concert Orchestra, Chamber Orchestra, Wind Ensemble Players	6	0	\$0	\$345	Yes	Yes
4/24/23	RHS	Metropolitan Museum of Art, New York, NY	60 AHLISA Students	4	0	\$0	\$0	Yes	Yes
4/25/23	RHS	Live From Surgery / Liberty Science Center, Jersey City, NJ	20 Career Pathways Medicine I Students	2	0	\$0	\$0	Yes	Yes
4/28/23	Somerville	New York Botanical Garden, Bronx, NY	60 3rd Grade Students	15	0	\$0	\$0	Yes	Yes
5/11/23	Willard	Tenaflly Nature Center, Tenaflly, NJ	38 2nd Grade Students	11	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
5/16/23	GW	RHS A Cappella Concert, First Presbyterian Church, Ridgewood	21 MS Choir Members	1	0	\$0	\$0	No	Yes
5/18/23	Willard	Tenaflly Nature Center, Tenaflly, NJ	38 2nd Grade Students	11	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
5/24/23	Somerville	Walking Tour of Ridgewood, Ridgewood, NJ	60 3rd Grade Students	15	0	\$0	\$0	Yes	Yes

6/7/23	Willard	Van Saun Park Zoo, Paramus, NJ	138 Kindergarten Students	16	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
6/7/23	Willard	4th Grade/GWMS Link Up Concert, Ridgewood, NJ	89 4th Grade Students	7	0	\$0	\$0	Yes	Yes
6/13/23	Willard	Habernickel Park, Ridgewood, NJ	80 5th Grade Students	15	0	\$0	\$0	Yes	Yes
6/21/23	Willard	Meadowlands Environmental Center, Lyndhurst, NJ	89 4th Grade Students	12	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes



MINUTES OF THE SPECIAL PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Special Public Meeting of the Ridgewood Board of Education held on March 27, 2023 at 5:03 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Visitors: There were approximately 20 visitors.

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. Student Representative Report

- Garrett Fleming, Maxine He, Anderson Jung, Noah Lavietes, Paige Lee, Joanne Yoon
Hawes Elementary School

The students from Hawes Elementary School provided a report about Hawes' Space week.

V. COMMENTS FROM THE PUBLIC

There were no public comments.

VI. APPOINTMENT OF SUPERINTENDENT

The Ridgewood Board of Education approves the appointment of a Superintendent of Schools

effective July 1, 2023 through June 30, 2028, contract as approved by the Interim Executive County Superintendent as required by law.

Mr. Lembo made a motion to amend the resolution, item vi.

Ms. Brogan seconded the motion.

Mr. Lembo read the amendment that he is proposing as follows:

The Ridgewood Board of Education approves the appointment of Mark Schwarz as the Superintendent of Schools effective July 1, 2023 or as soon as possible thereafter but no later than August 1, 2023 through June 30, 2028, contract as approved by the Interim Executive County Superintendent as required by law.

Carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan moved acceptance of the Appointment of the Superintendent

Mr. Lembo seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

VII. AUTHORIZATION FOR THE INCOMING SUPERINTENDENT

The Ridgewood Board of Education hereby authorizes the incoming Superintendent, prior to June 30, 2023 to participate in the search and hiring of a permanent Business Administrator and shall indemnify him in accordance with applicable New Jersey law for his involvement in the search and hiring of a permanent Business Administrator and other District business as necessary for his transition.

Mr. Lembo moved to amend the resolution as follows:

The Ridgewood Board of Education hereby authorizes the incoming Superintendent, prior to his start to participate in the search and hiring of a permanent business administrator and shall indemnify him accordance with the applicable New Jersey law for involvement in the search and hiring of a permanent business administrator and other District business as necessary for his transition.

Ms. Brogan seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan moved the amended Authorization for the Incoming Superintendent

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Mark Schwarz commented in response to his appointment. To view this portion of the meeting scroll to 27:10.

VIII. PRESENTATIONS**A. Capital Project Presentations**

➤ Michael Bieri, FKA Architects

Mr. Bieri and Mr. Greg Cheney provided an overview of the work being proposed at several schools through the district, including heat, cooling and ventilation systems at Glen and Ridge schools, stairs at Orchard School, roof work at RHS.

The Board discussed the ROD grant application process, timing and allocated budget dollars related to these projects. To view this portion of the meeting scroll to 30:41.

The Board will replace the CleanEnergy Grant submission for the Replacement of the HVAC Mechanical System at Glen School and Ridge Elementary School with the ROD Grant submission, since the Clean Energy program is no longer accepting applications.

IX. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration D. Human Resources.

A. HUMAN RESOURCES**i. Appointments**

The Ridgewood Board of Education, upon the recommendation of the Interim 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

Davenport, Kathryn, Interim School Business Administrator/Board Secretary, Education Center, effective March 14, 2023 through June 30, 2023, as approved by the Executive County Superintendent and verification of employment outlined by Chapter 5. Ms. Davenport possesses an NDJOE Standard School Business Administrator.

Salary: \$700 per day & \$100 per hour outside of regular work day.

The Board has received background information.

Account #11-000-251-104-00-40-019-000

ii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment	From Salary/ Hourly	To FTE Assignment	To Salary/ Hourly Rate	Effective Date	Account #

	Location	Rate	Location			
Teacher						
Bunzey, Craig	1.0 FTE Physical Education RHS	\$117,682 (\$115,782 + \$300 CP + \$1,600 longevity) Cl. MA+45, St. 18	1.20 FTE Physical Education RHS	\$140,839 (\$138,939 + \$300 CP + \$1,600 longevity) (non-pensionable) Cl. MA+45, St. 18	04/10/23-06/30/23	11-140-100-101-06-10-019-000
Calamia-Scheckel, Beth	0.80 FTE Latin BFMS	\$71,702 Cl. MA+45, St. 9	0.85 FTE Latin BFMS	\$76,183 (non-pensionable) Cl. MA+45, St. 9	09/01/22-06/30/23 revision	11-130-100-101-07-08-019-000
Hoogerhyde, Michael	1.0 FTE Special Education (Collab-Science) RHS	\$112,762 (\$112,462 + \$300 CP) Cl. MA+30, St. 18	1.20 FTE Special Education (Collab-Science) RHS	\$134,984 (\$134,954 + \$300 CP) Cl. MA+30, St. 18 (non-pensionable)	03/21/23-03/31/23	11-213-100-101-00-10-019-000
Lauro, Livia	1.0 FTE Physical Education RHS	\$97,342 Cl. MA, St. 16	1.20 FTE Physical Education RHS	\$116,810 (non-pensionable) Cl. MA, St. 16	04/10/23-06/30/23	11-140-100-101-06-10-019-000
Mende, Allison	1.0 FTE Physical Education/Health RHS	\$75,467 Cl. MA, St. 6	1.20 FTE Physical Education/Health RHS	\$90,560 (non-pensionable) Cl. MA, St. 6	04/10/23-06/30/23	11-140-100-101-06-10-019-000
Minichini, Gina	1.0 FTE Special Education (Mathematics) RHS	\$71,967 Cl. MA, St. 4	1.0 FTE Special Education (Mathematics) and .20 FTE Special Education (Science) RHS	\$86,360 (non-pensionable) Cl. MA, St. 4	03/21/23-03/31/23	11-213-100-101-00-10-019-000
Reilly, Nancy	1.0 FTE Special Education (Collab-Science) RHS	\$107,632 (\$106,132 + \$1,500 longevity) Cl. MA, St. 18	1.40 FTE Special Education (Collab-Science) RHS	\$150,085 (\$148,585 + \$1,500 longevity) (non-pensionable) Cl. MA, St. 18	03/21/23-03/31/23	11-213-100-101-00-10-019-000
Streitman, Rachel	1.0 FTE Special Education (Mathematics) RHS	\$85,327 (\$85,027 + (\$300 CP) Cl. MA+45, St. 7	1.0 FTE Special Education (Mathematics) and .20 FTE Special Education	\$102,332 (\$102,032 + \$300 CP) (non-pensionable) Cl. MA+45, St. 7	03/21/23-03/31/23	11-213-100-101-00-10-019-000

			(Science) RHS			
Paraprofessionals						
Carewicz, Damian	First Grade Travell	\$21,215	PERL - Applied Behavior Analyst Aide Somerville	\$24,455 prorated	03/10/23- 06/23/23	11-209-100-106-00-05-024-001
Giannaccini, Giulia	Resource Room Travell	\$21,215	First Grade Travell	\$21,215	03/14/23- 06/23/23	11-213-100-106-00-00-06-024-001
Spadaccini, Ann	Applied Behavior Analyst Aide (ABA) BFMS	\$28,257	Applied Behavior Analyst Aide (ABA) RHS	\$28,257	03/01/23- 06/23/23	11-212-100-106-00-10-024-001
Zaveri, Salomee	Resource Room Hawes	\$21,215	First Grade Hawes	\$21,215	09/05/23- 06/23/23	11-213-100-106-00-02-024-001

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, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented E. Finance for consideration

B. FINANCE

i. Approval: Secretary's Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **January 2023**,

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

ii. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2023**; 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.

iii. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **January 2023** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

iv. Approval: Submission of the ROD Grant Application for the Glen School Window Replacement Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Window Replacement Project at Glen Elementary School.

v. Approval: Submission of the ROD Grant Application for the Ridge Elementary School Window Replacement Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for a ROD Grant to the New Jersey Department of Education for the Window Replacement Project at Ridge Elementary School.

vi. Approval: Submission of the CleanEnergy Grant Application for the Replacement of the HVAC Mechanical System at Glen School and Ridge Elementary School

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for the Submission of the CleanEnergy Grant Application for the Replacement of the HVAC Mechanical System at Glen School and Ridge Elementary School.

The Board has received background information.

Mr. Lembo made a motion to amend resolution vi. As follows:

Approval: Submission of the ROD Grant Application for the Replacement of the HVAC Mechanical System at Glen School and Ridge Elementary School

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the submission of the project application for the Submission of the ROD Grant Application for the Replacement of the HVAC Mechanical System at Glen School and Ridge Elementary School.

Ms. Brogan seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo moved approval of Finance, with the amended resolution vi.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

X. ACCEPTANCE OF MINUTES

- November 7, 2022 Executive Session Meeting II
- March 6, 2023 Executive Session Meeting
- March 6, 2023 Regular Public Meeting
- March 20, 2023 Executive Session Meeting

Ms. Kwak did not have an opportunity to review the minutes. Mr. Lembo stated that they will table all of the minutes at this time.

Ms. Brogan asked Dr. Fitts for follow up regarding Jim Cosgrove's public comments regarding facilities and the charges.

Dr. Fitts did not have an update at this time.

Ms. Brogan asked Dr. Fitts for a follow up on the Region IV transportation item that was tabled at the March 6 agenda.

Ms. Davenport has been working on this, what has to happen is that we need the caveat that we will not be paying them if they don't bus. They're insisting even if they're not paying employees to be paid regardless of whether or not they paid for bus maintenance and employees. This is something that their legal counsel has advised them to construct the contract that way. Ms. Davenport will verify this and if this becomes a legal issue it will be referred to and negotiated between our board legal and their board legal to get an amendable contract.

Ms. Davenport explained that we do not need to go out to bid for busing because this year represents a contract renewal. Scholastic is our main regular Education busing provider and then D&M is another. She knows there is a concern with the change in starting times at the high school, she has spent part of the day going over that with the transportation coordinator. The Essex Ed Services Commission who handles Scholastic renewal to determine if they will need additional buses to satisfy the newest start time, if they can accomplish this by tiering then the increase will just be the CPI increase, if they need to add some additional busses depending on how they can configure everything then some additional bus cost may come into play. 6% is the

allowable CPI for the coming year.

The board discussed the busing options and costs with Ms. Davenport. To view this portion of the meeting scroll to 1:41.

Ms. Brogan asked about the followup with pomptonian regarding the public comment charge from last week.

Ms. Davenport has reached out to pomptonian and has scheduled a meeting to discuss this with the site person at the high school and the owners of pomptonian.

XI. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. None at this time.

XII. COMMENTS FROM THE PUBLIC

Mary Romano Micale, 181 Spencer Place, here tonight as a resident and as the president of the Federated Home and School Association to say welcome to Mr. Schwarz. We are very excited to have you here in Ridgewood and Federated is the Board where all of the HSA presidents sit on and she just wants to let you know that we stand ready to assist you in any way that you need. She thanked the board for accomplishing so much the last few months, your dedication and the energy that you bring to your jobs is understood and appreciated. The same goes to Dr. Fitts and all the administrators.

XIII. ADJOURNMENT

At 6:41 p.m., on a motion made by Mr. Lembo, seconded by Mr. Dani and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Jaime Cangialosi-Murphy
Director of Human Resources



Lucy Papamichael
Assistant Board Secretary



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on April 17, 2023 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Mr. Lembo moved the following resolution.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now therefore,

Mr. Lembo 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, Student Personnel and Legal.

B. MOTION TO OPEN REGULAR SESSION

At 7:20 p.m., Mr. Lembo called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Visitors: There were approximately five visitors.

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. Student Representative Report

➤ Ava Martin, Ridgewood High School

40 Latin Club students spanning all grades from RHS traveled to Greece and Italy over spring break.

The 5th Maroon and White Recital was last week, April 13th. The next one is on April 27th and will feature an art show.

Last Friday, RHS held its first Sustainability Day, including informational tables manned by the Green Club, Open-Forum Discussions on how to be more sustainable as a community, and Peer-led Student Discussions with students in Malawi and California, and more.

The Choir and Orchestra Concert is this week at RHS.

The DECA Conference begins this week and continues through next Wednesday. More than 20,000 students will be in attendance from around the world.

Spring sports are in full swing and the teams are doing well.

V. COMMENTS FROM THE PUBLIC

There were no public comments.

VI. PRESENTATIONS

A. Budget Updates

➤ Kathryn Davenport

Ms. Davenport presented on the status of the current budget planning, the anticipated 2% increase, and the proposed capital projects.

Ms. Murphy presented on the proposed 8.2 curriculum-related hires.

Ms. Davenport added that the budget that will be advertised must be the original budget that identifies a 3.11% increase, the county is spending time reviewing that and then we'll eventually approve most of it unless there's something that has to be adjusted and that's the budget that gets advertised, but it's the intent of the board to be making more adjustments and then those will come out at the hearing. This is the way it has to be done by law.

The Public Budget Hearing and Board Vote to submit the budget will be held on May 8th.

To view this portion of the meeting scroll to 24:30.

VII. SUPERINTENDENT REPORT

Dr. Fitts reported that our students are receiving a robust education and rich activities in the arts, music, and sports. Soon, we will start to think about celebrating our graduating seniors, those students moving to the high school, and those moving to the middle school.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance of Conferences.

A. ATTENDANCE AT CONFERENCES

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

Mr. Lembo moved approval of A. Attendance of Conferences, with the corrections.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration.

Mr. Lembo tabled item iii. Approval: Settlement Agreement SE#9/2022-2023

B. ADMINISTRATION

i. Approval: Receipt of Suspensions Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions that have occurred since the last Board meeting.

ii. Approval: Settlement Agreement SE#8/2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#8/2022-2023 between the parents of student #905665 and the Ridgewood Board of Education.

The Board has received background information.

iii. Approval: Settlement Agreement SE#9/2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#9/2022-2023 between the parents of student #906119 and the Ridgewood Board of Education.

The Board has received background information.

iv. Approval: Submission of the High School Voter Registration Law Annual Statement of Assurance for the 2022-2023 School Year

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves the submission of the High School Voter Registration Law Annual Statement of Assurance for the 2022-2023 school year.

The Board has received background information.

Mr. Lembo moved approval of B. Administration, except item iii.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Curriculum & Instruction, with the addendum and the updates to the field trip attachment.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

ii. Approval: Agreement with MpoweredParent LLC

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with MPoweredParent L.L.C. to provide an evening parent presentation on the topic of Social Media Use & Screentime for parents of elementary school children on May 1, 2023 in the total amount of \$1,700. This program will be paid with ESSER II funds.

Ms. Brogan moved approval of C. Curriculum and Instruction with the addendum and updated Attachment B.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources with the addendum.

Mr. Lembo made a motion to amend item vi. Administrative Leave with Pay as follows:

It is recommended that the Board approve employee #8667 for administrative leave of absence with pay from effective March 16, 2023 through June 30, 2023, using accrued leave time.

Mr. Dani seconded the motion which carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

D. HUMAN RESOURCES

i. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Support Staff						
Murphy, Patricia	Part-time Secretary Community School	Education Center	04/18/23-06/30/23	N/A	\$25.00 per hour, up to 20 hours per week	13-422-200-105-00-60-060-001 (10%) 13-423-200-105-00-60-060-001 (25%) 13-424-200-105-00-60-060-001 (25%) 13-602-200-105-00-60-060-001 (40%)

Field Placement

Name	College/ University	Placement	Supervisor	Location	Effective Date
Schlackman, Olivia	Ithaca College	Speech Specialist Final Clinical Externship/Student Teaching	Alexander, Elianne	Travel	01/01/24- 06/30/24

Additional: Paraprofessionals for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary	Effective Date	Account #
Munoz, Patricia	Applied Behavior Analyst (ABA)	Hawes	5.75	5	\$24,455 prorated	04/18/23-06/23/23	11-212-100-106-00-02-024-001
Nieves, Glenny	Applied Behavior Analyst (ABA)	Ridge	5.75	5	\$24,455 prorated	04/18/23-06/23/23	11-212-100-106-00-04-024-001
Ortiz, Joanna	Applied Behavior Analyst (ABA)	Ridge	5.75	5	\$24,455 prorated	04/18/23-06/23/23	11-212-100-106-00-04-024-001
Wang, YanFei	Applied Behavior Analyst (ABA)	BFMS	5.75	5	\$24,455 prorated	04/19/23-06/23/23	11-212-100-106-00-08-024-001

Additional Lunchroom Aides for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Perry,	Lunchroom	Ridge	2	5	\$17.50	04/18/23-	11-000-262-107-00-06-006-001

Madison	Aide					06/22/23	
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Additional: Home Instructors, on an as-needed basis, for the 2022-2023 School Year

Name	Assignment	Location	Hourly Rate	Account #
Sacks, Lauren	Special Education Elementary School	Travell	\$59.36	11-000-219-104-00-06-019-000

ii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Teacher						
Alvarez, Lisette	1.0 FTE School Psychologist RHS	\$103,402 (\$98,192 + \$300 CP + \$4,910 ratio) Cl. DR, St. 13	1.0 FTE School Psychologist and .20 FTE Social Worker RHS	\$123,040 (\$117,830 + \$300 CP + \$4,910 ratio) (non-pensionable) Cl. DR, St. 13	12/06/22-05-31-23 revision	11-000-219-104-00-10-019-000
Barba, Allison	1.0 FTE School Psychologist GWMS	\$82,506 (\$78,577 + \$3,929 ratio) Cl. MA+45, St. 3	1.0 FTE School Psychologist GWMS and .10 FTE Social Worker RHS	\$90,364 (\$86,435 + \$3,929 ratio) (non-pensionable) Cl. MA+45, St. 3	12/06/22-05/31/23 revision	11-000-219-104-00-09-019-000
Batista, Giselle	1.0 FTE School Psychologist RHS	\$95,080 (\$90,267 + \$300 CP + \$4,513 ratio) Cl. DR, St. 8	1.0 FTE School Psychologist and .20 FTE Social Worker RHS	\$113,133 (\$108,320 + \$300 CP + \$4,513 ratio) (non-pensionable) Cl. DR, St. 8	12/06/22-05/12/23 revision	11-000-219-104-00-10-019-000
Calamia-Scheckel, Beth	0.80 FTE Latin BFMS	\$71,702 Cl. MA+45, St. 9	0.85 FTE Latin BFMS	\$76,183 Cl. MA+45, St. 9 revision	09/01/22-06/30/23	11-130-100-101-07-08-019-000
Downs, Emily	.20 FTE Art BFMS	\$12,673 Cl. BA, St. 2	1.0 FTE Art Hawes	\$63,367 Cl. BA, St. 2	01/19/22-06/30/23 revision	11-130-100-101-04-08-019-000
Fisher, Isabelle	1.0 FTE School Psychologist	\$82,506 (\$78,577 +	1.0 FTE School Psychologist	\$90,364 (\$86,435 +	12/06/22-05/31/23	11-000-219-104-00-08-019-000

	BFMS	\$3,929 ratio) Cl. MA+45, St. 3	BFMS and .10 FTE Social Worker RHS	\$3,929 ratio) (non- pensionable) Cl. MA+45, St. 3	revision	
Friedman, Laura	1.0 FTE LDT-C RHS	\$97,191 (\$92,277 + \$300 CP + \$4,614 ratio) Cl. MA+45, St. 11	1.0 FTE LDT-C and .20 FTE Social Worker RHS	\$115,646 (\$110,732 + \$300 CP + \$4,614 ratio) Cl. MA+45, St. 11	03/30/23- 05/31/23	11-000-219-104-00- 10-019-000
Hoogerhyde, Michael	1.0 FTE Special Education (Collab- Science) RHS	\$112,762 (\$112,462 + \$300 CP) Cl. MA+30, St. 18	1.20 FTE Special Education (Collab- Science) RHS	\$134,984 (\$134,954 + \$300 CP) Cl. MA+30, St. 18 (non- pensionable)	03/21/23- 05/31/23 revision	11-213-100-101-00- 10-019-000
Minichini, Gina	1.0 FTE Special Education (Mathematics) RHS	\$71,967 Cl. MA, St. 4	1.0 FTE Special Education (Mathematics) and .20 FTE Special Education (Science) RHS	\$86,360 (non- pensionable) Cl. MA, St. 4	03/21/23- 05/31/23 revision	11-213-100-101-00- 10-019-000
Reilly, Nancy	1.0 FTE Special Education (Collab- Science) RHS	\$107,632 (\$106,132 + \$1,500 longevity) Cl. MA, St. 18	1.40 FTE Special Education (Collab- Science) RHS	\$150,085 (\$148,585 + \$1,500 longevity) (non- pensionable) Cl. MA, St. 18	03/21/23- 05/31/23 revision	11-213-100-101-00- 10-019-000
Streitman, Rachel	1.0 FTE Special Education (Mathematics) RHS	\$85,327 (\$85,027 + \$300 CP) Cl. MA+45, St. 7	1.0 FTE Special Education (Mathematics) and .20 FTE Special Education (Science) RHS	\$102,332 (\$102,032 + \$300 CP) (non- pensionable) Cl. MA+45, St. 7	03/21/23- 05/31/23 revision	11-213-100-101-00- 10-019-000
Valeri, Amanda	1.0 FTE LDT-C RHS	\$94,408 (\$89,627 + \$300 CP + \$4,481 ratio) Cl. MA+45, St. 9	1.0 FTE LDT-C and .20 FTE Social Worker RHS	\$112,333 (\$107,552 + \$300 CP + \$4,481 ratio) (non- pensionable) Cl. MA+45, St. 9	12/06/22- 05/31/23 revision	11-000-219-104-00- 10-019-000
Paraprofessional						
Rinaldo, Geraldine	First Grade Willard	\$19.25	Kindergarten Willard	\$19.25	09/06/22- 06/23/23	11-204-100-106-00- 07-024-001
Van Der Eeze, Anniek	STEPSS Job Coach	29,756	STEPSS Job Coach	\$27.00	12/19/22- 06/23/23	11-212-100-106-00- 12-024-001

iii. Resignation for the Purpose of Retirement

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

Name	Assignment	Location	Years of Service	Effective Date
Teacher				
Ferrari King, Gabrielle	Fourth Grade	Somerville	25	07/01/23

iv. Resignations

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

Name	Assignment	Location	Effective Date
Teachers			
Coffey, Ty	Education Specialist	Ridge/Somerville	07/01/23
Cuneo, Tara	Spanish	RHS	07/01/23
Pollitt, Ashley	Special Education (English)	RHS	07/01/23

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Batista, Giselle	School Psychologist	RHS	Medical, Family	New	5/15/23-06/30/23	09/01/23-11/30/23	12/01/23-06/30/24	09/01/24
Maccarrone, Meghan	Paraprofessional	Ridge	Medical	Revision	04/10/23-04/21/23	N/A	N/A	04/24/23
Manke, Colleen	School Nurse	Ridge	Medical	Revision	03/13/23-04/20/23			04/24/23
Mayer, Jessica	Physical Therapist	Ed Center	Medical	Revision		02/15/23-05/14/23		05/15/23
Munro, Abigail	Paraprofessional	RHS	Medical	New	06/06/23-06/07/23	06/08/23-06/22/23		09/01/23
Perry, Cynthia	Paraprofessional ABA Aide	Ridge	Medical	Revision			12/05/22-03/17/23	03/20/23

Roth, Jessica	Art	Hawes	Medical	Revision	01/02/23-04/04/23	04/10/23-06/23/23	N/A	08/31/23
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vi. Administrative Leave with Pay

It is recommended that the Board approve employee #8667 for administrative leave of absence with pay from effective March 16, 2023 through June 30, 2023.

It is recommended that the Board approve employee #8844 for administrative leave of absence with pay from effective April 17, 2023 through June 30, 2023.

vii. Supplemental Pay Beyond Contract

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

Additional: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours per person	Hourly Rate per person	Pay per person	Total not to exceed per person	Account #
Ridge Elementary School									
Sargenti, Ava revision	Fact	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-04-004-001
Somerville Elementary School									
Aynilian, Elizabeth	Turing Tumble	N/A	N/A	N/A	3	\$19.25	N/A	\$57.75	11-401-100-101-00-05-005-001
Willard Elementary School									
Connor, Danielle, Dodd, Rebecca	Talent Show	N/A	N/A	N/A	2	\$40.17	N/A	\$80.34	11-401-100-101-00-07-007-001
Benjamin Franklin Middle School									
Geraghty, Laura	Model Making Club	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-08-008-001
Gilbert, Kristen	Homework Helpers	N/A	N/A	N/A	10	\$40.17	N/A	\$401.70	11-401-100-101-00-08-008-001
Ridgewood High School									
Hans, Patricia revision	RHS High Times (School Newspaper)	2	0.014	1	N/A	N/A	\$1,326	N/A	11-401-100-101-00-10-010-001

Chaperones

Name	Trip/ Activity	Dates	# of Nights per person	# of hours/ Days per person	Hourly Daily Rate per person	Total not to exceed per person	Account #
Ridge Elementary School							
Hopper, Ann	Chess Club RISe Student	04/14/23, 04/28/23, 05/12/23, 05/19/23, 05/26/23, 06/02/23, 06/09/23	N/A	7	\$25.64	\$179.48	11-401-100-101-00-04-004-001
Willard Elementary School							
Connor, Danielle, Dodd, Rebecca Dodd, Stephanie Halter, Wesley Lucchesi, Michael Ong, Jerome	Grade 5 PE Circus Performance	03/24/23	N/A	2	\$40.17	\$80.34	11-401-100-101-00-07-007-001
Benjamin Franklin Middle School							
Briggs, Amy Cigolini, Lucille Corlett, Susan Donnelly, Trecia Ferreri, Todd Geraghty, Laura Menzies, Lauren Nizza, Amber Orsini, Anthony Papapeitro, Megan Reilly, Kerriann Sutera, Lisa Watson, Torrance Wearley, Meredith Wu, Gregory Zielinski, Lauren	8th Grade Boston Trip	05/31/23- 06/02/23	3	N/A	\$200	\$600	11-401-100-101-00-08-008-001
DiMauro, Theresa	7th Grade The Museum of Jewish Heritage	05/26/23- 0527/23	2	N/A	\$200	\$400	11-401-100-101-00-08-008-001

George Washington Middle							
Feit, Deborah Gould, Alexandra Handy, Mary Lou Kashmanian, Katherine Luts, Daniel Mauceri, Vanessa Monahan, Timothy Neville, Ben Ozaydin, Meaghan Ponchak, James Reinke, Michael Simone, Suzanne Wood, Danielle Zilvetti, Suzanne Two Substitute Nurses - TBD	Eighth Grade D.C. Trip	05/31/23- 06/02/23	2	N/A	\$200	\$400	11-401-100-101-00-09-009-001
			2	N/A	\$200	\$400	
Hamilton, Elizabeth, Kaukonen, Philip King, Janelle Ponchak, James Sharar, Connie	May Band/Jazz Concert	05/16/23		2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Brown, Brian Greenberg, Abigail Dabby, Maxwell Feit, Deborah Petitt, Carol	May Choir Concert	05/23/23		2	\$40.17	\$80.34	11-401-100-101-00-09-009-001
Ridgewood High School							
Contreras, Colleen Dolby, Luke Kase, Sean Mitola, Candace Reilly, Nancy Yannone, Meredith	Freshman Disco Event	02/24/23	N/A	4	\$40.17	\$160.68	11-401-100-101-00-10-010-001
Garlasco, Casey McDermott,	DECA	04/21/23- 04/26/23	5	N/A	\$200	\$1000	11-401-100-101-00-10-010-001

Michael Stucke, Mallory Watson, Andrea							
Bailey, David Bourque, Steven Dolby, Luke Kase, Sean Mende, Allison Mitola, Candace Watson, Andrea Wood, Danielle Yannone, Meredith	Junior Formal	04/20/23	N/A	4	\$40.17	\$160.68	11-401-100-101-00-10-010-001

AP Administrative Duties

Name	# of hours	Hourly Rate	Total not to exceed	Account #
Alpaugh, Kristen	3	\$51.34	\$154.02	11-000-218-105-00-10-010-001
Altomare, Jacquelyn	10	\$31.52	\$315.20	11-000-218-105-00-10-010-001
McGovern, Christine	10	\$63.70	\$637.00	11-000-218-105-00-10-010-001
Watson, Andrea	3	\$56.76	\$170.28	11-000-218-105-00-10-010-001

Addendum:

Name	Trip/ Activity	Dates	# of Nights per person	# of hours/ Days per person	Hourly Daily Rate per person	Total not to exceed per person	Account #
George Washington Middle							
Hamilton, Elizabeth, Kaukonen, Philip King, Janelle Ponchak, James Sharar,	May Band/Jazz Concert	05/16/23		2	\$40.17	\$80.34	11-401-100-101-00-09-009-001

Connie							
Brown, Brian Greenberg, Abigail Dabby, Maxwell Feit, Deborah Petitt, Carol	May Orchestra Concert	05/18/23		2	\$40.17	\$80.34	11-401-100-1 01-00-09-009 -001
Ridgewood High School							
Garlasco, Casey McDermott, Michael Stucke, Mallory Watson, Andrea	DECA	04/21/23- 04/26/23	5	N/A	\$200	\$1,000	11-401-100-1 01-00-10-010 -001

viii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Casalinho, Rena	Moreno, Tiffany	Siohan, Chloe*	
	Moryl, George	Spicer, Meltem	
	Sherman, Natalie*		

\$150 Daily Rate

Secretaries

Sherman, Natalie*			
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\$21.25 Per Hour

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources, with the amendment to item vi. and addendum vii. Supplemental Pay Beyond Contract.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo recognized all of the retirees and thanked them for the many years of service to the district.

Dr. Fitts presented E. Finance for consideration.

E. FINANCE**i. Acceptance of Restricted Donations:**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
DECA	\$349.90 (gift in kind)	A gift in kind of a computer logitech presenter.	N/A

ii. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the additional contracted therapists to provide special education services for the 2022-2023 school year, as listed below.

Contractor	Service	Schedule	Rates
Fun Fit Therapy	Physical Therapy Services	22-23 School Year	\$105/hr, \$375 per evaluation

iii. Approval: Acceptance of the School Climate Change Grant

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the acceptance of the School Climate Change Grant in the amount of \$6,660.

The Board has received background information.

iv. Approval: Salaries Charged to Grants

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the salaries charged to grants for the 2022-2023 school year as follows:

Employee Last Name	Employee First Name	Position	Grant	Account	Not to Exceed	Dates
Kraisorn	Kerry	Paraprofessional Grade 1	ARP ESSER III	20-487-100-106-00-22-022-001	\$19,371.00	9/5/22 - 6/23/23
Carewicz	Damian	Paraprofessional Grade 1	ARP ESSER III	20-487-100-106-00-22-022-001	\$12,067.56	9/5/22 - 3/10/23
Giannacinni	Giulia	Paraprofessional Grade 1	ARP ESSER III	20-487-100-106-00-22-022-001	\$7,303.44	3/14/23 - 6/23/23
Sgambati	Jean	Paraprofessional Grade 1	ARP ESSER III	20-487-100-106-00-22-022-001	\$19,371.00	9/5/22 - 6/23/23
Bednarski	Patricia	Paraprofessional Grade 1	ARP ESSER III	20-487-100-106-00-22-022-001	\$19,371.00	9/5/22 - 6/23/23
Zaveri	Salome	Paraprofessional Grade 1	ARP ESSER III	20-487-100-106-00-22-022-001	\$19,371.00	9/5/22 - 6/23/23

Chlewicki	Payton	Paraprofessional Grade 1	ARP ESSER III	20-487-100-106-00-22-022-001	\$19,371.00	9/5/22 - 6/23/23
DeMallie	Angela	Permanent Sub	ARP ESSER III	20-487-100-101-00-00-019-001	\$21,710.67	9/5/22 - 6/23/23
Pena	Chelsea	Permanent Sub	ARP ESSER III	20-487-100-101-00-00-019-001	\$21,710.67	9/5/22 - 6/23/23
Fullam	Aretoula	Permanent Sub	ARP ESSER III	20-487-100-101-00-00-019-001	\$21,710.67	9/5/22 - 6/23/23
Dittamo	Rachel	Permanent Sub	ARP ESSER III	20-487-100-101-00-00-019-001	\$7,921.87	9/5/22 - 11/9/22
Bridges	Kristen	Permanent Sub	ARP ESSER III	20-487-100-101-00-00-019-001	\$13,788.79	11/22/22 - 6/23/23
Pielka	Susan	Permanent Sub	ARP ESSER III	20-487-100-101-00-00-019-001	\$21,710.67	9/5/22 - 6/23/23
Montelbano	Tara	Permanent Sub	ARP ESSER III	20-487-100-101-00-00-019-001	\$21,710.67	9/5/22 - 6/23/23
Raymond	Maureen	Permanent Sub	ARP ESSER III	20-487-100-101-00-00-019-001	\$21,710.67	9/5/22 - 6/23/23
Enright	Susan	Lunch Aide	ARP ESSER III	20-487-262-107-00-02-002-001	\$5,100.21	2022-2023
Raupp	Ellen	Lunch Aide	ARP ESSER III	20-487-262-107-00-02-002-001	\$5,100.21	2022-2023
Trubac	Thomas	Lunch Aide	ARP ESSER III	20-487-262-107-00-02-002-001	\$5,100.21	2022-2023
Zampino	Erica	Lunch Aide	ARP ESSER III	20-487-262-107-00-02-002-001	\$4,739.70	2022-2023
Otterstedt	John	Lunch Aide	ARP ESSER III	20-487-262-107-00-02-002-001	\$4,739.70	2022-2023
Chakonis	Ashley	Lunch Aide	ARP ESSER III	20-487-262-107-00-05-005-001	\$3,202.50	2022-2023
Oh	Justin	Lunch Aide	ARP ESSER III	20-487-262-107-00-05-005-001	\$5,100.21	2022-2023
Brunner	Dina	Lunch Aide	ARP ESSER III	20-487-262-107-00-07-007-001	\$5,100.21	2022-2023
Chanod	Margaret	Lunch Aide	ARP ESSER III	20-487-262-107-00-07-007-001	\$5,100.21	2022-2023
Devaney	Eileen	Lunch Aide	ARP ESSER III	20-487-262-107-00-07-007-001	\$5,100.21	2022-2023
Rinaldo	Geraldine	Lunch Aide	ARP ESSER III	20-487-262-107-00-07-007-001	\$3,202.50	2022-2023
Solis	Leslie	Lunch Aide	ARP ESSER III	20-487-262-107-00-07-007-001	\$3,202.50	2022-2023
McCarthy	Martina	Permanent Sub for Spec Ed	ARP IDEA PreK ARP IDEA	20-224-100-101-00-05-024-000 20-223-100-101-00-05-024-000	\$18,833.00 \$14,647.00	9/5/22 - 6/23/23
Muzilla	Amy	Permanent Sub for Spec Ed	ARP IDEA	20-223-100-101-00-04-024-000	\$33,480.00	11/21/23 - 6-23-23
Tozaj	Sasha	Permanent Sub for Spec Ed	ARP IDEA	20-223-100-101-00-08-024-000	\$33,480.00	9/5/22 - 6/23/23

v. Approval: Secretary's Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **February 2023**,

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

vi. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Interim 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 **February 2023**; 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.

vii. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **February 2023** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

Ms. Brogan moved approval of Finance.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo read the donation into the record and thanked the responsible party.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda, including the addendum.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Agreement for Architectural Services with FKA Architects for the Replacement of the Dust Collection System at Ridgewood High School

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement with FKA Architects for the architectural services for the replacement of the dust collection system at Ridgewood High School, in the amount of \$28,500 for professional services.

The Board has received background information.

B. Approval: Agreement with Edvocate, LLC for Consulting Services for RFP Process Management of the District's Food Service Program

The Ridgewood Board of Education, upon the recommendation of the Superintendent of

Schools, approves the contract with Edvocate, LLC to develop the bid specifications and control the bid process for the purpose of hiring a food service management company effective as of July 1, 2023, in the amount of \$10,275.

The Board has received background information.

C. Approval: School District Maximum Travel Expenditure

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 maximum school district travel expenditure in the amount of \$220,000 for the 2023-20224 school year.

Ms. Brogan moved approval of IX. Resolutions and Motions Not Included in Consent Agenda including addendum item C.

Mr. Lembo seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan commented on item C. is a request to review for the next budget if they can review utilization of this because we don't often use the entire amounts and she would like a history. She understands that there was some extra money and other things may have been utilized instead of the conference but this has steadily been increasing and would like to have a finer look at it.

Mr. Dani commented when they review the travel budget, if they see that they have allocated more than what is being used, he thinks they should consider allocating some money to high school guidance counselors going and meeting with the college counselors. Now HSA's and parent organizations are funding those.

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Mahmoud.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Mar 31	Columbia Bank On-Line	109495-109649	1,743,263.88
Apr 10	Columbia Bank On-Line	109650-109742	685,832.44
Mar 15	Payroll Transfer	P43660	3,424,273.54
Mar 30	Payroll Transfer	P43680	3,500,215.34
Feb 28	Electronic Transfers	F43678	9,844.02

Apr 14	Electronic Transfers	H43852	1,221,714.43
Mar 27	Electronic Transfers	R43679	887,166.00
Feb 6	Electronic Transfers	C43676-43677	9,434.38
Apr 6	Columbia Bank On-Line Scholarship	831595	273.13
Mar 30	Food Service	620421-620422	265,843.99
Mar 24	Void Check	109033	(500.00)
TOTAL			11,747,361.15

Mr. Mahmoud moved approval of bills approved by him.

Ms. Brogan seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced that Tim Shoemaker is presenting on April 25 at 7:00 at GW, he will be talking to parents and middle school students about vaping. He will be a presenting for K-5 parents/guardians on social media will be on May 1st.

Ms. Brogan announced that the Municipal Alliance and Village of Ridgewood will host the 5th grade step up on April 28th.

Mr. Dani announced the Sustainability Day at RHS also included the planting of 17 trees on Saturday, April 15th at Stevens Field.

Mr. Lembo announced that this Saturday from 8:30 am - 11:30 is the Baseball parade.

XII. BOARD COMMITTEE REPORTS

Mr. Lembo announced that the Finance committee met and discussed updates on the budget. There was discussion on identifying a small area on the Board of Education property or at the Education Center property for No Mow May.

Mr. Mahmoud announced that the LHSA met last week with a presentation on post high school educational options.

Ms. Kwak announced that the monthly fields committee meeting took place there was a discussion on field usage in general and addressing the growing needs of the adult senior population.

Mr. Lembo announced that on April 23 is the Daffodil Festival from 11-2:00 at Memorial Park.

XIII. DISCUSSION ITEMS

Ms. Brogan requested to follow up about transportation and asked if we need to go out to bid because of the change in the start and end time for the high school.

Ms. Davenport replied that they're still establishing the routes and we've asked them if they foresee additional charges. If they have enough buses to cover the time change there won't be any charges.

Mr. Dani asked Dr. Fitts if there are any updates on the goals.

Dr. Fitts replied that there will be a presentation on the goals.

XIV. ACCEPTANCE OF MINUTES

- November 7, 2022 Executive Session Meeting II
- March 6, 2023 Executive Session Meeting
- March 6, 2023 Regular Public Meeting
- March 20, 2023 Executive Session Meeting
- March 20, 2023 Regular Public Meeting
- March 27, 2023 Special Public Meeting

Mr. Lembo moved approved of the minutes.

Ms. Brogan seconded the motion, which was unanimously approved.

XV. OTHER BUSINESS

Mr. Lembo thanked the first responders and the administrative team who responded to the incident at the High School today. There was quick communication to the parents and while they were in an executive session tonight, another correspondence went out to the parents giving an update.

Mr. Lembo stated that there was a question about some funds that we didn't know about in the audit presentation and certain things that they did not always approved. There was a question about the BF track resurfacing. This was approved at the June 14, 2021 agenda.

Mr. Dani added that is was approved but it may not have been approved for the exact amount that was finally paid because of change orders.

Mr. Dani provided two updates on the pseudo-facility meeting during the budget process. There were two public comments in the last two meetings about the basketball charges by our facilities department and custodial services. The second was about the cafeteria in the high school and the amounts that were being charged. Ms. Davenport has provided an update that we have not addressed them at this meeting, but both of those issues are being actively addressed by Ms. Davenport.

XVI. COMMENTS FROM THE PUBLIC

Laura McKenna, she has some concerns. About noon today her phone blew up with all of the chats from the moms and dads and talking about the fact that there was a threat of a gun in the high school and she saw videos because the students took them of our brave law enforcement entering classrooms with guns raised as is appropriate and she saw children, young people hiding under desks. She can't believe we live in a world where our children are fearing for their lives hiding under desks, it's horrific. She's pleased of the way that you guys let everybody know that this was a crisis that was handled, but this was a traumatic event that should be addressed in this meeting. To start off with it shouldn't be an elephant in the room, it should be spoken about. It affected the families, the children, the teachers. What mental health supports happened to follow it up this day? how did anybody continue doing any work for the rest of the day after seeing something like that, she would be shaking. Her brain would be blank, she couldn't work, she couldn't study. What mental health supports were put in place to help these teachers and the students and if this is part of our new normal, what mental health supports have we set up in our schools after the whole pandemic? We know resources have showed us that the pandemic and the school closures which went on for far too long in New Jersey caused irreparable learning lag and mental health issues and as you guys know, she showed up to every meeting during the school closures to warn everybody about these problems that were happening and research has showed that she was right. What have we done within Ridgewood to remedy those problems, where has the Esser money gone? Has the Esser money gone towards fans and other equipment or is it actually gone to help the kids directly? Where is the money? She hasn't seen the accounting, she does not know any kid in Ridgewood personally who received tutoring. Where did the money go? She would like to see it. That's one of her concerns, this budget, we have the issues of transparency and public input on school budget has been a major issue of members of the school board and she's really confused. Why did this budget happen so last minute? What happened? Why is she just hearing about this now? Why doesn't she have a piece of paper with the budget comparing this year to last year. She's gotten this in the past. There's been public meetings at BF and to all the HSAs about the budget in the past. Why are we not getting it this year. She has no idea. Here last issue is in the New York Times had a big article this weekend on balanced literacy. The problem is they've had multiple articles in the past couple years about the reading programs in our schools. Many schools use a program called balance literacy which was put forward by the teachers college has been shown to be not effective. So much research on this method of reading doesn't work. The woman who developed this curriculum came out and said oops it doesn't work, guess what we're using in Ridgewood? We need to take an exam and we need to look at our reading curriculum in our town and decide whether we need to upgrade professional development in this area.

Peter Maltin, 294 West End Avenue, first starting out with congratulations on finding the new superintendent. Its one of the most important things that you can do as a board and you're looking forward to getting to know him and hope everybody creates success together. Before he gets to the budget, one ancillary item in regards to the water in the schools. He's mentioned this a number of times, there's another notice that went out in regards to the pfoas and that we continue to not meet the standards. He has not heard about appropriate filtration. They were told to his knowledge in any of these meetings is there's no lead. However, not addressing these issues and in our water system at the schools. The second is the recent issues with regional and small banks. He noticed a larger than FDIC limitation amount at columbia bank and just wondering if that's being addressed in regards to a money market or rolling treasuries or

something along those lines to make sure our money is being fully protected at a local bank. As an example if the treasury did not step in Silicon Valley and Signature Bank holders would have lost all of the money below \$250,000 so making sure that's being thought of. In regards to our cash. Last is intramurals, he hasn't heard anything about that and he's brought that up a few times. Hopefully they'll see more about that in regards to possibly our budget but if intramurals are something that is going to be considered for next year, that is likely something that has to be immediately discussed in regards to some type of a group that will be organizing intramural sports. In regards to the budget, it's great to hear no cuts of programming and staff obviously want to see the numbers because math has been against us in regard to inflation and to keep the number at a two percent figure. Curious what reductions must have occurred possibly we'll have to see those comparisons as a previous speaker spoke about. It's a good sound point to say nothing's being eliminated but we'll have to see what has to be reduced possibly in this regards to the world language and physical education. He would like to hear more about that, if that's something that the world language will have in person in each one of the schools for programming and also is the physical education, is that number going to bring us up to the state standards in regards to physical education for elementary school. The last piece mentioned before we had the previous superintendent discussed how impactful permanent subs were, those are being funded from our ESSER funds. Hoping that we see permanent substitutes in our budget on the move forward basis and that was something that those dollars were supposed to go away but hopefully money has been found to make sure that we keep permanent subs and maybe expand permanent subs within our schools.

Laurie Weber, 235 South Irving Street, she thinks that the speaker before her Miss McKenna was right on point. What happened at the high school today certainly wasn't an elephant in the room it was a possible tragedy where students and teachers were put in a horrific situation where they were afraid, where police ran toward danger and where our neighbors deserved an explanation of what happened in our neighborhood, not an afterthought. What happened today was a horrible thing, not an elephant in the room and it was a blessing that it was a false alarm and she thinks that the treatment of this and the lack of information sent out by the school to the neighbors to everyone on your list is unacceptable. Ms. McKenna also brought up the issue about the way our budget is being presented and she thinks that the key to this comes with the mystery surrounding what happened to our business administrator/board secretary Scott Bisig. She's assuming that no one's speaking about it because it's a personnel matter yet there really should be some way of giving the community some kind of explanation of what happened here and doing away with the possibility that imaginations will fill in the blanks. It's an important issue for the community, it's two-thirds or more of our property tax levy and you know she thinks there is a reasonable explanation for what happened this year and she thinks the board or superintendent needs to find a way to explain this to the community.

Janet Reilly, 487 Dorchester Road, thanked the board for including world language and physical education teachers in the budget, she hopes it will be voted on in the final budget meeting on May 8. She also would like to add as Mr. Maultin said it would be interesting to see how many minutes that translates to in terms of physical education teachers so if there's a way that can be shared with the public she would appreciate it. She wants to thank you for including those teachers in the budget and making that a priority. Also, to support what Ms. McKenna said about balanced literacy its another issue that she is concerned about with the school sin terms of the reading curriculum thats being used particularly in the lower grades and for anyone paying attention theres a lot learned these last few years about the problems with the approach of the

columbia teachers college and blanchard literacy and the whole language approach of research that clearly shows that phonics-based programs and wharton-gillingham are the way to better teach and she knows that teachers in Ridgewood are Wharton-Gillingham trained, but she also knows that in kindergarten a lot of the approaches and techniques used are still like the three queuing and the msv and things like that. She would like Ridgewood to take a look like New York City public schools have done in the past year at the reading curriculum and think about how it can be improved.

Mr. Dani commented on the high school incident, Mr. Nyhuis sent out an email within 10 minutes that it was all clear when the incident was over and Dr. Fitts sent a follow up email to the community.

Mr. Lembo reiterated that Mr. Nyhuis and Dr. Fitts' emails went out pretty quickly. Social media is a great tool but not always factual. We have to trust our Administrators, staff and first responders that will first and foremost make sure that our students and staff are safe before the parents are notified.

Mr. Dani replied to Mr. Maltin's comment regarding inflation and the budget, we are not getting the sufficient funding that we are supposed to get and our current governor has been increasing that funding so our state budget contributions have increased in the last three to four years. Ms. Davenport has found out that there were line items where we allocated a little bit more to be conservative. When we received that money the last few years we did not spend it, we put that in reserves. We are revisiting the allocations and allocating what we are spending. Mr. Maltin made a good point about not being impacting if a small bank fails.

Mr. Dani asked Dr. Fitts about the reading curriculum which he states is not sufficient. They arranged resident visits with Dr. Gorman who mentioned he would do research and provide feedback.

Mr. Dani asked Dr. Fitts for a presentation before he moves on if they can have a presentation on the current reading curriculum and why the district thinks it is correct and where are the rooms for improvement.

XVII. ADJOURNMENT

At 8:36 p.m., on a motion made by Mr. Lembo, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Jaime Cangialosi-Murphy
Director of Human Resources



Lucy Papamichael
Assistant Board Secretary

Professional Development				
BOE Date	4/17/2023			
Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Brian Ross	How Will a Culturally Responsive Curriculum Lead to Results New Jersey Principals and Supervisors Association (NJPSA) Jamesburg, NJ 4/24/23	Professional Development	\$43.00	0
Laura Geraghty	Cultivating Emotional Literacy TMI Education Virtual 4/26/23	Professional Development	\$0.00	0.5
Kenneth Bovasso	Public Purchasing Conference Rutgers Division of Continuing Studies Atlantic City, NJ 5/3/23 - 5/4/23	Professional Development	\$779.00	0
Suh Young Nam	Multi-Tiered Systems of Support: 2nd Annual Effective Practices Statewide Summit New Jersey Principals and Supervisors Association (NJPSA) Virtual 5/5/23	Professional Development	\$150.00	0
Michael McDermott	Strength & Conditioning Coaching Clinic Charleston Southern University Charleston, SC 5/8/23 - 5/9/23	Professional Development	\$0.00	0
Joseph Gyulay	AP Table Reader College Board Virtual 6/2/23 - 6/8/23	Professional Development	\$0.00	0
Christina Lim	Comprehensive Orton-Gillingham Plus Training Institute for Multisensory Education Virtual 6/5/23 - 6/9/23	Professional Development	\$1,500.00	5

Kristen DeRienzo	Summer Inclusion Leadership Conference 2023 New Jersey Coalition for Inclusion Education at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Jennifer Osenbruck	Summer Inclusion Leadership Conference 2023 New Jersey Coalition for Inclusion Education at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Kelly Chua	Summer Inclusion Leadership Conference 2023 New Jersey Coalition for Inclusion Education at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Stephanie McAloon	Summer Inclusion Leadership Conference 2023 New Jersey Coalition for Inclusion Education at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Jessica Maneri	Summer Inclusion Leadership Conference 2023 New Jersey Coalition for Inclusion Education at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Katheen Acosta	Summer Inclusion Leadership Conference 2023 New Jersey Coalition for Inclusion Education at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Patricia Hans	AP Seminar IWA/IWP AP College Board Virtual 3/28/23	Professional Development	\$0.00	0

FIELD TRIPS FOR APPROVAL

April 17, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
4/19/23	BF	Post Office and Scavenger Hunt, Ridgewood, NJ	10 SAIL Students	10	1	\$200	\$200 (Sub Nurse)	No	Yes
4/19/23	RHS	West Side Presbyterian Church, Ridgewood, NJ	180 Choir and Orchestra Members	6	0	\$0	\$0	Yes	Yes
4/27/23	RHS	Rutgers Symphonic Winds Concert, New Brunswick, NJ	120 RHS Band Members	6	0	\$0	\$0	No	Yes
5/3/23	GW	& Juliet musical, New York, NY	10 SAGA Club Members	2-3	1	\$150	\$150 (Sub Teacher)	No	Yes
5/5/23	Orchard	Thielke Arboretum	120 Kindergarten & 5th Grade Students	25	0	\$0	\$0	Yes	Yes
5/9/23	BF	Lifetown, Livingston, NJ	10 SAIL Students	10	1	\$200	\$200 (Sub Nurse)	No	Yes
5/11/23	Somerville	Bronx Zoo, Bronx, New York	54 2nd Grade Students	21	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
5/13/23	RHS	New Jersey Junior Classical League State Convention, Ridge HS, Basking Ridge, NJ	25 Latin Academic Team Members	2	0	\$0	\$900 (Bus)	Yes	Yes
5/18/23	RHS	Museum of Chinese America, New York, NY	30 Chinese Club Members	3	0	\$0	\$0	Yes	Yes
5/24/23	Ridge and Orchard	5th Grade Special Education Student Visit, George Washington Middle School, Ridgewood, NJ	35 5th Grade Special Education Students	5-8	0	\$0	\$0	Yes	Yes
6/6/23	Travell	Ridgewood Recorder LinkUp - East Side, Ben Franklin Middle School, Ridgewood, NJ	65 4th Grade Students	6	1/2 (Sub Teacher)	\$75	\$75 (Sub Teacher)	Yes	Yes
6/7/23	Willard	Van Saun Park Zoo, Paramus, NJ	Revised: 138 Kindergarten Students and 5th Grade Students (Was previously on 3/20/23 agenda)	16	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
OVERNIGHT FIELD TRIPS - PAID									

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
4/26/23 - 2/29/23	RHS	Penn Relays, University of Pennsylvania, Philadelphia, PA	TBD Varsity Track & Field Athletes	3	0	\$0	0	\$0.00	\$320 (Driver)	Yes	Yes
5/14/23 - 5/15/23	RHS	American Studies Washington D.C. Trip	40 American Studies I and II Students	0	3 (1 night each)	\$600	0	\$0.00	\$600 (Chaperones)	Yes	Yes
6/14/23 - 6/18/23	RHS	Varsity Track & Field National Championship, University of Pennsylvania, Philadelphia, PA	TBD Varsity Track & Field Athletes	3	0	\$0	0	\$0.00	\$1,100 (Transportation)	Yes	Yes



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on May 8, 2023 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Mr. Lembo moved the following resolution.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now therefore,

Mr. Lembo 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, Student Personnel and Legal.

B. MOTION TO OPEN REGULAR SESSION

At 7:07 p.m., Mr. Lembo called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Visitors: There were approximately 30 visitors.

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. Student Representative Report

- Krish Chopra, Francesca Pecorelli, Devin Strasberg and Evangelina Sequin
Ridge Elementary School

Student representatives provided an overview of the activities experienced by each grade at Ridge Elementary School and the school-wide events.

B. Recognition of Retirees

- Deborah Feit, George Washington Middle School
- Mary VanHorne, Benjamin Franklin Middle School

Dr. Kashmanian recognized retiree Deborah Feit.

Mr. Orsini recognized retiree Mary VanHorne.

C. Student Representative Report

- Ava Martin, Ridgewood High School

Ava provided an overview of student experiences from the RHS Lockdown in April. Student experiences were diverse, depending on individual responses and the location in the school. Guidance Department and school counselors were immediately available and continue to be available for any student who needs them.

This is the second week of Advanced Placement (AP) Exams.

Alps Club traveled to Stony Creek Farm and will next go on a white-water trip in the Adirondacks, which is a favorite.

New Players perform Our Town this week, Thursday through Saturday.

Boys Lacrosse team made it to the finals. Girls Lacrosse Team won the County Championship for the 18th year in a row.

May 18th will be college T-shirt day.

May 19th is the Celebration of the Arts

V. COMMENTS FROM THE PUBLIC

Laura Grasso, 136 Circle Ave and member of Ridgewood Education Association. She expressed her gratitude and appreciation personally and on behalf of the members of the Ridgewood Education Association to Stacy Poelstra. Once a rainbow is a Ram. Stacey is an exceptional

leader who has dedicated the last several years for the betterment of our school district. Throughout her tenure, Stacey has tirelessly worked towards improving the quality of Education offered by our district. Her exceptional work and leadership on the district's curriculum has enabled our curriculum and instructional practices to meet the ever changing needs of our students. Under Stacey's guidance our district has achieved new heights in terms of course offerings and academic achievement. Her unwavering commitment to excellence has inspired and motivated us all to strive for greatness. Her innovative ideas coupled with her dedication and hard work has helped take us to new levels of academic success especially during the covid years. As she moves on to her new district the REA wishes STacey all the best in her future endeavors. Her legacy will continue to inspire and guide us and we will always remember her as the leader who made a profound impact on our district. Thank you Stacey for your years of outstanding service and for making a difference in the lives of our students, staff and the Ridgewood community.

Mark Ferreri, Supervisor of Humanities, spoke on behalf of the Ridgewood Administrators of the district, echoed the sentiments that were issued by Laura on behalf of Stacey. Although Stacey, was in our district less than 10 years, she's left a lasting, endearing impact. She's been a steady unifying force through turbulent times whether they were related to the effects of teaching and learning during the covid era or whether they were due to the circumstances regarding personnel changes within our upper administrative structure. She's kind of been a bedrock. She's been the consistent force and just a couple of things he wanted to highlight from their behalf, particularly on the curriculum end, she was the major driving force behind the strategic plan. A lot of the offshoots of the strategic plan we live with as administrators in our day-to-day professional lives. He'd say the core message behind that was an endearing impact and an ability to try to keep what's important at the forefront and where Stacey meant equity. It meant shared outcomes. It meant proficiency in learning and assessment and she always looked to put teachers and their professional development first. You could see that through the retooling of our four-year new teacher orientation program which she led capably with the help of some other administrators and he'd say that teacher development branched all the way down to some real productive collaborative partnerships that we formed with a local school, Emerson and with a New England based consortium group called the Great Schools partnership. We've done some great work over the last several years that was a Stacey brainchild and he thinks it's part of her lasting legacy here. Overall she's just been a consistent unifying force. She's going to be greatly missed. On a personal note, we're losing a social studies person and as a social studies person you know it hurts a little of his professional heart as well. Part of the silver lining is the incoming superintendent is also a social studies person. On behalf of the Ridgewood Administors, Stacey we wish you the best of luck in your future professional career. Enjoy your family and please don't be a stranger.

Ms Poelstra thanked them for their comments and stated that this is an amazing team of administrators, supervisors and teachers. It has been a joy working with them. She knows they will carry on the great work.

Mr. Mahmoud thanked Ms. Poelstra for all of her work.

Ms. Brogan added that it has been incredible being on the curriculum committee and watching the relationship she has formed with the supervisors. Ms. Poelstra's personality is one of acceptance, but let's do more and push a little harder on what we can do for students. Your focus has always been on the well being of students whether it's social, emotional, physical or intellectual. She

wished her well in Brielle and stated its a loss for Ridgewood.

Mr. Lembo stated Ms. Poelstra's help, guidance and calming demeanor has been helpful. Wished Ms. Poelstra the best.

Laurie Weber, 235 South Irving Street, informing the board and residents of a most concerning issue that came up at the April 26 Village Council Meeting. Council member Siobhan Winograd asserted that because village students use the sidewalks when walking to school, the board of education is obliged to help the Village pay for an upcoming municipal sidewalk project. Ms. Winograd actually referred to the Board of Education as an alternative source of funding for the Village Council expense given the financial challenges the Board of Education faces in order to serve the many needs of our students, she would like the board to confirm that you most certainly will not be giving any funds designated for our schools to the Village Council. Indeed the board should issue a stern admonishment to any council member that reduces our schools to a funding source. Council member Winograd, a leader of the One Village One Vote political group headed up the effort that removed the community's right to vote on the annual school budget. She fought in court to change the date of the school elections by village council ordinance rather than how the law provinces which is by a resolution thereby taking away the board of education's authority over its own elections and giving complete authority to the village council. As a village council member she's advocating to take much needed funds away from our schools, this behavior must be stopped and dealt with. Whoever supported Miss. Winograd's election consolidation campaign or her campaign for Village Council this is what you voted for. Local elections have big consequences for the community. She urges all who care about our schools to register their objection to this on the record at the next Village council meeting.

VI. PUBLIC HEARING ON THE 2023-2024 BUDGET

A. BUDGET OVERVIEW PRESENTATION

➤ Ms. Kathryn Davenport

Dr. Fitts, Ms. Poelstra and Ms. Davenport presented the final budget and answered board trustee questions regarding the tax levy, the supervisor of special education position and debt service .

Scroll to 1:11 to view this portion of the meeting.

B. COMMENTS FROM THE PUBLIC ON THE 2023-2024 BUDGET

Name not provided, thanked everyone for the slides. It was interesting to get this information for the first time tonight. This is the final budget and we're seeing it as a public tonight for the first time and shes watching it back there like 150 feet away and the numbers are so tiny that they can't really see them and so she's not sure how she can give a public comment without having those numbers at hand and seeing them ahead of time and everyone's going to vote on this tonight, it doesn't feel very democratic to her. It doesn't feel like this is essential that you value the input of the community if we're just seeing this information for the first time on a dark room in the back, there's some highlights that you mentioned that are great. She loves that you're bringing world language teacher, the gym teacher, she is thrilled that there's inclusion component to the budget. She's a special ed parent so that's important to her so there's great

stuff in there. She just doesn't know how to make an informed comment on the budget so she's disappointed in the process although she didn't appreciate it. There is a lot of work that went into this. She just can't through her democratic duty tonight and she's a little disappointed in that.

Laura Grasso, she wants some clarification and understanding. The advertised budget was 3.11 and we're down to 2%, the ROD grants she is not very familiar with them, it seems we are taking money out of the capital reserve fund to begin these projects over the summer after July 1. So, we will count on taking 1.8 million out of capital reserve to finance these projects which are definitely necessary but we're not sure we're going to get money back. If they don't qualify for the ROD grant, is that how it works? If the district is not eligible for the ROD grant for these projects, how do we get money back into the capital reserve fund? What is the best practice for school districts as far as minimum amounts of money that should be left in those accounts for emergency funds? What were we using the 1.5 million that we took out of the Maintenance reserve and if we're using we're taking 500 thousand out of the emergency fund, how does the board plan on building that fund back up? Is the biggest difference between what was advertised and this final budget changed by these funds taken out of here? We don't have them side by side so it's hard to see.

Ms. Davenport stated that she was remiss in not adding this during the presentation that on the website there is a crosswalk between the 3.11 tax levy budget and the two percent which answers all of your questions. It has a grid of the maintenance expenditures and basically provides all the information that people are talking about. It's been up there for either a week or ten days, but in the advertised budget we inserted a yellow bulleted comment on this first page that says for important updates see the website, go to our district - business office forms and files - budgets.

Ms. Grasso added that she is a little concerned about having only 500,000 in an emergency fund, the 748,000 if we get back the ROD grants will go back to the capital reserve, you can take some of that 748 and put it into the emergency and the maintenance or does it only go to the capital reserve?

Ms. Davenport explained that she did a seven year trend line on all of the revenues, the budget fund balance, the reserves, how much excess do we develop at the end of the year, will that excess be enough to continue the same rhythm of funding for the future reserves. Yes, it will. This has all been vetted with the auditor. These capital projects were sorely needed, there's no question, we had the architect come in and review everything with us, the board carefully looked at each project one by one and decided that these projects had to be done regardless of whether we could get funding back or not. We had to do these projects now, it's icing on the cake to apply for the ROD grants when there is available money.

Ms. Davenport added that there are limited uses for emergency reserves. One of the only viable uses is to support a huge increase in health benefit costs. As far as maintenance reserves, they can be used to support only required maintenance projects in the district or your maintenance lines in the budget which the crosswalk on the website will show you what's in our required maintenance lines.

Scroll to 2:11 to view all Ms. Davenport and Board Trustee responses.

Laurie Weber, 237 South Irving Street, thanked Ms. Davenport for one of the most excellent and informative budget presentations she's seen in quite some time and she does agree that Ms. Yohana deserves some credit for the visuals and the slides made it easy to follow and of course she would also have to say thank you to Mr. Dani for as usual coming through this with questions and comments that really serve to add even more clarity for the public. The one thing that she would ask was that the link to the information that Ms. Davenport referred to at some point she can give that link again or maybe put the link to all that information on the homepage on the district website so that it's easy to link to all that information. Thank you again, with all these forces at work she feels very confident in this budget and very grateful for the work that's gone into it.

Susan Madison, 428 Linwood Ave, she tuned into a board of ed meeting at the end of February and she heard Dr. Fitts speak about how he was very happy that he felt that he was guiding toward a flat budget increase and then the next meeting she tuned into our BA was gone, we had a new BA. she is appreciative for the work Ms. Davenport has done, she thinks it's tremendous but her question is, this is not a flat budget. Where did our BA go? How come we never got a mailing on the budget? How come the budget is buried in four links on the Ridgewood Public Schools webpage. She echoes Ms. Grasso's concerns about the fact that we seem to have made the crosswalk by rating our emergency funds. She does not understand the transparency at all and she believes you're having this meeting on May 8 because there's no other time. Her question is what would happen if you voted no to this budget? Do you have any time to go back and change it or is this just window dressing? What happened to our old BA? Why are we not on track for a flat budget which is what our superintendent told us at the end of February and what would the options be if you voted no on this budget tonight?

Ann Burton Walsh, 112 South Irving, she thanked the board and the administration for tonight's meeting, it was very informative. She speaks for herself about the comment on assessment and world language, for any learning and progress to be made she would assume that in classroom assessment would be part of that and she thinks with respect to World Language that oral assessment is also very important.

Mr. Lembo answered that we had to wait until this evening because we had to make sure that the county approved the initial budget. We cannot comment on personnel issues and the other question was what happens if we voted no, referred this question to Ms. Davenport.

Ms. Davenport answered that if there was a no, it would become a defeated budget and it would enter the New Jersey Department of Education defeated budget process which is very extensive and it involves a complete tear down of the budget that was built. This is reflective of what we just did over the last eight weeks and then if an agreement is not reached by that time then there are more steps, which she does not remember at this time. It would be under the demise of the commissioner of finance.

Ms. Brogan and Ms. Kwak discussed the emergency reserve accounts, capital accounts and a variation of the amounts over the years. Scroll to 2:30 to view this portion of the meeting.

C. CLOSE PUBLIC HEARING ON THE 2023-2024 BUDGET

VII. SUPERINTENDENT REPORT

Dr. Fitts thanked all involved in the budget process. We are filling vacancies effectively. We are continuing instruction and quality teaching. Our students are responding well, attendance is good and not having any behavior problems. We are preparing for the incoming Superintendent, there are meet and greet sessions scheduled. Students from Korea will visit RHS this June.

Ms. Kwak reviewed that 80 students and administrators from Incheon Magnet High School will visit the High School to learn and have a foreign exchange kind of dialogue and how the educational system differs.

Dr. Fitts asked Ms. Poelstra to made the following statement regarding the district's reading program.

Ms. Poelstra commented that at the last Board of Education a comment was made in response to a public comment that nothing has been done with the reading curriculum and unfortunately that statement is inaccurate. Dr. Fitts has asked that I take a few minutes to trace what has taken place over the past few years in regards to the reading program that serves as evidence to the contrary. A couple of years ago the district made a major financial commitment to send two cohorts of teachers through the FDU Orton Gillingham certification program concurrent with 37 teachers earning certification, the district hired a multi-sensor reading developer who worked with the teachers to design and implement a word study scope and sequence for grades K-5 that integrates multisensory reading strategies. Ms. DeAraujo continues to work with our teachers as an instructional coach and teacher as new teachers begin their tenure in Ridgewood they receive multi-sensory education in order to acquire the skills to deliver this facet of the English language arts curriculum which you saw reflected in our budget tonight, the district also hired Dr. Julie Walsh as the k-5 supervisor for both English language arts and social studies. Dr. Walsh's doctoral dissertation and area of expertise is elementary literacy instruction and under her supervision the district has continued to analyze student progress and evaluate our curriculum through collaborative effort. The district has created its own dyslexia handbook to develop specific protocols for screening and evaluating students' reading abilities. This has involved the realignment of universal screenings district-wide adding certain assessments that were not previously a part of our reading screening process. We have purchased link-it as a tool to integrate common benchmark assessments to monitor student progress and to inform instruction based on a deep analysis of the elementary ELA curriculum. Dr. Walsh has also introduced the heggerty phonemic awareness program in grades prek - 1 and Ms. DeAraujo and Ms Osenbroke a teacher from Glen School train the teachers in how to implement the program and assess student proficiency. Additionally Dr. Walsh has designed a model of instruction and developed a K-5 scope and sequence for language conventions to provide students with explicit systematic instruction in language and mechanics and we have purchased the fabular grammar workshop program for grades 3- 5 to support these efforts Dr. Walsh has provided professional development to staff through faculty meetings, professional release time, teacher observations and coaching visits to classrooms. Going into the next school year the district is purchasing new decodable texts to add to our classroom libraries in K-1 for shared guided and independent reading purposes. In addition, revisions will be made to the reading and writing curriculum this summer to integrate decoding and encoding strategies. We do not use the Lucy Calkins units of study and she wants to clarify that our district does not solely use readers writers workshop model of instruction, but rather we use certain elements from that model and integrate other

facets of literacy instruction that are important for developing young readers. She appreciates that these efforts have been supported by the board through the approvals for professional development and curriculum writers along with the disbursement of funds for the purchase of instructional resources. Many of these efforts have also been shared with the board curriculum committee. For example, the dyslexia handbook and sadlier grammar workshop program were presented on April 26, 2022. I commend the efforts of our supervisors, principals and teachers to consistently review the research, monitor our students progress and assess our program. She's confident that the ongoing attention to our curricular program will continue to provide an excellent educational experience for our students.

To view this portion of the meeting scroll to 2:41.

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

Dr. Fitts presented for consideration A. Attendance of Conferences.

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration.

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Settlement Agreement SE#10/2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#10/2022-2023 between the parents of student #908469 and the Ridgewood Board of Education.

The Board has received background information.

Mr. Lembo moved approval of B. Administration.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration C. Curriculum & Instruction.

Mr. Dani asked for an elaboration of the ESSER part, what is the covid related gap that we will be filling with this? Would we have done this workshop if we did not have the ESSER funds?

Ms. Poelstra replied that we have to spend the ESSER funds in the educator support grant that support professional development by next June, so this is something that we are paying in order to spend down those ESSER funds. We had Ms. Koutrakos here last summer to lead instruction in reading and writing instruction for our teachers and professional development. Using the ESSER funds, we are afforded the luxury of having her again. Whether this is something we could afford on a year to year basis would depend on the budget fluctuations from year to year. We started this grant with 450,000, which is a lot of money to spend and we've been fortunate to be able to take advantage of it. It would be great to continue to offer these opportunities in the summer, but certainly we are able to do it because of ESSER funding this year.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment B**.

ii. Approval: Professional Development Workshop Proposal from Pamela Koutrakos

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves a professional development K-5 workshop proposal from Pamela Koutrakos for four days of literacy professional development from July 10, 2023 through July 13, 2023 in the amount of \$8,000. This professional development will be paid for with ESSER III Educator Support funds.

The Board has received background information.

Mr. Lembo moved approval of C. Curriculum and Instruction, with the amendment of C with the additional field trip.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak, Mr. Lembo, Mr. Mahmoud
Mr. Dani for item i. Approval: field Trips

NAYS: Mr. Dani for item ii Approval: Professional Development Workshop Proposal from
Pamela Koutrakos

Mr. Dani added he is not sure that this is the right utilization of ESSER funds.

Ms. Poelstra added for clarification that the educator support grant is a sub grant within the grant that can only be used for professional development. It cannot be transferred or used for anything else.

Dr. Fitts presented for consideration D. Human Resources with the addendum.

D. HUMAN RESOURCES

i. Ridgewood Public Schools Salary List for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Ridgewood Public Schools Salary List for all known positions and staffing as of May 8, 2023 for the 2023-2024 school year, as listed on **Attachment C**.

ii. Ridgewood Public Schools Paraprofessionals and Lunchroom Aides for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Ridgewood Public Paraprofessionals and Lunchroom Aides for the 2023-2024 school year, as listed on **Attachment D**.

iii. Equal Educational Officer for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Equal Education Officer for the 2023-2024 school year, as listed below.

- Ridgewood High School: Meredith Yannone, total stipend \$3,081.

The Board has received background information.

Account #11-000-251-104-00-23-023-001

iv. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Administrator						
Wood, Danielle	Assistant Principal	RHS	07/01/23-06/30/24	CE Principal	\$164,287	11-000-240-103-00-10-019-000

Field Placements

Name	College/ University	Placement	Supervisor	Location	Effective Date
Calrow, Justine	Montclair State University	Student Teaching Clinical I and Clinical II	Theresa Ross	Somerville	08/31/23-05/12/24

LoPresti, Michelle	Montclair State University	Student Teaching Clinical I and Clinical II	Shannon Pia	Somerville	08/31/23-05/12/24
Mulligan, Ashleigh	Montclair State University	Student Teaching Clinical I and Clinical II	Kathryn Droske	Somerville	08/31/23-05/12/24
Oppido, Emma	Montclair State University	Student Teaching Clinical I and Clinical II	Mia Buzzard	Somerville	08/31/23-05/12/24
Pierro, Melissa	Seton Hall University	School Counselor Shadowing	Kathleen Finnegan	Somerville	09/01/23-05/31/24
Sanchez, Brandon	Felician University	School Physical Therapist Shadowing	Jessica Mayer	District	05/23/23-06/23/23

Paraprofessionals for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary	Effective Date	Account #
Mojica, Jiana	Applied Behavior Analyst (ABA)	Ridge	5.75	5	\$24,455 prorated	05/11/23-06/23/23	11-212-100-106-00-04-024-001
Patton, Nicole	STEPSS Job Coach	Oak Street	5.75	5	\$29,756 prorated	05/01/23-06/23/23	11-212-100-106-00-12-024-001
Perez, Nestor	Applied Behavior Analyst (ABA)	Ridge	5.75	5	\$24,455 prorated	05/09/23-06/23/23	11-212-100-106-00-04-024-001
Ortiz, Joanna rescinded	Applied Behavior Analyst (ABA)	Ridge	5.75	5	\$24,455 prorated	04/18/23-06/23/23	11-212-100-106-00-04-024-001
Wang, YanFei	Applied Behavior Analyst (ABA)	BFMS	5.75	5	\$24,455 prorated	04/24/23-06/23/23 revision	11-212-100-106-00-08-024-001

Addition/Revision: Spring 2023 Coaching Assignments

Girls Track

Remove: Schulke, Kyle, Assistant Girls Track, step IV, ratio 0.065, total stipend \$6,158.

Replace: Uzoaru, Raymond, Assistant Girls Track, step I, ratio 0.050, total stipend \$4,737.

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

Fall 2023 Coaching Assignments

Football

Watson, Torrance, Head Coach, step II, ratio 0.120, total stipend \$11,540.

Soccer

Madison, Marissa, Assistant Girls Soccer, step I, ratio 0.049, total stipend \$4,712.

Bussanich, Julia, Assistant Girls Soccer, step I, ratio 0.049, total stipend \$4,712.

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

New Players Summer

- Van Zile, Kelly, Director of New Players Summer 2023 Program, total stipend \$5,811.

Account # 11-401-100-101-00-10-010-001

Volunteer - Teaching Student Somerville Elementary School

- Loscalzo, Caroline

v. Change of Assignments for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2023-2024 school year, as listed below.

Name	From Assignment Location	To Assignment Location	Salary	Effective Date	Account #
Teachers					
Calaman, Kerry	Grade 2 Somerville	Special Education (Inclusion) Somerville	No Change	08/31/23-06/30/24	11-212-100-101-00-10-019-000
Calandra, Laura	Grade 1 Somerville	Grade 4 Somerville	No Change	08/31/23-06/30/24	11-120-100-101-09-05-019-000
Del Orbe-Anthon, Ana	Seventh Grade Spanish BFMS	Technology/ Elective BFMS	No Change	08/31/23-06/30/24	11-130-100-101-04-08-019-000
Feuilly, Lauren	Second Grade Travell	Fourth Grade Travell	No Change	08/31/23-06/30/24	11-120-100-101-09-06-019-000
Fleming, Dawn	Fifth Grade Travell	Third Grade Travell	No Change	08/31/23-06/30/24	11-120-100-101-09-06-019-000
Lim, Christina	Third Grade Travell	Second Grade Travell	No Change	08/31/23-06/30/24	11-120-100-101-09-06-019-000

O'Herlihy, Christopher	Fourth Grade Travell	Fifth Grade Travell	No Change	08/31/23-06/30/24	11-120-100-101-09-06-019-000
Powell, Renee	Elective BFMS	Mathematics BFMS	No Change	08/31/23-06/30/24	11-130-100-101-01-08-019-000
Primavera, Michelle	Seventh Grade English GWMS	English GWMS	No Change	08/31/23-06/30/24	11-130-100-101-03-09-019-000
Sabatino, Robert	Third Grade Travell	Fifth Grade Travell	No Change	08/31/23-06/30/24	11-120-100-101-09-06-019-000
Stipanov, Barbara	First Grade Travell	Second Grade Travell	No Change	08/31/23-06/30/24	11-120-100-101-09-06-019-000
Treible, Carolyn	Second Grade Travell	First Grade Travell	No Change	08/31/23-06/30/24	11-120-100-101-09-06-019-000
Vrachimis, Peggy	Fifth Grade Travell	Third Grade Travell	No Change	08/31/23-06/30/24	11-120-100-101-09-06-019-000

vi. Resignations for the Purpose of Retirement

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

Name	Assignment	Location	Years of Service	Effective Date
Teachers				
Feit, Deborah Ann	Science	GWMS	20	07/01/23
Sweeney, Maria	ESL	Hawes	33	07/01/23
VanHorne, Mary	Mathematics	BFMS	22	07/01/23

vii. Resignations

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

Name	Assignment	Location	Effective Date
Administrator			
Poelstra, Stacie	Assistant Superintendent for Curriculum, Instruction, and Assessment	Ed Center	07/01/23
Teacher			
Barnard, Elizabeth	K-2 LLD	Hawes	07/01/23
Luts, Daniel	English	GWMS	07/01/23

Negron, Catherine	Fifth Grade	Somerville	07/01/23
Paraprofessionals			
Moustafa, Nada	Applied Behavior Analyst Aide	BFMS	04/26/23
Sand, Grace	Self-Contained (LLD)	GWMS	07/01/23
Infant/Toddler Development Center			
Middlebrooks, Katrina	Head Teacher	IDTC-Glen	05/08/23

viii. Administrative Leave with Pay

It is recommended that the Board approve employee #8835 for administrative leave of absence with pay from effective March 6, 2023 through April 25, 2023.

It is recommended that the Board approve employee #9238 for administrative leave of absence with pay from effective March 6, 2023 through April 25, 2023.

ix. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Camera, Mary	PE/Health	RHS	Medical/ Family	Revision	11/14/22-01/30/23	01/31/23-04/30/23	05/01/23-01/31/24	02/01/24
Imbruglia, Lauren	World Language Teacher	BF	Medical	New	04/26/23-05/05/23	05/08/23-05/25/23	N/A	05/30/23
Mayer, Jessica	Physical Therapist	Ed Center	Medical/ Family	Revision	01/11/23-02/14/23	02/15/23-05/14/23	N/A	05/15/23
Salerno, Christine	School Counselor	RHS	Medial	Revision	04/10/23-06/23/23	N/A	N/A	08/31/23
Silverstein, Staci	Grade 2	Hawes	Medical/ Family	Revision	09/01/22-11/17/22	11/18/22-02/28/23	03/01/23-06/30/24	09/01/24
Tucker, Erika	PE/Health	GW	Family	New	N/A	08/31/23-11/08/23	N/A	11/13/23

xi. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Support Staff						
D'Andrea, Gabrielle	Assistant Database Systems Administrator Ed Center	\$64,740	Assistant Database Systems Administrator and MLScheduler Ed Center	\$64,740 plus \$500 per week	04/18/23- TBD	11-000-252-105-08-31-019-000 11-000-251-105-00-40-019-000 (ED Center)
Teachers						
Nadi, Paola	1.0 FTE Librarian/ Media Specialist	\$117,582 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St. 18	1.10 FTE Librarian/ Media Specialist	\$129,160 (\$127,360 + \$300 CP + \$1,500 longevity) Cl. MA+45, St. 18	05/03/23-06/23/23	11-130-100-101-03-08-019-000
Watson, Andrea	1.0 FTE Guidance Counselor RHS	\$85147 (\$79,577 + \$5,570 ratio) Cl. MA+45, St. 4	1.20 FTE Guidance Counselor RHS	\$101,062 (\$95,492 + \$5,570 ratio) Cl. MA+45, St. 4	05/02/23-06/23/23	11-000-218-104-00-10-019-000
Long-term Substitute						
Hiller, Ari	STEPSS Job Coach Oak Street	\$29,756	Special Education Somerville	\$185 per day	03/13/23-04/27/23 revision	11-209-100-106-00-05-024-001
Paraprofessionals						
Howes, Kasandra	Resource Room Somerville	\$21,215	PERL - Applied Behavior Analyst Aide Somerville	\$24,455 prorated	05/01/23-06/23/23	11-209-100-106-00-05-024-001
Hutcherson, Julia	PERL - Applied Behavior Analyst Aide Somerville	\$28,257	Kindergarten Aide Somerville	\$28,257	05/01/23-06/23/23	11-190-100-106-11-05-019-001
Jahanbin, Allia	Applied Behavior Analyst Aide (ABA) RHS	\$22.19	Applied Behavior Analyst Aide (ABA) Ridge	\$22.19	04/28/23-06/23/23	11-212-100-106-00-04-024-001
Lunchroom Aide						
Amores, Melanie	Applied Behavior Analyst Aide	\$24,455	Lunchroom Aide Ridge	\$17.50	05/09/23-06/22/23	11-000-262-107-00-04-004-001

	(ABA) Ridge					
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xi. Supplemental Pay Beyond Contract

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

Chaperones

Name	Trip/ Activity	Dates	# of Nights per person	# of hours/ Days per person	Hourly Daily Rate per person	Total not to exceed per person	Account #
Willard Elementary School							
Brandao, Luciana	Ellis Island - Grade 4 Field Trip	04/17/23	N/A	1.25	\$19.25	\$24.06	11-401-100-101-00-07-007-001
Neilson, Margaret	Ellis Island - Grade 4 Field Trip	04/17/23	N/A	1.50	19.25	\$28.88	11-401-100-101-00-07-007-001
Bukowski, Stacey Luongo, Elizabeth	Sandy Hook - Grade 5	05/03/23	N/A	2	\$19.25	\$38.50	11-401-100-101-00-07-007-001
Connor, Danielle Halter, Wesley Ong, Jerome Tamuzza, Lindsay	Sandy Hook - Grade 5	05/03/23	N/A	1	\$40.17	\$40.17	11-401-100-101-00-07-007-001
Luongo, Elizabeth	Philadelphia - Grade 5	06/01/23	N/A	4.50	\$19.25	\$86.63	11-401-100-101-00-07-007-001
Connor, Danielle Halter, Wesley Ong, Jerome Tamuzza, Lindsay	Philadelphia - Grade 5	06/01/23	N/A	3.50	\$40.17	\$140.60	11-401-100-101-00-07-007-001
Benjamin Franklin Middle School							
Briggs, Amy Cigolini, Lucille Corlett, Susan Donnelly, Trecia Ferreri, Todd Geraghty, Laura Klion, Danielle Menzies, Lauren Mitchell,	8th Grade Boston Trip	05/31/23- 06/02/23	2 revision	N/A	\$200	\$400 revision	11-401-100-101-00-08-008-001

Michael Nizza, Amber Orsini, Anthony Papapeitro, Megan Reilly, Kerriann Watson, Torrance Wearley, Meredith Wu, Gregory Zielinski, Lauren revision							
Curcio, Jason	Musical Assistant	N/A	10	N/A	\$40.17	\$401.70	11-401-100-101-00-08-008-001
Gilfedder, Jaime	Kimberly Akimbo on Broadway	04/19/23	N/A	5	\$40.17	\$200.85	11-401-100-101-00-08-008-001
Briggs, Amy Jerejian, Lisabeth	6th Grade Band/Vocal/Strings	05/11/23	N/A	2	\$40.17	\$80.34	11-401-100-101-00-08-008-001
Gilbert, Kristen Jerejian, Lisbeth	7th Grade Band & Chorus	05/17/23	N/A	2	\$40.17	\$80.34	11-401-100-101-00-08-008-001
Briggs, Amy Jerejian, Lisabeth	8th Grade Band & Chorus	05/23/23	N/A	2	\$40.17	\$80.34	11-401-100-101-00-08-008-001
Ridgewood High School							
Fisse, Lauren	The Squad	2022-2023	N/A	50	\$27.00	\$1,350	11-401-100-101-00-10-010-001
Cardillo, Natalie Fink, Gary Dabby, Maxwell revision	Spring Band Concert	03/28/23	N/A	3	\$40.17	\$120.51	11-401-100-101-00-10-010-001
Dabby, Maxwell Haas, Jeffrey Luckenbill, John revision	Spring Choir/Orchestra Concert	04/19/23	N/A	3	\$40.17	\$120.51	11-401-100-101-00-10-010-001
Biddiscombe, Peter	PREP and STEPSS	2022-2023	N/A	30	\$22.19	\$665.70	11-401-100-101-00-10-010-001
Munro, Abigail	PREP and STEPSS	2022-2023	N/A	30	\$22.19	\$665.70	11-401-100-101-00-10-010-001
Murphy,	PREP and	2022-	N/A	30	\$40.17	\$1,205.	11-401-100-101-00-10-010-001

Kristin	STEPSS	2023				10	
Biddiscombe, Peter	PREP for extra-curricular activities	2022-2023	N/A	10	\$22.19	\$221.90	11-401-100-101-00-10-010-001
Munro, Abigail	PREP for extra-curricular activities	2022-2023	N/A	10	\$22.19	\$221.90	11-401-100-101-00-10-010-001
Murphy, Kristin	PREP for extra-curricular activities	2022-2023	N/A	10	\$40.17	\$401.70	11-401-100-101-00-10-010-001
Watson, Andrea	Freshman Disco	03/24/23	N/A	4	\$40.17	\$160.68	11-401-100-101-00-10-010-001
Hans, Patricia LaFemina, Freddie Tolve, Laura	DC Trip	04/23/23	1	N/A	\$200	\$200	11-401-100-101-00-10-010-001
Barker, Barbara Cuellar, Angelica Galasso, Patricia	Spain Trip	02/17/23-02/27/23	10	N/A	\$200	\$2,000	11-401-100-101-00-10-010-001
Contreras, Colleen Knott, Ronald Luo, Miles Quirk, Brian Reilly, Nancy	Junior Formal	04/20/23	N/A	4	\$40.17	\$160.68	11-401-100-101-00-10-010-001

Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided by	# of Hours per person	Hourly Rate per person	Pay per person	Total not to exceed per person	Account #
Orchard Elementary School									
Saglimbeni, Mary	Delicious Apple Book	N/A	N/A	N/A	10	\$40.17		\$401.70	11-401-100-101-00-02-002-001
Ridge Elementary School									
Cardew, Catherine	Lego Robotics	N/A	N/A	N/A	9	\$25.64	N/A	\$230.76	11-401-100-101-00-04-004-001
Ramanathan, Vijayalakshim	Lego Robotics	N/A	N/A	N/A	9	\$22.19	N/A	\$199.71	11-401-100-101-00-04-004-001
Higgins, Dana	Math	N/A	N/A	N/A	20	\$40.17	N/A	\$803.40	11-401-100-101-00-04-004-001
Willard Elementary School									
Cunningham, Carol	Drama Club	N/A	N/A	N/A	2.50	\$40.17	N/A	\$100	11-401-100-101-00-07-007-001

Dolfi, Dawn-Lyn	Drama Club	N/A	N/A	N/A	5	N/A	N/A	\$200	11-401-100-101-00-07-007-001
Benjamin Franklin Middle School									
Fontana, Elisabeth	Jewelry	N/A	N/A	N/A	3	\$40.17	N/A	\$120.51	11-401-100-101-00-08-008-001
George Washington Middle School									
Neville, Ben Mauceri, Vanessa	Debate	1	0.008	1	N/A	N/A		\$758	11-401-100-101-00-09-009-001

Moving Classrooms

Name	Location	# of hours	Hourly Rate	Account #
Feuilly, Lauren	Travell	12	\$40.17	11-120-100-101-00-06-006-001
Fleming, Dawn	Travell	12	\$40.17	11-120-100-101-00-06-006-001
Lim, Christina	Travell	12	\$40.17	11-120-100-101-00-06-006-001
O'Herlihy, Christopher	Travell	12	\$40.17	11-120-100-101-00-06-006-001
Sabation, Robert	Travell	12	\$40.17	11-120-100-101-00-06-006-001
Stipanov, Barbara	Travell	12	\$40.17	11-120-100-101-00-06-006-001
Treible, Carolyn	Travell	12	\$40.17	11-120-100-101-00-06-006-001

**George Washington Middle School
Technology Support - Parent Presentation**

- DeRoche, Andrew, not to exceed 2 hours, at an hourly rate of \$28.58 (\$57.16).

Account #11-000-230-104-00-045-045-001

Title 1 Learning Labs

- Walker, Christine, at an hourly rate of \$75.17.
- Weiss-Chromeck, Courtney, at an hourly rate of \$58.35.

Account #11-130-100-101-00-09-009-001

Ridgewood High School

Secretarial and Technology Support for 2023 Senior Awards Assembly – June 8, 2023, each not to exceed seven hours, each at the contracted hourly rate (\$1,659.29)

- Crocamo, Janet - \$33.06 (\$231.42)
- D'Amico, Ann - \$35.58 (\$249.06)
- Faccone, Jamie - \$30.41 (\$212.87)
- Kazmierczak, Jennifer - \$34.07 (\$238.49)
- Ortega, Celinett - \$35.82 (\$250.95)
- Quinones, Ramon - \$29.40 (\$205.80)
- Whyard, Lesley - \$38.65 (\$270.55)

Account #11-000-240-105-00-10-010-001

Secretarial and Technology Support for 2023 Graduation, June 22, 2023, each not to exceed six hours, each at the contracted hourly rate (\$2,160.54)

- Crocamo, Janet - \$33.06 (\$198.36)
- D'Amico, Ann - \$35.58 (\$213.48)
- Faccone, Jaime - \$30.41 (\$182.46)
- Griffith, Rosanna - \$31.95 (\$191.70)
- Holand, Larry - \$45.21 (\$271.26)
- Kazmierczak, Jennifer - \$34.07 (\$204.42)
- Michels, James - \$45.94 (\$275.64)
- Ortega, Celinett - \$35.82 (\$214.92)
- Quinones, Ramon - \$29.40 (\$176.40)
- Whyard, Lesley - \$38.65 (\$231.90)

Account #11-000-240-105-00-10-010-001

Music Support – Graduation – June 22, 2023, each not to exceed four hours, each at the contracted hourly rate (\$709.88)

- Cardillo, Natalie - \$42.58 (\$170.32)
- Haas, Jeffrey - \$78.45 (\$313.80)
- Luckenbill, John - \$56.44 (\$225.76)

Account #11-401-100-101-00-10-010-001

World Language Honor Society Induction Ceremony - May 16, 2023

- **Two Chaperones: Lee, Christine, and Makhlof, Nehrin**, each not to exceed 2 hours, each at an hourly rate of \$40.17 (\$160.68).

Account #11-401-100-101-00-10-010-001

Spring Fitness Center Coverage

Name	# of Hours	Hourly Rate	Account #
Kay, Peter	40	\$40.17	11-402-100-101-00-10-036-001
McDermott, Michael	40	\$40.17	11-402-100-101-00-10-036-001
McName, Richard	40	\$40.17	11-402-100-101-00-10-036-001
Schick, Casey	40	\$40.17	11-402-100-101-00-10-036-001

Troy, Michael	40	\$40.17	11-402-100-101-00-10-036-001
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Spring Site Supervision

Name	# of Hours	Hourly Rate	Account #
Currier, Robert	40	\$40.17	11-402-100-104-00-10-034-001
Kay, Peter	40	\$40.17	11-402-100-104-00-10-034-001
McDermott, Michael	40	\$40.17	11-402-100-104-00-10-034-001
McName, Richard	40	\$40.17	11-402-100-104-00-10-034-001
Schick, Casey	40	\$40.17	11-402-100-104-00-10-034-001
Troy, Michael	40	\$40.17	11-402-100-104-00-10-034-001
Watson, Andrea	40	\$40.17	11-402-100-104-00-10-034-001

Special Programs**Compensatory Services**

- VanTreuren, Ryan, not to exceed 30 hours, at an hourly rate of \$47.31 (\$1,419.30).

Account #11-219-100-101-00-24-024-001

Secretarial Support for End of Year Process

- Kowalczyk, Patricia, not to exceed 5 hours, at an hourly rate of \$39.58 (\$197.90).
- Moyer, Pamela, not to exceed 5 hours, at an hourly rate of \$33.06 (\$165.30)
- Tringali, Judith, not to exceed 15 hours, at an hourly rate of \$36.58 (\$548.70)

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

ABA Training Completed and Certified – Salary from \$24,455 to \$28,257

Name	Location	Effective Date	Account #
Frank, Noah	RHS	04/23/23	11-212-100-106-00-10-024-001
Nieves, Glenny	Ridge	04/28/23	11-212-100-106-00-04-024-001

xii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Ernst, Marie

Taylor, Bridget

\$150 Daily Rate

Secretary

Meyer, Maureen

\$15.62 Hourly Rate

***Related to staff member**

Mr. Brogan moved approval of D. Human Resources without the addendum.
Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Addendum Approval: Administrative Leave with Pay

- xiii.** The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves employee #8667 for administrative leave of absence with pay from effective March 16, 2023 through June 30, 2023.

Addendum Resignation

- xiv.** The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the resignation of Employee #8667 effective June 30, 2023 and the related Settlement Agreement.

Mr. Lembo moved approval of Addendums xiii. Approval: Administrative Leave with Pay and xiv. Resignation.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak,

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Ridgewood Lacrosse Association	\$1,775	To be used to pay for the charter bus for the RHS Boys Lacrosse team.	20-046-270-512-00-10-034-002

Ridgewood Education Foundation	\$25,000	To be used for funding for grades 6-12 lesson plan development and live classroom interactions with students in Malawi and UK.	20-071-100-890-00-22-022-000
Ridgewood High School Student Activity Account	\$3,875.50	To be used to pay for chaperone fees for the French Exchange program.	20-030-100-101-00-10-010-010 Stipend (\$3,578.93) 20-030-200-220-00-10-010-010 FICA (\$296.47)
Ridgewood Ice Hockey Foundation Inc.	\$46,018.53	To be used for the Ridgewood Ice Hockey Team expenses including coaches' salaries, buses, officials, entry fees.	20-025-200-441-00-10-034-148 (Rental-\$25,410.50) 20-025-200-512-00-10-034-148 (Busing - \$15,600.62) 20-025-200-220-00-10-034-148 (FICA - \$1,924.76) 20-025-100-610-00-10-034-148 (Equipment - \$3,082.65)
Ridgewood Alpine Race Team Inc.	\$13,206.83	To be used to pay for the ski coach salary and bus expenses.	20-027-100-101-00-10-034-001 (Stipend-\$8,053) 20-027-200-220-00-10-034-001 (FICA- \$616.05) 20-027-200-512-00-10-034-001 (Transportation - \$4,537.78)
Federated Home and School Association	\$2,750	To be used to pay a \$250 stipend to each of the 2022-2023 Teacher Recognition Honorees.	20-056-100-890-00-24-024-002 20-056-100-890-00-01-001-002 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

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

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **March 2023**,

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

iii. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2023**; 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.

iv. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **March 2023** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

v. Approval: Additional Contracted Therapists to Provide Special Education Services for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2022-2023 school year, as listed below.

Contractor	Services	Schedule	Rates
Starlight Home Care Agency	Nursing Services, 1:1 & Home Health Aide	22-23 School Year	\$46 - LPN, \$55 - RN, \$24 - HHA
Jamie Zibulsky	Consultation Services GWMS - I&RS	22-23 School Year	\$250 - \$350 per hour (paid through grant)
Kid Clan Services, Inc.	Physical Therapy Services	22-23 School Year	\$110 per hour
Data Group Central	Applied Behavior Analysis Services	May-June 2023	\$150 and \$80 per hour

vi. Approval: Transportation Contracts for 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves the following parent transportation contracts for the 2022-2023 School year:

Route #	Contractor	Rate	Annual Cost Based on actual # of days attended
9058	Parent	30.00 per day	\$5,400
9058S	Parent	30.00 per day	\$240.00

vii. Approval: Paraprofessional New Rates for the 2023-2024 and 2024-2025 School Years

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following new rates for paraprofessionals for the 2023-2024 and 2024-2025 school years.

2023-2024 and 2024-2025 School Years Annual Salary Guide Paraprofessionals				
Step	Gen Ed/Spec Ed	ABA Non-Certified	ABA Certified	Brailist/Job Coach
1	\$21,215.00	\$24,455.00	\$28,257.00	\$29,756.00
2	\$21,852.00	\$25,189.00	\$29,105.00	\$30,649.00
3	\$22,507.00	\$25,945.00	\$29,978.00	\$31,569.00

Longevity Table	
Years of Service	Longevity Payment
5 yrs	\$250.00
10 yrs	Add'l \$250.00 = \$500.00
15 yrs	Add'l \$250.00 = \$750.00
20 yrs	Add'l \$250.00 = \$1,000.00

2023-24 and 2024-2025 School Year Salary Guide Hourly Rates Paraprofessionals				
Step	Gen Ed/Spec Ed	ABA Non-Certified	ABA Certified	Brailist/Job Coach
1	\$19.25	\$22.19	\$25.64	\$27.00
2	\$19.83	\$22.86	\$26.41	\$27.81
3	\$20.42	\$23.54	\$27.20	\$28.64

viii. Approval: Substitute Rates of Pay

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the substitute rates of pay for the 2023-2024 school year as listed below:

Teacher	\$160.00 per diem
Long-Term	\$185.00 per diem
Permanent	\$32.17 per hour
Paraprofessional	\$120.00 per diem
Nurse	\$200.00 per diem
Secretary	\$18.50 per hour
Certified Leave Replacement Teacher	Rate Equivalent to BA Step 1

Ms. Brogan moved approval of Finance.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo read the donation into the record and thanked the responsible parties.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Capital Reserve Withdrawal for Other Capital Projects

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Capital Reserve Withdrawal for Other Capital Projects.

BE IT RESOLVED that included in the general fund appropriations, budget line 620 is a withdrawal from Capital Reserve – Other Capital Projects in the amount of \$1,877,114 for other capital project costs of \$1,877,114 The total cost of this project is \$1,877,114 which represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards determined by the Commissioner as necessary to achieve the New Jersey Student Learning Standards.

B. Approval: Maintenance Reserve Withdrawal

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Maintenance Reserve Withdrawal.

BE IT RESOLVED that as per N.J.A.C. 6A:23A-14.2(d) the general fund appropriations include a \$1,519,085 withdrawal from the Maintenance Reserve Account for use on required maintenance activities for a school facility as reported in the comprehensive maintenance plan pursuant to N.J.A.C. 6A:26-20.5.

C. Approval: Emergency Reserve Withdrawal

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Emergency Reserve Withdrawal.

BE IT RESOLVED that the general fund appropriations include a \$500,000 withdrawal from the Tuition Reserve Account which were deposited into the account in SY 2021-2022 and are now required to be withdrawn to pay tuition obligations in the 2023-2024 SY.

D. Approval: Adoption of the 2023-2024 Final Budget

WHEREAS, the Ridgewood Board of Education adopted a tentative budget on March 20, 2023, and submitted it to the Executive County Superintendent of Schools for approval, and

WHEREAS, the tentative budget was approved by the Executive County Superintendent of Schools on April 20, 2023, and

WHEREAS, the tentative budget was advertised in the legal section of The Bergen Record on May 4, 2023, and

WHEREAS, the final budget inclusive of changes to the tentative budget was presented to the public during a hearing held in the Board of Education Administrative Offices at 49 Cottage Place, Ridgewood, NJ, on May 8, 2023.

	General Fund	Special Revenue	Debt Service	TOTAL
2022-2023 Total Expenditures	\$125,530,833	\$ 1,495,137	\$ 3,146,250	\$130,172,220
Less: Anticipated Revenues	\$22,308,811	\$1,495,137	\$590,481	\$24,394,429
Taxes to be Raised	\$103,222,022	- 0 -	\$2,555,769	\$105,777,791

CAPITAL RESERVE STATEMENT OF PURPOSE included in budget line 600, Budgeted Withdrawal from Capital Reserve - Excess Cost & Other Capital Projects, is \$1,877,114 for the following capital projects: (2023-2024)

- High School Science Wing Roof \$1,204,990
- High School Woodshop Dust Collection System \$401,036
- High School STEM Lab Vents \$204,869
- Orchard Stairs \$66,219

E. Approval: Accounting Support Services Agreement with Lerch, Vinci & Bliss

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Lerch, Vinci & Bliss, LLP, proposal for accounting support services in an

amount not to exceed \$10,000 in connection with the performance of certain agreed upon procedures that will be approved by the District's Administration in connection with the financial projections of the 2022-23 fiscal year budget including a projection of the District's General Fund balance for the fiscal year ending June 30, 2023.

The Board has received background information.

Ms. Brogan moved approval of Resolutions and Motions Not in Consent Agenda items A, B, and C

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan moved approval of Resolutions and Motions Not in Consent Agenda item D.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan moved approval of Resolutions and Motions Not in Consent Agenda item E.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Dani.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
Apr 25	Columbia Bank On-Line	109744	888.65
May 1	Columbia Bank On-Line	109745-109892	1,268,862.38
Apr 15	Payroll Transfer	P43957	3,575,297.73
Mar 31	Electronic Transfer	F43954	24,956.76
Mar 6	Electronic Transfers	R43946-R43949	37,020.53
Mar 6	Electronic Transfers	C43950-C43952	8,327.51
Apr 13	Columbia Bank On-Line Unemployment	109743	1,896.53

Apr 24	Columbia Bank On-Line Unemployment	821123	19,228.40
Apr 26	Columbia Bank On-Line Unemployment	821124	51.60
May 1	Food Service	620423-620426	257,926.23
April 24	Void Check	109139	(7,584.00)
TOTAL			5,186,872.32

Mr. Dani moved approval of bills approved by him.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced that the RHS Concert on April 19 was great. She thanked teachers, students and Friends of Music who help to support and encourage the students. On April 20, the Maroon awards took place. On May 13 is a Ridge and Safe Bike skills course at Graydon Parking lot. May 15, the campus center will be the site for the community to meet the new Superintendent. On May 18 the health department and Stigma free committee are offering a program called "What's so Funny? A Mental Health Comedy Show" for adults 18 and over. The Ridgewood Health department and Stigman Free are leasing the movie "Angst" for a year with instructional opportunities for health or other related classes. This is happening through a grant.

Ms. Kwak announced that May is Asian American Pacific Islander Month, congratulations to Irene Kim who is a member of the NJ Korean Children's Choir who performed for the White House.

Mr. Lembo announced that the celebration of the Arts is on May 19. This weekend is the final play of "Our Town." We do not have school on the 26th of May and Monday, May 29. The Jazz event is on May 21. Many fundraisers are occurring throughout the district. This is the 50th year of the May Fair. Tuesday is the teacher award selection review. Melissa Straub presentation on Internet Safety for Parents is tomorrow. Crossing Guard Appreciation Breakfast was last week at the Federated Meeting.

XII. BOARD COMMITTEE REPORTS

Mr. Lembo reported that the Finance Committee met and was focused on the budget.

Mr. Dani reported that Ms. did some research about Columbia Bank. Due to the Government Deposit Protection Act our deposits are insured to the full extent.

Mr. Lembo reported that he attended the Federated Meeting where the new officers were announced.

Ms. Kwak reported that the Fields Committee and discussed that the heavy rains did not flood the fields this time. What has been done for a preventative standpoint was that the fields were dry so they were more receptive to all the heavy rain, the level of rain was not as acute as some severe rains, and there had been some early preventive debris removal by Village personnel. They continue to look at field policy as it pertains to the senior citizens in the community, Master Library is up and running for the Village Fields. The goal is to eventually integrate the two applications for one point of access instead of going through two separate permitting processes.

Ms. Brogan reported that the curriculum committee met and it was a very good meeting.

Ms. Brogan reported that the communications committee met. They are looking at new website platforms, new software for the newsletter to make them more standardized and a new two-way communication system.

Ms. Brogan reported that the Parks, Recreation and Conservation Open Space Committee met, which is a joining annual committee regarding field utilization. In 2012 there was an assessment on the bridge.

XIII. DISCUSSION ITEMS

Mr. Lembo discussed the topic of paying for sidewalks.

Mr. Dani attended the meeting, there is a sidewalk needed at West Glen Avenue. Parents had previously contacted Dr. Fishbein and Mr. Loncto regarding busing and it was determined that they were just at the 2 miles distance which does not qualify for a bus, but the routes that were calculated for that 2.4 miles requires those students to walk on West Glen Avenue and that section has no sidewalk. It is a county road. The problem has increased since the Glen train crossing was made one way and traffic has increased. Parents are asking the Village Council for a sidewalk. Councilman requested that the BOE fund a part of it since we have reserves.

To view the full discussion regarding sidewalks scroll to 3:21.

Mr. Dani requested that the reading program information and FAQ should be on our website. There are different viewpoints on how elementary learning should be done and parents need the information to avoid confusion.

A discussion ensued regarding the reading and math programs information on the district website and information currently available in rubicon.

To view the full discussion scroll to 3:28.

Mr. Dani requested a status update on the District goals.

Ms. Kwak discussed the question about whether it does not feel very democratic to have limited visibility in the budget and not being able to provide any community input. The most direct input would be the public's right to vote, which was a consequence of the election being moved from April to November. The burden falls on the board to oversee the budgeting process. She requested a discussion if there is interest to provide a correct procedural avenue for the public

to vote on the budget. Perhaps there is a way to solve our electoral process when it comes to the board event because we are now probably the only district in New Jersey where two seats are up, then three seats and then the third year there are no seats up.

The board discussed moving the elections back to November and splitting the board seat terms in 2024.

Scroll to 4:11 to view this portion of the meeting.

Mr. Lembo confirmed that the policy for remote executive meetings will be on the agenda at the next meeting. A conversation ensued about the proposed policy.

Scroll to 4:18 to view this portion of the meeting.

XIV. ACCEPTANCE OF MINUTES

- April 17, 2023 Regular Public Meeting
- April 17, 2023 Executive Session
- April 24, 2023 Executive Session

Ms. Brogan moved approval of the minutes.

Mr. Lembo seconded the motion, which was unanimously approved.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

Michelle Fenwick, Director of Special Programs, came to present the May 14-May 20 Special Education week in New Jersey. This is the annual poster that is created by the New Jersey students. The title and the theme of this one is creating a better world and that's near and dear to all of our hearts. It's been a very long meeting and she knows that parts of special education have been threaded throughout the entire conversation. She'd be remiss if she didn't thank every person who's involved in special education, the para educators, her secretaries Pat Kowalczyk and Pam Moyer, her current supervisors Danielle Wood and Janel Nese. We are sorely in need of additional supervision of all of the great programs that the trustees have allowed to grow in this beautiful district. We have amazing programs here and in order for us to support them in the best way possible we have hundreds of teachers, aides, related services providers, behaviorists that all need great guidance and she loves the principles that she works with, Stacie who she will miss, because this beautiful world for special ed does not happen without great partner and leader in general education. She thanked everyone from the fiscal from Catherine, Jaime for human resources in order to bring all of these people in and be like-minded it's so important. Thank you for allowing me to end this great discussion with what really matters.

Laurie Weber, 237 South Irving Street, she can't believe what she has been listening to. We have Mr. Dani responding to public concern regarding our elementary reading and our math programs proposing a way to answer those concerns and then we have three other board members and Ms. Poelstra coming up with one reason after another why this should be delayed or not be done at all. Some parents work and can't attend meetings and individual meetings or

communications with parents one at a time does not inform other parents, so why are Mr. Mahmoud, Ms. Brogan, and Mr. Lembo trying so hard to delay giving parents information they want and need. She attended a meeting of parents last month where the big topics of conversation were reading and math, those parents were very frustrated and concerned so obviously what you've been doing is failing to inform them, so why not put information? Why not put some basic easy to understand responses to some public concern instead of all these convoluted ways to confuse the issue for people who just don't have the time to do what you're asking them to do but their children are in school and they want to know these things. Also wants to thank Ms. Kwak for bringing up the discussion of restoring our annual elections that's really been ignored for too long and Mr. Lembo you should understand that you as a board no longer have the authority to move that election date. She's been trying to tell you this for a long time that was taken away when One Village One Vote fought in court to have that done by ordinance. You cannot override an ordinance you need to deal with that before you can even think about restoring the budget vote and she guarantees you, you're going to find parents that are realizing they made a mistake giving them an opportunity to vote certainly wouldn't hurt. We've been doing a cha cha cha with that election date back and forth and back and forth for how long, it had just been moved back to the spring when they moved it back to November so that's what we're doing. If you didn't have any objections then you certainly shouldn't have them now and as far as reteaching algebra one, because you've done geometry in the middle maybe she's crazy but algebra is such a basic part of math that she just can't imagine how teaching geometry and then going into algebra two is that big a problem that a quick review of these basic principles that should be drilled into these kids during when they're learning algebra should be sufficient maybe its the way the algebra is being taught that's the problem and o the order with which these subjects are being taught, but the actual method that is being used to teach them. It's always been that order geometry in between algebra one and algebra two and she's never ever encountered or hera of any of these concerns except for the fact that the way math is taught is constantly being messed with which is just kind of ridiculous anyway. She remembers when her kids were taught algebra in such a convoluted way that many of the parents just taught our kids ourselves and just said to do it our way, you'll get all the answers right.

Susan Madison, calling to speak about the curriculum issue as Mr. Dani said. The reading issues have been brought up officially to the board recently, less than two years ago Corrine Dillon had age group of 30 different parents who met with Dr. Gorman and Ms. Poelstra to talk about issues regarding the science of reading in consent rich curriculum things that are now on the front page of the New York Times. We could have been in front instead of behind but their meeting ended in a dead end and that might be why you don't hear from them because they work really hard and get nowhere. Moving away from Reading, she's gonna go to math because she thinkings she's the person who's been the biggest advocate for the issues with our math curriculum. Four years ago we decided to do something that no other District in New Jersey, in fact she doesn't think any district in America has done and that we moved algebra to ninth grade and took geometry out of the high school that is not how its done even in california where they moved algebra to ninth grade they still teach geometry in 10th grade and the way they help accelerated students get to calculus senior year is by doing a compressed Algebra 2 precal class junior year. There's substantial evidence that children don't even have the capacity to understand geometric proofs at 11 and 12 years old in Middle School, yet we did this and nor our test results have come in and she seems to think there's a lot of issues from the communications team perhaps you should look at our test scores that are on our website. Currently our algebra or geometry scores have dropped to 34.9 percent of children in Ridgewood are proficient in geometry that is down

from 61 in 2019. That is a 29 point drop we are below the state now you could say we get these great benefits by moving this our algebra scores must be superior. unfortunately they're not. Our Algebra score after all of this drama is only at 75 percent, thank god we are above the state but we are still right where we were in 2018. And now there's the elusive algebra 2 which looks fantastic w're 94.7 now. Algebra two something has worked except to to home many people have taken how many valid test scores in 2019, we had 300 valid test scores for algebra two. Who cares to guess how many valid test scores we had in 2022? 38 kids tools that Algebra 2 exam that makes the 94 score meaningless why has the curriculum committee not asked our Administration what happened to those other 260 kids and all this fanfare about you're not testing the right kids, blah bla, it's been four years. Why haven't you tested the right kids and its really frustrating because the first ids you did this to are now juniors. If you don't do something now you're gonna let a group of kids walk out the door that don't have geometry skills. How is this even possible?Is there any urgency for a math curriculum. Can you ask Dr. Fitts and Ms. Poelstra if they know of one high school in New Jersey that does not teach geometry in the High School?

XVII. ADJOURNMENT

At 11:01 p.m., on a motion made by Mr. Lembo, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Jaime Cangialosi-Murphy
Director of Human Resources



Lucy Papamichael
Assistant Board Secretary

Professional Development**BOE Date 5/8/2023**

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Tara Taylor	Northern NJ Supervisor Meeting Northern NJ Science Supervisor Group Clifton, NJ 3/17/23	Professional Development	\$0.00	0
Patricia Hans	AP Seminar IWA/IWP Certification Exam AP College Board Virtual 4/17/23	Professional Development	\$0.00	0
Alexandra Roberts (previously approved 4/20/23 - cost changed from \$1150 to \$1670)	California College Visits - UCLA, USC, Loyola Marymount, Occidental (and if time permits Pepperdine) N/A Los Angeles, CA 4/26/23 - 4/29/23	Professional Development	\$1,670.00	0
Michelle Fenwick	NJASA/NJAPSA Spring Leadership Conference NJ Association of School Administrators/NJ Association of Public Services Administrators/Frontline Atlantic City, NJ 5/17/23 - 5/19/23	Professional Development	\$470.00	0
Gila Elbaum	School-Based Behavior Threat Assessment and Management Training NJ Department of Education Virtual 5/18/23	Professional Development	\$0.00	0
Sean Lynaugh	AP Psychology Roundtable Tenafly High School Tenafly, NJ 5/23/23	Professional Development	\$0.00	0
Susan Fink	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Dawn-Lyn Dolfi	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ	Professional Development	\$168.33	0

	6/9/23			
Colleen Rockey	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$168.33	1
Megan Galanti	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Leanne Pospischil	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Caroline Hoffman	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$0.00	0
Kate Killby	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Dawn Fleming	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Jamie Woods	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Marissa Madison	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Stacy Giardino	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0

Christie DeAraujo	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Cindy Lora	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Ariana Bray	Safety Care Trainer Training Quality Behavioral Solutions (QBS) Philadelphia, PA 6/14-6/16	Professional Development	\$2,019.00	0
Stacy Giardino	Safety Care Trainer Training Quality Behavioral Solutions (QBS) Poughkeepsie, NY 6/14-6/16	Professional Development	\$123.58	0

The total cost for these conferences is \$4,969.24. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$125,377 leaving a balance of \$74,623.

The total cost of substitutes for these conferences is \$750. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$29,400.

FIELD TRIPS FOR APPROVAL

May 8, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
5/8/23	Somerville	HealthBarn, Ridgewood, NJ	66 1st Grade Students	15	1 (Sub Nurse)	\$200	\$200	No	Yes
5/16/23	RHS	NYSE, 11 Wall Street, New York, NY	24 Business and Marketing Students	1	0	\$0	\$0	Yes	Yes
5/16/23	RHS	Herff Jones Design Clinic, Paramus, NJ	3 Arrow Yearbook Staff (2024)	1	0	\$0	\$0	No	Yes
5/23/23	BFMS	Jackals Game, Hinchliffe Stadium, Paterson, NJ	12 SAIL Students	11	0	\$0	\$0	No	Yes
5/25/23	RHS	The Village of Ridgewood	14 Digital Photography Students	2	0	\$0	\$0	Yes	Yes
5/25/23	RHS	James Rose Center for Landscape, 506 E Ridgewood Ave	19 AHLISA II Students	1	0	\$0	\$0	Yes	Yes
5/31/23	Travell	Ridgewood Village Hall, Ridgewood, NJ	62 3rd Grade Students	12	1 (Sub Nurse)	\$200	\$200	Yes	Yes
6/1/23	RHS	NYSE, 11 Wall Street, New York, NY	26 Business and Marketing Students	1	0	\$0	\$0	Yes	Yes
6/2/23	RHS	RHS Senior Prom, Westmount Country Club, Woodland Park, NJ	500 Students	20	0	\$0	\$0	Yes	Yes
6/2/23 *Rain Date for 5/25 field trip	RHS	The Village of Ridgewood	14 Digital Photography Students	2	0	\$0	\$0	Yes	Yes
6/4/23	BFMS	Ridgewood Public Library and Jersey Mike's	10 SAIL Students	10	0	\$0	\$0	No	Yes
6/5/23	RHS	Metropolitan Museum of Art, New York, NY	16 American Humanities I Students	2	0	\$0	\$0	No	Yes
6/6/23	Somerville	Recorder Concert, Ben Franklin MS, Ridgewood, NJ	63 4th Grade Students	6	0	\$0	\$0	Yes	Yes
6/6/23	BFMS	Orientation, Ridgewood HS, Ridgewood, NJ	408th Grade SE Students	10	0	\$0	\$0	Yes	Yes

6/7/23	GWMS	Orientation, Ridgewood HS, Ridgewood, NJ	30 8th Grade SE Students	8	0	\$0	\$0	Yes	Yes		
6/7/23	Ridge	George Washington MS, Ridgewood, NJ	66 4th Grade Students (Music)	6	1/2 (Sub Teacher)	\$75	\$75	Yes	Yes		
6/8/23	RHS	Walking tour of Ridgewood, NJ	88 3rd Grade Students	28	1 (Sub Nurse)	\$200	\$200	Yes	Yes		
6/8/23	Ridge	Van Saun Zoo, Paramus, NJ	52 Kindergarten Students	20	0	\$0	\$0	Yes	Yes		
6/13/23	GWMS	Van Dyk's Ice Cream, Ridgewood, NJ	11 Student Advisory Group Members	1	0	\$0	\$0	No	Yes		
6/16/23	Ridge	Brookside Raquet and Swim Club, Allendale, NJ	84 5th Grade Students	14	0	\$0	\$0	Yes	Yes		
6/21/23	Ridge	Orientation, George Washington MS, Ridgewood, NJ	83 5th Grade Students	4	0	\$0	\$0	Yes	Yes		

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
11/28/23 - 12/1/23	GWMS	Blue Ribbon Schools Conference, Orlando, FL	32 8th - 12th Grade exCELL Members	2	4 (3 nights each)	\$2,400	0	\$0.00	\$2,400	Yes	Yes
2/16/24 - 2/24/24	RHS	Sevilla, Barbate, Cadiz, Granada and Malaga Spain	14 Spanish Level 3-5 Students	0	2 (8 nights each)	\$3,200	0	0	\$3,200	No	Yes
3/21/24 - 3/29/24	RHS	London, Bath and Penrith England and Edinburgh, Scotland	32 Latin Students	0	4 (8 nights each)	\$6,400	0	0	\$6,400	No	Yes

RIDGEWOOD PUBLIC SCHOOL
2023-2024 SALARY LIST

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 23-24	Step 23-24	Class 23-24	Salary 22-23	Doct 22-23	Growth 22-23	Long 22-23	Ratio 22-23	Total Salary 22-23	New Salary 23-24	Doct 23-24	Growth 23-24	Long 23-24	Ratio 23-24	Total Salary 23-24
BAILEY	DAVID	ADMIN12	ASST PRIN-HS	RHS	1.00			135,792					135,792	140,649					140,649
CARR	LAUREN	ADMIN12	ASS PRIN-MS	BFMS	1.00			128,000					128,000	132,857					132,857
COOK	KEITH	ADMIN12	SUPV ATHLETICS	RHS	1.00			159,430					159,430	164,287					164,287
FENWICK	MICHELLE	ADMIN12	DIRECTOR SPECIAL PROGRAMS	DISTRICT	1.00			186,981	3,000				189,981	191,838	3,000				194,838
FERRERI	MARK	ADMIN12	SUPV WORLD LANG/SS	RHS	1.00			171,070			1,600		172,670	175,927			1,600		177,527
FERRERI	MARY	ADMIN12	PRIN-EL	ORCHARD	1.00			178,527					178,527	183,384					183,384
HOFFMAN	CAROLINE	ADMIN12	PRIN-EL	WILLARD	1.00			187,905			1,600		189,505	192,762			1,600		194,362
KASHMANIAN	KATHERINE	ADMIN12	PRIN-MS	GWMS	1.00			203,275	3,000				206,275	208,132	3,000				211,132
KILDAY	DANIEL	ADMIN12	SUPV WELLNESS	RHS	1.00			149,374					149,374	154,231					154,231
MATTHEWS	JULIE-ANN	ADMIN12	SUPV ELEM ED ENGLISH, LANGUAGE ARTS, AND SOCIAL STUDIES	ED CENTER	1.00			124,720	3,000				127,720	129,577	3,000				132,577
MCCULLOUGH	CHRISTOPHER	ADMIN12	SUPV FINE AND APPL ARTS	RHS	1.00			176,293			1,600		177,893	181,150			1,600		182,750
MONAHAN	TIMOTHY	ADMIN12	ASST PRIN-GODWIN HOUSE-MS	GWMS	1.00			132,720					132,720	137,577					137,577
MELUCCI	MICHELLE	ADMIN12	ASST PRIN-MONROE HOUSE-MS	GWMS	1.00			139,720	3,000				142,720	144,577	3,000				147,577
NESE	JANEL	ADMIN12	SUPV SPEC ED	ED CENTER	1.00			159,660					159,660	164,517					164,517
NOLD	SUSAN	ADMIN12	SUPV ENGLISH AND MEDIA	RHS	1.00			152,926					152,926	157,783					157,783
NYHUIS	JEFFREY	ADMIN12	PRIN-HS	RHS	1.00			188,120			1,600		189,720	192,977			1,600		194,577
OATES-SANTOS	LORNA JANE	ADMIN12	PRIN-EL	SOMERVILLE	1.00			196,575	3,000				199,575	201,432	3,000				204,432
ONEMBO	ASHLEY	ADMIN12	SUPV MATHEMATICS & COMPUTER SCIENC	RHS	1.00			120,000					120,000	124,857					124,857
ONEILL	JEAN-ANNE	ADMIN12	SUPV ELEM ED MATH AND SCIENCE	ED CENTER	1.00			163,700					163,700	168,557					168,557
ORSINI	ANTHONY	ADMIN12	PRIN-MS	BFMS	1.00			206,859			1,200		208,059	211,716			1,600		213,316
PIACENZA	MICHAEL	ADMIN12	PRIN-EL	RIDGE	1.00			169,220					169,220	174,077					174,077
ROSS	BRIAN	ADMIN12	PRIN-EL	TRAVELL	1.00			165,488					165,488	170,345					170,345
STOVELL	SHAUNA	ADMIN12	PRIN-EL	HAWES	1.00			177,220			1,200		178,420	182,077			1,200		183,277
TAYLOR	TARA	ADMIN12	SUPV SCIENCE	RHS	1.00			159,660					159,660	164,517					164,517
WOOD	DANIELLE	ADMIN12	ASST PRIN-HS	ED CENTER	1.00			156,430					156,430	164,287					164,287
WU	GREGORY	ADMIN12	ASST PRIN-MS	BFMS	1.00			174,210			1,600		175,810	179,067			1,600		180,667
CANGIALOSI-MURPHY	JAIME	CENTRL	DIRECTOR OF HUMAN RESOURCES	ED CENTER	1.00			155,000					155,000	159,857					159,857
ARDESE	LYNN	SEC10	LEAD SECY - FINE/APPLIED ARTS	RHS	1.00	5	AS10	41,648					41,648	43,287					43,287
BRUNNER	JULIANNE	SEC10	GENERAL SECRETARY-EL	RIDGE	1.00	11	AS10	48,616					48,616	50,611					50,611
BURGER	REBECCA	SEC10	GENERAL SECRETARY-EL	RIDGE/WILLD	1.00	9	AS10	45,938					45,938	47,885					47,885
DELUCCA	BRIANNE	SEC10	GENERAL SECRETARY-EL	TRAVELL	1.00	4	AS10	40,811					40,811	42,535					42,535
GRIFFITH	ROSANNA	SEC10	LEAD SEC-ENGLISH/SOC ST	RHS	1.00	8	AS10	44,724					44,724	46,589					46,589
HIGGINS	PATRICIA	SEC10	GENERAL SECRETARY-EL	HAWES	1.00	12	AS10	51,521			2,576		54,097	52,103			2,605		54,708
KAZMIERCZAK	JENNIFER	SEC10	ADMIN ASST TO ASST PRIN-HS	RHS	1.00	9	AA10	47,696					47,696	49,641					49,641
MANNION	ERIN	SEC10	GENERAL SECRETARY-EL	SOMERVILLE	1.00	5	AS10	41,648					41,648	43,287					43,287
NUZZO	LAURA	SEC10	MEDIA SECRETARY	RHS	1.00	6	AS10	42,569					42,569	44,290					44,290
FACCONA	JAIME	SEC10	GUIDANCE/CST	RHS/SOMERVILLE	1.00	4	AA10	42,569					42,569	44,290					44,290
PARIGI	JANE	SEC10	GENERAL SECRETARY-EL	WILLARD	1.00	12	AS10	51,521			1,030		52,551	52,103			1,042		53,145
SHERIDAN	KAREN	SEC10	ATTENDANCE-HS	RHS	1.00	4	AS10	40,811					40,811	42,535					42,535
TRINGALI	JUDITH	SEC10	CST SECRETARY-HS	RHS	1.00	12	AA10	53,278			1,598		54,876	53,858			1,616		55,474
WEHMEYER	NICOLE	SEC10	LEAD SECY-MATHEMATICS/SCIENCE	RHS	1.00	8	AS10	44,724					44,724	46,589					46,589
YOOK	HAJEIN	SEC10	CST/GENERAL SECRETARY-EL	ORCHARD	1.00	12	AA10	51,784			1,036		52,820	53,858			1,077		54,935
BARCLAY	LINDSEY	SEC11	CST/GUIDANCE SECRETARY-MS	GWMS	1.00	7	AA11	49,714					49,714	51,700					51,700
BOSTLER	MONICA	SEC11	ADMIN ASST TO PRIN-EL	WILLARD	1.00	12	AA11	58,403			2,336		60,739	59,077			2,363		61,440
JAMES	KIMBERLY	SEC11	ADMIN ASST TO PRIN-EL	TRAVELL	1.00	7	AA11	49,714					49,714	51,700					51,700
MACOLINO	NADINE	SEC11	SECY-PREK	GLEN	1.00	9	AA11	52,283					52,283	54,451					54,451
MONNERAT	MARIA	SEC11	ADMIN ASST TO PRIN-EL	HAWES	1.00	11	AA11	55,219					55,219	57,440					57,440
MOOMY	CHRISTINE	SEC11	ADMIN ASST TO PRIN-EL	RIDGE	1.00	4	AA11	46,663					46,663	48,582					48,582
MORAN	KATHLEEN	SEC11	ADMIN ASST TO PRIN-EL	ORCHARD	1.00	5	AA11	47,581					47,581	49,407					49,407
ZAHN	ASHLEY	SEC11	ADMIN ASST TO PRIN-EL	SOMERVILLE	1.00	5	AA11	47,581					47,581	49,407					49,407
ALEXANDER	MARIE	SEC12	TRANSPORT COORD	ED CENTER	1.00	12	DS12	65,754			1,973		67,727	66,524			2,661		69,185
ALTOMARE	JACQUELYN	SEC12	ADMIN ASST TO ASST PRIN-HS	RHS	1.00	6	AA12	52,959					52,959	55,079					55,079
CALIENDO	THERESE	SEC12	CST/GUIDANCE SECRETARY-MS	BFMS	1.00	11	AA12	60,184			1,204		61,388	62,639			1,253		63,892
CHIARAMONTE	MAUREEN	SEC12	SECY ATHLETIC DIR	RHS	1.00	11	AA12	60,184					60,184	62,639			1,253		63,892
CHRISTOPHER	SUSAN	SEC12	ADMIN ASST TO PRIN-MS	BFMS	1.00	12	AA12	63,654			3,183		66,837	64,424			3,221		67,645
CROCAMO	JANET	SEC12	LEAD SECY-MAIN OFFICE	RHS	1.00	8	AA12	55,534					55,534	57,829					57,829
D'AMICO	ANNA	SEC12	GUIDANCE/REGISTRAR	RHS	1.00	12	AS12	59,769					59,769	62,324					62,324
FEDERICO	MILDRED	SEC12	LEAD SECY - C, I & A	ED CENTER	1.00	12	AS12	61,554			1,231		62,785	62,324			1,246		63,570
KARCH	ELISA	SEC12	ADMIN ASST TO PRIN-MS	BFMS	1.00	12	AA12	61,869			1,237		63,106	64,424			1,288		65,712
KOWALCZYK	PATRICIA	SEC12	ADMIN ASST SPEC PRO (TECH ASST)	ED CENTER	1.00	12	AA12	63,654			2,546		66,200	64,424			2,577		67,001
MAURER	LISA	SEC12	ADMIN ASST TO PRIN-MS	GWMS	1.00	11	AA12	60,184			1,204		61,388	62,639			1,253		63,892
MOYER	PAMELA	SEC12	ADMIN ASST SPEC PRO (TECH ASST)	ED CENTER	1.00	8	AA12	55,534					55,534	57,829					57,829
MOYNIHAN	MARYJANE	SEC12	BENEFITS COORD	ED CENTER	1.00	12	DS12	65,754			2,630		68,384	66,524			2,661		69,185
ORTEGA	CELINETT	SEC12	ADMIN ASST TO PRIN-HS	RHS	1.00	11	AA12	60,184					60,184	62,639					62,639
RUSSO	JUDITH	SEC12	ADMIN ASST TO ACCOUNTS PAYABLE	ED CENTER	1.00	5	AA12	51,859					51,859	53,879					53,879
SIMPSON	VICTORIA	SEC12	ASST PAYROLL ACCOUNTANT	ED CENTER	1.00	12	AA12	63,654			2,546		66,200	64,424			2,577		67,001
THOMAS-CANDRILLI	ANNA	SEC12	ADMIN ASST TO PRIN-MS	GWMS	1.00	7	AA12	54,184					54,184	56,379					56,379
WHYARD	LESLEY	SEC12	GENERAL SECRETARY-HS	RHS	1.00	12	AA12	63,654			1,273		64,927	64,424			1,288		65,712
ZYSK	BONNIE	SEC12	ADMIN ASST TO ACCOUNTS PAYABLE	ED CENTER	1.00	12	AA12	63,654			2,546		66,200	64,424			2,577		67,001
ABRUINZO	GEORGIA	SUPPRT	DATA SYSTEMS ADMINISTRATOR	ED CENTER	1.00			125,740					125,740	129,512					129,512
ALGOR	MONICA	SUPPRT	REGISTERED NURSE	GLEN	1.00			56,108					56,108	57,791					57,791
BOVASSO	KENNETH	SUPPRT	PURCHASING COORD	ED CENTER	1.00			74,932					74,932	77,180					77,180
CASTRO	YCELSA	SUPPRT	BUS DRIVER/AIDE STEPS	ED CENTER	1.00			50,000					50,000	50,000					50,000
CORLISS	CHRISTINE	SUPPRT	PUBLIC INFO OFFICER AND SPECIAL PROJECTS	ED CENTER	1.00			94,000					94,000	96,820					96,820
DANDREA	GABRIELLE	SUPPRT	ASSISTANT DATABASE SYSTEMS ADMINISTRATOR	ED CENTER	1.00			64,740					64,740	71,682					71,682
DELANEY	CYNTHIA	SUPPRT	CONF ADMIN ASST TO HR	ED CENTER	1.00			60,772					60,772	65,595					65,595

RIDGEWOOD PUBLIC SCHOOL
2023-2024 SALARY LIST

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 23-24	Step 23-24	Class 23-24	Salary 22-23	Doct 22-23	Growth 22-23	Long 22-23	Ratio 22-23	Total Salary 22-23	New Salary 23-24	Doct 23-24	Growth 23-24	Long 23-24	Ratio 23-24	Total Salary 23-24
DEROCHE	ANDREW	SUPPRT	TECH/MEDIA TECH	HAWES/SOMER/TRAL/GW	1.00			48,016					48,016	49,456					49,456
DESMONE	ANGELO	SUPPRT	TREAS OF MONIES	ED CENTER	N/A			5,120					5,120	5,120					5,120
DIFARNECIO	SHANI	SUPPRT	TECH/MEDIA TECH	HAWES/SOMER/TRAL	1.00			45,276					45,276	46,634					46,634
DONOVAN	SUZANNE	SUPPRT	REGISTERED NURSE	RHS	1.00			58,010					58,010	59,750					59,750
ENMORE	JAESON	SUPPRT	ASSOC SYSTEM ADM	ED CENTER	1.00			91,739					91,739	94,491					94,491
FORFA	JASON	SUPPRT	TECH/MEDIA TECH	GWMS and BFMS	1.00			48,851					48,851	50,317					50,317
FRIBERG	HONOR	SUPPRT	COORD GRANTS/TESTING	ED CENTER	1.00			72,293					72,293	74,462					74,462
GATHRIGHT	DONNA	SUPPRT	CONF ADMIN ASST TO HR	ED CENTER	1.00			57,954					57,954	64,693					64,693
HOFFMANN	RICHARD	SUPPRT	ADMIN APPLICATION COORD	ED CENTER	1.00			97,776					97,776	100,709					100,709
KUBO	TOMOHIRO	SUPPRT	TECH/MEDIA TECH	BFMS	1.00			52,238					52,238	53,805					53,805
LABENDA	CHARLENE	SUPPRT	CONF ADMIN ASST TO ASST SUPT	ED CENTER	1.00			67,000					67,000	72,010					72,010
MICHELIS	JAMES	SUPPRT	TECHNOLOGY COORDINATOR - RIDGEWOOD HIGH SCHOOL	RHS	1.00			77,175					77,175	79,490					79,490
MORHUN	SERHIY	SUPPRT	TECHNOLOGY COORDINATOR - RIDGEWOOD HIGH SCHOOL	ED CENTER	1.00			154,529					154,529	159,165					159,165
PAPAMICHAEL	LUCY	SUPPRT	EX CONF ADMIN ASST TO SUPT AND ASSISTANT BOARD SECRETARY	ED CENTER	1.00			79,687					79,687	85,078					85,078
PERVIZI	ALIM	SUPPRT	WAN MGR	ED CENTER	1.00			125,826					125,826	129,601					129,601
QUINONES	RAMON	SUPPRT	TECH/MEDIA TECH	RHS	1.00			49,388					49,388	50,870					50,870
REINKE	MICHAEL	SUPPRT	SCHOOL SAFETY SECURITY OFFICER	DISTRICT	1.00			47,611					47,611	49,039					49,039
ROSADO	JAIME	SUPPRT	ASSITANT - BA FINANCE	ED CENTER	1.00			93,639					93,639	96,448					96,448
SMITH	DAIMIAN	SUPPRT	MGR CUSTODIAL AND MAINTENANCE	ED CENTER	1.00			105,000					105,000	108,150					108,150
STOEHR	ANGELA	SUPPRT	REGSTRAR RCS	ED CENTER	1.00			48,000					48,000	49,440					49,440
STUART	KRISTIE	SUPPRT	DATA COORD	RHS	1.00			78,000					78,000	78,000					78,000
SUDOL	ELIZA	SUPPRT	CORD RCS	ED CENTER	1.00			73,000					73,000	80,190					80,190
VALERE	NEIL	SUPPRT	TECHNOLOGY COORDINATOR K-8	BFMS	1.00			77,175					77,175	79,490					79,490
WARNER	HUE	SUPPRT	PAYROLL SUPV	ED CENTER	1.00			91,672					91,672	94,422					94,422
YANKUS	WAYNE	SUPPRT	SCHOOL PHYSICIAN	DISTRICT	N/A			26,624					26,624	26,624					26,624
YOHANA	JULIA	SUPPRT	ASSISTANT TO THE BUSINESS ADMINISTRATOR AND MANAGE OF INFORMATION TECHNOLOGY	ED CENTER	1.00			73,020					73,020	80,211					80,211
ZWICKER	WILLIAM	SUPPRT	UTILITY PERSON	ED CENTER	1.00			51,352					51,352	52,893					52,893
ACOSTA	KATHLEEN	TEACH	LDT-C	WILLARD	1.00	8	MA+30	81,567			300	4,078	85,945	85,867		300		4,293	90,460
ADAMS	BRIANNA	TEACH	SPECIAL EDUCATION	GWMS	1.00	7	MA	75,467			300		75,767	78,917		300			79,217
ADAY	DOUGLAS	TEACH	SPECIAL EDUCATION (SOCIAL STUDIES)	RHS	1.00	15	MA+45	98,252			300	4,913	103,465	102,927		300		5,146	108,373
AGNELLO	KERI	TEACH	REACH 4PK	GLEN	1.00	8	MA	77,417					77,417	81,117		300			81,417
ALEXANDER	ELIANNE	TEACH	SPEECH LANGUAGE SPECIALIST	TRAVELL	1.00	7	MA	75,467					75,467	78,917					78,917
ALVAREZ	LISETTE	TEACH	SCHOOL PSYCHOLOGIST	RHS	1.00	14	DR	98,192			300	4,910	103,402	102,767		300		5,138	108,205
AMOS	CASSANDRA	TEACH	EDUCATION SPECIALIST	WILLARD	1.00	10	MA	82,017					82,017	86,167					86,167
ANDERSON	CHRISTINE	TEACH	MATHEMATICS	RHS	1.00	12	MA+45	92,277			300		92,577	96,627		300			96,927
APPEL	CHARLES	TEACH	SOCIAL STUDIES	RHS	1.00	15	MA	90,642				5,439	96,081	95,317					95,317
ARANA	ADA	TEACH	SPANISH	GWMS	1.00	18	MA+45	115,782			300	1,500	117,582	117,207		300	1,500		119,007
ARANEJO	ANGELA	TEACH	SPEECH LANGUAGE SPECIALIST	GLEN	1.00	7	MA	75,467					75,467	78,917					78,917
ARDITO	JESSICA	TEACH	GRADE 2	RIDGE	1.00	18	MA	106,132					106,132	107,557					107,557
ARENSMEIER	MEREDITH	TEACH	GRADE 8 MATHEMATICS	BFMS	1.00	9	MA+45	87,227			300	2,617	90,144	91,127		300			91,427
AROMANDO	KAREN	TEACH	ENGLISH	RHS	1.00	18	MA	106,132			1,500		107,632	107,557			1,500		109,057
AUER	STEPHANIE	TEACH	GRADE 5	OCHARD	1.00	4	MA	70,967					70,967	73,617					73,617
AYES	CHARLOTTE	TEACH	GRADE 8 SCIENCE	BFMS	1.00	7	MA	75,467					75,467	78,917					78,917
AZZOPARDI	DEIRDRE	TEACH	OT	GLEN/ORCHARD	1.00	19	DR	123,212			300		123,512	124,637		300			124,937
BARBA	ALLISON	TEACH	SCHOOL PSYCHOLOGIST	GWMS	1.00	4	MA+45	78,577				3,929	82,506	81,227				4,061	85,288
BARBER	BARBARA	TEACH	SPANISH	RHS	1.00	18	MA	106,132			1,500		107,632	107,557			1,500		109,057
BARNETT	SHULA	TEACH	SPEECH	SOMERVILLE	0.95	18	MA+45	109,993			285		110,278	111,347		285			111,632
BERK	ASHLEY	TEACH	SPECIAL EDUCATION	BFMS	1.00	18	MA+45	115,782			300	1,500	117,582	117,207		300	1,500		119,007
BERNARD-MASON	AMY	TEACH	LATIN	BFMS/RHS	1.00	15	BA+30	88,302					88,302	92,977					92,977
BERRY	JULIEANNA	TEACH	GRADE 5	HAWES	1.00	17	MA+45	104,952			300		105,252	110,877		300			111,177
BESSER	LAUREN	TEACH	SOCIAL STUDIES	RHS	1.00	5	BA	64,867					64,867	68,017					68,017
BETRUS	ROBERT	TEACH	GRADE 8 MATHEMATICS	GWMS	1.00	18	MA+30	112,462			300		112,762	113,887		300			114,187
BETSTADT	MOLLY	TEACH	RESOURCE ROOM	RIDGE	1.00	18	MA+45	115,782			300		116,082	117,207		300	1,500		119,007
BEYER	JAMES	TEACH	PHYSICAL EDUCATION	TRAVELL	1.00	2	MA	69,967					69,967	72,417					72,417
BIELICKY	KATHRYN	TEACH	GRADE 3	SOMERVILLE	1.00	12	MA	84,667					84,667	89,017					89,017
BLATT	NICOLE	TEACH	KINDERGARTEN	RIDGE	1.00	18	MA+30	112,462			300		112,762	113,887		300			114,187
BLOIS	KEVIN	TEACH	GRADE 4	WILLARD	1.00	17	MA+45	104,952			300		105,252	110,877		300			111,177
BODART	KRISTEN	TEACH	KINDERGARTEN	HAWES	1.00	18	MA	106,132			1,600		107,732	107,557			1,600		109,157
BONFANTI	JILL	TEACH	GRADE 3	ORCHARD	1.00	18	BA+30	102,812			1,500		104,312	104,237			1,500		105,737
BOSHART	JASON	TEACH	GRADE 3	TRAVELL	1.00	14	MA	87,542					87,542	92,117					92,117
BOURQUE	STEVEN	TEACH	GRADE ADVISOR	RHS	1.00	12	MA	84,667				6,773	91,440	89,017				7,121	96,138
BRADY	KATHERINE	TEACH	SPEECH	ORC/GLEN	1.00	13	MA+30	89,297			300		89,597	94,497		300			94,797
BRAY	ARIANA	TEACH	BEHAVIOR THERAPIST	RHS	1.00	5	MA+30	76,117				3,806	79,923	79,867		300		3,993	84,160
BRAY	NATALIE	TEACH	FAMILY & CONSUMER SCIENCE	RHS	1.00	7	DR	86,117			300		86,417	89,567		300			89,867
BRIGGS	AMY	TEACH	GRADE 8 SPANISH	BFMS	1.00	17	BA	94,742			1,600		96,342	96,167			1,600		97,767
Employee #6558		TEACH	SPECIAL EDUCATION	BFMS	1.00	18	MA	106,132					106,132	107,557					107,557
BROWN	ANN	TEACH	LIBRARIAN/MEDIA SPECIALIST	GWMS	1.00	18	MA+45	115,782			300	1,500	124,529	117,207		300	1,500		119,007
BRUNNER	DINA	TEACH	RESOURCE ROOM	WILLARD	1.00	18	MA+45	115,782			300	1,500	117,582	117,207		300	1,500		119,007
BUCKLE	VIJAY	TEACH	ENGLISH	RHS	1.00	2	BA+30	67,017					67,017	70,067					70,067
BUNZEY	CRAIG	TEACH	PHYSICAL EDUCATION	RHS	1.00	18	MA+45	115,782			300	1,600	117,682	117,207		300	1,600		119,107
BURKETT	JESSICA	TEACH	GRADE 1	ORCHARD	1.00	4	MA	70											

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 23-24	Step 23-24	Class 23-24	Salary 22-23	Doct 22-23	Growth 22-23	Long 22-23	Ratio 22-23	Total Salary 22-23	New Salary 23-24	Doct 23-24	Growth 23-24	Long 23-24	Ratio 23-24	Total Salary 23-24
CALAMIA SCHECKEL	BETH	TEACH	LATIN	BFMS	1.00	10	MA+45	71,702					71,702	75,022					75,022
CAPOLONGO	JUSTINE	TEACH	SPECIAL EDUCATION (RISE)	BFMS	1.00	4	MA	70,967					70,967	73,617					73,617
CAMERA	MARY	TEACH	PE/HEALTH	RHS	1.00	6	MA	75,467					75,467	77,017					77,317
CAMPBELL	BETH	TEACH	SPECIAL EDUCATION	BFMS	1.00	18	BA+30	102,812					102,812	104,237		300			104,237
CAROLLO	ERIK	TEACH	ENGLISH	RHS	1.00	8	MA	77,417			300		77,717	81,117		300			81,417
CARDILLO	NATALIE	TEACH	MUSIC	RHS	1.00	4	BA	63,867					63,867	66,517					66,517
CARRERA	AMY	TEACH	REACH 5TK	GLEN	1.00	18	MA	106,132					106,132	107,557			1,500		109,057
CARROLL	WENDY	TEACH	KINDERGARTEN	RIDGE	1.00	18	MA+30	112,462			300		112,762	113,887		300			114,187
CARUSO	DEBRA	TEACH	RESOURCE ROOM	HAWES	1.00	18	MA+30	112,462			300		112,762	113,887		300			114,187
CASEY	KIM	TEACH	RESOURCE ROOM	TRAVELL	1.00	18	MA+30	112,462			300	1,500	114,262	113,887		300	1,500		115,687
CATALANO	NANCI	TEACH	GRADE 1	RIDGE	1.00	18	MA+45	115,782			300	1,500	117,582	117,207		300	1,600		119,107
CATANZARO	BECKY	TEACH	GRADE 1	HAWES	1.00	17	MA	97,342					97,342	103,267					103,267
CENTRELLI	ERICA	TEACH	GRADE 6 SCIENCE	BFMS	1.00	9	BA	72,517					72,517	76,417					76,417
CERBASI	JOYCE	TEACH	GRADE 6 ENGLISH	GWMS	1.00	18	MA+30	112,462			300		112,762	113,887		300			114,187
CHANOD	MARGARET	TEACH	GRADE 1	WILLARD	1.00	18	MA+45	115,782			300	1,600	117,682	117,207		300	1,600		119,107
CHEPLIC	MATTHEW	TEACH	ENGLISH	RHS	1.00	17	MA	97,342					97,342	103,267					103,267
CHICAS	CHRISTINA	TEACH	ART	ORCHARD	1.00	9	MA	79,617			300		79,917	83,517					83,517
CHUA	KELLY	TEACH	LDT-C	HAWES	1.00	8	MA+45	85,027				4,252	89,279	88,727				4,436	93,163
CIGOLINI	LUCILLE	TEACH	GRADE 6 ENGLISH	BFMS	1.00	17	BA	94,742					94,742	96,167			1,500		97,667
CLARK	KELLY	TEACH	ART	BFMS/GWMS	0.40	17	BA	37,897					37,897	38,467					38,467
CONNELLY	MATTHEW	TEACH	GRADE 4	TRAVELL	1.00	18	MA	106,132					106,132	107,557					107,557
CONNOR	DANIELLE	TEACH	GRADE 5	WILLARD	1.00	16	BA	86,792					86,792	91,667					91,667
CONTRERAS	COLLEEN	TEACH	SE COLL (ENG)	RHS	1.00	17	BA	94,742					94,742	96,167			1,500		97,667
COPPOLA	MICHELE	TEACH	LIBRARIAN/MEDIA SPECIALIST	RIDGE	1.00	18	MA+45	115,782			300	1,500	121,056	117,207		300	1,500		119,007
CORLETT	SUSAN	TEACH	SPECIAL EDUCATION (MATHEMATICS)	BFMS	1.00	18	MA+45	109,092			300		109,392	117,207		300			117,507
CORNACCHIA	VANESSA	TEACH	ENGLISH/BSI	RHS	1.00	18	MA	106,132					106,132	107,557					107,557
CORRELL	MOIRA	TEACH	NURSE/TEACHER	SOMERVILLE	1.00	17	BA	94,742					94,742	96,167					96,167
COUCH	ANDREW	TEACH	LATIN	GWMS	1.00	17	BA	90,242					90,242	96,167					96,167
CRAWFORD	RYAN	TEACH	ADAPTED PHYSICAL EDUCATION SAIL	GLEN/BFMS	1.00	5	BA	64,867					64,867	68,017					68,017
CRONK	PAUL	TEACH	ART	RHS	1.00	18	MA+45	115,782			300	1,500	117,582	117,207		300	1,500		119,007
CUELLAR	ANGELICA	TEACH	SPANISH	RHS	1.00	15	BA	83,542					83,542	88,217					88,217
CURCIO	JASON	TEACH	MUSIC	BFMS	1.00	18	MA	106,132				1,500	107,632	107,557			1,500		109,057
CURRIER	ROBERT	TEACH	PHYSICAL EDUCATION	GWMS	1.00	18	MA	106,132				1,600	107,732	107,557			1,600		109,157
DABBY	MAXWELL	TEACH	MUSIC	BFMS/GWMS	1.00	5	BA	64,867					64,867	68,017					68,017
DAIDONE	BRITTANY	TEACH	SPECIAL EDUCATION	GWMS	1.00	10	MA+45	89,627			300		89,927	93,777		300			94,077
DARAKIY	CHRISTA	TEACH	SCIENCE	RHS	1.00	4	MA	70,967					70,967	73,617					73,617
DASILVA	DANIEL	TEACH	ART	RHS	1.00	17	BA	94,742				1,500	96,242	96,167			1,500		97,667
DASTIS-BUCKLER	DARIEN	TEACH	GRADE 1	TRAVELL	1.00	18	BA+30	102,812					102,812	104,237			1,500		105,737
DeARRAUJO	CHRISTIE	TEACH	MULTI-SENSORY READING	DISTRICT	1.00	15	MA+45	98,252			300		99,952	99,277					100,577
DecROIX	KRISTEN	TEACH	GRADE 5	RIDGE	1.00	4	MA+30	75,117				4,913	103,465	102,927		300		5,146	108,373
DEFLORA	PATRICK	TEACH	STEPS	OAK	1.00	3	BA	63,367					63,367	65,817					65,817
DEL ORBE-ANTHON	ANA	TEACH	TECHNOLOGY/ELECTIVE	BFMS	1.00	14	MA	87,542				5,253	92,795	92,117					92,117
DELANEY	LYNNE	TEACH	GRADE 1	RIDGE	1.00	17	BA	94,742					94,742	96,167					96,167
DELIA	EILEEN	TEACH	ENGLISH	RHS	1.00	18	MA+45	115,782			300		116,082	117,207		300			117,507
DELIA	SUSAN	TEACH	ENGLISH	GWMS	1.00	19	DR	123,212			300		123,512	124,637		300			124,937
DEMBIN	ROSS	TEACH	GRADE 3	SOMERVILLE	1.00	5	MA	71,967					71,967	75,117					75,117
DEMIRJIAN	LINDA	TEACH	SOCIAL STUDIES	RHS	1.00	8	MA+45	85,027			300		85,327	88,727		300			89,027
DENUNZIO	MARY	TEACH	LIBRARIAN/MEDIA SPECIALIST	TRAVELL	1.00	3	MA	70,467					70,467	72,917					72,917
DERIENZO	KRISTEN	TEACH	SPECIAL EDUCATION (RISE ABA)	GLEN	1.00	6	MA+45	81,177					81,177	84,627		300			84,927
DESANTIS	LAURA	TEACH	GRADE 4	ORCHARD	1.00	12	MA	84,667					84,667	89,017					89,017
DETORA	CYNTHIA	TEACH	ENGLISH	RHS	1.00	13	MA	84,667					84,667	89,017					89,017
DEVANEY	EILEEN	TEACH	GRADE 1	WILLARD	1.00	18	MA+45	115,782			300		116,082	117,207		300			117,507
DIBRITA	CHRISTINE	TEACH	DANCE	RHS	0.50	4	MA	35,484					35,484	36,809					36,809
DIORIO	LINDA	TEACH	LIBRARIAN/MEDIA SPECIALIST	WILLARD	1.00	18	BA+30	102,812					102,812	104,237			1,500		105,737
DISTEFANO	ALISSA	TEACH	SPECIAL EDUCATION (COLLAB)	GWMS	1.00	14	MA+45	95,152			300		95,452	99,727		300			100,027
DODD	REBECCA	TEACH	RESOURCE ROOM	WILLARD	1.00	10	MA+30	86,167			300		86,467	91,397		300			91,697
DODD	STEPHANIE	TEACH	PE/HEALTH	GW/RIDGE/WILLD	1.00	9	MA	79,617			300		79,917	83,517					83,517
DOLBY	LUKE	TEACH	GRADE ADVISOR	RHS	1.00	8	MA+45	85,027			300		85,327	88,727				7,098	96,125
DOLFI	DAWN-LYN	TEACH	EDUCATION SPECIALIST	WILLARD	1.00	18	MA+30	112,462			300	1,500	114,262	113,887		300	1,500		115,687
DONNELLY	JAMES	TEACH	ENGLISH	RHS	1.00	17	MA+30	102,842			300		103,142	108,767		300			109,067
DONNELLY	TRECIA	TEACH	SPECIAL EDUCATION	BFMS	1.00	18	MA	106,132					106,132	107,557					107,557
DONOVAN	HELENE	TEACH	FRENCH	RHS	1.00	14	MA+45	95,152			300		95,452	99,727		300			100,027
DONOVAN	JENNIFER	TEACH	SPECIAL EDUCATION	RHS	1.00	3	MA	70,467					70,467	72,917					72,917
DORIS	MICHELLE	TEACH	MATHEMATICS/BSI	RHS	1.00	18	MA+45	115,782			300		116,082	117,207		300			117,507
DOWNES	EMILY	TEACH	.20 FTE ART	BFMS	0.20	3	BA	12,673					12,673	13,163					13,163
DRISCOLL	SAMANTHA	TEACH	SPECIAL EDUCATION (MATHEMATICS)	RHS	1.00	10	MA	82,017					82,017	86,167					86,167
DROSKE	KATHRYN	TEACH	KINDERGARTEN	SOMERVILLE	1.00	16	MA	93,892					93,892	98,767					98,767
DURLING	DEREK	TEACH	GRADE 4	WILLARD	1.00	18	BA+30	98,312					98,312	104,237					104,237
ELBAUM	GILA	TEACH	SCHOOL PSYCHOLOGIST	ORCH/RIDGE	0.95	18	MA+45	109,993			285		115,778	111,347		285	1,500	5,567	118,699
ELKINS	JANET	TEACH	EDUCATION SPECIALIST	TRAVELL	1.00	16	MA+30	98,112			300		98,412	104,267		300			104,567
ENRIGHT	SUSAN	TEACH	GRADE 2	HAWES	1.00	18	MA	106,132					106,132	107,557					107,557
ESCOBAR	ALEJANDRO	TEACH	SPECIAL EDUCATION (SOCIAL STUDIES)	RHS	1.00	5	MA+45	79,577					79,577	82,727		300			83,027
FABISH	CASSANDRA	TEACH	RESOURCE ROOM	SOMERVILLE	1.00	18	MA	101,602					101,602	107,557					107,557
FABISH	CHRISTOPHER	TEACH	GUIDANCE COUNSELOR	RHS	1.00	18	MA+30	106,972			300		114,760	113,887		300		7,972	122,159
FANELLI	ALYSSA	TEACH	MATHEMATICS	RHS	1.00	3	BA	63,367					63,367	65,817					65,817
FANOS	JACLYN	TEACH	RESOURCE ROOM	HAWES/TRAV	1.00	18	MA+45	109,092			300		109,392	117,207		300			117,507
FARRAR	EVA	TEACH	SPECIAL EDUCATION (ENGLISH)	RHS	1.00	15	MA	90,642					90,642	95,317					95,317

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 23-24	Step 23-24	Class 23-24	Salary 22-23	Doct 22-23	Growth 22-23	Long 22-23	Ratio 22-23	Total Salary 22-23	New Salary 23-24	Doct 23-24	Growth 23-24	Long 23-24	Ratio 23-24	Total Salary 23-24
FEELY	KEVIN	TEACH	CRIS INTERVEN COUNS	GWMS/RHS	1.00	18	MA+30	112,462		300		5,623	118,385	113,887		300		5,694	119,881
FEENEY	LYNNE	TEACH	SCIENCE	RHS	1.00	18	MA	101,602					101,602	107,557					107,557
FERRERI	TODD	TEACH	SPECIAL EDUCATION (LLD)	BFMS	1.00	18	MA	106,132					106,132	107,557					107,557
FEUILLY	LAUREN	TEACH	GRADE 4	TRAVELL	1.00	14	MA	87,542					87,542	92,117					92,117
FINK	GARY	TEACH	MUSIC	RHS	0.20	6	BA+30	14,123					14,123	14,933					14,933
FINK	SUSAN	TEACH	SOCIAL WORKER	HAWES/TRAV	1.00	18	MA+30	112,462		300	1,500	5,623	119,885	113,887		300	1,500	5,694	121,381
FINNEGAN	KATHLEEN	TEACH	GUIDANCE COUNSELOR	SOMERVILLE	1.00	4	MA	70,967				4,968	75,935	73,617				5,153	78,770
FINUCANE	MELISSA	TEACH	EDUCATION SPECIALIST	TRAVELL	1.00	18	MA+30	112,462		300			112,762	113,887		300	1,500		115,687
FISCHER	KATHERINE	TEACH	GRADE 5	ORCHARD	1.00	10	MA	82,017					82,017	86,167					86,167
FISCHER	KACEY	TEACH	GRADE 1	HAWES	1.00	8	BA	72,517					72,517	74,017					74,017
FISCHETTI	ELIZABETH	TEACH	GRADE 4	SOMERVILLE	1.00	18	MA	106,132					106,132	107,557			1,500		109,057
FISHER	ISABELLE	TEACH	SCHOOL PSYCHOLOGIST	BFMS	1.00	4	MA+45	78,577				3,929	82,506	81,227				4,061	85,288
FLEMING	DAWN	TEACH	GRADE 3	TRAVELL	1.00	18	MA+30	112,462		300			112,762	113,887		300			114,187
FOERCH	SUMMER	TEACH	GRADE 3	SOMERVILLE	1.00	4	BA	63,867					63,867	66,517					66,517
FOLKEMER	BETH	TEACH	ELECTIVE (ENGLISH)	BFMS	1.00	2	MA	69,967					69,967	72,417					72,417
FONTANA	ELISABETH	TEACH	ART	BFMS	1.00	6	MA	73,567					73,567	77,017					77,017
FORGASH	DREW	TEACH	SOCIAL STUDIES	RHS	1.00	3	MA	70,467					70,467	72,917					72,917
FOX	CHERYL	TEACH	KINDERGARTEN	HAWES	1.00	18	MA	106,132					106,132	107,557					107,557
FRIEDMAN	LAURA	TEACH	LDT-C	RHS	1.00	11	MA+45	92,277		300		4,614	97,191	93,777		300		4,689	98,766
FRIEL	DONALD	TEACH	GRADE 3	WILLARD	1.00	18	MA	106,132					106,132	107,557					107,557
FUNTSCH	KAITLYN	TEACH	SPECIAL EDUCATION	GWMS	1.00	10	MA+45	89,627		300			89,927	93,777		300			94,077
GALANTI	MEGAN	TEACH	LDT-C	ORCHARD	1.00	17	DR	107,992		300		5,400	113,692	113,917		300		5,696	119,913
GALASSO	PATRICIA	TEACH	SPANISH	RHS	1.00	14	BA	80,442					80,442	85,017					85,017
GALEAZZA	LUCIA	TEACH	GRADE 2	RIDGE	1.00	17	BA	94,742					94,742	96,167					96,167
GAO	JEANNE	TEACH	SCHOOL NURSE	HAWES	1.00	3	BA+30	67,517					67,517	70,567					70,567
GARLASCO	CASEY	TEACH	CHEMISTRY	RHS	1.00	8	MA	77,417					77,417	81,117					81,117
GARVIN	NATALIE	TEACH	SPECIAL EDUCATION	GWMS	1.00	9	MA	79,617		300			79,917	83,517					83,517
GATTONI	REBECCA	TEACH	MATHEMATICS	RHS	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
GAYED	CRSTINA	TEACH	BIOLOGY	RHS	1.00	9	MA	82,017					82,017	83,517					83,517
GELLENIS	MARIANN	TEACH	LDT-C	BFMS	1.00	18	MA+45	115,782		300		5,789	121,871	117,207		300		5,860	123,367
GELLMAN	JENNIFER	TEACH	TEACH 4PK	GLEN	1.00	17	BA	94,742					94,742	96,167					96,167
GERAGHTY	LAURA	TEACH	ENGLISH	BFMS	1.00	9	BA	72,517					72,517	76,417					76,417
GERALD	JANE	TEACH	SOCIAL WORKER	SOM/WILLD	1.00	18	MA+30	112,462		300		5,623	118,385	113,887		300		5,694	119,881
GERARD	AMY	TEACH	SPECIAL EDUCATION (K-2)	WILLARD	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
GERONIMO	KRISTI	TEACH	MUSIC	RHS	1.00	16	MA	93,892					93,892	98,767					98,767
GERVOLINO	COLLEEN	TEACH	SCIENCE	RHS	1.00	18	BA+30	102,812					102,812	104,237					104,237
GIANNANTONIO	FRANK	TEACH	PE/HEALTH	RHS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
GIANNETTI	COURTNEY	TEACH	GRADE 7 SCIENCE	GWMS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
GIARDINO	STACY	TEACH	BEHAVIOR THERAPIST	DISTRICT	1.00	18	MA+30	112,462		300		5,623	118,385	113,887		300		5,694	119,881
GIDICH	CASEY	TEACH	GRADE 4	RIDGE	1.00	14	BA+30	85,202					85,202	89,777					89,777
GIGANTE	STEFANIE	TEACH	LATIN	RHS	1.00	18	MA+45	115,782		300		6,947	123,029	117,207		300			117,507
GILBERT	KRISTEN	TEACH	GRADE 7 SOCIAL STUDIES	BFMS	1.00	11	MA+45	89,627		300			89,927	93,777		300			94,077
GILFEDDER	JAIME	TEACH	PE/HEALTH	BFMS	1.00	9	MA+45	87,227		300			87,527	91,127		300			91,427
GILLO	ALEXIS	TEACH	SCHOOL NURSE	TRAVELL	1.00	7	BA+30	72,517					72,517	76,567					76,567
GIORDANO	NICOLE	TEACH	GRADE 8 SCIENCE	BFMS	1.00	6	BA	66,467					66,467	69,917					69,917
GIZZI	NICOLE	TEACH	SPECIAL EDUCATION (4 AND 5)	WILLARD	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
GOLDEN	MICHELLE	TEACH	SPECIAL EDUCATION SAIL	HAWES	1.00	7	MA	75,467					75,467	78,917					78,917
GORDON	JULIE	TEACH	SPECIAL EDUCATION (COLLAB - ENGLISH)	RHS	1.00	18	MA	106,132					106,132	107,557					107,557
GORMAN	BRANDI	TEACH	K-2 LLD	HAWES	1.00	14	MA	87,542					87,542	92,117					92,117
GOULD	ALEXANDRA	TEACH	GRADE 8 MATHEMATICS	GWMS	1.00	16	MA	93,892					93,892	98,767					98,767
GRASSO	LAURA	TEACH	PHYSICAL EDUCATION	GWMS	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
GRAY	MARISA	TEACH	GRADE 6 ENGLISH	BFMS	1.00	5	MA+30	76,117					76,117	79,867		300			80,167
GRAZIANO	NICOLE	TEACH	GRADE 5	TRAVELL	1.00	18	MA	106,132			1,600		107,732	107,557			1,600		109,157
GREENBERG	ABIGAIL	TEACH	MUSIC	GWMS	1.00	2	BA	62,867					62,867	65,317					65,317
GREGORY-FINK	DEBORAH	TEACH	MUSIC	HAWES	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
GRIFFEN	HAILEY	TEACH	KINDERGARTEN	ORCHARD	1.00	7	MA	75,467		300			75,767	78,917		300			79,217
GROSS	STEVEN	TEACH	SPECIAL EDUCATION (SCIENCE)	RHS	1.00	8	MA+45	85,027		300			85,327	88,727		300			89,027
GRUDZIN	JAIMEE	TEACH	SPECIAL EDUCATION (RED)	GLEN	1.00	17	BA	94,742					94,742	96,167			1,500		97,667
GYULAY	JOSEPH	TEACH	MATHEMATICS	RHS	1.00	18	MA	106,132					106,132	107,557					107,557
HAAS	JEFFREY	TEACH	MUSIC	RHS	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
HACKETT	LOREN	TEACH	GRADE 8 ENGLISH	BFMS	1.00	14	MA+45	95,152		300			95,452	99,727		300			100,027
HALTER	WESLEY	TEACH	GRADE 5	WILLARD	1.00	11	MA+45	89,627		300			89,927	93,777		300			94,077
HAMILTON	ELIZABETH	TEACH	SPECIAL EDUCATION	GWMS	1.00	3	MA+45	78,077					78,077	80,527					80,527
HANDY	MARY LOUISE	TEACH	GRADE 6 SOCIAL STUDIES	GWMS	1.00	18	MA+45	115,782		300	1,500	6,947	124,529	117,207		300	1,500		119,007
HANS	PATRICIA	TEACH	ENGLISH	RHS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
HARNEY	THOMAS	TEACH	GRADE 3	HAWES	1.00	14	MA	87,542					87,542	92,117					92,117
HEAD	EILEEN	TEACH	SPEECH LANGUAGE SPECIALIST	HAWES	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
HEIDER	ERIN	TEACH	GRADE 3	ORCHARD	1.00	15	MA+45	98,252		300			98,552	102,927		300			103,227
HIGGINS	DANA	TEACH	EDUCATION SPECIALIST	RIDGE	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
HOFF	ERICA	TEACH	EDUCATION SPECIALIST	ORCHARD	1.00	3	MA	70,467					70,467	72,917					72,917
HOLAND	LARRY	TEACH	ART/TV PROD	RHS	0.70	17	BA	66,319			1,500		67,819	67,317			1,500		68,817
HOOGERHYDE	MICHAEL	TEACH	SPECIAL EDUCATION (COLLAB - SCIENCE)	RHS	1.00	18	MA+30	112,462		300			112,762	113,887		300			114,187
HORTON	CHRISTINA	TEACH	SCHOOL NURSE	ORCHARD	1.00	5	MA	71,967					71,967	75,117					75,117
HUTCHISON	TARA	TEACH	MUSIC	WILLARD	1.00	18	MA+45	109,092		300			109,392	117,207		300			117,507
IMBRUGLIA	LAUREN	TEACH	FRENCH	BFMS	1.00	18	BA+30	102,812					102,812	104,237					104,237
INGOLIA	BRENDA	TEACH	MATHEMATICS	RHS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
JANOWSKI	ELIZABETH	TEACH	GRADE 1	SOMERVILLE	1.00	18	MA+45	109,092		300			109,392	117,207		300			117,507

Last Name	First Name	CSI Category Name	Assignment	Location	FTE	Step	Class	Salary 22-23	Doct 22-23	Growth 22-23	Long 22-23	Ratio 22-23	Total Salary 22-23	New Salary 23-24	Doct 23-24	Growth 23-24	Long 23-24	Ratio 23-24	Total Salary 23-24
JAROSZ	KATHLEEN	TEACH	GRADE 2	RIDGE	1.00	16	BA+30	91,552					91,552	96,427					96,427
JASINSKI	DANIELLE	TEACH	KINDERGARTEN	ORCHARD	1.00	17	MA	97,342					97,342	103,267					103,267
JEJEHAN	LISBETH	TEACH	SPECIAL EDUCATION	BFMS	1.00	18	BA+30	102,812			1,500		104,312	104,237			1,500		105,737
JOHN	CARLIN	TEACH	ENGLISH	RHS	1.00	7	BA	68,367					68,367	71,817					71,817
JONES	MICHELLE	TEACH	RESOURCE ROOM	ORCHARD	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
JOSEPH	ANDREA	TEACH	SCIENCE	RHS	1.00	18	MA	106,132			1,500		107,632	107,557			1,500		109,057
JUNTA	SARAH	TEACH	GRADE 2	WILLARD	1.00	4	MA	70,967					70,967	73,617					73,617
KADUS	CHRISTOPHER	TEACH	GRADE 8 SOCIAL STUDIES	GWMS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
KALEBIC	TAMARA	TEACH	SOCIAL STUDIES	RHS	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
KAPLAN	NANCY	TEACH	LIBRARY MEDIA SPECIALIST	SOMERVILLE	1.00	15	MA	90,642					90,642	95,317					95,317
KAPLYSH	INGRID	TEACH	SPANISH	GWMS	1.00	7	BA	68,367					68,367	71,817					71,817
KARAN	ELIZABETH	TEACH	SCIENCE	RHS	1.00	19	DR	123,212		300	1,500		125,012	124,637		300	1,500		126,437
KARTEN	ELAINE	TEACH	ENGLISH	RHS	1.00	18	MA	106,132			1,500		107,632	107,557			1,500		109,057
KASE	SEAN	TEACH	BUSINESS EDUCATION	RHS	1.10	16	MA	93,892					93,892	108,644					108,644
KAWASH	JUSTINE	TEACH	MUSIC	BFMS	1.00	17	BA	90,242					90,242	96,167					96,167
KAY	PETER	TEACH	PE/HEALTH	RHS	1.00	8	MA	77,417		300			77,717	81,117		300			81,417
KEARNS	CHRISTOPHER	TEACH	GRADE 1	WILLARD	1.00	18	BA+30	102,812					102,812	104,237					104,237
KELLY	JOAN	TEACH	RESOURCE ROOM	TRAVELL	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
KEPPEL	KATHERINE	TEACH	SPECIAL EDUCATION (LLD)	GWMS	1.00	10	MA+45	89,627		300			89,927	93,777		300			94,077
KIELY	MICHELE	TEACH	EDUCATION SPECIALIST	RIDGE	1.00	17	BA+30	95,002					95,002	100,337					100,337
KIERNAN	MEREDITH	TEACH	GRADE 5	SOMERVILLE	1.00	16	MA+30	98,112		300			98,412	104,267		300			104,567
KILCULLEN	MICHAEL	TEACH	TRANSITION COORD	RHS	1.00	13	MA	84,667					84,667	89,017					89,017
KILLBY	KATE	TEACH	SCHOOL PSYCHOLOGIST	SOM/WILLD	1.00	12	DR	95,317				4,766	100,083	99,667		300		4,983	100,950
KIM	LINDA	TEACH	GRADE 8 SOCIAL STUDIES	BFMS	1.00	17	BA	90,242					90,242	96,167					96,167
KIMBELL	TRACEE	TEACH	GRADE 3	RIDGE	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
KING	JANELLE	TEACH	MUSIC	GWMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
KIRTANE	MEDHA	TEACH	SOCIAL STUDIES	RHS	1.00	17	MA+45	104,952		300			105,252	110,877		300			111,177
KLEIN-HELLMAN	LAUREN	TEACH	GUIDANCE COUNSELOR	RHS	1.00	17	MA	97,342				6,814	104,156	103,267				7,229	110,496
KLION	DANIELLE	TEACH	SPECIAL EDUCATION	BFMS	1.00	9	BA+30	76,927					76,927	81,177					81,177
KNEIS	DANA	TEACH	GUIDANCE COUNSELOR	GWMS	1.00	5	MA	71,967				5,038	77,005	75,117		300		5,258	80,675
KNYFD	KRYSTAL	TEACH	SPECIAL EDUCATION	GWMS	1.00	4	MA	70,967					70,967	73,617					73,617
KOROPCHAK	SABRINA	TEACH	GRADE 1	SOMERVILLE	1.00	4	BA	63,867					63,867	66,517					66,517
KOTT	GREGGORY	TEACH	SCIENCE	RHS	1.00	18	BA+30	102,812			1,500		104,312	104,237			1,500		105,737
KOWALSKI	ALEXANDRA	TEACH	GRADE 2	SOMERVILLE	1.00	3	BA	63,367					63,367	65,817					65,817
KREISMER	DREW	TEACH	MUSIC	ORCHARD	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
KROKUS	ROBERT	TEACH	ART	WILLARD	1.00	17	BA	94,742					94,742	96,167					97,667
KRSNAK	KATE	TEACH	GRADE 6 SCIENCE	BFMS	1.00	7	BA	68,367					68,367	71,817					71,817
KUNZLE	SANDRA	TEACH	SCIENCE	RHS	1.00	18	MA	106,132			1,600	7,429	115,161	107,557			1,600		109,157
LABOWSKY	HSUAN	TEACH	SCIENCE	RHS	1.00	19	DR	123,212		300			123,512	124,637		300			124,937
LAFEMINA	FRED	TEACH	SOCIAL STUDIES	RHS	1.00	10	MA+30	86,167		300			86,467	91,397		300			91,697
LARCARA	LAUREN	TEACH	SPECIAL EDUCATION	HAWES	1.00	2	MA	69,967					69,967	72,417					72,417
LAURO	LIVIA	TEACH	PHYSICAL EDUCATION	RHS	1.00	17	MA	97,342					97,342	103,267					103,267
LEBLANQC	MARY	TEACH	GRADE 4	RIDGE	1.00	8	BA	70,317				2,110	72,427	74,017					74,017
LEE	ALINA	TEACH	MUSIC	HAWES	1.00	2	MA	69,967					69,967	72,417					72,417
LEE	BRIAN	TEACH	ENGLISH	RHS	1.00	18	MA	106,132					106,132	107,557					107,557
LEE	CHRISTINE	TEACH	CHINESE	RHS	1.00	12	MA+45	92,277		300			92,577	96,627		300			96,927
LEE	KELLY	TEACH	GRADE 7 ENGLISH (ELECTIVE)	BFMS	1.00	6	MA	73,567					73,567	77,017					77,017
LEONARD	MARK	TEACH	SPECIAL EDUCATION (COLLAB)	BFMS	1.00	13	BA	77,567					77,567	81,917					81,917
LETAVISH	KELLY	TEACH	TEACH 4PK	GLEN	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
LIGNOS	ASHLEY	TEACH	GRADE 6 MATHEMATICS	BFMS	1.00	4	BA	63,867					63,867	66,517					66,517
LIM	CHRISTINA	TEACH	GRADE 2	TRAVELL	1.00	4	BA	63,867					63,867	66,517					66,517
LINTNER	JESSICA	TEACH	GRADE 2	ORCHARD	1.00	3	MA	70,467					70,467	72,917					72,917
LISA	ERICA	TEACH	RESOURCE ROOM	HAWES	1.00	11	MA+45	89,627		300			89,927	93,777		300			94,077
LITVAK	ROMAN	TEACH	MATHEMATICS	BFMS/GWMS	1.00	18	BA+30	102,812			1,500		104,312	104,237			1,500		105,737
LOHR	SARAH	TEACH	KINDERGARTEN	WILLARD	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
LORA	CINDY	TEACH	BEHAVIORIST ANALYST (K-12)/BEHAVIOR ANALYST/COORDINATOR	DISTRICT/ED CENTER	1.00	15	MA+45	98,252				11,791	110,043	102,927				12,351	115,278
LOWICKI	BONNIE	TEACH	NURSE/TEACHER	WILLARD	1.00	16	MA+30	98,112		300			98,412	104,267		300			104,567
LUCCHESI	MICHAEL	TEACH	PHYSICAL EDUCATION	WILLARD	1.00	18	MA	106,132			1,500		107,632	107,557			1,500		109,057
LUCKENBILL	JOHN	TEACH	MUSIC	RHS	1.00	12	MA	84,667					84,667	89,017					89,017
LUO	MILES	TEACH	BIOLOGY	RHS	1.00	6	MA	73,567					73,567	77,017		300			77,317
LUPIA	SCOTT	TEACH	GRADE 4	SOMERVILLE	1.00	18	MA+30	112,462		300	1,500		114,262	113,887		300	1,500		115,687
LYLE	ROSHANAK	TEACH	GRADE 3	WILLARD	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
LYNAUGH	SEAN	TEACH	SOCIAL STUDIES	RHS	1.00	16	BA+30	91,552					91,552	96,427					96,427
LYONS	KELLY	TEACH	RESOURCE ROOM	WILLARD	1.00	11	MA	82,017					82,017	86,167					86,167
MACRI	ELIZABETH	TEACH	RESOURCE ROOM	RIDGE	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
MADISON	MARISSA	TEACH	RESOURCE ROOM	ORCHARD	1.00	3	MA+30	74,617					74,617	77,667					77,667
MAHLER	ALLISON	TEACH	KINDERGARTEN	TRAVELL	1.00	18	MA+45	109,092		300			109,392	117,207		300	1,500		119,007
MAHLER	CRAIG	TEACH	PE/HEALTH	BFMS	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
MAHONEY	MARISA	TEACH	GUIDANCE COUNSELOR	BFMS	1.00	14	MA+45	95,152		300		6,661	102,113	99,727		300		6,981	107,008
MAIN	LAURIE	TEACH	LDT-C	RIDGE	1.00	16	MA+45	101,502		300		5,075	106,877	106,377		300		5,319	111,996
MAKHLOUF	NEHRIN	TEACH	GERMAN	RHS	1.00	9	MA	79,617					79,617	83,517					83,517
MAKSIMOV	MELISSA	TEACH	ENGLISH	RHS	1.00	18	MA+30	112,462		300			112,762	113,887		300			114,187
MANERI	JESSICA	TEACH	SCHOOL PSYCHOLOGIST	HAWES/TRAVELL	1.00	5	MA+30	76,117				3,806	79,923	79,867				3,993	83,860
MANKE	COLLEEN	TEACH	NURSE/TEACHER	RIDGE	1.00	18	MA	106,132					113,561	107,557				7,529	115,086
MANKE	JENNIFER	TEACH	ART	GWMS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,600		119,107
MANSBACH	MOLLY	TEACH	GRADE 1	ORCHARD	1.00	8	MA+30	83,767		300			84,067	85,867		300			86,167

RIDGEWOOD PUBLIC SCHOOL
2023-2024 SALARY LIST

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 23-24	Step 23-24	Class 23-24	Salary 22-23	Doct 22-23	Growth 22-23	Long 22-23	Ratio 22-23	Total Salary 22-23	New Salary 23-24	Doct 23-24	Growth 23-24	Long 23-24	Ratio 23-24	Total Salary 23-24	
MARCHIONI	ALICEN	TEACH	EDUCATION SPECIALIST	SOMERVILLE	1.00	10	MA	82,017					82,017	86,167					86,167	
MARGE	GEORGE	TEACH	SPEECH	WILLARD	1.00	18	MA+30	112,462		300	1,500		114,262	113,887		300	1,500		115,687	
MARMO	JILL	TEACH	GRADE 5	RIDGE	1.00	18	MA+45	109,092		300			109,392	117,207		300			117,507	
MARTELL	MARISA	TEACH	PHYSICAL THERAPIST	GLEN/WILLD/RIDGE	1.00	19	DR	123,212		300	1,500		125,012	124,637		300	1,500		126,437	
MARZLOFF	SCOTT	TEACH	PHYSICS	RHS	1.00	18	MA	101,602					101,602	107,557					107,557	
MASSOUD	ERIN	TEACH	GRADE 7 ENGLISH	GWMS	1.00	8	MA+30	83,767		300			84,067	85,867		300			86,167	
MAUCERI	VANESSA	TEACH	GRADE 8 ENGLISH	GWMS	1.00	18	MA+45	115,782		300			116,082	117,207		300	1,500		119,007	
MAXWELL	ATHENA	TEACH	ART	RHS	1.00	13	MA+30	89,297		300			89,597	94,497		300			94,797	
MAYER	JESSICA	TEACH	PHYSICAL THERAPIST	DISTRICT	1.00	8	DR	88,067		300			88,367	91,767		300			92,067	
MALCOON	STEPHANIE	TEACH	SOCIAL WORKER	RIDGE/DRCH	1.00	9	MA	79,617		300			83,898	83,517				4,176	87,693	
MCCOY	LYDIA	TEACH	GRADE 4	WILLARD	1.00	18	BA+30	102,812			1,600		104,412	104,237			1,600		105,837	
MCCULLOUGH	AMANDA	TEACH	MATHEMATICS	RHS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007	
MCDERMOTT	MEGHAN	TEACH	GRADE 5	RIDGE	1.00	16	MA+45	101,502		300	1,500		103,302	106,377		300	1,500		108,177	
MCDERMOTT	MICHAEL	TEACH	PE/HEALTH	RHS	1.00	4	MA	70,967					70,967	73,617					73,617	
MCGUIRE	ERIN	TEACH	BEHAVIORIST ANALYST	DISTRICT	1.00	5	MA	71,967					75,565	75,117				3,756	78,873	
MCKEARY	JULIEANN	TEACH	GRADE 7 SCIENCE	GWMS	1.00	4	MA	70,967					70,967	73,617					73,617	
MCKINNON	EVELYN	TEACH	GRADE 6 SOCIAL STUDIES	GWMS	1.00	17	MA	97,342					97,342	103,267					103,267	
MCNAMEE	RICHARD	TEACH	MATHEMATICS	RHS	1.00	19	DR	123,212		300	1,500		125,012	124,637		300	1,500		126,437	
MEANY	JUDITH	TEACH	KINDERGARTEN	ORCHARD	1.00	9	BA+30	76,927					76,927	81,177					81,177	
MELLOZZO	KAREN	TEACH	SOCIAL WORKER	RHS	1.00	18	MA+45	115,782		300			121,871	117,207		300		5,860	123,367	
MENDE	ALLISON	TEACH	PE/HEALTH	RHS	1.00	7	MA	75,467				5,789	75,467	78,917		300			79,217	
MENDEZ	KAREN	TEACH	BUSINESS EDUCATION	RHS	1.10	16	MA+45	101,502		300			101,802	117,015		300			117,315	
MENZIES	LAUREN	TEACH	SPECIAL EDUCATION (ENGLISH)	BFMS	1.00	18	MA	106,132					106,132	107,557		1,500			109,057	
MERHIGE-PETRICK	DONNA	TEACH	RESOURCE ROOM	SOMERVILLE	1.00	10	MA+30	86,167		300			86,467	91,397		300			91,697	
MILLER	MELUSSA	TEACH	GUIDANCE COUNSELOR	TRAVELL	1.00	3	MA+30	74,617					79,840	77,667				5,437	83,104	
MINICHINI	GINA	TEACH	SPECIAL EDUCATION (MATHEMATICS)	RHS	1.00	5	MA	71,967					71,967	75,117					75,117	
MIRKOVIICH	JESSICA	TEACH	MATHEMATICS	RHS	1.00	9	MA+45	87,227		300			87,527	91,127		300			91,427	
MITCHELL	CHRISTOPHER	TEACH	SCIENCE	RHS	1.00	18	MA	106,132			1,500		107,632	107,557			1,500		109,057	
MITCHELL	LINDSAY	TEACH	GUIDANCE COUNSELOR	RIDGE	1.00	15	MA+45	98,252		300			6,878	105,430	102,927		300	7,205	110,432	
MITCHELL	MICHAEL	TEACH	GRADE 7 SOCIAL STUDIES	BFMS	1.00	11	MA+45	89,627		300			89,927	93,777		300			94,077	
MITOLA	CANDACE	TEACH	PE/HEALTH	RHS	1.00	5	MA	71,967					71,967	75,117		300			75,417	
MIXON	KARLA	TEACH	GRADE 7 SCIENCE	BFMS	1.00	18	MA	106,132			1,500		107,632	107,557			1,600		109,157	
MORGAN	MAUREEN	TEACH	NURSE	RHS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507	
MORRIS	KAREN	TEACH	OT	BFMS/GWMS/RHS	1.00	17	DR	107,992		300			108,292	113,917		300			114,217	
MORRIS	LORI	TEACH	GRADE 6 SOCIAL STUDIES	BFMS	1.00	12	BA	77,567					77,567	81,917					81,917	
MOSS-KELLER	CORRINA	TEACH	LIBRARY MEDIA SPECIALIST	RHS	1.00	11	MA+30	86,167		300			5,170	91,637	91,397		300		91,697	
MULLIN	MICHAEL	TEACH	GUIDANCE COUNSELOR	GWMS	1.00	18	MA+30	112,462		300	1,600		7,872	122,234	113,887		300	1,600	7,972	123,759
MURO	DANIEL	TEACH	SOCIAL STUDIES	RHS	1.00	18	MA	106,132					106,132	107,557					107,557	
MURPHY	KRISTIN	TEACH	SPECIAL EDUCATION MD	RHS	1.00	7	BA	70,317					70,317	71,817					71,817	
MURPHY	LAURA	TEACH	OT	HAWES/SOMERVILLE	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007	
MURTHA	TIMOTHY	TEACH	BUSINESS EDUCATION	RHS	1.10	6	BA+30	70,617					70,617	82,134					82,134	
ORFINI	CAITLIN	TEACH	SOCIAL STUDIES	RHS	1.00	10	MA+45	89,627		300			89,927	93,777		300			94,077	
NADI	PAOLA	TEACH	LIBRARIAN/MEDIA SPECIALIST	BFMS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007	
NAGY	ZSUZSANNA	TEACH	ESL	TRAV/SOM	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507	
NAM	SUH YOUNG	TEACH	GUIDANCE COUNSELOR	HAWES	1.00	4	MA	70,967				4,968	75,935	73,617				5,153	78,770	
NEBBIA	CHARLES	TEACH	GRADE 5	HAWES	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007	
NEVILLE	BEN	TEACH	GRADE 7 SOCIAL STUDIES	GWMS	1.00	5	MA	71,967		300			72,267	75,117		300			75,417	
NEYLAND	MARIA	TEACH	KINDERGARTEN	WILLARD	1.00	7	MA	75,467		300			75,767	78,917		300			79,217	
NICHOLAIDES	NIKITAS	TEACH	ATHLETIC TRAINER	RHS	1.00	18	MA+30	112,462		300			112,762	113,887		300			114,187	
NIZZA	AMBER	TEACH	GRADE 7 ENGLISH	BFMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507	
NOLAN	AMY	TEACH	ESL	RHS	1.00	16	MA+45	101,502		300			101,802	106,377		300			106,677	
NOVAK	NICOLE	TEACH	SOCIAL STUDIES	RHS	1.00	17	MA+45	104,952		300			105,252	110,877		300			111,177	
NYHIUS	PHILIP	TEACH	SPECIAL EDUCATION (MATHEMATICS)	RHS	1.00	12	MA+30	89,297		300			89,597	94,497		300			94,797	
OBRIEN	SHERYL	TEACH	SPEECH LANGUAGE SPECIALIST	BFMS/RHS	1.00	18	MA+45	115,782		300			116,082	117,207		300	1,500		119,007	
OH	JUSTIN	TEACH	PHYSICAL EDUCATION	SOMERVILLE	1.00	3	BA	63,367					63,367	65,817					65,817	
O'HERLIHY	CHRISTOPHER	TEACH	GRADE 5	TRAVELL	1.00	9	MA	79,617		300			2,389	82,306	83,517				83,517	
OIEA	CHRISTAL	TEACH	SPANISH	RHS	1.00	11	BA	74,917					74,917	79,067					79,067	
ONG	JEROME	TEACH	GRADE 5	WILLARD	1.00	16	MA+45	101,502		300			6,090	107,892	106,377		300		106,677	
ORDINI	JASON	TEACH	ENGLISH (ELECTIVE)	BFMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507	
ORIONDO	JENNIFER	TEACH	SPEC ED (RISE)	GLEN	1.00	6	MA	73,567					73,567	77,017					77,017	
OSENBRUCK	JENNIFER	TEACH	REACH 5TK	GLEN	1.00	12	BA+30	82,327					82,327	86,677					86,677	
OTTERSTEDT	JOHN	TEACH	GRADE 3	HAWES	1.00	18	MA	106,132			1,600		107,732	107,557			1,600		109,157	
OZAYDIN	MEAGHAN	TEACH	GRADE 8 ENGLISH	GWMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507	
PADYKULA	WENDY	TEACH	SPEECH	BFMS/GWMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507	
PALMER	MEAGHAN	TEACH	GRADE 8 SCIENCE	GWMS	1.00	15	MA+45	101,502		300			101,802	117,207					117,507	
PAPAPIETRO	MEAGAN	TEACH	GUIDANCE COUNSELOR	BFMS	1.00	4	MA	70,967					4,968	75,935	73,617			5,153	78,770	
PARENTA	ANDIE	TEACH	GRADE 3	RIDGE	1.00	3	MA	70,467					70,467	72,917					72,917	
PARRASCH	KELSEY	TEACH	GRADE 4	WILLARD	1.00	5	MA+45	79,577					79,577	82,727		300			83,027	
PECORELLI	ANNMARIE	TEACH	MUSIC																	

RIDGEWOOD PUBLIC SCHOOL
2023-2024 SALARY LIST

Last Name	First Name	CSI Category Name	Assignment	Location	FTE 23-24	Step 23-24	Class 23-24	Salary 22-23	Doct 22-23	Growth 22-23	Long 22-23	Ratio 22-23	Total Salary 22-23	New Salary 23-24	Doct 23-24	Growth 23-24	Long 23-24	Ratio 23-24	Total Salary 23-24
PISANI	LAURIE	TEACH	GRADE 2	WILLARD	1.00	18	MA+30	112,462		300	1,500		114,262	113,887		300	1,500		115,687
POLANIN	STEPHEN	TEACH	GRADE 2	TRAVELL/RIDGE	1.00	12	MA	84,667				2,540	87,207	89,017					89,017
POLAY	JESSICA	TEACH	SPEECH LANGUAGE THERAPIST	RIDGE	1.00	5	MA	71,967					71,967	75,117					75,117
POLICELLI	AMY	TEACH	AMERICAN SIGN LANGUAGE	RHS	1.20	10	BA	74,917					74,917	94,880					94,880
POLK	LAURA	TEACH	FRENCH	RHS	1.00	18	MA+45	109,092		300			109,392	117,207		300			117,507
PONCHAK	JAMES	TEACH	GRADE 7 MATHEMATICS	GWMS	1.00	18	BA+30	102,812					102,812	104,237					104,237
PORD	JASON	TEACH	GRADE 7 MATH/SCIENCE ELECTIVE	BFMS/GWMS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
PORD	LEIGH	TEACH	GRADE 6 ENGLISH	GWMS	1.00	18	MA+30	112,462		300	1,500		114,262	113,887		300	1,500		115,687
POSILLICO	KERRY	TEACH	GRADE 2	TRAVELL	1.00	18	MA	106,132				1,600	107,732	107,557			1,600		109,157
POSISCCHIL	LEANNE	TEACH	PRESCHOOL DISABILITIES	GLEN	1.00	7	MA	75,467					75,467	78,917		300			79,217
POULIS	DESPINA	TEACH	KINDERGARTEN	RIDGE	1.00	18	MA+45	109,092		300			109,392	117,207		300			117,507
POUNDS	MICHAEL	TEACH	PHYSICAL EDUCATION	RHS	1.00	18	MA+30	112,462		300	1,500		114,262	113,887		300	1,500		115,687
POWELL	RENEE	TEACH	MATHEMATICS	BFMS	1.00	6	MA+45	81,177					81,177	84,627					84,627
PRICE	MEGAN	TEACH	LIBRARIAN/MEDIA SPECIALIST	ORCHARD	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
PRIMAVERA	MICHELLE	TEACH	ENGLISH	GWMS	1.00	13	MA+30	89,297		300			89,597	94,497		300			94,797
PURRINOS	DAMARY	TEACH	SPANISH	RHS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
QUIRK	BRIAN	TEACH	PHYSICAL EDUCATION	RHS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
RAIANI	AMY	TEACH	SCIENCE	RHS	1.00	12	MA+45	92,277		300			92,577	96,627		300			96,927
RAN	BENJAMIN	TEACH	GRADE 7 SCIENCE	BFMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
RAN	SALLIANN	TEACH	GRADE 3	WILLARD	1.00	5	MA+30	76,117					76,117	79,867		300			80,167
RANSOM	ROBERT	TEACH	PHYSICAL EDUCATION	GWMS	1.00	18	MA+30	112,462		300			112,762	113,887		300			114,187
RAPHAELS	JENNIFER	TEACH	SOCIAL STUDIES	RHS	1.00	18	MA	101,602					101,602	107,557					107,557
RATHGEBER	JOSEPH	TEACH	ENGLISH	RHS	1.00	10	MA	82,017					82,017	86,167					86,167
RAUPP	ANDREW	TEACH	GRADE 5	HAWES	1.00	18	MA	106,132					106,132	107,557					107,557
RAUPP	ELLEN	TEACH	GRADE 1	HAWES	1.00	18	MA	106,132					106,132	107,557					107,557
REDFERN	NICOLE	TEACH	GRADE 2	ORCHARD	1.00	15	MA+45	98,252		300			104,447	102,927		300			103,227
REHAIN	KELSEY	TEACH	PE/HEALTH	RHS	1.00	2	BA	62,867					62,867	65,317					65,317
REILLY	KERRIANN	TEACH	NURSE	BFMS	1.00	18	MA	106,132					106,132	107,557					107,557
REILLY	NANCY	TEACH	SPECIAL EDUCATION (COLLAB - SCIENCE)	RHS	1.00	18	MA	106,132			1,500		107,632	107,557			1,500		109,057
RICHARDS	CAROLINE	TEACH	ENGLISH	RHS	1.00	18	MA	106,132					106,132	107,557					107,557
RICHARDSON	MONIKA	TEACH	COMPUTER SCIENCE/MATHEMATICS	RHS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
RILEY	CELESTE	TEACH	FRENCH	GWMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
RIORDAN	NICOLE	TEACH	SOCIAL STUDIES	RHS	1.00	18	MA+30	112,462		300	1,500		114,262	113,887		300	1,500		115,687
ROBERTS	ALEXANDRA	TEACH	GUIDANCE COUNSELOR	RHS	1.00	4	MA+30	75,117				5,258	80,375	78,367				5,486	83,853
ROBERTS	DEIRDRE	TEACH	ESL	BFMS/GWMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
ROCKEY	COLLEEN	TEACH	GRADE 3	WILLARD	1.00	9	BA	72,517					72,517	76,417					76,417
ROSEMANN	MEGAN	TEACH	SPECIAL EDUCATION (LLD 3-5)	HAWES	1.00	12	MA+45	92,277		300			92,577	96,627		300			96,927
ROMANO	ODALYS	TEACH	SPECIAL EDUCATION (LLD)	GWMS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
ROMAS	ROBERT	TEACH	SPECIAL EDUCATION	RIDGE	1.00	8	MA	77,417					77,417	81,117					81,117
ROMITO	ELLEN	TEACH	GRADE 1	ORCHARD	1.00	12	MA	84,667					84,667	89,017					89,017
ROSENFELD	LAUREN	TEACH	SPECIAL EDUCATION (MATHEMATICS)	RHS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
ROSENFELD	PATRICIA	TEACH	SPECIAL EDUCATION (RED)	GLEN	1.00	18	BA+30	102,812			1,500		104,312	104,237			1,500		105,737
ROSOLANKO	KRISTEN	TEACH	GRADE 7 MATHEMATICS	BFMS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
ROSS	THERESA	TEACH	KINDERGARTEN	SOMERVILLE	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
ROTA	JILL	TEACH	GRADE 1	HAWES	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,500		119,007
ROTELLA	MEGAN	TEACH	SPANISH	RHS	1.00	18	MA+45	115,782		300	1,500		117,582	117,207		300	1,600		119,107
ROTH	JESSICA	TEACH	ART	HAWES	1.00	5	MA	73,567					73,567	75,117		300			75,417
RUBIN	LINDSAY	TEACH	GUIDANCE COUNSELOR	ORCHARD	1.00	11	MA+45	89,627				6,274	95,901	93,777				6,564	100,641
SABATINO	ROBERT	TEACH	GRADE 5	TRAVELL	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
SAGLIMBENI	MARY	TEACH	GRADE 3	ORCHARD	1.00	10	MA	82,017					82,017	86,167					86,167
SALADINO	ALLYSON	TEACH	SOCIAL STUDIES	RHS	1.00	17	MA+45	104,952		300			105,252	110,877		300			111,177
SALADINO	JOSHUA	TEACH	SOCIAL STUDIES	RHS	1.00	4	MA	70,967					70,967	73,617					73,617
SALERNO	CHRISTINE	TEACH	GUIDANCE COUNSELOR	RHS	1.00	13	MA+30	89,297				6,251	95,548	94,497		300		6,615	101,412
SALTALAMACCHIA	JULIANNE	TEACH	EDUCATION SPECIALIST	HAWES	1.00	2	MA	69,967					69,967	72,417					72,417
SANSONE	KIMBERLY	TEACH	OT	RIDGE/WILLARD	1.00	18	MA+45	109,092		300			109,392	117,207		300			117,507
SARGENTI	LISA	TEACH	GRADE 1	HAWES	1.00	17	BA	94,742					94,742	96,167					96,167
SASON	BETSY	TEACH	GRADE 2	RIDGE	1.00	18	MA	106,132			1,500		107,632	107,557			1,600		109,157
SCEVOLO	ADAM	TEACH	MATHEMATICS	RHS	1.00	12	MA+45	92,277		300			92,577	96,627		300			96,927
SCHAFFER	AMY	TEACH	GRADE 2	ORCHARD	1.00	18	MA+30	112,462		300	1,500		114,262	113,887		300	1,500		115,687
SCHEMMEL	RACHEL	TEACH	ENGLISH	GWMS	1.00	18	MA+45	115,782		300			116,082	117,207		300			117,507
SCHICK	CASEY	TEACH	GRADE 4	TRAVELL	1.00	10	BA	74,917					74,917	79,067					79,067
SCHMARAK	JONATHAN	TEACH	MUSIC	WILLD/RIDGE/HAW/ORC/SOM/TRAV	1.00	12	BA	77,567					77,567	81,917					81,917
SCHULKE	KYLE	TEACH	GRADE 8 SOCIAL STUDIES	BFMS	1.00	17	MA+30	102,842		300		3,086	106,228	108,767		300			109,067
SCIRE-BANCHITTA	VICTORIA	TEACH	GRADE 5	RIDGE	1.00	5	MA+30	76,117					76,117	79,867		300			80,167
SCRUDATO	LISA	TEACH	GUIDANCE COUNSELOR	GWMS	1.00	5	MA	71,967				5,038	77,005	75,117		300		5,258	80,675
SHEER	LARA	TEACH	GUIDANCE COUNSELOR	BFMS	1.00	18	MA	106,132			1,500	7,429	115,061	107,557			1,500	7,529	116,586
SHINE	KRISTEN	TEACH	SPECIAL EDUCATION	GWMS	1.00	16	MA	93,892					93,892	98,767					98,767
SIMONE	SUZANNE	TEACH	SPECIAL EDUCATION (COLLAB)	GWMS	1.00	12	BA	77,657					77,657	81,917					81,917
SIOK	SUSAN	TEACH	MATHEMATICS	RHS	1.00	18	BA+30	102,812			1,500		104,312	104,237			1,500		105,737
SKETTINI	DONNA	TEACH	PE/HEALTH	BFMS	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107
SKETTINI	KELLY	TEACH	GRADE 8 MATHEMATICS	BFMS	1.00	6	MA	73,567		300			73,867	77,017		300			77,317
SMITH	KRISTEN	TEACH	GUIDANCE COUNSELOR	RHS	1.00	5	MA	71,967				5,038	77,005	75,117				5,258	80,375
SMITH	RICHARD	TEACH	MATHEMATICS	RHS	1.00	12	MA+45	92,277					92,277	96,627					96,627
SPECTOR	STEFANIE	TEACH	MULTI-SENSORY READING	BFMS/RHS	1.00	10	MA+45	89,627		300			89,927	93,777		300			94,077
STADULIS	JULIE	TEACH	NURSE/TEACHER	GWMS	1.00	18	MA	101,602					101,602	107,557					107,557
STAHL	DAVID	TEACH	PHYSICAL EDUCATION	ORC/GLEN	1.00	12	MA+45	92,277		300			92,577	96,627		300			96,927
STANKIEWICZ	SAMANTHA	TEACH	ART	SOMERVILLE	1.00	18	MA+45	115,782		300	1,600		117,682	117,207		300	1,600		119,107

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Cardew	Charles	BFMS	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	7
Connelly	Molly	BFMS	ABA Certified	2	26.41	5.75	29,105		29,105	2
Heins	Lisa	BFMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	6
Klion	Emily	BFMS	ABA Certified	2	26.41	5.75	29,105		29,105	2
Minassian	Alessia	BFMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Miller	Danielle	BFMS	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	8
Scheps	Nicholas	BFMS	ABA Non-Certified	1	22.19	5.75	24,455		24,455	1
Wang	Yanfei	BFMS	ABA Non-Certified	1	22.19	5.75	24,455		24,455	
Williams	Shakira	BFMS	ABA Certified	2	22.86	5.75	25,189		25,189	1
Allen	Alesha	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Amaral	Carla	Glen	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	8
Arrue	Alyssa	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	1
Baloch	Sumera	Glen	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	7
Batawala	Yamuna	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
DeSilva	Shalika	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Doyle	Christine	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Engstrom	Anna	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Fernandez	Patricia	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	16
Fogarty	Jeanette	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Gamalath	Nirosha	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Herbert	Rachel	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Hong	Yong	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Krasniqi	Arizana	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
LaChapelle	Victoria	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Lai	Yuhsiu	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Latif	Shaista	Glen	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	5

Ridgewood Public Schools
2023-2024 Paraprofessionals

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Lauritano	Scott	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	13
Lam	Atenette	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Linton	Kristin	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	12
Patel	Bindu	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	17
Pollock	Yanet	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Radoncic	Azra	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Makdesi	Rim	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Wahler	Nicole	Glen	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	7
Yoo	Euna	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Lawrence	John	GWMS	Braillist/Job Coach	2	27.81	5.75	30,649	250.00	30,899	6
Pilson	Mine	GWMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	4
Sharar	Connie	GWMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Tucker	Annette	GWMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	1,000.00	22,852	20
Valencia	Jie	GWMS	Gen Ed/Spec Ed	1	19.25	5.75	21,215		21,215	1
Armstrong	Inga	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Battaglia	Karen	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Byun	Erdenetsetseg	Hawes	Gen Ed/Spec Ed	1	19.25	5.75	21,215		21,215	
Cadorette	Christi	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	11
Carney	Elizabeth	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Encarnacion	Kathleen	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Fischer	Susan	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	6
Fossari	Rosemary	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	9
Haug	Sheri	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Lazration	Sara	Hawes	ABA Certified	2	26.41	5.75	29,105		29,105	1
Maluenda	Mellany	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	1,000.00	22,852	22
Munoz	Patricia	Hawes	ABA Non-Certified	1	22.19	5.75	24,455		24,455	

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Strafaci	Denise	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Zaveri	Salomee	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	4
Collins	Carla	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649	1,000.00	31,649	26
Fisse	Lauren	Oak Street	Braillist/Job Coach	2	27.81	5.57	30,649		30,649	1
Gigante	Anthony	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649		30,649	1
Hiller	Ari	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649		30,649	2
Kim	Sung-Hui	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649		30,649	3
Palazzola	Joan	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649	1,000.00	31,649	21
Van Der Eeze	Anniek	Oak Street	Braillist/Job Coach	2	27.81	5.75				1
Ardito	Daniel	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	7
Bednarski	Patricia	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Haley	Laura	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Lewis	Jenny	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	15
Zawacki	Mary Grace	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Biddiscombe	Peter	RHS	ABA Non-Certified	1	22.19	5.75	24,455		24,455	
Caban	Melissa	RHS	ABA Certified	2	26.41	5.75	29,105		29,105	2
Crabbe	Joseph	RHS	Gen Ed/Spec Ed	6	26.41	5.75	29,105		29,105	
Eitner	Valarie	RHS	Gen Ed/Spec Ed	3	26.41	5.75	29,105		29,105	
Frank	Noah	RHS	ABA Certified	1	25.64	5.75	28,257		28,257	
Fridman	Yaniv	RHS	Gen Ed/Spec Ed	3	26.41	5.75	29,105		29,105	
Lohr	Jennifer	RHS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	10
Lug	Raymond	RHS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	13
Montelbano	Dean	RHS	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	9
Munro	Abigail	RHS	ABA Certified	2	22.86	5.75	25,189		25,189	1
Quayum	Rebecca	RHS	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Spadaccini	Ann	RHS	ABA Certified	2	26.41	5.75	29,105	500.00	29,605	10

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Barclay	Andrea	Ridge	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	7
Bompali	Pramodha	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	1
Boddy	Paul	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	3
Alicea	Rachel	Ridge	ABA Certified	2	22.86	5.75	25,189		25,189	1
Cardew	Catherine	Ridge	ABA Certified	2	22.86	5.75	25,189		25,189	1
Coughlin	Wendy	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Fierro	Judy	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	3
Hoffmann	Marianne	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Hopper	Ann	Ridge	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	5
Kim	Jeongmin	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	2
Kim	Takako	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	1
Maccarrone	Meghan	Ridge	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	7
Nieves	Glenny	Ridge	ABA Certified	1	25.64	5.75	28,257		28,257	
Ramanathan	Vijayalakshmi	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	1
Russo	Nicole	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Scillieri	Joellen	Ridge	ABA Certified	2	22.86	5.75	25,189		25,189	1
Schwartz	Joel	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Sgambati	Jean	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	4
Tabor	Ashley	Ridge	ABA Certified	2	22.86	5.75	25,189		25,189	1
Usheworkunze	Rhiannon	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Wilson	Maguerite	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	2
Aynilian	Elizabeth	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	8
Carewicz	Damian	Somerville	ABA Certified	2	22.86	5.75	21,852		21,852	1
Eidschun	Maura	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852	1,000.00	22,852	20
Feldhahn	Karen	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Haworth	Anna	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	8

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Levanti	Stamatina	Somerville	ABA Certified	2	26.41	5.75	21,852		21,852	4
Kahn	Amy	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Manziano	Kimberley	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	7
Ozburn	Amanda	Somerville	ABA Certified	2	26.41	5.75	21,852		21,852	1
Parisi	Laurie	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Tarabocchia	Maryjane	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Burns	Debra	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Everett	Abria	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Felipe	Brenda	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	15
Giannaccini	Giulia	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Hughes	Regina	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	8
Litkouhi	Mehrie	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Porfido	Joann	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	17
Schmarak	Lorraine	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Szafran	Alicia	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Yucis	Jessica	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	13
Brandao	Luciana	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Bukowski	Stacey	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	7
Cunningham	Carol	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	8
Feder	Karen	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Galvin	Jennifer	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	11
Kraisorn	Kerry	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	6
Lubben	Alyssa	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Luongo	Elizabeth	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	7
Neilson	Margaret	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	9
Paris-Rodriguez	Amber	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	9

Ridgewood Public Schools
2023-2024 Paraprofessionals

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Rinaldo	Geraldine	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Seguin	Danielle	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Solis	Leslie	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3

Last Name	First Name	Location	Pay Lane	Hourly Rate	No Hrs/day	No. of Days Worked
Herrera	Cintha	Hawes	Lunchroom Aide	17.50	2	5
Sikes	Oscar	Hawes	Lunchroom Aide	17.50	2	5
Suriano	Elissa	Hawes	Lunchroom Aide	17.50	2	5
Dabestani	Barbara	Orchard	Lunchroom Aide	17.50	2	5
Mariconda	Bette	Orchard	Lunchroom Aide	17.50	2	5
Spina	Dorothy	Orchard	Lunchroom Aide	17.50	2	5
Amores	Melanie	Ridge	Lunchroom Aide	17.50	2	5
Camejo	Candice	Ridge	Lunchroom Aide	17.50	2	5
Cancio	Josylin	Ridge	Lunchroom Aide	17.50	2	5
Coughlin	Ryan	Ridge	Lunchroom Aide	17.50	3	5
Curci	Maria	Ridge	Lunchroom Aide	17.50	2	5
Lee	Sunghoon	Ridge	Lunchroom Aide	17.50	2	5
Perry	Cynthia	Ridge	Lunchroom Aide	17.50	2	5
Perry	Madison	Ridge	Lunchroom Aide	17.50	2	5
Totaro	Dayna	Ridge	Lunchroom Aide	17.50	2	5
Bowley	Melissa	Somerville	Lunchroom Aide	17.50	2	5
Geraghty	Lara	Somerville	Lunchroom Aide	17.50	2	5
Greco	Leah	Somerville	Lunchroom Aide	17.50	2	5
Kacmarcik	Christine	Somerville	Lunchroom Aide	17.50	2	5
Lynch	Lisa	Travell	Lunchroom Aide	17.50	2	5
Pounds	Catherine	Travell	Lunchroom Aide	17.50	2	5
Passno	Edith	Willard	Lunchroom Aide	17.50	2	5
Ward	Kathryn	Willard	Lunchroom Aide	17.50	2	5



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on May 22, 2023 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Absent during roll call: Mr. Michael Lembo, President

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Ms. Kwak moved the following resolution.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now therefore,

Ms. Kwak 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, Student Personnel and Legal.

B. MOTION TO OPEN REGULAR SESSION

At 7:33 p.m., Ms. Kwak called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Absent during roll call:

Mr. Michael Lembo, President

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Visitors: There were approximately 30 visitors.

II. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Kwak led those present in the Pledge of Allegiance.

III. OPENING STATEMENT BY PRESIDING OFFICER

Ms. Kwak 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 of Appreciation for Outgoing Ridgewood High School Student Representative

It is recommended that the Board approve the following resolution of appreciation in honor of Ava Martin.

WHEREAS, Ava has served as the student representative to the Board of Education during the 2022-2023 school year; and

WHEREAS, It has been her responsibility to voice the student perspective to the Board at their public meetings and she has been diligent and conscientious in attending the Board of Education meetings; and

WHEREAS, Ava has conducted herself with poise and courtesy while listening attentively to many lengthy discussions pertaining to the governance of the school district; and

WHEREAS, Ava has presented thoughtful and informative reports to the Board of Education on issues and events at the high school; and

WHEREAS, Ava has been a member of the RHS National Honor Society through which she contributed to community service initiatives and served as a tutor; and

WHEREAS, Ava was the Chief Editor/Researcher and published independent research in the Journal of Student Research; and

WHEREAS, Ava is a member of the Principal's Advisory Board; and

WHEREAS, Ava has worked as a math tutor for elementary and middle school students for the past four years and as a summer camp counselor for two years; and

WHEREAS, Ava is a member of the ALPS Club and assists in planning meetings; and

WHEREAS, Ava is continuing her education at Tufts University where she will be studying Public Policy and Education; and

WHEREAS, Ava is recognized and appreciated for her genuine interest in the democratic process and her recognition of the importance of students as stakeholders in the district; and

WHEREAS Ava'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 Ava Martin for her service to the student body and Board of Education and send her 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 22nd day of May, 2023.

B. Introduction of New Ridgewood High School Student Representative

➤ Sarah Bronstein, Ridgewood High School

C. Student Representative Report

➤ Ava Martin, Ridgewood High School

Annual acapella concert was at the Westside Presbyterian Church. All three RHS acapella groups performed. Eligible students were inducted into the World Language Honor Society. Members are eligible based on GPA and are responsible for some fundraising and offer open-door language tutoring sessions. National Honor Society induction is on May 23, 2023. Inductees are juniors with a GPA of at least 3.9. Seniors must complete at least 40 hours of community service. Celebration of the Arts Day included art displays, musical performances, and a BBQ lunch, and the day culminated in an afternoon concert in honor of Mr. Basil Pizzuto. Annual Jazz in the Wood concert took place with performances by both RPS jazz bands and special guest performances by alumni players who now play on Broadway. NJSLA testing is this week for Algebra I and II and 11th grade students.

V. COMMENTS FROM THE PUBLIC

Gabriella Wilday, 219 Sunset Avenue, commenting because the food service management contract is out for bid. She received something today from Sean and she just wanted to ask for your consideration as you look through the bids. Full disclosure, she has a food service company, she is not bidding but just in her 12 years experience she wanted to bring up some thoughts that she had for your consideration. Number one as you look through the bids please look through the prior bids and evaluate whether or not you're seeing any innovation. Is it the same cut and paste content, is the same menu rotation, is it the same theme days, is it the same farm stand? What's new? Because every time we go out to bid there's an opportunity to improve one that we have. Number two please consider when you look at the bids, look very closely at the p & I. She looks for an upside down p & I if your labor expense is more labor and benefits is more than your cost of goods sold there's something wrong. You look at the prices of a lunch at 4.75 and if history repeats itself if the cost of the food to provide those lunches is only a dollar forty, how quality can that lunch be? Lets look for efficiencies where people can come up with creative innovation to drive down labor and increase the price and what we're providing in terms of good quality ingredients. Number three please look at participation rates have they increased or have they declined. We want to see an increase in participation rates increasing. Finally and most importantly our free and reduced students so there's under five percent free and reduced in

district, which means that you don't need to comply with the national school lunch program rules. We self funded it which she thinks she applauds you and she thinks that's something that we should do in the district however she doesn't think that we should limit the students that qualify for free and reduced lunches to a standard lunch they should be entitled to organic lunch, they should be entitled to ala carte, they should be able to choose what they prefer to eat during lunch. There is no nutrition and a lunch that goes uneaten and if you're forced to eat a certain meal that doesn't appeal to you then that's not really providing nutrition, it is goes in the garbage and then you have creative license you do because you are not governed by New Jersey conscious contract law not the national school lunch program so you don't really have to apply, you don't have to comply with all of these what she considers archaic rules so take advantage of that please and consider these points as you evaluate the different responses you get to the RFP.

Anne Malone 134 Foster Terrace, she would like to comment on the agenda items which detail the hiring of three world language teachers for the elementary schools. These teachers are teachers of German, Chinese and french. In prior board of Ed meetings, there has been a good deal of support for live language instruction in our k-5 program rather than the computer-based spanish language instruction. We now have as she was under the assumption that the new elementary language teachers would be teaching Spanish and would provide a continuous program K through 5. Wonder how the inclusion of three different languages promotes the goal of early language acquisition. How would this program even work? Please understand that she values the introduction of these world languages and she knows they would further cultural awareness and the ideals of DEI as well as being exciting and fun but she questions the cognitive benefits of this initiative. She also questions whether this approach will satisfy the proficiency requirements mandated by the state.

Peter Maulton, 294 West End Ave He reiterates the previous caller's comments. It sounds fantastic to have the diversification of languages but does not understand how they'll be able to build proficiency in those and also the practicality of the languages that were chosen in regards to how our kids are going to use those in our culture and also how they'll be able to advance in regards to those languages through middle school and high school. The second is a reiteration, and thanked the person who is there in regards to lunches. Not something he is proficient in and hopefully the board will listen to some of the feedback in regards to the lunch programs that are available. He was there for the meet and greet with the superintendent. He wants to reiterate congratulations to the board for choosing the superintendent one of the most substantial things you can do as a board and it seems like he has the interests of our community and our students and looking forward to working with their superintendent moving forward. Thanked Dr. Fitts for his role and wishes him well in his future endeavors. Congratulations to Ava in regards to Tufts and hope to see you up to great things and to take the board up on their offer if you need it, and you know they're obviously you can see lots of things that our system needs and it's great to hear that you're willing to possibly provide those in the future. In terms of the budget, you've heard him in terms of accounting issues tell you the bad, he'll also tell you the good, great job in regards to the creative accounting and finding money and figuring this out and not to say that there won't be issues in the future but it was clearly going to be a challenge in regards to keeping programming the way it is and it was great to see some of the new style in regards to accounting to figure this out. Last two items, one intramurals, he mentioned a number of times it's something that we've definitely lost for next year, it won't be available if anybody, board, new superintendent, he'll chat with if that's something that is interesting. He is personally willing to work within that and to try and help bring intramurals to the community. He's been self asking people about it, something of

interest, it seems like it is something that's a little bit less competitive maybe a bit more broad in regards to range of age but something to get our kids involved. It reduces anxiety builds emotional intelligence social intelligence and he thinks intramurals will be great.

Janet Riley 487 Dorchester Road, echoing the two previous speakers, is calling to raise some concerns about what seems to be the hire of the three world language teachers in German, Chinese, and French. As the others said this seems great from a cultural awareness perspective but doesn't seem to address the cognitive aspect of the New Jersey state learning standards which explicitly states that the goal is to have regular sequential instruction in a language beginning in kindergarten through high school for one thing german and chinese as you know are not taught in middle school and having one teacher to teach all k-5 elementary school students like one german teacher, one chinese, one french, it doesn't seem possible that the children will get any meaningful instruction that would allow them to gain proficiency in a language. The League of Women voters made a clear case for why Spanish was the preferred choice as it is the language being taught by most surrounding districts to Ridgewood and so she'd urge you to reconsider. She doesn't know how long these positions were advertised for or where but it seems like we could do better as a district if it doesn't seem like offering three is better than offering one and we should not be trying to create something that is not better and in fact doesn't serve our children. She's interested to hear why this was the choice, also what can be done in terms of making better choices in the future so that our children do have access to language instruction that allows them to gain proficiency in a language. Second, she wanted to address the discussion at the last meeting about the restoration of the public vote on the budget. It seems that the suggestion is that somehow restoring a public vote on the budget would be more democratic and as a political science professor, she thinks that is a problematic framing of the issue. Public referendums are not inherently more democratic and quite contrary they're often antithetical to democracy and that they open the process up to minority interested that have the time and money to spend to influence an election or a vote. She thinks you all more than anyone can appreciate how much time and effort goes into constructing a budget and it seems like from the discussion at last meeting it was a very arduous but productive process this year and she commends you on that and she can't imagine how opening it up to a public voter where in historically only like ten of the electorate turned out for these votes would in any way be more democratic. We have a representative democracy here, you're all trustees, we've entrusted you to know what is best for our children and to be able to figure out the budget and she just urges you to, not the framing of the issue is a restoration of the vote on the budget seems to imply that would somehow be a more democratic process and in fact its not, This issue was decided overwhelmingly in a vote as you all know where she thinks it was like seven thousand to four thousand of the Ridgewood electorate voted in favor of moving the election and also therefore not having the public vote on the budget and as you all know as well anytime it goes over two percent it does trigger and elect a vote anyway so she just doesn't know why this is being discussed. It's a moot point but she just questions.

Laurie Weber, 235 South Irving Street, she wants to address the previous remarks that were that the subject matter brought up by the prior speaker regarding the annual board of education elections. There are a couple of issues at play here first of all restoring the annual vote is required by law the board was actually defied a court order and the law when they allowed that to lapse and went ahead now with two election cycles where there were no board of educational elections and that must be fixed. That's a law. As far as when the date of the election is, which would then have to do with whether we got to vote on the annual school budget, she would have to say to Ms.

Riley that we've done the cha cha cha back and forth with that on inconsecutive years, we went from april to november stayed there for a couple of years went back to April and then immediately went back to November so to suggest that there's something undemocratic by allowing the public to weigh in, she can't comment on who decides its important to vote and when they actually come out and exercise the right. She thinks its important to allow people to make the decision and she thinks that a two percent rule is a false rule because the board has the right to raise the budget well over two percent by using certain waivers, so we would never trigger a budget vote. That whole scenario is just completely false.

Ms. Davenport commented that the bid opening for the food service bid has been advertised and we've had quite a few rfp's sent out. The presentation from Pomptonian tonight is in response to the pricing question from a previous board meeting.

VI. PRESENTATIONS

- Pomptonian Food Services, Mark Vidovich

Mr. Vidovich presented on how the management company works, how the prices are determined and responded to Board Trustee questions.

Scroll to 1:25 to view this portion of the meeting.

VII. SUPERINTENDENT REPORT

Dr. Fitts complimented the executive team who prepared the evening agenda which includes the plan for next year.

Dr. Fitts presented for consideration A. Attendance of Conferences, with the edit to a date for the NJASBO conference .

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

A. ATTENDANCE AT CONFERENCES

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

Ms. Kwak moved approval of A. Attendance of Conferences, with the edit to the NJASBO conference date change..

Mr. Mahmoud seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration.

B. ADMINISTRATION

- i. **Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Settlement Agreement SE#9/2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#9/2022-2023 between the parents of student #906119 and the Ridgewood Board of Education.

The Board has received background information.

iii. Approval: Settlement Agreement SE#11/2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#11/2022-2023 between the parents of student #903543 and the Ridgewood Board of Education.

The Board has received background information.

iv. Approval: Settlement Agreement SE#12/2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#12/2022-2023 between the parents of student #602458 and the Ridgewood Board of Education.

The Board has received background information

v. Approval: Settlement Agreement SE#13/2022-2023

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves Settlement Agreement SE#13/2022-2023 between the parents of student #908586 and the Ridgewood Board of Education.

The Board has received background information

vi. Approval: Continuation of Position of Student Representative to the Board

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

vii. Approval: Designation of Official Newspapers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves The Record and The Ridgewood News as official newspapers for all legal advertisements and notices for the 2023-2024 school year.

viii. Approval: Appointment of Architect

The Ridgewood Board of Education, upon the recommendation of the Interim 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 May 22, 2023, authorizes the award of the following professional services appointment and contract:

That the firm of FKA Architects, Oakland, NJ, be appointed Board of Education Architect for the period July 1, 2023 through June 30, 2024, at fees negotiated for each individual project, and as per the rates listed on **Attachment C**.

There is no increase in fee from the 2022-2023 school year.

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.

ix.* Appointment of Bond Counsel

The Ridgewood Board of Education, upon the recommendation of the Interim 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 May 22, 2023, 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, 2023 through June 30, 2024, 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 2022-2023 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.

x. Appointment of Special Education Counsel

The Ridgewood Board of Education, upon the recommendation of the Interim 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 May 22, 2023, authorizes the award of the following professional services appointment and contract:

That David B. Rubin, Esq., P.C., of The Busch Law Group LLC, Metuchen, NJ, be appointed Special Education Counsel for the period July 1, 2023 through January 31, 2024, at the rate of \$180 per hour, not to exceed \$77,000.

There is no increase in fee from the 2022-2023 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 Conflict Special Education Counsel

The Ridgewood Board of Education, upon the recommendation of the Interim 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 May 22, 2023, 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, 2023 through January 31, 2024, at the rate of \$180 per hour, not to exceed \$17,500. There is no increase in fee from the 2022-2023 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.

xii. Appointment of Continuing Disclosure Agent and Independent Registered Municipal Advisor of Record for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of Phoenix Advisors, LLC as the Continuing Disclosure Agent and Independent Registered Municipal Advisor of Record for the 2023-2024 School Year, at a base fee of \$1,350 and \$450 per issue set-up charge, discounted to \$200 if Phoenix Advisors serves as Municipal Advisor on the transaction.

There is a \$250 increase in the base fee from the 2022-2023 school year.

xiii. Appointment of Financial Advisor

The Ridgewood Board of Education, upon the recommendation of the Interim 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 May 22, 2023, authorizes the award of the following professional services appointment and contract:

That Phoenix Advisors LLC, 625 Farnsworth Avenue, Bordentown, NJ, be appointed Financial Advisor for the period July 1, 2023 through June 30, 2024 at the following compensation:

For Debt Issuance Advisory Services:

School Bond Issuance

\$0.50 per \$1,000 of Bonds Issued, Minimum of \$13,500

A not-to-exceed fee of \$2,500 may be charged for pre-referendum work if the referendum is not successful

Note Issuance

\$1,000 plus \$0.25 per \$1,000 issued; per series; an additional fee of \$2,000 applies when notes are sold with a Preliminary Official Statement

Lease Financing Services (Equipment)

All inclusive fee of \$3,500 (per series)

Lease Purchase Financing (Facilities)

All-inclusive fee of \$7,500

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.

xiv. Approval: Consulting Agreement with IMAC Insurance Management & Consulting

The Ridgewood Board of Education, upon the recommendation of the Interim 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, 2022 through June 30, 2024, in the amount of \$29,500. There is no increase in fee from the 2022-2023 school year.

The Board has received background information.

xv. Appointment: Affirmative Action Officer

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Director of Human Resources as the Affirmative Action Officer for the Ridgewood Public Schools for the 2023-2024 school year.

xvi. Appointment: Title II ADA/Section 504 Coordinator

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2023-2024 school year.

xvii. Appointment: Homeless Children Liaison

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Director of Special Programs as the Homeless Children Liaison for the Ridgewood Public Schools for the 2023-2024 school year.

xviii. Appointments: Civil Rights Coordinators for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Coordinators for the 2023-2024 school year, as listed below:

- Title IX: Director 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): Director of Human Resources

xix. Appointment: Asbestos Hazard Emergency Response Act (AHERA) Coordinator

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the AHERA Coordinator for the 2023-2024 school year.

xx. Appointment: Chemical Hygiene Officer

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Supervisor of Science as the Chemical Hygiene Officer for the 2023-2024 school year.

xxi. Appointment: Custodian of Records

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Business Administrator/Board Secretary and the

Director of Human Resources as Custodians of Records for the Ridgewood Public Schools for the 2023-2024 school year.

xxii. Appointment: Data Coordinator

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of Georgia Abrunzo as the Data Coordinator for the 2023-2024 school year.

xxiii. Appointment: Indoor Air Quality Designee

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the Indoor Air Quality Designee for the 2023-2024 school year.

xxiv. Appointment: Integrated Pest Management Coordinator

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the Integrated Pest Management Coordinator for the 2023-2024 school year.

xxv. Appointment: Right to Know Officer

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the Right to Know Officer for the 2023-2024 school year.

xxvi. Appointment: School Safety Specialist

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the School Safety Security Officer as the School Safety Specialist for the 2023-2024 school year.

xxvii. Appointment: Substance Awareness Coordinator

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Supervisor of Wellness as the Substance Awareness Coordinator for the 2023- 2024 school year.

xxviii. Appointment: Toxic Hazard Preparedness Officer

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the appointment of the Manager of Maintenance & Custodial Services as the Toxic Hazard Preparedness Officer for the 2023-2024 school year.

xxviii. Approval: Authorization for the Superintendent to Hire Employees During the Summer Months through September 18, 2023

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the authorization for the Superintendent to hire employees during the summer months through September 18, 2023 for existing positions with the approval of two Board members.

xxix. Approval: Renewal for Student Accident Insurance through Bob McClosky Insurance

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the renewal for student accident insurance through Bob McClosky Insurance for the period August 1, 2023 through August 1, 2024.

The Board has received background information.

xxx. Approval: 2024-2025 School Calendar

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2024-2025 school calendar as listed on **Attachment D**.

Ms. Brogan moved approval of B. Administration, except xxx. 2024-2025 School Calendar.

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Dani requested his comment to be put on the record. For B. vii. Approval of designation of official newspaper. To his understanding both that digital and the delivered news are the same newspapers, so if we can explore options beyond those.

A discussion ensued about other options and costs associated with advertising differently. To view this portion of the meeting scroll to 2:03.

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment E**.

ii. Approval: School Transition and Employment Program for SAIL, RISE, STEPSS, PERL, and PREP Programs

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips within the Village of Ridgewood for the purpose of community based instruction and internships for students in the SAIL/RISe/STEPSS/PERL/Prep programs for the 2023-2024 school year. Any opportunities that require transportation will be submitted for Board approval.

iii. Approval: Existing Curriculum for the 2023-2024 School Year

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

Resolved, that the Board of Education does hereby approve continuation of existing curriculum for the 2023-2024 school year as listed in the [High School Program of Studies](#), the Middle School Program of Studies, and the Elementary Program of Studies, as per **Attachment F**, in accordance with N.J.S.A. 18A:33-1 and the Thorough and Efficient 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.

iv. Approval: Textbooks for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent

Of Schools, resolved, that the Board of Education approves the list of current and new textbooks as listed on **Attachment G**, for the 2023-2024 school year, in accordance with N.J.S.A 18A:33-1 and the Thorough & Efficient Education 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

v. Approval: Renewal of District Membership in the TMI Professional Learning Consortium for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the renewal of the district membership in the TMI Professional Learning Consortium for the 2023-2024 school year, in the amount of \$5,750. There is a \$300 increase from the 2022-2023 school year.

The Board has received background information.

vi. Approval: Agreement with Seattle Girls' School, Rosetta Lee

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the professional development agreement with Seattle Girls' School, Rosetta Lee. Ms. Lee will provide two full days of diversity, equity, and inclusion professional development on July 26 and July 27, 2023, as part of the summer professional development program, in the amount of \$7,000, using ESSER III Educator Support funds.

The Board has received background information.

vii. Approval: Service Agreement with West Bergen Mental Healthcare

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves a service agreement with West Bergen Mental Healthcare to provide school-based counseling and related behavioral healthcare services, at the high school and middle schools, in the amount of \$280,000 for the period August 1, 2023 through July 30, 2024.

The Board has received background information.

viii. Approval: Agreement with Follett School Solutions, LLC

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with Follett School Solutions LLC to provide a school library management system in the amount of \$28,520 in total for year one and \$14,925 for year two and onward.

The Board has received background information.

Ms. Brogan moved approval of C. Curriculum and Instruction.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak, Mr. Lembo, Mr. Mahmoud, Mr. Dani - except item vi.
Agreement with Seattle Girls' School, Rosetta Lee

NAYS: Mr. Dani vi. Agreement with Seattle Girls' School, Rosetta Lee

Ms. Murphy confirmed that for the West Bergen Contract, the counselors will be one at the High School, one at BF and one at GW, this will be corrected in the contract.

Dr. Fitts presented for consideration D. Human Resources with the addendum.

Ms. Kwak made a motion to table the three elementary world language teachers. They're all in support of Elementary World Language instruction, but until we have a holistic plan, she would like to just table it, to understand how these languages will transition and deepen through Middle School and High School. Item v. and vi. Related to the world language program. She would like more information.

A conversation ensued regarding Elementary World Language.
To view this portion of the meeting scroll to 2:09.

Mr. Dani seconded the motion which carried by the following roll-call vote:

AYES: Mr. Dani, Ms. Kwak, Mr. Mahmoud, Mr. Dani

NAYS: Mr. Lembo

ABSTAIN: Ms. Brogan

D. HUMAN RESOURCES

i. Revision: Ridgewood Public Schools Salary List for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following revision to the Ridgewood Public Schools Salary List for all known positions and staffing as of May 8, 2023 for the 2023-2024 school year.

Name	Assignment	Location	Effective Date	From Salary	To Salary	Account #
Teacher						
Kunzle, Sandra	Science	RHS	08/31/23-06/30/24	\$109,157 (\$107,557 + \$1,600 longevity) Cl. MA, St. 18	\$116,686 (\$107,557 + \$1,600 longevity + \$7,529 ratio) Cl. MA, St. 18	11-140-100-101-02-10-019-000

ii. Revision/Addition: Ridgewood Public Schools Paraprofessionals and Lunchroom Aides for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Ridgewood Public Schools Paraprofessionals and Lunchroom Aides for the 2023-2024 school year, as listed on **Attachment H**.

iii. Approval: Reaffirmation of Existing Job Descriptions for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the reaffirmation of existing job descriptions for the 2023-2024 school year.

iv. 2022-2023 Teacher Recognition Honorees

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following Honorees for the 2022-2023 Teacher Recognition Program.

Educational Services Professional	Lauren Klein-Hellman
Glen School	No Honoree
Hawes Elementary School	Thomas Harney
Orchard Elementary School	Jena Tell
Ridge Elementary School	Wendy Carroll
Somerville Elementary School	Kathryn Bielicky
Travell Elementary School	Christopher O'Herlihy
Willard Elementary School	Danielle Connor
Benjamin Franklin Middle School	Kristen Gilbert
George Washington Middle School	Jennifer Manke
Ridgewood High School	Michael Troy

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 classroom next year.

v. Appointments

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

2023-2024 School Year - Appointments

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Teachers						
Ballas, Alexander	World Language Spanish	RHS	08/31/23-06/30/24	Standard Teacher of Spanish	\$106,377 Cl. MA+45, St. 16	11-140-100-101-07-10-019-000
Burke, Lauren*	Fifth Grade	Somerville	08/31/23-06/30/24	Standard Elementary School Teacher in Grades K-6	\$88,267 Cl. MA+30, St. 9	11-120-100-101-09-05-019-000
Chang, Helen	First Grade	Hawes	08/31/23-06/30/24	Standard Elementary School Teacher in Grades K-6	\$94,497 Cl. MA+30, St. 13	11-120-100-101-09-02-019-000
Coban,	World	All	08/31/23-	Standard	\$71,817	11-120-100-101-00-00-019-000

Therese	Language German	Elementary Schools	06/30/24	Teacher of German	Cl. BA, St. 7	
Dabis, Nari	LOA Special Education (not tenure track)	RHS	08/31/23-06/30/24	Standard Teacher of Students with Disabilities and Teacher of English	\$64,817 Cl. BA, St. 1	11-213-100-101-00-10-019-000
DeRisi, Michael	PE/Health	Somerville/Willard	08/31/23-06/30/24	Standard Teacher of Health and Physical Education	\$93,777 Cl. MA+45, St. 10	11-120-100-101-09-05-019-000
Khoury, Souha	LOA Special Education (not tenure track)	GWMS	08/31/23-06/30/24	CEAS Elementary School Teacher in Grades K-6 Elementary School with Subject Matter Specialization: Social Studies CE Teacher of Students with Disabilities (pending issuance)	\$64,817 Cl. BA, St. 1	11-204-100-101-00-09-019-000
Kirk, Amanda	Second Grade	Somerville	08/31/23-06/30/24	Provisional Elementary School Teacher in Grades K-6	\$71,917 Cl. MA, St. 1	11-120-100-101-09-05-019-000
MacKenzie, Ian	PE/Health	Glen/Hawes/Orchard/Travell	08/31/23-06/30/24	CEAS Teacher of Health and Physical Education (pending issuance)	\$71,917 Cl. MA, St. 1	11-120-100-101-06-00-019-000
Middleton, Sarah	First Grade	Somerville	08/31/23-06/30/24	Standard Elementary School Teacher in Grades K-6	\$81,117 Cl. MA, St. 8	11-120-100-101-09-05-019-000
Plattel, Richard	Physics	RHS	08/31/23-06/30/24	Standard Physics	\$88,267 Cl. MA+30, St. 9	11-140-100-101-02-10-019-000
Raffo, Karli	LDT-C	Somerville	08/31/23-06/30/24	Standard Learning Disabilities Teacher Consultant	\$95,317 Cl. MA, St. 15	11-000-219-104-00-05-019-000
Rocque-Seraphin, Diamond	Special Education LLD	GWMS	08/31/23-06/30/24	CEAS Elementary School Teacher in Grades K-6 Elementary School with Subject Matter Specialization: Science and	\$65,317 Cl. BA, St. 2	11-204-100-101-00-09-019-000

				Teacher of Students with Disabilities (pending issuance)		
Sun, Changhui	World Language Chinese	All Elementary Schools	08/31/23-06/30/24	CE Teacher of Chinese	\$82,567 Cl. DR, St. 1	11-120-100-101-00-00-019-000
Vergona, Alexandra	PE/Health	RHS	08/31/23-06/30/24	CEAS Teacher of Health and Physical Education (pending issuance)	\$71,917 Cl. MA, St. 1	11-140-100-101-09-10-019-000
Williams, Katie	Science	GWMS	08/31/23-06/30/24	Provisional Elementary School with Subject Matter Specialization: Science in Grades 5-8 and Elementary School Teacher in Grades K-6	\$83,517 Cl. MA, St. 9	11-130-100-101-02-09-019-000

2022-2023 School Year - Appointments

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Long-term Substitutes						
Schwartz, Katherine	Kindergarten Teacher	Travell	01/02/23-05/15/23 (two transition days 12/22/22-12/23/22) revision	Standard Elementary School Teacher	\$185 per day	11-110-100-101-11-06-019-000
Byrne, Erin	CST Assistant	RHS	05/31/23-06/30/23	Substitute Certificate	\$185 per day	11-000-219-105-00-10-010-001

Paraprofessionals for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary	Effective Date	Account #
Mason, Bennett	Applied Behavior Analyst (ABA)	RHS	5.75	5	\$24,455 prorated	05/23/23-06/23/23	11-212-100-106-00-10-024-001

Lunchroom Aides for the 2022-2023 School Year

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Brewer, John*	Lunchroom	Ridge	2	5	\$17.50	05/23/23-06/22/23	11-000-262-107-00-04-004-001

Infant/Toddler Development Center Aides

Name	Assignment	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Gerstein, Skye	Aide (College)	8	5	\$15.00	05/23/23	62-990-100-106-00-62-060-001

Home Instructors, on an as-needed basis, for the 2022-2023 School Year

Name	Assignment	Location	Hourly Rate	Account #
Meany, Judith	Elementary School	Orchard	\$58.09	11-150-100-101-00-24-024-001

vi. Change of Assignments for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2023-2024 school year, as listed below.

Name	From Assignment Location	To Assignment Location	To Salary	Effective Date	Account #
Teachers					
Zielinski, Lauren	Social Studies BFMS	ESL Hawes	No Change	08/31/23-06/30/24	11-240-100-101-00-02-019-000
Ardito, Jessica	Second Grade Ridge	Third Grade Ridge	No Change	08/31/23-06/30/24	11-120-100-101-09-04-019-000
DeCroix, Kristen	Fifth Grade Ridge	Fourth Grade Ridge	No Change	08/31/23-06/30/24	11-120-100-101-09-04-019-000
Roesemann, Megan	Special Education MD Ridge	Kindergarten Ridge	No Change	08/31/23-06/30/24	11-110-100-101-11-04-019-000
Fanos,	Special Education	Special Education	No Change	08/31/23-	11-213-100-101-00-06-019-000

Jaclyn	Resource Hawes/Travell	Inclusion Travell		06/30/24	
Kearns, Christopher	First Grade Willard	Second Grade Willard	No Change	08/31/23- 06/30/24	11-120-100-101-09-07-019-000
Phelan- Hebditch, Alice Marie	Second Grade Willard	Third Grade Willard	No Change	08/31/23- 06/30/24	11-120-100-101-09-07-019-000
Ran, Salliann	Third Grade Willard	Kindergarten Willard	No Change	08/31/23- 06/30/24	11-110-100-101-11-07-019-000
Riley, Celeste	World Language French GWMS	World Language French All Elementary Schools	No Change	08/31/23- 06/30/24	11-120-100-101-00-00-019-000
Williams, Jennifer	Special Education MD Ridge	Special Education Inclusion Ridge	No Change	08/31/23- 06/30/24	11-212-100-101-00-04-019-000
Buckle, Vijay	English RHS	Grade 7 English GWMS	No Change	08/31/23- 06/30/24	11-130-100-101-03-09-019-000
Dabby, Maxwell	Music BFMS/GWMS	Music GWMS	No Change	08/31/23- 06/30/24	11-130-100-101-04-09-019-000
Dolby, Luke	Grade Advisor RHS	English RHS	\$89,027 (\$88,727 +\$300 CP) Cl. MA+45, St. 8	08/31/23- 06/30/24	11-140-100-101-03-10-019-000
Mitola, Candace	PE/Health RHS	Grade Advisor RHS	\$81,426 (\$75,117 + \$300 CP + \$6,009 ratio) Cl. MA, St. 5	08/31/23- 06/30/24	11-000-218-104-00-10-019-000
Bray, Ariana	Behavior Therapist RHS	Behavior Therapist District (Travell/BFMS/GWMS)	No Change	08/31/23- 06/30/24	11-000-219-104-00-24-019-000
Giardino, Stacy	Behavior Therapist District	Behavior Therapist District (Hawes/RHS)	No Change	08/31/23- 06/30/24	11-000-219-104-00-24-019-000
Lora, Cindy	Behavior Analyst (K-12)/Behavior Analyst/ Coordinator District/Ed Center	Behavior Analyst (K-12)/Behavior Analyst/ Coordinator District (Glen/Willard/Ridge)	No Change	08/31/23- 06/30/24	11-000-219-104-00-24-019-000
McGuire, Erin	Behavior Analyst District	Behavior Analyst District (Orchard/Ridge)	No Change	08/31/23- 06/30/24	11-000-219-104-00-24-019-000
Crawford, Ryan	Adapted Physical Education SAIL Glen/BFMS	Adapted Physical Education SAIL BFMS/GWMS/RHS	No Change	08/31/23- 06/30/24	11-212-100-101-00-08-019-000 11-212-100-101-00-09-019-000 11-212-100-101-00-10-019-000
Dodd, Stephanie	PE/Health GWMS/Ridge/Willard	PE/Health Orchard/Ridge	No Change	08/31/23- 06/30/24	11-120-100-101-06-03-019-000 11-120-100-101-06-04-019-000
Stahl, David	Physical Education Glen/Orchard	Physical Education Orchard	No Change	08/31/23- 06/30/24	11-120-100-101-06-03-019-000

Watson, Torrance	PE/Health BFMS	PE/Health RHS	No Change	08/31/23- 06/30/24	11-140-100-101-06-10-019-000
O'Brien, Sheryl	Speech Language Specialist BFMS/RHS	Speech Language Specialist District (BFMS/ GWMS/RHS)	No Change	08/31/23- 06/30/24	11-000-216-104-00-00-019-000
Padykula, Wendy	Speech Language Specialist BFMS/GWMS	Speech Language Specialist District (GWMS/RHS)	No Change	08/31/23- 06/30/24	11-000-216-104-00-00-019-000

vii. Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Teachers						
Batista, Giselle	1.0 FTE School Psychologist RHS	\$95,080 (\$90,267 + \$300 CP + \$4,513 ratio) Cl. DR, St. 8	1.20 FTE School Psychologist RHS	\$113,133 (\$108,320 + \$300 CP + \$4,513 ratio) (non-pensionable) Cl. DR, St. 8	12/06/22- 05/31/23 revision	11-000-219-104-00-10-019-000
Martell, Marisa	1.0 FTE PT Glen/Willard/ Ridge	\$125,012 (\$123,212 + \$300 CP + \$1,500 longevity) Cl. 19, Dr. 19	1.10 FTE PT Glen/Willard/ Ridge	\$137,333 (\$135,533 + \$300 CP + \$1,500 longevity) (non-pensionable) Cl. 19, Dr. 19	01/11/23- 05/12/23	11-000-216-104-00-00-019-000
Nadi, Paola	1.0 FTE Librarian/ Media Specialist	\$117,582 (\$115,782 + \$300 CP + \$1,500 longevity) Cl. MA+45, St. 18	1.10 FTE Librarian/ Media Specialist	\$129,160 (\$127,360 + \$300 CP + \$1,500 longevity) (non-pensionable) Cl. MA+45, St. 18 revision	05/03/23- 06/23/23	11-130-100-101-03-08-019-000
Watson, Andrea	1.0 FTE Guidance Counselor RHS	\$85,147 (\$79,577 + \$5,570 ratio) Cl. MA+45, St. 4	1.20 FTE Guidance Counselor RHS	\$101,062 (\$95,492 + \$5,570 ratio) (non-pensionable) Cl. MA+45, St. 4 revision	05/02/23- 06/23/23	11-000-218-104-00-10-019-000

Paraprofessionals						
Fridman, Yaniv	Applied Behavior Analyst Aide (ABA) RHS	\$28,257	Applied Behavior Analyst Aide (ABA) BFMS	\$28,257	05/15/23-06/23/23	11-212-100-106-00-08-019-000
Scheps, Nicholas	Applied Behavior Analyst Aide (ABA) BFMS	\$24,455	Applied Behavior Analyst Aide (ABA) RHS	\$24,455	05/15/23-06/23/23	11-212-100-106-00-10-019-000

viii. Resignations for the Purpose of Retirement

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

Name	Assignment	Location	Years of Service	Effective Date
Teachers				
Imbruglia, Lauren	French	BFMS	19	09/01/23

ix. Resignations

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

Name	Assignment	Location	Effective Date
Teacher			
Fischer, Kacey	Grade 1	Hawes	07/01/23
Palmer, Meaghan	Science	GWMS	07/01/23
Paraprofessional			
Quayum, Rebecca	Resource Room	RHS	05/08/23

x. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Auer, Stephanie	5th Grade	Orchard	Medical/ Family	New	10/09/23-11/10/23	11/13/23-06/21/24	N/A	09/01/24
Batista,	School	RHS	Medical/	Revision	06/05/23-	09/01/23-	N/A	09/01/24

Giselle	Psychologist		Family		06/23/23	06/30/24		
Gray, Marissa	ELA	BF	Medical/ Family	New	08/31/23-10/09/23	10/10/23-05/15/24	N/A	05/16/24
Gross, Steven	Special Education	RHS	Medical	Revision	03/30/23-05/16/23	05/17/23-06/30/23	N/A	08/31/23
Imbruglia, Lauren	World Language	BF	Medical	Revision	04/26/23-05/05/23	05/08/23-05/30/23	N/A	05/31/23
John, Carlin	English	RHS	Family	New	N/A	08/31/23-01/01/24	N/A	01/02/24
Stucke, Mallory	Chemistry	RHS	Medica/, Family	New	08/31/23-10/20/23	10/23/23-01/19/24	N/A	01/22/24
Walsh, Paige	Kindergarten	Travell	Medical/ Family	Revision	01/02/23-02/15/23	02/16/23-05/12/23	N/A	05/15/23

xi. Supplemental Pay Beyond Contract

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

Chaperones

Name	Trip/ Activity	Dates	# of nights per person	# of hours/ days per person	Hourly/ daily rate per person	Total not to exceed per person	Account #
George Washington Middle School							
Feit, Deborah Gould, Alexandra Handy, Mary Lou Kashmanian, Katherine Luts, Daniel Mauceri, Vanessa Monahan, Timothy Neville, Ben Ozaydin, Meaghan Ponchak, James Reinke, Michael Simone, Suzanne Wood, Danielle Zilveti, Suzanne	Eighth Grade D.C. Trip	05/31/23- 06/02/23	2	N/A	\$200	\$400	11-130-100-101-00-09-009-001
Substitute Nurses - Szilva, Jennifer			2	N/A	\$200	\$200	

revision								
Ridgewood High School								
Bourque, Steven Contreras, Colleen Cronk, Paul Dolby, Luke Galasso, Patricia LaFemina, Freddi Lynaugh, Sean Marzloff, Scott Maxwell, Athena Mendez, Karen Mitola, Candace Murtha, Timothy Policelli, Amy Reilly, Nancy Shah, Anjali Watson, Andrea Yannone, Meredith Yannone, Michael	Senior Prom at Westmount Country Club	06/02/23	N/A	6	\$40.17	\$241.02	11-140-100-101-00-10-010-001	

Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided by	# of hours per person	Hourly rate per person	Pay per person	Total not to exceed per person	Account #
Orchard Elementary School									
Chicas, Christina	Talent Show	N/A	N/A	N/A	12 additional	\$40.17	N/A	\$482.04	11-401-100-101-00-03-003-001
Ridge Elementary School									
Hopper, Ann	Spring Chess	N/A	N/A	N/A	9	\$25.64	N/A	\$230.76	11-401-100-101-00-04-004-001
Ramanathan, Vijayalakshim	Lego Robotics	N/A	N/A	N/A	9	\$25.64 revision	N/A	\$230.76 revision	11-401-100-101-00-04-004-001
George Washington Middle School									
Mauceri, Vanessa revision	Debate	1	0.008	1	N/A	N/A	N/A	\$758	11-401-100-101-00-09-009-001

Moving Classrooms

Name	Location	# of hours per person	Hourly rate per person	Total not to exceed per person	Account #
Casey, Kim Connelly, Matthew Fanos, Jaclyn Vrachimis, Peggy revision	Travell	12	\$40.17	\$482.04	11-120-100-101-00-06-006-001
Calandra, Laura Fabish, Cassandra Nagy, Zsuzanna	Somerville	12	\$40.17	\$482.04	11-120-100-101-00-05-005-001
Kearns, Christopher Phelan-Hebditch, Alice Marie Ran, Salliann	Willard	12	\$40.17	\$482.04	11-120-100-101-00-07-007-001

Ridgewood High School**Secretarial and Technology Support for 2023 Graduation, June 22, 2023, each not to exceed six hours, each at the contracted hourly rate**

- Altomare, Jacquelyn, \$31.52 (\$189.12).

Account #11-000-240-105-00-10-010-001

Advance Placement (AP) Administrative Duties

- Altomare, Jacquelyn, not to exceed 10 hours, at an hourly rate of \$31.52 (\$315.20).

Account #11-000-240-105-00-10-010-001

Special Programs**ABA Training Completed and Certified – Salary from \$24,455 to \$28,257**

Name	Location	Effective Date	Account #
Cardew, Catherine	Ridge	02/04/23	11-212-100-106-00-04-024-001
Howes, Kasandra	Somerville	05/08/23	11-209-100-106-00-05-024-001

Administrative Support - Teacher Recognition - June 13, 2023

- Gathright, Donna, not to exceed 2 hours, at an hourly rate of \$34.50 (\$69.00).

Account #11-000-251-105-00-23-023-001

xii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teacher

Alessi, Taylor

Boshart, Katherine*

Rosolanko, Kaitlyn*

\$150 Daily Rate

Nurse

Szilva, Jennifer

\$200 Daily Rate

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources, except the tabled three world language teacher assignments.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo recognized the Teacher Recognition honorees.

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Ridgewood High School Student Activity Account	\$8,612	To be used to pay for chaperones for the trip to Greece and Italy.	20-030-100-101-00-10-010-045 (\$7,953.18 Stipend)
			20-030-200-220-00-10-010-045 (\$658.82 FICA)

ii. Approval Requisition of Taxes

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2023-2024 school year is \$105,777,791 and the Village of 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
July 3, 2023	\$4,231,112	4%
July 14, 2023	\$4,231,112	4%
August 1, 2023	\$10,577,779	10%
September 1, 2023	\$10,577,779	10%
October 3, 2023	\$4,231,112	4%
October 13, 2023	\$4,231,112	4%
November 3, 2023	\$4,231,112	4%
November 17, 2023	\$4,231,112	4%
December 1, 2023	\$6,346,667	6%
January 5, 2024	\$5,288,890	5%
January 19, 2024	\$5,288,890	5%
February 1, 2024	\$8,462,223	8%
March 1, 2024	\$10,577,779	10%
April 3, 2024	\$2115,556	2%
April 15, 2024	\$2115,556	2%
May 1, 2024	\$6,346,667	6%
May 17, 2024	\$4,231,112	4%
June 3, 2024	\$8,462,223	8%
Total	\$105,777,791	100%

iii. Approval: 2023-2024 Infant/Toddler Development Center (ITDC) Tuition Rates

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023-2024 ITDC tuition rates, as listed on **Attachment I**.

This reflects a 2% increase in the rates.

iv. Approval: Lease of Unused Classrooms for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the lease of unused classrooms for the 2023-2024 school year as listed on **Attachment J**. This reflects a 2% increase in the fees.

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

Approval to allow 48 children of non-resident employees to attend Ridgewood Public Schools.

vi. Approval: 2023-2024 Received Tuition Students Paid by Parents

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following received tuition students for the 2023-2024 school year, listed below. Tuition will be paid by the parents.

- 2 students attending Somerville Elementary School
- 3 students attending Travell Elementary School
- 3 students attending Ridgewood High School

vii. Approval: Contracted Therapists to Provide Special Education Services

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves contracted therapists to provide special education services for the 2022-2023 school year as listed below.

Contractor	Service	Rates
Erin Mori	Psychological, Neuropsychological and Educational Evaluations	\$350-\$550 per eval

viii. Approval of Depositories of School Funds

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following authorized accounts and the required signatures:

Depository	Required # of Signatures
<i>Columbia Bank</i> General Funds	Three: Board President and 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 Treasurer of School Monies
<i>Columbia Bank</i> Ridgewood High School Association Funds	Two: Principal and/or Assistant Principal for Guidance and/or 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> 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

<i>Columbia Bank</i> STEPSS 18-21 Program	Two: Special Programs Director or Supervisor and Secretary
<i>Columbia Bank</i> Ridgewood High School RISE Program	Two: Special Programs Director or Principal and Secretary
<i>Columbia Bank</i> BFMS RISE/SAIL Program	Two: Special Programs Director or 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.

ix. Authorization of Petty Cash Columbia Bank Checking Accounts

The Ridgewood Board of Education, upon the recommendation of the Interim 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
George Washington Middle School	\$500	Two: Principal or Assistant Principal and School Secretary
Ridgewood High School	\$1,000	Two: Principal or Assistant Principal and Secretary
Hawes School	\$500	Two: Principal and School Secretary
Orchard School	\$500	Two: Principal and School Secretary
Ridge School	\$500	Two: Principal and School Secretary
Somerville School	\$500	Two: Principal and School Secretary
Travell School	\$500	Two: Principal and School Secretary
Willard School	\$500	Two: Principal and School Secretary
STEPSS 18-21 Program	\$1,000	Two: Special Programs Director or Supervisor and Secretary
Ridgewood High School RISE	\$500	Two: Special Programs Director or Principal

Program		and Secretary
BFMS RISE/SAIL Program	\$500	Two: Special Programs Director or Principal and Secretary
Central Business Office	\$500	One: Business Administrator or Assistant Business Administrator

x. Authorization to Use State and County Contracts and NJ and National Cooperative Purchasing Agreements

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

New Jersey Cooperatives

- Hunterdon County Educational Services Commission
- Educational Data Services
- Educational Services Commission of New Jersey Cooperative
- Third Party Administrator - To be Determined
- 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)

xi. Appointment of Auditor

The Ridgewood Board of Education, upon the recommendation of the Interim 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 May 22, 2023, 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 & Bliss, LLP, Fair Lawn, NJ, to serve as Board of Education Auditor and provide accounting services to the Board for the fiscal year starting July 1, 2023 through June 30, 2024 and to conduct the 2023-2024 audit of the Ridgewood Board of Education for a fee not to exceed \$60,000 *(there is a \$2,000 increase in fee from the 2022-2023 school year)*.

Hourly rates if needed are as follows:

Partners: \$160 - \$190 per hour. *(there is a \$15 increase of fee from the 22-23 school year of \$10 - \$15 per hour)*

Managers: \$135 - \$150 per hour *(there is no increase of fee from the 22-23 school year)*

Senior Accountants/Supervisors: \$100 - \$125 per hour *(there is no increase of fee from the 22-23 school year)*

Staff Accountants: \$80 - \$95 per hour *(there is no increase of fee from the 22-23 school year)*

Other Personnel: \$50 per hour *(there is no increase of fee from the 22-23 school year)*

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.

xii. Authorization for the Business Administrator/Board Secretary to Make Payments to Contractors During the Summer Months

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, authorizes the Business Administrator/Board Secretary to make payments to contractors between June 27, 2023 through September 18, 2023 after review by the Business Administrator and with approval of the Superintendent and both members of the Finance Committee, not to exceed \$44,000.

xiii. Authorization for the Business Administrator/Board Secretary to Award Bids During the Summer Months

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, authorizes the Business Administrator/Board Secretary to award bids between June 27, 2023 through September 18, 2023 to the lowest responsive bidder as needed, for projects not to exceed \$44,000. All awards will be placed on the next agenda for ratification.

xiv. Authorization to Secure Bids, Contracts, and Quotations

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, authorizes the Business Administrator, as the district's qualified purchasing agent, to secure all bids, contracts, and quotations in compliance with Chapter 440, Law of 1999,

and New Jersey Statute 18A:18A.

- xv. Approval: Bid and Quote Threshold for the 2023-2024 School Year**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the bid threshold of \$44,000 and quote threshold of \$6,600 in awarding contracts in accordance with N.J.S.A. 18A:18A-3a and N.J.A.C. 5-34.5 for the 2022-2023 school year.
- xvi. Approval of RAMM Environmental Services as Right-to-Know Consultant**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves RAMM Environmental Services, Fair Lawn, NJ, as the district's right-to-know consultant, for the 2023-2024 school year.
- xvii. Approval of EnviroVision as Environmental Consultant**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves EnviroVision, Glen Rock, NJ, as the district's environmental consultant, for the 2023-2024 school year.
- xviii. Approval: Tax Shelter Annuity Brokers for the 2023-2024 School Year**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves Tax Shelter Annuity Brokers for the 2023-2024 school year as listed below:
- Ameritas (Union Central)
 - Equitable
 - Franklin Templeton
 - Lincoln Investment
 - Prudential
 - Security Benefit
 - VALIC/AIG
 - Invesco
- xix. Approval: Rental Fees for Use of Facilities**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves rental fees for the use of facilities for the 2023-2024 school year, as listed on **Attachment K**. This reflects a 2% increase in the fees.
- xx. Approval: Report of Awarded Contracts**
The Ridgewood Board of Education, upon the recommendation of the Interim 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; New Jersey Title 18A:18, et. seq., N.J.A.C. Chapter 23, and Federal Procurement Regulations 2CFR Part 200.317 et. seq.
- xxi. Approval: Agreement with First Presbyterian Church for Use of Their Parking Lot**
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves an agreement with 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, 2023 to June 22, 2024, from 7:00 a.m. to 5:00 p.m., at a cost of \$40,950.

There is an increase in fee of \$2,450 from the 2022-2023 school year. The fee is paid for by the students.

The Board has received background information.

xxii. Approval: Student Activity Fee

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2023-2024 school year.

xxiii. Approval Agreement with Bergen County Special Services School District for Services to Non-Public Schools Chapters 192-193 for the 2023-2024 School Year

Approval of 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 2023-2024 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.

xxiv. Approval: Secretary's Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **April 2023**,

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.

xxv. Approval: Acceptance of the Board Secretary and Treasurer Report

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2023**; 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.

xxvi. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **April 2023** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information

xxvii. Approval: Joint Transportation Agreement with the South Bergen Jointure Commission (SBJC) 2023-2024

BE IT RESOLVED that the Ridgewood Board of Education does hereby approve an agreement with the South Bergen Jointure Commission, an approved Coordinated Transportation Services Agency, for the purpose of transporting students in accordance with Chapter 53, P.L. 1997 for the period 2023-2024 school year. The services to be provided include, but are not limited to, Coordinated Transportation of non-public, out of district special education, vocational and summer programs.

BE IT FURTHER RESOLVED, that the Ridgewood Board of Education agrees to abide by the Transportation Services Agreement as published by the South Bergen Jointure Commission and attached to his resolution.

The Board has received background information.

xxviii. Approval: Joint Transportation Addendum with South Bergen Jointure Commission (SBJC) 2023-2024

WHEREAS, the South Bergen Jointure Commission (11SBJC11) and the RIDGEWOOD Board of Education (11the Board11) are parties to a 2023-2024 agreement for SBJC, an approved Coordinated Transportation Service Agency, to coordinate transportation services for the Board students; and

WHEREAS, due to a possible public health emergency, school districts may be required to close for health-related reasons; and

WHEREAS, under N. J. S. A. 18A:7F-9, if a school district is subject to a health-related closure for a period longer than three consecutive school days, a jointure commission shall continue to make payments under the terms of a contract with a contracted service provider as if the school facilities remained open, and

WHEREAS, if there are health-related school closures, pursuant to N.J.S.A. 18A:7F-9, the SBJC will be obligated to continue payments to its transportation service providers during the 2023-2024 school year; and

WHEREAS, SBJC' s commitment to continue payment to those contracted transportation service providers is contingent upon the Board's continued payment to SBJC; and

WHEREAS, the SBJC is desirous of amending the terms of the Agreement to memorialize the Board's responsibility to continue its payment obligations to the SBJC in the event of school closures due to health-related reasons to ensure full compliance with N.J.S.A. 18A:7F-9.

xxix. Approval: Lease Purchase for the 2023-2024 School Year

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 and as necessary installation of various technology and computer equipment consisting of computers, network/VoIP infrastructure, projectors, audio equipment, printers, security/building access equipment and similar equipment, including financing and 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 Assistant 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 Assistant Business Administrator/Board Secretary and further authorizes the Board President, Assistant 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 Assistant 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 Assistant Business Administrator/Board Secretary and/or the Assistant Business Administrator 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 Assistant Business Administrator/Board Secretary, which winning bid proposal or quote will be retained on file in the Assistant 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 or as may be set forth in the bid specifications. 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 may be set forth in the bid specifications.

Section 4. The Board President and/or the Assistant 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 Assistant 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 Assistant 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 Assistant Business Administrator/Board Secretary. The Assistant Business Administrator/Board Secretary is also authorized to pay any agreed upon fees of the escrow agent, if any. The Board President and/or Assistant 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. The Board authorizes the Assistant 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 7. The reference to officers of the Board herein and in actions taken on behalf of the Board includes the vice president of the Board in the absence or unavailability of the president of the Board and any assistant, interim, acting or successor officers holding those positions, and any action taken prior hereto with respect to the actions authorized herein are hereby ratified and deemed taken pursuant to this resolution.

Section 8. This resolution shall take effect immediately.

Ms. Brogan moved to table item xxi. Agreement with First Presbyterian Church for Use of Their Parking Lot because the quote in the contract has one number that's written out with letters and one number in numerals that are different, she requested to hold this contract until the numbers are corrected.

Mr. Lembo moved approval of Finance, except item xxi. Agreement with First Presbyterian Church for Use of Their Parking Lot.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo read the donation into the record and thanked the responsible parties.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda

Ms. Brogan commented that for next year they should look at the scholarships and the details on what we can spend. She questioned if there is a minimum to keep with the scholarship funds?

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

Dr. Fitts presented A. Approval: Submission for Request to Establish a Special Education Program

A. Approval: Submission for Request to Establish a Special Education Program

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves the submission to the Department of Education for the request to establish the Emotional Regulation and Learning Program (PERL) at Benjamin Franklin Middle School.

The Board has received background information.

Ms. Kwak moved approval of A. Submission for Request to Establish a Special Education Program

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented B. Approval: First Amendment to the Agreement with 30-38 Oak Street, LLC for Rental of Premises for consideration.

B. Approval: First Amendment to the Agreement with 30-38 Oak Street, LLC for Rental of Premises

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves the first amendment to the Agreement with 30-38 Oak Street, LLC for the expansion of leased premises to include the area shown as Suite 7 as included on the Floor Plan, to be used for classrooms for students in the STEPSS program, effective June 1, 2023 at the amended annual rental rate, as listed below.

Period	Initial Premises Rent per Month	Expansion Premises Rent for Month	Total Rent per Month (Initial & Expansion Premises)
6/1/2023-8/31/2023	\$3,519.00	\$0.00	\$3,519.00

9//2023-8/31/2024	\$3,589.38	\$1,868.24	\$5,457.62
9//2024-8/31/2025	\$3,661.17	\$1,905.60	\$5,566.77
9//2025-8/31/2026	\$3,734.39	\$1,943.71	\$5,678.10
9//2026-8/31/2027	\$3,809.08	\$1,982.59	\$5 791.67
9//2027-8/31/2028	\$3,885.26	\$2,022.24	\$5,907.50

The amended rent schedule will be as listed below:

Option Term Year	Annual Rent	Monthly Rent
1	\$72,307.68	\$6,025.64
2	\$73,753.80	\$6,146.15
3	\$75,228.84	\$6,269.07
4	\$76,733.40	\$6,394.45
5	\$78,268.08	\$6,522.34

The Board has received background information.

Ms. Brogan moved approval of B. First Amendment to the Agreement with 30-38 Oak Street, LLC for Rental of Premises

Mr. Mahmoud had some concerns about this item, as a district and some of the parents from the LSHSA in terms of the space in general, is it ideal or not for us in the long term? This looks like we're doing a final year renewal, we're extending the conflict by another five years so this would lock us in until 2028. He has concerns about shopping around to see if there's a better space, better cost, more importantly better space for the students.

A conversation ensued regarding the rental space and looking at other options.
To view this portion of the meeting scroll to 2:36.

Dr. Fenwick joined the conversation via phone and provided the following statement in response to the conversation., She is concerned about moving, just last year they were acknowledged by the State of New Jersey as making this great effort in creating this program. We bring in tuition from other districts, she thinks it would be heartbreaking to have to leave the space. You are saying that it is subserving because its in a ground floor and not acceptable, but she assures that when they originally designed this, when she decided to come to Ridgewood it was mostly in the great effort of creating the STEPSS program and when Dan and her originally looked for space, the rentals in other locations where students would have access were significantly higher than this. She apologizes when she asked for this new lease, she should have made it clear that you wanted it within the same five years, she might not have understood that or certainly did not convey that. The apologies are hers, if you would like her to go back and make it within the

same original five year plan, she's happy to do that. She is not prepared to move, our students are very satisfied. If you survey the families who are currently using the space, she knows they would feel equally passionate about it. Our programs successfully utilize the two rooms to expand allows us the pace that we require, you have adult men and women students up to age 21, they require space in which to train, operate, work within their life skills and their academic needs and behavioral needs and once we expand we're able to incorporate additional aspects of the program that are valuable to our students. It is useful space it is necessary space and encourages you to table it, and if you would like her to get another contract that ends in the amount of time, but if she has to work with a new BA that has not yet been defined to look ro new space within an undefined time, she will likely have upsetness and unrest with the current families and students and certainly the ones that tuition into us. She does not believe that this is something that should be thought of so quickly in making a decision that tears down something that the State of New Jersey has so proudly recognized and she proudly runs.

A conversation ensued in response to Dr. Fenwick's comments, the terms of the lease and options to look for a new space.

To view this portion of the meeting scroll to 2:50.

Ms. Kwak proposed to table item B. First Amendment to the Agreement with 30-38 Oak Street, LLC for Rental of Premises.

Mr. Lembo asked the Board Trustees to get their information/questions to Dr. Fitts and Dr. Fenwick so they can get this straightened out.

Dr. Fitts presented C. Approval: 2023-2024 Tax Levy Certification - Form A with the change.

C. Approval: 2023-2024 Tax Levy Certification - Form A

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023-2024 Tax Levy Certification - Form A in the amount of \$105,777.791

Mr. Lembo moved approval of C. Approval: 2023-2024 Tax Levy Certification - Form A with the change in the amount of \$105,777.791.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Lembo.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
May 9	Columbia Bank On-Line	109893	54.71

May 15	Columbia Bank On-Line	109894-110062	1,296,904.96
April 30	Payroll Transfer	P44150	3,457,033.68
April 11	Electronic Transfers	C44148-44149	9,823.82
April 11	Electronic Transfers	R44145-R44147	3,150.55
April 30	Electronic Transfer	R44120	2,540.81
April 30	Electronic Transfer	R44151	32,307.57
May 12	Electronic Transfer	H44122	1,207,410.48
May 12	Electronic Transfer	B44121	75,550.00
May 15	Food Service	620427-620429	196,938.22
May 12	Void Check	109558	(650.00)
TOTAL			6,281,064.80

Mr. Lembo moved approval of bills approved by him.

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYES: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan announced that Superintendent Mark Schwarz did a meet and greet and there will be more opportunities to meet him as we move forward. She thanked Federated for the donation and for bringing Tim Shoemaker to the High School on June 9. She asked if Mr. Nyhuis could come to the June 12 BOE meeting to discuss the late start and the process he has used to gather information.

Ms. Kwak thanked the Japanese American Organization in Ridgewood, they hosted a wonderful lunch for everybody. The Jazz in the Woods 100 year celebration was a lot of fun. It was great to see the alumni come back, they're professional musicians and shared their experiences and played with the band, it was amazing.

Mr. Lembo announced that the celebration of the arts was this past Friday, it was amazing for parents, students and for raising money for the Basil Pizzuto Scholarship Fund.

Tonight is the Bergen PAC Awards Ceremony, new players had three nominations. Gary Fink for Best Orchestra, Ben Harris for Best Featured Performer as Nostradamus, and Rowan

Mastrangelo for Best Supporting Lead as Nigel Bottom. Ben Harris won for his role as Nostradamus. The Varsity baseball won tonight and they are moving on through their tournament. Teacher award ceremony and senior award ceremony is coming up.

XII. BOARD COMMITTEE REPORTS

Ms. Brogan reported that they had a Safety Committee Meeting, they are still waiting for information on improving the signage at Orchard School. Police continue to look at flashing crossing signs and putting signs in crosswalks to make it safer. Kudos to the police who gave a good report on making streets more identifiable as one-way and reviewing parking and speeds on other streets. Hopefully, this will be done by fall.

XIII. DISCUSSION ITEMS

Kathryn Davenport discussed that the air purifier applications had been approved. Deliveries started last week and additional deliveries will take place next week.

Mr. Dani asked if Ms. Murphy can put an ad for Spanish World Language and see what response we get while they are waiting for the full plan.

Conversation ensued about the tabled world language positions and advertising postings for Spanish World language. To view this portion of the meeting scroll to 3:13.

Mr. Dani discussed the seating arrangement at BOE meetings, before covid the audience used to sit right from the table, they did not sit in the other room. Maybe its time to bring the audience back in the room.

Mr. Dani requested for publishing more details of our reading curriculum on our website and read an elementary school homework assignment.

A conversation ensued about the reading curriculum. To view this portion of the meeting scroll to 3:20.

Mr. Dani requested for publishing about what we are teaching in math, what we are teaching vs. NJSLA and our use of I-Excel.

XIV. ACCEPTANCE OF MINUTES

➤ May 8, 2023 Executive Session

Ms. Brogan moved approval of minutes.

Mr. Lembo seconded the motion, which was unanimously approved.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

Peter Maulton, 294 West End, in regards to math one of the things for elementary that we found

with their children specifically is that there's a reading heavy program and if you can't read you can't do math, so that's the feedback in regards to the math time and to take a look at that as part of the curriculum. That was an apparently a new curriculum over the last handful of years that teachers discussed so if you know one plus one equals two, you need to be able to do word problems multiple times around that and the word problems become challenging for some children. In terms of the STEPSS just some feedback, being someone who isn't very interactive with the program just based off the communication that occurred is asking the participants in regards to their feedback and maybe surveying them if the space is right is it's not and just getting that feedback it may be a few people are saying it's not right, but the majority think it is right and you don't want to just disrupt the leadership of that program and the students over a couple of people. As per Dr. Fenwick's comments and so just want to make sure it's right if you guys may be right, just making sure that the right thing is done by whatever the students need. School calendar that was tabled, he's mentioned before is that considering the possibility of longer breaks for the purposes of worldly education, going places and being a part of the world instead of singular dates on a calendar and maybe allowing those to be excused absences for religious holidays maybe no test days and so this is something he'll bring up with the new superintendent, but it's something to consider. World language, maybe this is a bird in the hand issue for this year, that we have teachers that bring some of the cultural aspects and starting to teach something is important to get this forward and then modifying the following year which might upset the current teachers that you hire however to the point of hiring it may be difficult to hire and so it's challenging this is not an easy one. He has mentioned before to the Ridge principal when the school really started in session now almost a year and a half ago, in regards to social emotional items but we're hearing more and more about how social and emotional items students are years behind and he's hearing a lot about this. Math and English and things that are tested, but what about some of the social emotional items and how children have been left behind and that loss and third graders acting like first graders, fifth graders acting like third graders and there's been very little that we've seen that has been enacted to handle this other than be kind, be nice to people there hasn't been actually learning in regards to this and the most impactful part of this is that it impacts learning loss currently, if teachers can't teach students think of social emotional issues in the classroom that they learn, there's learning loss that is continuing to happen that will affect their scores that you're going to see in your high school in years to come and he's talked about being focused on high school but you need to focus on some of those earlier intervention items from the loss of the period of time to make sure the children are social and emotionally caught up and it's very challenging he understands but more programs in that regard he believes are necessary.

Laurie Weber, she wants to clarify that issue regarding board elections there's a couple of different things going on basically the law provides a few ways to determine when Board of Elections will occur and when they occur determines whether we vote on the school budget or not originally back in 2013 the board of Education actually moved the elections from April to November doing away with the budget vote and they did that on their own that was not a public vote. Now the process that was engaged by one Village one vote a few years back was to set the date of the school elections by ordinance and that is not one of the lawful options, it's not lawful because the board of education is not empowered to change or override an ordinance so regardless of what a judge allowed, one village one vote to do we are now in fact left with a local ordinance that is unenforceable because it strips the Board of Education of its lawful authority over its own elections it actually conflicts with state law and that must be rectified now. The fact that we no longer have annual Board of Education trustee elections that's a different issue but that

also must be addressed because again that is required by law, it is substantiated in several New Jersey statutes regarding school law that rely on annual Board of Education trustee elections so those two issues she brought them up before are very important and she's just baffled that this Board continues to ignore them. She understands why the public does because a lot of people just don't know how these things work but in the end we are all being stripped of some rights here because of some mistakes that were made in court by the Village Council and actually also by the Board of Education, so she hopes that you'll take this seriously understand what the difference issues are and endeavor to rectify the things that are currently being done that are not consistent with the law and with the rights of the community.

Marisol Romero, 323 Grayden Terrace, the steps program, she went to the open house earlier this year because she wanted to check it out herself, her son is in the high school and may be using it in a couple of years. The STEPSS program itself seemed like it was well run, the space was clean and bright but at the end of the day, she herself which some of the Board members mentioned, had kind of concerns about the location of it being in the basement wasn't the type of place that she could picture her son in and she feels that she doesn't think there's anything wrong with the Board asking to see if we can just buy us some time to extend it by two years because just in the last two years she believes there have been a lot more vacancies in the central business district and she thinks that you might have a possibility of finding another space and again not to rush it into happening this year because she agrees with Dr. Fenwick, she wouldn't want to do that to the children that are there. She doesn't think there's anything wrong with planning for the future and not being stuck in that space. The second thing is world language, she also agrees with the Board, and she has been a fervent supporter of getting world languages done and she still doesn't think there's anything wrong with asking what exactly is the plan because when she looks at the plan and her understanding, she knows that Stacie Poelstra is not here to explain it, you'll have these three teachers they will each be teaching because its six schools, they'll be teaching their languages for two weeks so its the children are getting exposed to six weeks of foreign languages at each of the schools and if that's correct from what she's been told then she doesn't see how there could be any retention or it would almost be like she's getting exposed to German and two weeks of French and how does that translate into retaining anything? That almost sounds like her going to one of those countries for two weeks and she's enjoying and exposing herself to the language that's it and then comes back and forgets everything especially young children. She is confused and another thing is why can't we ask a survey for parents about which language they would like and she thinks one of the reasons that she was a proponent of Spanish not just being a bilingual speaker because she did take French in high school is that when you are able to have one of the romance languages, study it, it actually helps with the SATs with the vocabulary piece so she's very open. It doesn't have to be Spanish, it could be French it could be Latin, which would help you a lot. She's curious as to how this is all supposed to happen because in the Middle School it seems like you wouldn't even have the option except for French. The last thing, the board knows how passionate she is about this three quilling system which is a part of the font, as decades it does not teach children how to read in an explicit manner, children should not be taught strategies they should be taught explicitly how to read. When she looks at the current grades that her children are in, it just seems like things have been piecemeal together that's the impression you get as a parent that this reading program that we have in the district has been piecemealed together and to kind of piggyback of what the other gentleman had said, if you don't know how to read well and you are expecting children to not just have the reading fluency but the comprehension figure out these math problems, you will have a lot of kids not doing well in math outside of the computation.

XVII. ADJOURNMENT

At 10:31 p.m., on a motion made by Mr. Lembo, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Jaime Cangialosi-Murphy
Director of Human Resources

A handwritten signature in blue ink, appearing to read "Papamichael".

Lucy Papamichael

Professional Development

BOE Date 5/22/2023

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Tamara Kalebic	A.P. Psychology Round Table Tenafly High School Tenafly, NJ 5/23/23	Professional Development	\$0.00	0
Ellen Raupp	Measurement and Data SLS - Yr 1 4 Geometry Conquer Mathematics Pompton Plains, NJ 6/5/23	Professional Development	\$170.00	0
Kathryn Davenport	NJASBO Annual Conference New Jersey Association of School Business Officials Atlantic City, NJ 6/7/23 - 6/9/23	Professional Development	\$600.00	0
Janet Elkins	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Andie Parenta	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Marisa Martell	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Michele Kiely	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	0
Kathryn Bielicky	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1

Cassandra Fabish	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Thomas Harney	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Debra Caruso	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Thomas Trubac	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Kristen DeRienzo (no longer attending)	Summer Inclusion Leadership Conference 2023 New Jersey Coalition for Inclusion Education at Montclair State University Montclair, NJ 6/9/23	Professional Development	N/A	N/A
Lauren Larcara	NJCIE Inclusion Leadership Conference New Jersey Coalition for Inclusion at Montclair State University Montclair, NJ 6/9/23	Professional Development	\$150.00	1
Erin McGuire	Safety Care Trainer Training Quality Behavioral Solutions (QBS) Philadelphia, PA 6/12/23 - 6/14/23	Professional Development	\$2,048.00	0
Cindy Lora	Safety Care Trainer Training Quality Behavioral Solutions (QBS) Philadelphia, PA 6/12/23 - 6/14/23	Professional Development	\$3,027.00	0
Ariana Bray (* previously approved on 5/8/23 - corrected dates)	Safety Care Trainer Training Quality Behavioral Solutions (QBS) Philadelphia, PA Revised date: 6/12-6/14	Professional Development	\$2,019.00	0
Jean-Anne O'Neill	Data Forward Summer Institute (DFSI) LinkIt! North Plainfield, NJ 7/19/23 - 7/20/23	Professional Development	\$250.00	0

Caroline Hoffman	Data Forward Summer Institute (DFSI) LinkIt! North Plainfield, NJ 7/19/23 - 7/20/23	Professional Development	\$250.00	0
Mary Ferreri	Data Forward Summer Institute (DFSI) LinkIt! North Plainfield, NJ 7/19/23 - 7/20/23	Professional Development	\$250.00	0
Lorna Oates-Santos	Data Forward Summer Institute (DFSI) LinkIt! North Plainfield, NJ 7/19/23 - 7/20/23	Professional Development	\$250.00	0

The total cost for these conferences is \$10,364. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$135,591 leaving a balance of \$64,409.

The total cost of substitutes for these conferences is \$1,050. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$30,450.

BYLAWS

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

0143.2/page 1 of 2

Pupil Representatives to the Board of Education

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, and shall be limited to one term of service.

Each pupil representative shall be appointed by the High School Principal.

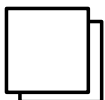
Appointment shall occur at least four weeks prior to the organizational meeting of the Board.

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.



BYLAWS

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

0143.2/page 2 of 2

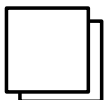
Pupil Representatives to the Board of Education

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

Revised: 5 October 2020



Rate Schedule through June 30, 2024



HOURLY BILLING RATES:

Principal	\$ 175 / hour
Associate	\$ 145 / hour
Project Manager	\$ 110 / hour
Job Captain	\$ 100 / hour
CAD Draftsperson	\$ 80 / hour
Clerical	\$ 60 / hour

SERVICES for NEW CONSTRUCTION & RENOVATIONS:

- Compensation for **Basic Services** would be negotiated with the Owner utilizing the following Fee Schedule as a starting point.
- See "Services Offered" Section for description of Basic Services.

	All New Construction	75% New 25% Renovated	50% New 50% Renovated	25% New 75% Renovated	All Renovations
Projects Under 150,000	Negotiated				
150,000 – 250,000	8.75%	9.00%	9.25%	9.50%	9.75%
250,000 – 500,000	8.50%	8.75%	9.00%	9.25%	9.50%
500,000 – 750,000	8.25%	8.50%	8.75%	9.00%	9.25%
750,000 - 1,000,000	8.00%	8.25%	8.50%	8.75%	9.00%
1,000,000	7.75%	8.00%	8.25%	8.50%	8.75%
2,000,000	7.50%	7.75%	8.00%	8.25%	8.50%
3,000,000	7.25%	7.50%	7.75%	8.00%	8.25%
4,000,000	7.00%	7.25%	7.50%	7.75%	8.00%
5,000,000	6.75%	7.00%	7.25%	7.50%	7.75%

REIMBURSABLE EXPENSES

- Out of pocket expenses associated with the above services (i.e.: reproduction costs, express mail, etc.) will be submitted to the Owner at cost plus a multiplier of 1.1 to cover administrative costs.
- Reimbursable expenses would be submitted monthly with our invoices.

Ridgewood Board of Education Architect of Record Services

Rate Schedule Submitted by:

Michael Bieri, AIA, PP
Vice President, FKA Architects

Accepted by:

Ridgewood Board of Education

2024-2025 Calendar

Professional Development: No School for Students
Opening & Closing Day for Students
Schools Closed
Schools Closed & 12-month employees closed
Minimum Day
Schools may be closed/ emergency days

Grades	Full Day	Minimum Day
Glen School	8:45 - 2:00	8:45 - 12:45
K-5	8:45 - 3:00	8:45 - 12:45
6-8	8:00 - 2:53	8:00 - 12:15
9-12	8:20 - 3:30	8:20 - 12:27
STEPPS	9:00 - 3:00	9:00 - 1:00

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
26-27 Professional Development(convocation)						
28 Opening Day for Students: Minimum Day						
29 Minimum Day						
30 Schools Closed						

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 & 12-month 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		
3 Rosh Hashanah: school & 12-month closed						
12 Yom Kippur						
14 Columbus Day: Professional Development						
31 Diwali: Schools & 12-month closed						

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
7-8 NJEA convention: Schools & 12-month closed						
27 Minimum Day						
28-29 Thanksgiving Recess: Schools & 12-month closed						

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				
23 -25 Christmas: Schools & 12 month closed						
26-30 December Recess: Schools closed						
31 New Year's Eve: Schools & 12-month 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: Schools & 12-month closed						
20 MLK: Schools & 12-month closed						
29 Lunar New Year: Schools & 12-month 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	
14 Minimum Day						
17 President's Day: Schools & 12-month closed						
18 Schools Closed						

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					
28 Professional Development Day						
30 Eid-Al-Fitr						

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			
14-17 Spring Recess: Schools closed						
18 Good Friday: Schools & 12-month closed						

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
26 Memorial Day: Schools & 12-month closed						
22, 23 & 27 Emergency Days: May be 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	1	2	3	4	
18 RHS Graduation						
18 Last Day of Instruction (minimum day)						
19 Juneteenth: District Closed						
20 Closing Day for Teachers						
7/4 12-month closed						

Days in Session			
Students		Teachers	
August	2	August	4
September	20	September	20
October	20	October	21
November	17	November	17
December	15	December	15
January	20	January	20
February	18	February	18
March	20	March	21
April	17	April	17
May	21	May	21
June	13	June	14
Total Days	183		188

0 emergency day used: 3 days closed Thursday, Friday and Tuesday closed)

1 emergency days used: 2 days closed (Friday and Tuesday closed)

2 emergency days used: 1 day closed (Friday closed)

3 or more emergency days used: 0 days closed

*Spring recess may be subject to cancellation if more than 4 days used. 1st day to be used will be Monday April 14 and working forward.

FIELD TRIPS FOR APPROVAL

May 22, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
5/29/23	RHS	Ridgewood Memorial Day Ceremony, Van Nest Square, Ridgewood, NJ	7 Choir Members	1	0	\$0	\$0	Yes	Yes
New Date: 6/1/23 (Was previously board approved on 5/8/23)	RHS	James Rose Center for Landscape, 506 E Ridgewood Ave	19 AHLISA II Students	1	0	\$0	\$0	Yes	Yes
6/2/23	RHS	Ellis Island and Statue of Liberty, Jersey City, NJ (and NY)	45 American Experience Students	4	0	\$0	\$0	No	Yes
6/2/23	Hawes	Ridgewood Walking Tour, Ridgewood, NJ	65 3rd Grade Students	17	0	\$0	\$0	Yes	Yes
6/5/23	GW	Bergen Brain Busters, Lyndhurst, NJ	6 GW Students	3	0	\$0	\$0 (Sharing bus with BF)	Yes	Yes
6/5/23	BF	Bergen Brain Busters, Lyndhurst, NJ	10 BF Students	1	0	\$0	\$262 (Bus)	Yes	Yes
6/6/23	RHS	AP Research Mentorship Meeting, Valley Hospital, Ridgewood, NJ	20 RAHP Students	1	0	\$0	\$0	Yes	Yes
6/9/23	Orchard	Campgaw Mountain Reservation, Mahwah, NJ	55 5th Grade Students	20	1 (Sub Nurse)	\$200	\$200	No	Yes

6/12/23	Ridge	NJ State Police Helicopter Landing, Citizens Park, Ridgewood, NJ	457 K-5 Sstudents	30	0	\$0	\$0	No	Yes
6/13/23	Travell	End of Year Celebration, Paramus Municipal Pool, Paramus, NJ	67 5th Grade Students	7	0	\$0	\$0	No	Yes



Elementary Program of Studies 2023-2024

Language Arts

Mathematics

Science

Social Studies

World Language

Library

Music

Art

Physical Education

Health

Social Emotional Learning

English as a Second Language



2023-2024 MIDDLE SCHOOL PROGRAM OF STUDIES

Course Selections by Subject Area

ART			
Required	Art	Grades 6 , 7	Quarter
Elective	2D Art	Grade 8	Quarter
Elective	3D Art	Grade 8	Quarter
Elective	Apprentice to Master I	Grade 8	Quarter
Elective	Apprentice to Master II (Public Art)	Grade 8	Quarter
Elective	Digital Imaging	Grade 8	Quarter

ENGLISH LANGUAGE ARTS			
Required	English	Grades 6, 7, 8	Year
Required	Literary Analysis	Grade 6	Quarter
Required	Word Study	Grade 6	Quarter
Elective	A Study of Poetry	Grade 8	Quarter
Elective	Creative Writing	Grades 7, 8	Quarter
Elective	Journalism and Newspaper Production	Grades 7, 8	Quarter
Elective	Mythology	Grade 7	Quarter
Elective	Public Speaking	Grades 7, 8	Quarter
Elective	Shakespeare	Grade 8	Quarter
Elective	Speech and Debate	Grade 8	Quarter

MATHEMATICS			
Required	Mathematics 6	Grade 6	Year
Required	Pre-Algebra	Grades 6, 7	Year
Required	Geometry	Grade 7, 8	Year
Required	Algebra I	Grade 8	Year
Elective	Math Activities	Grade 7	Quarter

MUSIC			
Required	Band, Orchestra, or Chorus	Grades 6, 7	Year
Elective	Band	Grade 8	Year
Elective	Chorus	Grade 8	Year
Elective	Orchestra	Grade 8	Year
Elective	Soundology	Grade 7	Semester
Elective	Soundology II	Grade 8	Semester

SCIENCE			
Required	Science	Grades 6, 7, 8	Year
Required	Environmental Science	Grade 6	Quarter

SOCIAL STUDIES			
Required	Social Studies	Grades 6, 7, 8	Year

TECHNOLOGY LITERACY			
Required	Digital Citizenship	Grade 6	Quarter
Required	Technology Literacy	Grade 7	Quarter
Elective	Multimedia	Grade 7	Quarter

WELLNESS			
Required	Health	Grades 6, 7, 8	Quarter
Required	Physical Education or Adaptive Physical Education	Grades 6, 7, 8	Three Quarters

WORLD LANGUAGES			
Required	Survey of French	Grade 6	Quarter
Required	Survey of Latin	Grade 6	Quarter
Required	Survey of Spanish	Grade 6	Quarter
Required	French, Latin, Spanish or Conversational Spanish	Grades 7, 8	Year

INTERDISCIPLINARY			
Required	Primary Source Research and Analysis	Grade 8	Quarter
As needed	Academic Skills <i>(Required if assigned)</i>	Grades 6, 7, 8	Flexible
Elective	Dramatic Expression	Grades 7, 8	Quarter
Elective	BFTV/GWTV	Grade 8	Quarter
Elective	Broadcast News/BFBN/GWBN	Grades 8	Semester
Elective	Peer Leadership	Grade 8	Quarter
Elective	Creating by Design	Grades 7, 8	Quarter
Elective	Systems Design	Grade 8	Quarter

SPECIAL PROGRAMS			
As needed	English as a Second Language (ESL) - <i>(Required if assigned)</i>	Grades 6, 7, 8	Year
As needed	Resource Center Replacement <i>(Required if assigned)</i>	Grades 6, 7, 8	Year
As needed	Social Psychology <i>(Required if assigned)</i>	Grades 6, 7, 8	Flexible

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> <i>NEFE H.S Financial Planning Program</i>	Kapoor, Diabay, Hughes	Glencoe/McGraw Hill National Endowment for Financial Education	2005 2006	5/18/2009 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					
S	Merchandising	<i>Marketing Essentials (Student Activity Workbook, 3rd Edition)</i>	Farese, Kimbrell, Woloszyk	Glencoe/McGraw Hill	2002	8/25/2008

ENGLISH

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	Language Arts/English 6-8	<i>Grammar for Writing</i>		Sadlier	2014	5/21/2018
		<i>Tell Me Who You Are: A Roadmap to Cultivating Cultural Literacy</i>	Winona Guo & Priya Vulchi	Perigree	2019	5/24/2021
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 Lar	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
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	<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

Ridgewood Public Schools
Textbook List 2023-2024

ATTACHMENT G

		<i>Doing History: A Strategic Guide to Document-Based Questions (Global Studies Edition)(Supp.)</i>	Jensen	Great Source Ed Group	2002	5/9/2011
Q	A Study of Poetry 8	<i>Primary Edition (Supp.)</i>	Tait	Weigl	2008	5/9/2011
		<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
S	Creative Writing 7, or 8	<i>The Random House Book of Poetry for Children (Supp.)</i>	<i>Prelutsky, ed.</i>	Random House	1983	5/9/2011
		<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
Q	Shakespeare 8	<i>Mastering the Mechanics</i>	L. Hoyt, L. Brent	Scholastic	2011	5/2/2016
		<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 English 9 - 12	<i>Scholastic Dictionary of Idioms (Supp.)</i>	Terban, ed	Scholastic	1996	5/18/2009
		<i>I Was Their American Dream</i>	Malaake Gharib	Clarkson Potter	2019	5/24/2021
		<i>The Beautiful Struggle</i>	Ta-Nehisi Coates	One World	2009	5/24/2021
		<i>Sissy: A Coming of Gender Story</i>	Jacob Tobias	Penguin	2019	5/24/2021
Y	English 9	<i>A Walk in My World: International Short Stories about Youth (Supp.)</i>	Mazar	Persea	1998	5/18/2009

Ridgewood Public Schools
Textbook List 2023-2024

ATTACHMENT G

	<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>	Kirszner, 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 v				
	<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

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		<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
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>	Grison, Kathleen	Touchstone	2010	5/5/2014
		<i>Grammar for Writing</i>	Beverly Ann Chin	Sadlier	2014	5/21/2018

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		<i>Shakespeare's Restless World: A Portrait on an Era in Twenty Objects</i>	Neil MacGregor	Viking	2008	5/21/2018
Y	English 10 H	<i>Face the Issues (Supp.)</i>	Munrich	Person	2007	5/3/2010
		<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
		<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
		<i>Long Way Down</i>	Reynolds, Jason	Atheneum	2019	5/23/2022
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

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	English American Humanities	<i>Walden</i>	Thoreau	Dover	1995	8/25/2008
		<i>The Lines We Cross</i>	Abdel-Fettah, Randa	Scholastic	2018	5/23/2022
		<i>Poet X</i>	Acevedo, Elizabeth	Harper Teen	2020	5/23/2022
		<i>Sea Prayer</i>	Hosseini, Khaled	Penguin		5/23/2022
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
		<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 Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting	McGraw Hill	2014	5/5/2014
		<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

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	<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
	<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

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	<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
English 11 H Cont'd	<i>Disability Visibility</i>	Wong, Alice	Doubleday	2020	5/23/2022
	<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</i>	David Grann	Doubleday	2017	5/21/2018
	<i>Murders and the Birth of the FBI</i>				
	<i>Sing, Unburied, Sing a Novel</i>	Jesmyn Ward	Scribner	2017	5/21/2018
	<i>Disability Visibility</i>	Wong, Alice	Doubleday	2020	5/23/2022
English 11/12 AP Language & Composition	<i>Invisible Man</i>	Ralph Elison	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			

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English 11 AHLISA	<i>Sing, Unburied, Sing a Novel</i>	Jesmyn Ward	Scribner	2017	5/21/2018
	<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
English 11 American Studies	<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
	<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
English 11 American Studies Cont'd	<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
	<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 Interpreter of Maladies</i>	Lahiri, Jhumpa	Houghton Mifflin	2003	8/25/2008
	<i>Different Seasons - Rita Hayworth & The Shawshank Redemption</i>	King	Signet	1982	8/25/2008
	<i>Macbeth</i>	Shakespeare	Folger	1992	8/25/2008
English 11 RAHP	<i>My Sister's Keeper</i>	Picoult	Atria	1997	2/4/2008

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	<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	
	<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 & Li</i>	Anne Lamott	Anchor Books	1995	5/5/2014	
	<i>Shakespeare's Restless World: A Portrait on a</i>	Neil MacGregor	Viking	2008	5/21/2018	
	<i>Drown</i>	Junot Diaz	Riverhead	1996	5/21/2018	
	<i>Crying in H Mart</i>	Zauner, Michelle	Knopf Doubleday	2021	5/23/2022	
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>	Sophocies	Harourt	1977	8/25/2008
		<i>Sound & Sense</i>	Perine ed.	Perine	1978	8/25/2008

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		<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>	Northrup, 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
		<i>Crying in H Mart</i>	Zauner, Michelle	Knopf Doubleday	2021	5/23/2022
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
		<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, and Jay Heinrichs</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

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S	Creative Writing Honors	<i>Hitchhikers Guide to the Galaxy</i>	Adams, Douglas	Random House	2002	5/5/2014
		<i>Poetry: An Introduction, 5th Edition</i>	Meyer	Bedford St, Martin	2007	8/25/2008
S	Crime & Mystery Honors	<i>Writing Down the Bones</i>	Goldberg	Schambhela	2005	8/25/2008
		<i>A Pocket Full of Rye</i>	Christie	Signet	2000	8/25/2008
Y	Literature & Film	<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
		<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		
<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

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		<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
Y	Myth, Legend and the Bible	<i>Beowulf</i>	Healey	Norton	1987	8/25/2008
		<i>Best Loved Folktales of the World</i>	Cole, ed.	Anchor Press	1982	8/25/2008

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		<i>Gilgamesh</i>	Mason	Houghton Mifflin	2003	8/25/2008
		<i>Sir Gawain and the Green Knight</i>	Stone	Penguin	1974	8/25/2008
		<i>Siddharta</i>	Hesse	Bantam	1971	8/25/2008
		<i>The Bible</i>	Richardson, ed.	Harper	1984	8/25/2008
		<i>Three Short Novels</i>	Faulkner	Vintage	1996	8/25/2008
		<i>Me Talk Pretty One Day</i>	Sedaris	Little, Brown & Co.	2000	4/23/2012
		<i>The Art of Voice: Language and Composition</i>	Muller, Gilbert, Whiting, Melissa	McGraw Hill	2014	5/5/2014
S	Non-Fiction Creative Writing	<i>I am Scout</i>	Shields	Henry Holt & Co.	2008	4/23/2012
		<i>Me Talk Pretty One Day</i>	Sedaris	Little, Brown & Co.	2000	4/23/2012
		<i>The Fourth Genre: Contemporary Writer of/on</i>	Root, Jr., Steinberg	Longman	2010	4/23/2012
		<i>Travels with Charley (Supp.)</i>	Steinbeck	Bantam Books	1961	4/23/2012
Y	Philosophy and Literature	<i>Arcadia</i>	Stoppard	Faber	1993	8/25/2008
		<i>Major British Poets</i>	Williams, ed	Mantor	1963	8/25/2008
		<i>Patterns of Religion</i>	Schmidt	Wadsworth	1999	4/29/2002
		<i>Song of Innocence and Songs of Experience</i>	Blake	Dover	1992	8/25/2008
		<i>The Flies</i>	Sartre	Vintage	1976	8/25/2008
		<i>The Fountainhead</i>	Rand	Signet	1993	8/25/2008
		<i>The Illiad of Homer</i>	Homer	Univ of Chicago	1951	8/25/2008
		<i>The Mentor Book of Major American Poets</i>	Williams, ed.	Mentor	1962	8/25/2008
		<i>The Oresteia</i>	Aeschylus	Dover	1996	8/25/2008
		<i>The Republic</i>	Plato	Dover	2000	8/25/2008
		<i>The Tempest</i>	Shakespeare	Folger	1993	8/25/2008
		<i>Walden</i>	Thoreau	Dover	1995	8/25/2008
		<i>Zen and the Art of Motorcycle Maintenance</i>	Robert Pirsig	Harpertourch	2006	5/21/2018
		<i>The Movie Goer</i>	Waler Percy	Ivy Books	1989	5/21/2018
		<i>Interior Chinatown</i>	Yu, Charles	Doubleday	2020	5/23/2022
S	Shakespeare I / II Honors	<i>King Lear</i>	Shakespeare	Folger	1993	8/25/2008
		<i>Much Ado About Nothing</i>	Shakespeare	Folger	1995	8/25/2008
		<i>Othello</i>	Shakespeare	Folger	1993	8/25/2008
		<i>The Merchant of Venice</i>	Shakespeare	Folger	1992	8/25/2008
		<i>The Tempest</i>	Shakespeare	Folger	1994	8/25/2008
		<i>Twelfth Night</i>	Shakespeare	Folger	1993	8/25/2008
	Philosophy of Race	<i>There There: A Novel</i>	Tommy Orange	Vintage Books	2019	5/24/2021
		<i>Homegoing</i>	Yaa Gyasi	Vintage Books	2017	5/24/2021

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English All Core Tell Me Your Story - 2022-2023	<i>Working Towards Whiteness: How America's Immigrants Became White</i>	David Roediger	Basic Books	2018	5/24/2021
	<i>The Fire Next Time</i>	James Baldwin	Random House	1997	5/24/2021
	<i>Racial Formation in the United States</i>	Michael Omi & Howard Winant	Routledge	2014	5/24/2021
	<i>One Life</i>	Megan Rapinoe	Penguin	2020	
					5/23/2022
	<i>The Closer</i>	Rivera, Mariano	Little Brown & Co.	2014	5/23/2022
	<i>Broken Place, Outer Spaces</i>	Okorafor, Nnedi	Ted Ebooks	2019	5/23/2022
	<i>Almost American Girl: An Illustrated Memoir</i>	Ha, Robin	Balzer & Bray Ebooks	2020	5/23/2022
	<i>Crying in H Mart</i>	Zauner, Michelle	Knopf Double Day	2021	5/23/2022
	<i>Funny, You Don't Look Autistic</i>	McCreary, Michael	Annick Press	2019	5/23/2022
Tell Me Your Story - 2023-Being Heumann 2024	<i>Being Heumann</i>	Judith Heumann & Kristen Joiner	Beacon Press	2020	5/22/2023
	<i>Rolling Warrior: The Incredible, Sometime Awkward, True Story of a Rebel Girl on Wheels Who Helped Spark a Revolution</i>	Judith Heumann & Kristen Joiner	Beacon Press	2021	5/22/2023
	<i>My Broken Language</i>	Hudes, Quiara Alegri	One World	2022	5/22/2023
	<i>My Greatest Save</i>	Briana Scurry	Abrams Press	2022	5/22/2023
	<i>Stay True</i>	Hua Hsu	Doubleday	2022	5/22/2023
	<i>Run</i>	John Lewis, Andrew Aydin, L. Fury, Nate Powell	Abrams Comicart/Good Trouble Productions	2021	5/22/2023

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	SAVVAS	2015	5/24/2021
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	SAVVAS	2015	5/24/2021
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	Advanced Algebra & Trigonometry	<i>Algebra & Trigonometry 2e</i>	Jay Abramson	Open Stax	2021	5/23/2022
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

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Y	Calculus H	<i>Calculus Concepts & Applications</i>	Foerster	Key Curriculum	2005	7/23/2007
Y	AP Statistics	<i>The Practice of Statistics 6th Edition</i>	Starnes, Tabor, Yates, Morroe	W.H Freeman	2018	5/27/2020
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>	Brown	Lawrencville	2005	6/2/2008
		<i>Python Programming in Context</i>	Miller & Ranum	Jones & Bartlett	2021	5/24/2021
		<i>Simply Java Programming An Application Driven Approach</i>	Deitel, Deitel	Prentice Hall	2004	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	SAVVAS	2021	5/24/2021
Y	Statistics with Finance	<i>Statistics</i>	Barbara Illowsky & Susan Dean	Open Stax	2020	5/22/2023

SCIENCE

	Course	Textbook	Author	Publisher	Copyright	Approved
Y	K - Physical Science	<i>Measurement, Motion & Forces</i>	William Banko, MD Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario 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 Capasso, Ph.D.	Dario Knowing Science LLC	2017	5/22/2017
	Life Science	<i>Matter & Energy in Organisms & Ecosystems</i>				
	Earth Science	<i>Earth Surface Processes</i>				
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

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		<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	<i>Campbell: Biology Concepts & Connections 10th Edition</i>	Taylor et al	Savvas	2021	5/23/2022
Y	Biology AP	<i>Campbell Biology AP, 12th Edition</i>	Urry, Cain, Wasserman	SAVVAS	2021	5/24/2021
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, Murhy, Woodward	Pearson	2018	4/22/2013
Y	Environmental Science	<i>Environmental Science</i>	Jay Withgott	Savvas	2021	5/23/2022
Y	Environmental Science AP	<i>Environment: the Science Behind the Stories</i>	Withgott & LaPosta	Savvas	2021	5/23/2022
Y	Genetics	<i>Human Genetics: Concepts and Applications 13th Edition</i>	Lewis	McGraw Hill	2021	5/23/2022
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
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 11E AP Edition</i>	Cutnell	Houghton Mifflin Harcourt	2018	5/24/2021
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	2021	5/22/2023
Y	Forensic Science 12 H	<i>Forensic Science: An Introduction, 3rd Edition</i>	Richard Saferstein	Pearson	2016	5/27/2020

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Y	AP Seminar RAHP	<i>The Craft of Research, 4 Edition</i>	Booth, Colomb, Williams, Bizup, Fitzgerald	Chicago Press	2016	5/27/2020
y	AP Research	<i>Publication Manual of the American Psychological Association</i>		American Psychological Association	2020	5/24/2021
Y	Career Pathways in Medicine	<i>Introduction to Health Care</i>	Mitchell & Haroun	Cengage	2021	5/22/2023
Y		<i>Medical Terminology for Health Professionals</i>	Ehrlich, Schroeder, Ehrlich	Cengage	2021	5/22/2023
Y	EPCI: Nature-Inspire Engineering H	All We Can Save	Ayana E. Johnson & Katherine K. Wilkinson	One World	2021	5/22/2023

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	2016	8/26/2019
Y	Grade 2 - Social Studies	<i>My Community: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2016	8/26/2019
Y	Grade 3 - Social Studies	<i>Our Community and Beyond: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2016	8/26/2019
Y	Grade 4 - Social Studies	<i>Regions of Our Country: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2016	8/26/2019
Y	Grade 5 - Social Studies	<i>America's Past: Social Studies Alive!</i>	Teachers' Curriculum Institute	TCI	2016	8/26/2019
Y	Grade 6 - Social Studies	<i>A History of US: Liberty For All? 1820-1860 (Supp.)</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
Y	American Government and F	<i>American Government - Reading & Cases 15th Edition</i>	Wolf	Pearson - Longman	2004	8/25/2008
S	Contemporary Issues in Soci	<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

Ridgewood Public Schools
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ATTACHMENT G

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
Y	The Trojan War	<i>Ancient Rome and Modern America The Iliad</i>	Margaret Malamud Homer; Translated by Robert Fables	Wiley-Blackwell Penguin	2009 1990	4/23/2013 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

Ridgewood Public Schools
Textbook List 2023-2024

ATTACHMENT G

		<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
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
S	The Power of One: Reflections on the Holocaust & the 21st Century	<i>Holocaust and Human Behavior 4th Edition</i>	Facing History & Ourselves	Facing History & Ourselves	2017	5/24/2021
		<i>Man's Search for Meaning</i>	Viktor Emil Frankl	Random House	2006	5/24/2021

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
Y	Grade 6 - Band	<i>Essential Elements for Strings, Book 1</i>	Allen, Gillespie, Hayes	Hal Leonard	1994	4/22/2013
		<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
Y	Grade 6 - Chorus	<i>Wohlfahrt Etudes, Op 45</i>	Wohlfahrt	G. Schirmer	1905	8/25/2008
		<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
Y	Grade 7 - 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
Y	Grade 7 - Chorus	<i>Wohlfahrt Etudes, Op 45</i>	Wohlfahrt	G. Schirmer	1905	8/25/2008
		<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 8 - Band	<i>Essential Technique Book 3</i>	Lautzenheiser, et al.	Hal Leonard	1999	8/25/2008
		<i>Standard of Excellence 2</i>	Pearson, Bruce	Neil Kjos	1999	8/25/2008
		<i>Standard of Excellence 2, Music Theory & History Workbook</i>	Elledge, Yarbrough, Pearson	Neil Kjos	1999	8/25/2008
Y	Grade 8 Orchestra	<i>All for Strings 1, 2</i>	Anderson, Frost	Neil Kjos	1986	8/25/2008
		<i>Wohlfahrt Etudes, Op 45</i>	Wohlfahrt	G. Schirmer	1905	8/25/2008

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ATTACHMENT G

		<i>Essentials for Strings, A Systematic Approach to Technical Development</i>	Gerald Anderson	Neil Kjos	1985	4/22/2013
		<i>Technicises for Strings, Putting Pieces Together</i>	Jim Probasco	Heritage Music	2002	4/22/2013
Y	Grade 8 - Chorus	<i>Sing at First sight: Foundation in Choral Sight Singing, Level 1</i>	Beck, Surmani, Lewis	Alfred Publishing Co.	2004	4/22/2013
		<i>Essential Elements for Choir, Book One: Essential Musicianship</i>	Crocker, Leavitt	Hal Leonard	1985	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
		<i>Art History</i>	Stokstad, Cothren	Pearson	2014	4/22/2013
Y	Studio Art I & II AP	<i>Launching the Imagination</i>	Stewart	McGraw Hill	2006	7/7/2007
Y	Innovating Through Design Thinking	<i>Creative Confidence</i>	Tom Kelley, David Kelly	Crown	2013	5/4/2015
		<i>That Used to Be Us</i>	Friedman & Mandelbaum	Picador	2012	5/4/2015
		<i>A Whole New Mind: Why Right Brainers Will Rule the Future</i>	David Pink	Riverhead Books	2006	5/4/2015
		<i>101 Design Methods: A Structured Approach for Driving Innovation in Your Organization</i>	Vijay Kumar	Wiley	2012	5/4/2015
Y	Music Theory AP	<i>The Musician's Guide to Theory and Analysis 3rd Edition</i>	Jane Piper Clendinning & Elizabeth West Marvin	W.W. Norton & CO	2016	5/20/2019
		<i>The Musician's Guide Workbook - Ear Training Third AP Edition</i>	Murphy, Clendinning & Marvin	W.W. Norton & CO		5/20/2019
		<i>The Musician's Guide to Aural Skills - Sight Singing Third AP Edition</i>	Phillips, Murphy, Clendinning & Marvin	W.W. Norton & CO		5/20/2019
Y	Symphonic Band	<i>I Recommend</i>	James D. Ployhar	Byron-Douglas	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	2022	5/22/2023
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	2022	5/22/2023
Y	Grade 7 - French	<i>Bien Dit! French I</i>	Champeny, DeMado, Ponterio	Houghton Mifflin Harcourt	2018	5/20/2019
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021
Y	Grade 8 - French	<i>Bien Dit! French I</i>	Champeny, DeMado, Ponterio	Houghton Mifflin Harcourt	2018	5/27/2020
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021
Y	Grade 7 - Latin	<i>Cambridge Latin Unit 1</i>	Cambridge University Classics	Cambridge University Pres	2015	5/2/2016
Y	Grade 8 - Latin	<i>Cambridge Latin Unit 2</i>	Cambridge University Classics	Cambridge University Pres	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	2022	5/22/2023
Y	Spanish III, Spanish III	<i>Descubre II</i>	Jose Blanco	Vista	2022	5/22/2023
	Spanish IV Honors	<i>Imagina</i>	Jose Blanco	Vista	2022	5/22/2023
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
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021

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ATTACHMENT G

Y	French II	<i>Bon Voyage 2</i>	Schmitt, Lutz	Glenco McGraw Hill	2002	6/24/2002
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021
Y	French II	<i>Bon Voyage 2</i>	Schmitt, Lutz	Glenco McGraw Hill	2002	6/24/2002
		<i>Notre Histoire</i>	American Eagle Co / Voces Digital		2021	5/24/2021
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
Y	German I	<i>Deutsch Aktuell 1, 7th Edition</i>	Kraft, Wolf	EMC	2017	5/20/2019
		<i>Komm Mit I</i>	Winkler	Holt Rinhart Winkler	1996	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>	Specht, Jarvis, Kraft	EMC	2017	5/20/2019
		<i>Komm Mit II</i>	Winkler	Holt Rinhart Winkler	1996	1/2/1997
Y	Latin I	<i>Cambridge Latin Units 1 and 2</i>	Cambridge University Classics	Cambridge University Pres	2015	5/2/2016
		<i>Suburani</i>		Hands Up	2020	5/23/2022
Y	Latin II	<i>Cambridge Latin Unit 3</i>	Cambridge University Classics	Cambridge University Pres	2015	5/2/2016
Y	Latin III Honors	<i>Cambridge Latin Unit 4</i>	Cambridge University Classics	Cambridge University Pres	2015	5/2/2016
Y	Latin IV Honors	<i>Horace: Selected Odes and Satire & Workboo</i>	Ancona	Bolchazy - Carducci	2004	8/25/2008
		<i>Our Latin Heritage Book IV</i>	Hines, Howard	Harcourt Brace	1969	8/25/2008
Y	Latin V AP	<i>Vergil's Aeneid: Selected Reading from Books</i>	Barbara Welden Boyd	Bolchazy - Carducci	2013	5/20/2019
		<i>Caesar: Selections from hs Commentarii De Bello Gallico</i>	Hans Friedrich Mueller	Bolchazy - Carducci	2013	5/20/2019
		<i>A Song of War: Readings in Vergils Aeneid</i>	LaFleur, McKay	Pearson Prentice Hall	2004	6/29/2009
Y	American Sign Language	<i>Master ASL! Level One</i>	Jason E. Zinza	Sign Media Inc.	2006	5/23/2022

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

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>	American Heart Association	First American Heart	2016	5/21/2018
		<i>First Aid/CPR/AED Student Workbook</i>	American Heart Association	First American Heart	2016	5/21/2018

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Cardew	Charles	BFMS	ABA Certified	2	26.41	5.75	29,105		29,105	2
Connelly	Molly	BFMS	ABA Certified	2	26.41	5.75	29,105		29,105	2
Heins	Lisa	BFMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	6
Klion	Emily	BFMS	ABA Certified	2	26.41	5.75	29,105		29,105	2
Minassian	Alessia	BFMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Miller	Danielle	BFMS	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	8
Scheps	Nicholas	BFMS	ABA Non-Certified	1	22.19	5.75	24,455		24,455	1
Wang	Yanfei	BFMS	ABA Non-Certified	1	22.19	5.75	24,455		24,455	
Williams	Shakira	BFMS	ABA Certified	2	22.86	5.75	25,189		25,189	1
Allen	Alesha	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Amaral	Carla	Glen	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	8
Arrue	Alyssa	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	1
Baloch	Sumera	Glen	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	7
Batawala	Yamuna	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Baek	Jihye	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
DeSilva	Shalika	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Doyle	Christine	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Engstrom	Anna	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Fernandez	Patricia	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	16
Fogarty	Jeanette	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Gamalath	Nirosha	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Herbert	Rachel	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Hong	Yong	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Krasniqi	Arizana	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
LaChapelle	Victoria	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Lai	Yuhsiu	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Latif	Shaista	Glen	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	5
Lauritano	Scott	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	13
Lam	Atenette	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Linton	Kristin	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	6
Patel	Bindu	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Pollock	Yanet	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Radoncic	Azra	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Makdesi	Rim	Glen	ABA Certified	2	26.41	5.75	29,105		29,105	2
Wahler	Nicole	Glen	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	6
Yoo	Euna	Glen	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Lawrence	John	GWMS	Brailist/Job Coach	2	27.81	5.75	30,649		30,649	4
Pilson	Mine	GWMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	4
Sharar	Connie	GWMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Tucker	Annette	GWMS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	1,000.00	22,852	20
Valencia	Jie	GWMS	Gen Ed/Spec Ed	1	19.25	5.75	21,215		21,215	1
Armstrong	Inga	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Battaglia	Karen	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Byun	Erdenetsetseg	Hawes	Gen Ed/Spec Ed	1	19.25	5.75	21,215		21,215	
Cadorette	Christi	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	6
Carney	Elizabeth	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Encarnacion	Kathleen	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Fischer	Susan	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Fossari	Rosemary	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	6
Haug	Sheri	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Lazration	Sara	Hawes	ABA Certified	2	26.41	5.75	29,105		29,105	1
Maluenda	Mellany	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Munoz	Patricia	Hawes	ABA Non-Certified	1	22.19	5.75	24,455		24,455	
Strafaci	Denise	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Zaveri	Salomee	Hawes	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	4
Collins	Carla	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649	1,000.00	31,649	26
Fisse	Lauren	Oak Street	Braillist/Job Coach	2	27.81	5.57	30,649		30,649	1
Gigante	Anthony	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649		30,649	1
Hiller	Ari	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649		30,649	2
Kim	Sung-Hui	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649		30,649	3
Palazzola	Joan	Oak Street	Braillist/Job Coach	2	27.81	5.75	30,649	1,000.00	31,649	20
Van Der Eeze	Anniek	Oak Street	Braillist/Job Coach	2	27.81	5.75				1
Ardito	Daniel	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	7
Bednarski	Patricia	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Haley	Laura	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Lewis	Jenny	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	12
Zawacki	Mary Grace	Orchard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Biddiscombe	Peter	RHS	ABA Non-Certified	1	22.19	5.75	24,455		24,455	
Caban	Melissa	RHS	ABA Certified	2	26.41	5.75	29,105		29,105	2
Crabbe	Joseph	RHS	Gen Ed/Spec Ed	6	26.41	5.75	29,105		29,105	
Eitner	Valarie	RHS	Gen Ed/Spec Ed	3	26.41	5.75	29,105		29,105	
Frank	Noah	RHS	ABA Certified	1	25.64	5.75	28,257		28,257	
Fridman	Yaniv	RHS	Gen Ed/Spec Ed	3	26.41	5.75	29,105		29,105	
Lohr	Jennifer	RHS	ABA Non-Certified	2	22.86	5.75	25,189	500.00	25,689	10
Lug	Raymond	RHS	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	13
Montelbano	Dean	RHS	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	9
Munro	Abigail	RHS	ABA Certified	2	22.86	5.75	25,189		25,189	1
Spadaccini	Ann	RHS	ABA Certified	2	26.41	5.75	29,105	500.00	29,605	10

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Barclay	Andrea	Ridge	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	1
Bompali	Pramodha	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	1
Boddy	Paul	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	1
Alicea	Rachel	Ridge	ABA Certified	2	22.86	5.75	25,189		25,189	1
Cardew	Catherine	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	1
Coughlin	Wendy	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Fierro	Judy	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	3
Hoffmann	Marianne	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Hopper	Ann	Ridge	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	5
Kim	Jeongmin	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	2
Kim	Takako	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	1
Maccarrone	Meghan	Ridge	ABA Certified	2	26.41	5.75	29,105	250.00	29,355	7
Nieves	Glenny	Ridge	ABA Certified	1	25.64	5.75	28,257		28,257	
Perez	Nestor	Ridge	ABA Non-Certified	1	22.19	5.75	24,455		28,257	
Ramanathan	Vijayalakshmi	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	1
Russo	Nicole	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Scillieri	Joellen	Ridge	ABA Certified	2	22.86	5.75	25,189		25,189	1
Schwartz	Joel	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Sgambati	Jean	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	4
Tabor	Ashley	Ridge	ABA Certified	2	22.86	5.75	25,189		25,189	1
Usheworkunze	Rhiannon	Ridge	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Wilson	Maguerite	Ridge	ABA Certified	2	26.41	5.75	29,105		29,105	2
Aynilian	Elizabeth	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	8
Carewicz	Damian	Somerville	ABA Certified	2	22.86	5.75	21,852		21,852	1
Eidschun	Maura	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852	1,000.00	22,852	20

**Ridgewood Public Schools
2023-2024 Paraprofessionals**

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Feldhahn	Karen	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Haworth	Anna	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	8
Levanti	Stamatina	Somerville	ABA Certified	2	26.41	5.75	21,852		21,852	4
Kahn	Amy	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Manziano	Kimberley	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	7
Ozburn	Amanda	Somerville	ABA Certified	2	26.41	5.75	21,852		21,852	1
Parisi	Laurie	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Tarabocchia	Maryjane	Somerville	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Burns	Debra	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Everett	Abria	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Felipe	Brenda	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	15
Giannaccini	Giulia	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3
Hughes	Regina	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	8
Litkouhi	Mehrie	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Porfido	Joann	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	750.00	22,602	17
Schmarak	Lorraine	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Szafran	Alicia	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Yucis	Jessica	Travell	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	9
Brandao	Luciana	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Bukowski	Stacey	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	6
Cunningham	Carol	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	8
Feder	Karen	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Galvin	Jennifer	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	500.00	22,352	11
Kraisorn	Kerry	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	5
Lubben	Alyssa	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	2
Luongo	Elizabeth	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	7

Ridgewood Public Schools
2023-2024 Paraprofessionals

Last Name	First Name	Location	Pay Lane	Step	2023-2024 hourly Rate	No Hrs/day	2023-2024 Base Salary	Longevity	2023-2024 Total Salary	# of Service Years
Neilson	Margaret	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	9
Paris-Rodriguez	Amber	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852	250.00	22,102	9
Rinaldo	Geraldine	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Seguin	Danielle	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	1
Solis	Leslie	Willard	Gen Ed/Spec Ed	2	19.83	5.75	21,852		21,852	3

Infant/Toddler Development Center

A Program of the Ridgewood Board of Education

865 East Glen Avenue

Ridgewood, New Jersey 07450

201-445-0642 FAX 201-493-8790

itdc@ridgewood.k12.nj.us

2023 - 2024 Tuition Schedule 7:00-6:30

INFANTS (6 weeks +)		
TODDLERS (1 year)	Five days	\$1,979.00
	Four days	1,646.00
	Extra day rate	94.00
TWOS	Five days	1,851.00
	Four days	1,536.00
	Extra day rate	92.00
THREES/FOURS	Five days	1,722.00
	Four days	1,488.00
	Extra day rate	89.00

(2) Sibling full time discounts on two (or more) children enrolled is \$50.00 per mo./per child.

(1) Sibling part time discount on two (or more) children enrolled is \$50.00 per/month.

Tuition is due on the first of the month with a grace period until the 10th.

A \$30.00 late fee will apply after the 10th.

The Center reserves the right to make changes to tuition rates on an annual basis

***Registration Deposits:**

A \$50.00 registration fee and tuition deposit is required per child at the time of registration.

Full time - \$500.00 Part time - \$300.00

***DEPOSIT AND FEES ARE NON-REFUNDABLE AND ARE NOT TRANSFERABLE FOR FUTURE SEMESTER ENROLLMENT.**

Tuition fees are effective as of July 1, 2023

**Revised Rent
2% Increase**

Leases for 2023-2024								
	2022-2023				2022-2023			
	School/ Square Foot	Rate per Square Foot	Monthly Rent	Annual Rent	School/ Square Foot	Rate per Square Foot	Monthly Rent	Annual Rent
Infant Toddler	Glen School 3,782	\$26.22	\$8,263.67	\$99,164.04	Glen School 3,782	\$26.74	\$8,428.94	\$101,147.32
Ridgewood Community School	Various	n/a	\$9,954.26	\$119,451.18	Various	n/a	\$10,153.35	\$121,840.20
						TOTALS	\$18,582.29	\$222,987.52

RENTAL FEES FOR USE OF FACILITIES

2023-2024

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 - \$821 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 - \$67.32 per room per hour.

Auditorium rental fee is for a four-hour period; additional charges prorated.

Use of concert grand piano: \$273 including tuning.

- Other Auditoriums

George Washington Middle School \$505 (tech support fee included)

Elementary Auditoriums \$249

Auditorium rental fee is for a four-hour period; additional charges prorated.

- Libraries

Fee: \$284

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: \$176 with auditorium rental

\$341 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	\$437
High School Gym #2	\$244
High School Gym #3	\$244
Benjamin Franklin Middle School	\$244
George Washington Middle School (New)	\$433
George Washington Middle School (Old)	\$244
Elementary Schools	\$176

- Other Facilities

Board Room - Education Center \$204

Classroom \$67.32/hour

*The Custodial Overtime fee is \$30.60/hour.



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Absent:

Ms. Kwak, Vice President

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources;
Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

Absent: Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Mr. Lembo moved the following resolution.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now therefore,

Mr. Lembo 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 Student Personnel.

B. MOTION TO OPEN REGULAR SESSION

At 7:33 p.m., Mr. Lembo called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Absent:

Ms. Kwak, Vice President

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

Absent: Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Visitors: There were approximately 30 visitors.

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. Student Representative Report

Nolan Semeniak, Matthew Joung, Matteo Liguori, Annie Chohey, and Charlotte Del Percio from Travell Elementary School

Travell student representatives provided an overview of the activities experienced by each grade at Travell Elementary School and the school-wide events that everyone gets to enjoy

B. Eisenhower Award Presentation

- Kristen Dickson, Presenter
- Maya Grant, Award Recipient

Ms. Dickson presented the Dwight D. Eisenhower Leadership Award to Maya Grant. This is presented to an exceptional high school junior who demonstrates outstanding performance in the areas of academics, athletics, community service, and leadership.

C. Ridgewood High School Sustainability Day Presentation

- Jayden Casey, Vivian Ewell, Edward An, Noah Lee and Ben Harris

Students from Ridgewood High School presented about the first RHS Sustainability Day. The team presented their research and recommendations for replacing paper towels and outdated hand dryers in the bathrooms at RHS.

To view this portion of the meeting scroll to 17:45

D. Student Representative Report

- Ava Martin, Ridgewood High School
-

Spring sports ended with amazing results; Girls and Boys Lacrosse, Baseball, and Flag Football all earned State Champion titles. Track and Field's Matt Aono is the State Group IV Pole Vault Champion

Senior Prom was June 2nd at the Westmount Country Club

Choir and Orchestra had their end-of-year concerts this past weekend.

Senior Awards Ceremony took place last week

Seniors who attended Ridge Elementary School visited the school to take a photo at the school.

Other elementary schools have similar practices which will happen over the next few days.

Annual Spring ArtBeat Concert is at the bandshell on June 15th.

Finals begin this week. Wednesday is an all-periods review day. Finals go through next Wednesday.

This Tuesday, June 14th there will be a last-class countdown following the senior sunrise watch. Parent Graduation is on the 22nd following graduation.

V. COMMENTS FROM THE PUBLIC

Ann Burton Walsh, 112 South Irving Street expressed concerns about the k-5 world language plan and finds herself in position of potentially arguing against three people who have already been hired, which is not something that she wants to do. There has been advocacy starting in 2021 of restoring live world language instruction in K-5, ideally there would be six hires in order to provide regular sequential instruction that the NJ student learning standards and research calls for in order to ensure two sessions per week, with three it would provide 30 minutes of instruction per week. Last spring, Dr. Gorman and a majority of the Board members were in favor of approving 3 K-5 new hires, this year the board did approve the hires in april/may then it was a surprise to the advocates that the district hired three teachers of different languages, French, German and Mandarin which means there is now one teacher of each of those languages for all K-5 classrooms. Her understanding is that it means there will be 10 days of instruction of each French, German and Mandarin for each student for a year. That is a small amount for each language, if we imagine a third grader who will take 10 days of French in September for 30 minutes, she does not think she will see French again for another year. It seems that K-5 will be starting from ground zero each year for each of these languages, she can see how this is exposure but the standards call for language acquisition and they explain the benefits of early language acquisition. Unless there are private pay extension opportunities for the language, they will not remember much of anything. She hopes she's wrong, but it seems that at the epitome of doing something, doing nothing for this year might actually be better. The standards call for providers with essential language skills and promoting an acquisition process. There is no precedent for doing three languages for K-5 with one teacher of each language, the goal is not exposure but acquisition. She understands NJ QSAC is saying we are out of compliance after saying we were in compliance all of these years. It seems that these inspectors would see that Ridgewood is attempting to comply in good faith with the standards, its hit some road blocks but we deserve an extension of time in which to comply.

Laura McKenna, 861 Bingham Road, we are in the midst of a national discussion about how to teach children, its the front page of the new york times, multiple articles in every major newspaper. States and legislatures across the country are discussing what is the best way to teach children how to read. New York times continues coverage of Lucy Cullkin about a big issue, the professor at Teachers College in New York who created a curriculum that centers around the notion that children learn how to read naturally. You provide them with the vocabulary, books, they will open it up and just start reading it, they look at the picture. Show them a picture of a balloon and they will know its a balloon and you can nudge them towards reading. Her ideas took hold in our country, Elementary Schools use the balanced literacy program. She made a lot of money selling the curriculum and doing professional development across the country. Researchers today have found that her program does not work, that phonics lights up the brain in a whole different way than the system that she put on. Schools across the country are revamping the way they teach reading and its a national conversation. We have state legislatures mandating schools

have to change, in NYC we have a dyslexic mayor and he is revamping the whole reading curriculum in NYC. According to our state tests 80% of Ridgewood readers are meeting expectations for reading but if you look at other towns in Bergen County with a similar demographic, they are in the 90% range. Maybe we should look at what we're doing here in Ridgewood as well. Advocates for the new science of reading say that simply slapping on a phonics component to the existing reading program is not sufficient. It involves rethinking the whole thing, coming up with a program that brings in phonics but also knowledge and content. That has to be a component, children cannot understand how to read a book about trees if they don't know what photosynthesis is. There is different curriculum that is part of the reading and being put forward. New York City they are looking at five different types of new reading programs, she thinks in Ridgewood they should form a committee of teachers, administrators and parents. We have parents who should be brought into the conversation to look at the curriculum and see what is appropriate for Ridgewood. We have a tradition of excellence that is not just a slogan, to maintain the tradition of excellence it means keeping up with the debates and being on the forefront of these decisions, not waiting until our state legislator tells us what we should be doing. We should jump in and take initiative.

Peter Maltin, 294 West End Ave. as discussed world language, the speaker who spoke two speakers ago said it well. As he mentioned during the last meeting, this is a bird in the hand situation. It is difficult to hire, making sure we are thinking of this properly and complying that the students will get the education that we want them to get, not just to comply in some fashion. Also the continuity of the languages is an issue in middle and high school, wants to make sure that is being thought about. In regards to the sustainability presentation, it was fantastic. Something that the board had asked the previous Business Administrator when it was brought up before was, are we filtering out the PFOS which is one of the major issues with water. He can send the information from his water company, we are in noncompliance in this town. As much as we want to move from using water bottles to using systems in the schools. The question is, are we using the appropriate filtration systems without PFAS and PFOS. The previous Business Administrator responded that there is no lit. He has not heard anything else in regards to this. He wants to make sure that students don't get long term issues in regards to the chemicals in the water. Wonders if the students did a test to see if the water is safe, it would be great if they could do a testing system that our water that you are getting from the fountains is better than the water you are getting out of the bottles. A lot of the bottled water is not very good. That might encourage people to bring reusable bottles if our water is better.

Janet Riley 487 Dorchester Road, echoing previous speakers about world language issue. She realizes there is a presentation after this and is looking forward to being persuaded. She wants to ask why a spanish position has not been advertised during the last two weeks, she assumes it is because it is too late to find spanish teachers which is disappointing and frustrating since these were three positions in Dr. Gormans' presentation over a year ago. It was the Board of Ed that decided not to fund the positions even though the learning standards were required to be implemented by September. At the time, of 2022 the world language K-5 would be at the top of the wish list for the 2022-2023 year but it was not discussed and brought up, the decision was not made to be funded until the end of the year, when it really did not give the administration time to advertise these positions. She finds herself in a very conflicted position because this is something that she supports, assuming that this plan for the three teachers goes forward, she would like to know how flexible it is for the next four years or if the schools can pivot to hiring Spanish teachers for the future. It seems that this is a plan that is being created because of the position the

Administration is in due to the Boards decision not to fund these positions earlier. She would like to know the flexibility and if it is set in stone for years to come.

VI. PRESENTATIONS

A. World Language Program Overview

➤ Mark Ferreri, Supervisor of Social Studies, World Languages and Business

Mr. Ferreri presented the rationale about the decisions that were made for the K-5 positions.

Mr. Ferreri answered Board Trustee questions regarding the K-5 proposed World Language Plan.

To view this portion of the meeting scroll to 1:04

VII. SUPERINTENDENT REPORT

Dr. Fitts stated that we are celebrating our students. They are bringing us incredible recognition.

Public Information Officer Christine Corliss commented on a visit from students of the Incheon Science and Tech High School, South Korea. Nearly 100 students and administrators visited RHS on Thursday for presentations and performances.

To view this portion of the meeting scroll to 1:45.

Dr. Fitts presented for consideration A. Attendance of Conferences

VIII. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration.

Ms. Murphy added that the 2024-2025 calendar will be edited to include the date Easter is celebrated.

Ms. Murphy added that the calendars will reflect the change in accordance to New Jersey state law that states Juneteenth should be observed on the third Friday of the month of June.

B. ADMINISTRATION

i. Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. Approval: Appointment of General Board Counsel

The Ridgewood Board of Education, upon the recommendation of the Interim 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 May 22, 2023, authorizes the award of the following professional services appointment and contract:

Cleary, Giacobbe, Alfieri, & Jacobs LLC, Oakland, NJ, be appointed Board Counsel for the period July 1, 2023 through January 31, 2024, not to exceed \$125,000.

Hourly rates are as follows:

Partners and Counsel: \$180 per hour

Associates: \$170 per hour

All Law Clerks and Paralegals: \$90 per hour

There is a \$5 increase in the hourly fee for partners/counsel and associates from the 2022-2023 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.

iii. Approval: 2024-2025 School Calendar

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2024-2025 school calendar as listed on **Attachment B**.

iv. Approval: Revision to the 2023-2024 School Calendar

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the revision to the 2023-2024 school calendar as listed on **Attachment C**.

v. Approval: Revision to Regular Public Meeting Dates

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the revision of the following Regular Public Meeting Dates”

Cancel: October 23, 2023 Regular Public Meeting

Add: October 16, 2023 Regular Public Meeting

Ms. Brogan moved approval of B. Administration.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION

i. **Approval: Field Trips**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves field trips as listed on **Attachment D**.

ii. **Approval: 2023 Middle School & High School Summer Enrichment Program (Ridgewood Summer Academies)**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 Middle School & High School Summer Enrichment Program (Ridgewood Summer Academies 2023) for Grades 6-12 students. Classes to be offered include language arts, mathematics, science, computer science, coding, art, business finance and more.

The program will run four days per week (Monday - Thursday) from 8:30 a.m. to 3:30 p.m. for six weeks, June 26, 2023 through August 3, 2023, at Ridgewood High 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.

iii. **Approval: 2023 Preschool Special Needs Summer Program**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 Preschool Special Needs Summer Program for students currently in the Preschool Special Needs Program.

The summer program will be held four hours per day, from 9:00 a.m. to 1:00 p.m., five days per week, for four weeks, from June 26, 2023 through July 21, 2023. The program will be held at Glen School.

This is a tuition free program.

iv. **Approval: 2023 Elementary K-5 Special Needs Summer Program**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 Elementary K-5 Special Needs Summer Program for students currently in Kindergarten through Grade 5.

The summer program will meet at Glen School (tuition free) from 9:00 a.m. to 12:00 p.m., five

days per week, for four weeks, June 26, 2023 through July 21, 2023.

This is a tuition free program.

v. Approval: 2023 Middle School Grades 6-8 Special Needs Summer Program

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 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 meet at Ridgewood High School (tuition free) from 9:00 a.m. to 12:00 p.m., five days per week, for four weeks, June 26, 2023 through July 21, 2023.

This is a tuition free program.

vi. Approval: 2023 Middle School Grades 6-8 Enrichment Summer Program

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 Middle School Grades 6-8 Enrichment Summer Program for students currently in Grades 6 through 8 in a special education program during the school year at BFMS and GWMS.

The summer program will meet at Ridgewood High School (tuition free) from 9:00 a.m. to 11:00 a.m., four days per week (Tuesday - Friday), for four weeks, June 27, 2023 through July 21, 2023.

This is a tuition free program.

vii. Approval: 2023 Grades K-8 Social Emotional Learning Club Summer Program

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 Grades K-8 Social Emotional Learning Club Program for students currently in Grades K through 8.

The summer program will meet at Ridge School (Grades K-5) and Ridgewood High School (Grades 6-8) from 8:30 a.m. to 11:30 a.m., five days per week, for four weeks, June 26, 2023 through July 21, 2023.

This is a tuition free program.

viii. Approval: 2023 Summer RISE Program/SAIL Program/PREP Program

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 Summer RISE Program/SAIL Program/PREP Program for students who are currently in the RISE Program/SAIL/PREP Program.

Classes for the Pre-K RED RISE program will meet at Glen School, five days per week, from 9:00 a.m. – 1:00 p.m., for six weeks, June 26, 2023 through August 4, 2023.

Classes for the elementary ABA RISE program will meet at Glen School, five days per week, from 9:00 a.m. to 1:00 p.m., for six weeks, June 26, 2023 through August 4, 2023.

Classes for the elementary SAIL program will meet at Glen School, five days per week, from 9:00 a.m. to 1:00 p.m., for five weeks, June 26, 2023 through July 28, 2023.

Classes for the middle school SAIL program will meet at Ridgewood High School, five days per week, from 9:00 a.m. to 1:00 p.m. for five weeks, June 26, 2023 through July 28, 2023.

Classes for the middle school RISE program will meet at Ridgewood High School, five days per week, from 9:00 a.m. to 1:00 p.m., for five weeks, June 26, 2023 through July 28, 2023.

Classes for the high school PREP program will meet at Ridgewood High School, five days per week, from 9:00 a.m. to 1:00 p.m., for five weeks, June 26, 2023 through July 28, 2023.

These are tuition free programs.

ix. Approval: 2023 Multisensory Reading Program

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 Multisensory Reading Program.

Classes for the K-5 Multisensory Reading Program will meet at Ridge School, 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 26, 2023 through July 20, 2023.

Classes for the 6-12 Multisensory Reading Program will meet at Ridgewood High School, 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 26, 2023 through July 20, 2023.

These are tuition free programs.

x. Approval: 2023 Summer PERL Program

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 Summer PERL Program for students who are currently in the PERL Program.

Classes for the elementary PERL program will meet at Ridgewood High School (tuition free), five days per week, from 8:30 a.m. to 11:30 a.m., for five weeks, June 26, 2023 through July 28, 2023.

This is a tuition free program.

xi. Approval: 2023 Summer STEPPS (18-21) Program

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023 STEPPS Program for students who are currently in the STEPPS Program.

Classes for the STEPPS program will meet at Oak Street Campus, five days per week, from 9:00 a.m. to 1:00 p.m., for five weeks, June 26, 2023 through July 28, 2023.

This is a tuition free program.

xii. Approval: Professional Development Agreement with Mind & Brain, Vanessa LaBode-Richman, PhD

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent

of Schools, approves a professional development agreement with Mind & Brain for two full days of professional development on “Understanding ADHD, Executive Dysfunction, and Mental Health” on July 20, 2023 and July 27, 2023 as part of the summer professional development program, in the amount of \$4,500, using ESSER III Educator Support funds.

The Board has received background information.

xiii. Approval: 2023-2024 Professional Development Plan

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023-2024 Professional Development Plan.

The Board has received background information.

xiv. Approval: 2023-2024 Mentoring Plan

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the 2023-2024 Mentoring Plan.

The Board has received background information.

Ms. Brogan moved approval of C. Curriculum & Instruction.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented D. Human Resources.

D. HUMAN RESOURCES

i. Revision: Ridgewood Public Schools Salary List for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following revision to the Ridgewood Public Schools Salary List for all known positions and staffing as of May 8, 2023 for the 2023-2024 school year.

Name	Assignment	Location	Effective Date	From Salary	To Salary	Account #
Teachers						
Pfeiffer, David	Guidance Counselor	Willard	08/31/23-06/30/24	\$125,711 (\$117,207 + \$300 CP + \$8,204 ratio) Cl. MA+45, St. 18	\$127,211 (\$117,207 + \$300 CP + \$1,500 longevity + \$8,204 ratio) Cl. MA+45, St. 18	11-000-218-104-00-07-019-000
Mirkovich, Jessica	Mathematics	RHS	08/31/23-06/30/24	\$91,427 (\$91,127 + \$300 CP) Cl.	\$89,027 (\$88,727 + \$300 CP) Cl. MA+45,	11-140-100-101-01-10-019-000

				MA+45, St. 9	St. 8	
Murphy, Kristin	Special Education MD	RHS	08/31/23- 06/30/24	\$71,817 Cl. BA, St. 7	\$74,017 Cl. BA, St. 8	11-213-100-101-00-10-019-000
Pia, Shannon	Kindergarten	Somerville	08/31/23- 06/30/24	\$115,687 (\$113,887 + \$300 CP + \$1,500 longevity) Cl. MA+30, St. 18	\$115,787 (\$113,887 + \$300 CP + \$1,600 longevity) Cl. MA+30, St. 18	11-110-100-101-11-05-019-000

Revision: Ridgewood Public Schools Paraprofessionals for the 2023-2024 School Year
The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following revision to the Paraprofessionals for the 2023-2024 school year.

Name	Assignment	Location	Effective Date	From Salary	To Salary	Account #
Lauritano, Scott	Self-Contained (RED)	Glen	08/31/23- 06/30/24	\$22,352 (\$21,852 + \$500 longevity)	\$22,852 (\$21,852 + \$1,000 longevity)	
Williams, Shakira	Applied Behavior Analyst Aide	BFMS	08/31/23- 06/30/24	\$25,189	\$29,105	11-212-100-106-0 0-08-024-001

ii. Revision: Ridgewood Public Schools Salary List for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following revision to the Ridgewood Public Schools Salary List for all known positions and staffing as of May 9, 2022 for the 2022-2023 school year.

Name	Assignment	Location	Effective Date	From Salary	To Salary	Account #
Teachers						
Murphy, Kristin	Special Education MD	RHS	03/08/23- 06/30/23	\$70,317 Cl. BA, St. 7	\$72,517 Cl. BA, St. 8	11-213-100-101-00-10-019-000
Pia, Shannon	Kindergarten	Somerville	09/01/22- 06/30/23	\$114,262 (\$112,462 + \$300 CP + \$1,500) Cl. MA+30, St. 18	\$114,362 (\$112,462 + \$300 CP + \$1,600) Cl. MA+30, St. 18	11-110-100-101-11-05-019-000

iii. **Appointments**

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

2023-2024 School Year - Appointments

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Teachers						
Byrne, Erin	LOA School Psychologist	RHS	08/31/23-06/30/24	Standard School Psychologist	\$64,817 Cl. BA, St. 1	11-000-219-104-00-10-019-000
Canella, Gianna	Special Education LLD	Hawes	08/31/23-06/30/24	Standard Elementary School Teacher in Grades K-6 Teacher of Students with Disabilities	\$75,117 Cl. MA, St. 5	11-204-100-101-00-02-019-000
Chung, Jane	Science	GWMS	08/31/23-06/30/24	Standard Elementary School with Subject Matter Specialization: Science in Grades 5-8 Elementary School Teacher in Grades K-6 Teacher of Biological Science	\$96,817 Cl. DR, St. 10	11-130-100-101-02-09-019-000
Coban, Therese	World Language German	All Elementary Schools	08/31/23-06/30/24	Standard Teacher of German	\$71,817 Cl. BA, St. 7	11-120-100-101-00-00-019-000
Gallagher, Kailey	PE/Health	RHS	08/31/23-06/30/24	CEAS Teacher of Health and Physical Education	\$65,817 Cl. BA, St. 3	11-140-100-101-06-10-019-000
Haring, Jennifer	Library Media Specialist	Orchard	08/31/23-06/30/24	CEAS School Library Media Specialist	\$78,367 Cl. MA+30, St. 4	11-000-222-104-00-03-019-000
Paulino, Emely	World Language Spanish	BFMS	08/31/23-06/30/24	Standard Teacher of Spanish	\$92,117 Cl. MA, St. 14	11-130-100-101-07-08-019-000
Raffo, Karli	LDT-C	Somerville	08/31/23-06/30/24	Standard Learning Disabilities Teacher Consultant	\$100,083 3 (\$95,317 + \$4,766 ratio) Cl. MA, St. 15	11-000-219-104-00-05-019-000

					revision	
Spadaccini, Maria	Special Education Inclusion	Orchard	08/31/23-06/30/24	Standard Elementary School Teacher in Grades K-6 Teacher of Students with Disabilities	\$81,917 Cl. BA, St. 13	11-213-100-101-00-03-019-000
Spicer, Meltem	World Language French	BFMS	08/31/23-06/30/24	Standard Teacher of French	\$81,117 Cl. MA, St. 8	11-130-100-101-07-08-019-000
Sun, Changhui	World Language Chinese	All Elementary Schools	08/31/23-06/30/24	CE Teacher of Chinese	\$82,567 Cl. DR, St. 1	11-120-100-101-00-00-019-000

Paraprofessionals for the 2023-2024 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary	Effective Date	Account #
Patton, Nicole	Job Coach	Oak Street	5.75	5	\$29,756	08/31/23-06/30/24	11-212-100-106-00-12-024-001

Permanent Substitutes for the 2023-2024 School Year

Name	Location	Hours per day	Days per week	Hourly Rate	Account #
DeMallie, Angela	Glen	5.75	5	\$32.17	11-216-100-101-00-01-024-001
McCarthy, Martina	Glen	5.75	5	\$32.17	11-216-100-101-00-01-024-001
Pielka, Susan	Somerville	5.75	5	\$32.17	11-120-100-101-00-00-019-002
Montelbano, Tara	Travell	5.75	5	\$32.17	11-120-100-101-00-00-019-002
Raymond, Maureen	Willard	5.75	5	\$32.17	11-120-100-101-00-00-019-002
Cermack, Lisa	BFMS	5.75	5	\$32.17	11-130-100-101-00-00-019-002
Downs, Emily	BFMS	5.75	5	\$32.17	
Cater, Caroline	GWMS	5.75	5	\$32.17	11-130-100-101-00-00-019-002
Schoenberger,	GWMS	5.75	5	\$32.17	11-130-100-101-00-00-019-002

Gerald					
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Infant/Toddler Development Center Staffing for the 2022-2023 School Year

Name	Assignment	Hours per day	Days per week	Salary/ Hourly Rate	Effective Date	Account #
Head Teacher						
Higgins, Kellie	Head Teacher	N/A	N/A	\$30,000	06/13/23-06/30/24	62-990-100-101-00-62-060-000
Teacher Assistant						
DiCuffa, Cara	Teacher Assistant	8	5	\$16.00	06/13/23-06/30/24	62-990-100-106-00-62-060-001

Home Instructors, on an as-needed basis, for the 2022-2023 School Year

Name	Assignment	Location	Hourly Rate	Account #
Murphy, Kristen	Special Education	RHS	\$58.09	11-219-100-101-00-24-024-001
Policelli, Amy	American Sign Language	RHS	\$58.09	11-150-100-101-00-24-024-001

Spring Site Manager

Remove: **TBD**

Replace: **Michael Mullen**, total stipend of \$5,000.

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

2023 Summer School Special Programs Staffing

As listed on **Attachment E**.

2023 Ridgewood Summer Academy Staff

As listed on **Attachment F**.

2023 Summer Ridgewood Community School Employees

As listed on **Attachment G**.

2023 Summer School Special Programs Staffing

As listed on **Attachment H**.

iv. Change of Assignments for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2023-2024 school year, as listed below.

Name	From Assignment Location	To Assignment Location	To Salary/ Hourly	Effective Date	Account #
Teachers					
Riley, Celeste	World Language French GWMS	World Language French All Elementary Schools	No Change	08/31/23-06/30/24	11-120-100-101-00-00-019-000
Roberts, Deirdre	ESL BFMS/GWMS	ESL BFMS	No Change	08/31/23-06/30/24	11-240-100-101-00-08-019-000 11-240-100-101-00-09-019-000
Vasi, Gilda	Special Education (SAIL) BFMS	Special Education (SAIL) RHS	No Change	08/31/23-06/30/24	11-212-100-101-00-10-019-000
Paraprofessional					
Lawrence, John	Brailist GWMS	Brailist RHS	No Change	08/31/23-06/30/24	11-213-100-106-00-10-024-001
Permanent Substitute					
Cadorette, Christi	Resource Room Hawes	Permanent Substitute Hawes	\$32.17	08/31/23-06/20/24	11-120-100-101-00-00-019-002

Change of Assignments for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignments for the 2022-2023 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary	Effective Date	Account #
Teachers						
Alvarez, Lisette	1.0 FTE School Psychologist RHS	\$103,402 (\$98,192 + \$300 CP + \$4,910 ratio) Cl. DR, St. 13	1.20 FTE School Psychologist RHS	\$123,040 (\$117,830 + \$300 CP + \$4,910 ratio) (non-pensionable) Cl. DR, St. 13	12/06/22-06/30/23 revision	11-000-219-104-00-10-019-000
Barba, Allison	1.0 FTE School Psychologist GWMS	\$82,506 (\$78,577 + \$3,929 ratio) Cl. MA+45, St. 3	1.10 FTE School Psychologist GWMS/RHS	\$90,364 (\$86,435 + \$3,929 ratio) (non-pensionable) Cl. MA+45,	12/06/22-06/30/23 revision	11-000-219-104-00-09-019-000 11-000-219-104-00-10-019-000

				St. 3		
Byrne, Erin	CST Assistant RHS	\$185 per day	School Psychologist RHS	\$62,867 Cl. BA, St. 1 prorated	05/28/23- 6/30/23	11-000-219-104-00-10-019-000
Fisher, Isabelle	1.0 FTE School Psychologist BFMS	\$82,506 (\$78,577 + \$3,929 ratio) Cl. MA+45, St. 3	1.10 FTE School Psychologist BFMS/RHS	\$90,364 (\$86,435 + \$3,929 ratio) (non- pensionable) Cl. MA+45, St. 3	12/06/22- 06/30/23 revision	11-000-219-104-00-08-019-000 11-000-219-104-00-10-019-000
Friedman, Laura	1.0 FTE LDT-C RHS	\$97,191 (\$92,277 + \$300 CP + \$4,614 ratio) Cl. MA+45, St. 11	1.20 FTE LDT-C and RHS	\$115,646 (\$110,732 + \$300 CP + \$4,614 ratio) (non- pensionable) Cl. MA+45, St. 11	03/30/23- 06/30/23 revision	11-213-100-101-00-10-019-000
Hoogerhyde, Michael	1.0 FTE Special Education (Collab- Science) RHS	\$112,762 (\$112,462 + \$300 CP) Cl. MA+30, St. 18	1.20 FTE Special Education (Collab- Science) RHS	\$134,984 (\$134,954 + \$300 CP) (non- pensionable) Cl. MA+30, St. 18	03/21/23- 06/30/23 revision	11-213-100-101-00-10-019-000
Minichini, Gina	1.0 FTE Special Education (Mathematics) RHS	\$71,967 Cl. MA, St. 4	1.0 FTE Special Education (Mathematics) and .20 FTE Special Education (Science) RHS	\$86,360 (non- pensionable) Cl. MA, St. 4	03/21/23- 06/30/23 revision	11-213-100-101-00-10-019-000
Rielly, Nancy	1.0 FTE Special Education (Collab- Science) RHS	\$107,632 (\$106,132 + \$1,500 longevity) Cl. MA, St. 18	1.40 FTE Special Education (Collab- Science) RHS	\$150,085 (\$148,585 + \$1,500 longevity) (non- pensionable) Cl. MA, St. 18	03/21/23- 06/30/23 revision	11-213-100-101-00-10-019-000
Streitman, Rachel	1.0 FTE Special Education (Mathematics) RHS	\$85,327 (\$85,027 + \$300 CP) Cl. MA+45, St. 7	1.0 FTE Special Education (Mathematics) and .20 FTE Special Education (Science) RHS	\$102,332 (\$102,032 + \$300 CP) (non- pensionable) Cl. MA+45, St. 7	03/21/23- 06/30/23 revision	11-213-100-101-00-10-019-000
Valeri, Amanda	1.20 FTE LDT-C RHS	\$94,408 (\$89,627 + \$300 CP + \$4,481 ratio)	1.40 FTE LDT-C RHS	\$130,259 (\$125,478 + \$300 CP + \$4,481 ratio) (non-	06/01/23 06/30/23 revision	11-213-100-101-00-10-019-000

		Cl. MA+45, St. 9		pensionable) Cl. MA+45, St. 9		
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v. Resignation

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the resignation, as listed below.

Name	Assignment	Location	Effective Date
Administrator			
Orsini, Anthony	Principal - Middle School	BFMS	08/07/23
Teachers			
Horton, Christina	School Nurse	Orchard	08/16/23
Mellozzo, Karen	Social Work	RHS	07/01/23
Paraprofessionals			
Kraisorn, Kerry	First Grade	Willard	07/01/23
Lazration, Sara	Applied Behavior Analyst Aide (ABA)	Hawes	07/01/23

vi. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the leave of absence, as listed below.

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Mellozzo, Karen	Social Worker	RHS	Medical	Revision	12/06/23-06/21/23	06/22/23-06/23/23	N/A	Resigned
Simone, Suzanne	Special Education	GW	Medical	New	05/08/23-06/23/23			08/31/23
Shine, Kristen	Special Education	GW	Family	New	06/12/23-06/23/23			08/31/23

vii. Supplemental Pay Beyond Contract

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

6th Grade Camp Planning - 2023 Summer Hours - GWMS

- Mullin, Michael, not to exceed 10 hours, at an hourly rate of \$76.40 (\$764.00)

Account #11-000-218-104-00-09-009-001

ESL Entrance Testing - 2023 Summer Hours

- Roberts, Deidre, not to exceed 25 hours, at an hourly rate of \$77.39 (\$1,934.75).

Account #11-130-100-101-00-09-009-001

IEP/Schedule Confirmation - 2023 Summer Hours

- Alvarez, Lisette, not to exceed 20 hours, at an hourly rate of \$64.63 (\$1,292.60).
- Byrne, Erin, not to exceed 20 hours, at an hourly rate of \$41.91 (\$838.20).
- Friedman, Laura, not to exceed 20 hours, at an hourly rate of \$60.74 (\$1,214.80).
- Main, Laurie, not to exceed 10 hours, at an hourly rate of \$66.80 (\$668.00)
- Valeri, Amanda, not to exceed 20 hours, at an hourly rate of \$59.00 (\$1,180).

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

Prep Program

- Bray, Ariana, not to exceed 20 hours, at an hourly rate of \$49.96 (\$999.20).
- Giardino, Stacy, not to exceed 20 hours, at an hourly rate of \$74.00 (\$1,480).

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

Crisis Intervention - 2023 Summer Hours

- Feeley, Kevin, not to exceed 30 hours, at an hourly rate of \$73.99 (\$2,219.70).

Account #11-000-218-104-00-10-010-001

Chaperones

Name	Trip/Activity	Dates	# of nights per person	# of hours/days per person	Hourly/daily rate per person	Total not to exceed per person	Account #
Orchard Elementary School							
Zawacki, Mary	Philadelphia	04/28/23	N/A	5	\$19.25	\$96.25	11-401-100-101-00-03-003-001
Willard Elementary School							
Dodd, Rebecca	Fifth Grade Philadelphia	06/01/23	N/A	3.50	\$40.17	\$140.60	11-401-100-101-00-07-007-001
Benjamin Franklin Middle School							
Briggs, Amy Jerejian, Lisabeth Lee, Alina	8th Grade Band & Chorus	05/23/23	N/A	2	\$40.17	\$80.34	11-401-100-101-00-08-008-001
revision							
George Washington Middle School							

Feit, Deborah Gould, Alexandra Handy, Mary Lou Kashmanian, Katherine Lawrence, John Luts, Daniel Mauceri, Vanessa Monahan, Timothy Neville, Ben Ozaydin, Meaghan Ponchak, James Reinke, Michael Simone, Suzanne Wood, Danielle	Eighth Grade D.C. Trip	05/31/23- 06/02/23	2	N/A	\$200.00	\$400.00	11-401-100-101-00-09-009-001
Substitute Nurses - Szilva, Jennifer			2	N/A	\$200.00	\$200.00	
Ridgewood High School							
Comissiong, Olga Mitchell, Christopher Reilly, Nancy	Basil Pizzuto Memorial Concert	06/19/23	N/A	4	\$40.17	\$160.68	11-401-100-101-00-10-010-001
Bailey, David Wood, Danielle	Project Graduation	06/22/23	N/A	11	\$40.17	\$441.87	11-401-100-101-00-10-010-001
Cronk, Paul Mendez, Karen	Project Graduation	06/22/23	N/A	7	\$40.17	\$281.19	11-401-100-101-00-10-010-001
Bourque, Steven Dolby, Luke Mitola, Candace Yannone, Meredith	Project Graduation	06/22/23	N/A	4	\$40.17	\$160.68	11-401-100-101-00-10-010-001

Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours per person	Hourly Rate per person	Pay per person	Total not to exceed per person	Account #

Somerville Elementary School									
Calaman, Kerry	Turing Tumble	N/A	N/A	N/A	N/A	N/A	N/A	\$900.00	11-401-100-101-00-05-005-001
George Washington Middle School									
Mauceri, Vanessa Neville, Ben Primavera, Michelle revision	Debate Club	2 revision	0.014 revision	3 revision	N/A	N/A	\$442.00 revision	N/A	11-401-100-101-00-09-009-001
McKeary, Julieann Zilveti, Suzanne revision	Stem Club	3	0.028	2	N/A	N/A	\$1,327.00 revision	N/A	11-401-100-101-00-09-009-001

CST Training/Inventory - 2023 Summer Hours

Name	Location	# of Hours	Hourly Rate	Total	Account #
Alvarez, Lizette	RHS	20	\$64.63	\$1,292.60	11-000-219-104-00-10-024-001
Barba, Allison	GWMS	20	\$51.57	\$1,031.40	11-000-219-104-00-09-024-001
Galanti, Megan	Orchard	20	\$71.06	\$1,421.20	11-000-219-104-00-03-024-001
Maneri, Jessica	Travell	20	\$49.95	\$999.00	11-000-219-104-00-06-024-001
Weiss-Chromeck, Courtney	GWMS	20	\$54.71	\$1,094.20	11-000-219-104-00-09-024-001

Guidance Department - 2023 Summer Hours

Name	Location	# of Hours	Hourly Rate	Total	Account #
Nam, Suh Young	Hawes	20	\$47.46	\$949.20	11-000-218-104-00-02-002-001
Rubin, Lindsay	Orchard	20	\$59.94	\$1,198.80	11-000-218-104-00-03-003-001
Miller, Melissa	Travell	20	\$49.90	\$998.00	11-000-218-104-00-06-006-001
Mitchell, Lindsay	Ridge	20	\$65.90	\$1,318.00	11-000-218-104-00-04-004-001
Finnegan, Kathleen	Somerville	20	\$47.46	\$949.20	11-000-218-104-00-05-005-001
Miller,	Travell	20	\$49.90	\$998.00	11-000-218-104-00-06-006-001

Melissa					
Pfeiffer, David	Willard	20	\$77.62	\$1,552.40	11-000-218-104-00-07-007-001
Centrelli, Erica	BFMS	50	\$48.34	\$2,417.00	11-000-218-104-00-08-008-001
Gelenius, Mariann	BFMS	40	\$76.17	\$3,046.80	11-000-218-104-00-08-008-001
Papapietro, Meagan	BFMS	50	\$47.46	\$2,373.00	11-000-218-104-00-08-008-001
Kneis, Dana	GWMS	40	\$48.13	\$1,925.20	11-000-218-104-00-09-009-001
Mullin, Michael	GWMS	40	\$76.40	\$3,056.00	11-000-218-104-00-09-009-001
Scrudato, Lisa	GWMS	40	\$48.13	\$1,925.20	11-000-218-104-00-09-009-001
Weiss-Chromeck, Courtney	GWMS	30	\$54.71	\$1,641.30	11-000-218-104-00-09-009-001
Fabish, Christopher	RHS	60	\$71.73	\$4,303.80	11-000-218-104-00-10-010-001
Klein-Hellman, Lauren	RHS	40	\$65.10	\$2,604.00	11-000-218-104-00-10-010-001
Roberts, Alexandra	RHS	35	\$50.23	\$1,758.05	11-000-218-104-00-10-010-001
Salerno, Christine	RHS	20	\$59.72	\$1,194.40	11-000-218-104-00-10-010-001
Smith, Kristen	RHS	30	\$48.13	\$1,443.90	11-000-218-104-00-10-010-001
Teel, Rebecca	RHS	40	\$53.43	\$2,137.20	11-000-218-104-00-10-010-001
Watson, Andrea	RHS	15	\$53.22	\$798.30	11-000-218-104-00-10-010-001

Nurses - 2023 Summer Hours

Name	Location	# of Hours	Hourly Rate	Total	Account #
Gao, Jeanne	Hawes	20	\$45.01	\$900.20	11-000-213-104-00-02-002-001
Horton, Christina	Orchard	20	\$47.98	\$959.60	11-000-213-104-00-03-003-001
Manke, Colleen	Ridge	20	\$70.98	1,419.60	11-000-213-104-00-04-004-001
Gillio, Alexis	Travell	20	\$48.34	\$966.80	11-000-213-104-00-06-006-001

Correll, Moira	Somerville	20	\$63.16	\$1,263.20	11-000-213-104-00-05-005-001
Lowicki, Bonnie	Willard	20	\$65.61	\$1,312.20	11-000-213-104-00-07-007-001
Reilly, Kerriann	BFMS	62	\$70.75	\$4,386.50	11-000-213-104-00-08-008-001
Stadulis, Julie	GWMS	55	\$67.73	\$3,725.15	11-000-213-104-00-09-009-001
Donovan, Suzanne	RHS	50	\$38.67	\$1,933.50	11-000-213-104-00-10-010-001
Morgan, Maureen	RHS	50	\$77.39	\$3,869.50	11-000-213-104-00-10-010-001

Secretarial Support - 2023 Summer Hours

Name	Location	# of Hours	Hourly Rate	Total	Account #
Higgins, Patricia	Hawes	30	\$38.64	\$1,159.20	11-000-240-105-00-02-002-001
DeLucca, Brianne	Travell	15	\$29.15	\$437.25	11-000-240-105-00-06-006-001
Facone, Jamie	Somerville	6	\$30.41	\$182.46	11-000-222-104-00-05-005-001
Mannion, Erin	Somerville	20	\$29.75	\$595.00	11-120-100-101-00-05-005-001
Parigi, Jane	Willard	12	\$37.54	\$450.48	11-000-240-105-00-07-007-001
Ardese, Lynn	RHS	40	\$29.75	\$1,190.00	11-000-221-105-00-10-010-001
Griffith, Rosanna	RHS	40	\$31.95	\$1,278.00	11-000-221-105-00-10-010-001
Kazmierczak, Jennifer	RHS	60	\$34.07	\$2,044.20	11-000-218-105-00-10-010-001
Tringali, Judith	RHS	40	\$39.20	\$1,568.00	11-000-219-105-00-10-010-001
Wehmeyer, Nicole	RHS	60	\$31.95	\$1,917.00	11-000-221-105-00-10-010-001

Special Education - 2023 Summer Hours

Name	Location	# of Hours	Hourly Rate	Total	Account #
DeAraujo, Christie	Orchard	20	\$64.67	\$1,293.40	11-000-216-104-00-24-024-001
Facone, Jamie	Somerville	60	\$30.41	\$1,824.60	11-000-219-104-00-24-024-001
Galanti,	Orchard	20	\$71.06	\$1,421.20	11-000-216-104-00-24-024-001

Megan					
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Moving Classrooms

Name	Location	# of hours per person	Hourly rate per person	Total not to exceed per person	Account #
Chua, Kelly Fink, Susan Giardino, Stacy Harney, Thomas Maneri, Jessica Trubac, Thomas	Hawes	12	\$40.17	\$482.04	11-120-100-101-00-02-002-001
Elbaum, Gila Galanti, Megan McAloon, Stephanie Rubin, Lindsay Stahl, David	Orchard	12	\$40.17	\$482.04	11-120-100-101-00-03-003-001
Ardito, Jessica Cahill, William Catalano, Nanci Roesemann, Megan Williams, Jennifer	Ridge	12	\$40.17	\$482.04	11-120-100-101-00-04-004-001
DeOrge Anton, Ana Litvak, Roman Powell, Renee Roberts, Deidre	BFMS	12	\$40.17	\$482.04	11-120-100-101-00-08-008-001
Padykula, Wendy	GWMS	12	\$40.17	\$482.04	11-120-100-101-00-09-009-001
Vasi, Gilda	RHS	12	\$40.17	\$482.04	11-120-100-101-00-10-010-001

Fitness Center Supervision - Spring/Summer 2023

- Cronk, Paul, not to exceed 40 hours, at an hourly rate of \$40.17 (\$1,606.80).

Account # 11-402-100-101-00-10-036-001

Special Programs**Before and After School Coverage - Ridge Elementary School for the 2022-2023 School Year**

- Barclay, Andrea, not to exceed 3 hours, at an hourly rate of \$25.64 (\$76.92).
- Perry, Cynthia, not to exceed 10 hours, at an hourly rate of \$25.64 (\$256.40).
- Russo, Nicole, not to exceed 10 hours, at an hourly rate of \$19.25 (\$192.50).

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

RISe Staff Meetings - Ridge Elementary School for the 2022-2023 School Year

- Jaharbin, Allia, not to exceed 5 hours, at an hourly rate of \$22.19 (\$110.95).

- Mojica, Jiana, not to exceed 5 hours, at an hourly rate of \$22.19 (\$110.95).
- Perez, Nestor, not to exceed 5 hours, at an hourly rate of \$22.19 (\$110.95).

Account # 11-212-100-106-00-04-024-001

REACH, RED, RISE Classrooms for the 2023-2024 School Year

- To provide music instruction to the (5) REACH, (3) RED and (2) RISE classrooms of students at the Glen School, not to exceed 3.5 hours per week, for a total of 37 weeks, at an hourly rate of \$90.00, for a total of \$11,655.00.
- To provide graduation music rehearsal and graduation day music to all classes at the Glen School, not to exceed 4 hours, at an hourly rate of \$90.00, for a total of \$360.00.

Account # 11-216-100-101-00-01-024-001

ABA Training Completed and Certified – Revision Salary from \$22.19 to \$25.64

Name	Location	Effective Date	Account #
Cardew, Catherine	Ridge	02/04/23	11-212-100-106-00-04-024-001

viii. Substitutes for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves substitutes for the 2022-2023 school year, as listed below.

Teachers

Dabestani, Lara*

\$150 Daily Rate

***Related to staff member**

Ms. Brogan moved approval of D. Human Resources

Mr Mahmoud requested to pull items B.iii and iv. World Language Positions for a separate vote.

Ms. Brogan moved approval of D. Human Resources, except items B.iii and iv. World Language Positions.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYS: none

The Board congratulated Mr. Orsini and wished him well.

Mr. Lembo moved approval of B. iii. and iv. World language positions.

Ms. Brogan seconded the motion, which was not approved by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo

NAYES: Mr. Mahmoud, Mr. Dani

Mr. Mahmoud stated he will approve when it is three spanish or three french, if we can't make it happen this year we can do it next year.

Mr. Dani stated if we cannot achieve proficiency, all of the discussions were for proficiency, at that time nobody corrected that it is not for proficiency. If we cannot achieve that, he understands, also if we cannot achieve the dilemma of exposing to multiple languages, if that is the case then let's go for true diversity and bring and bring three languages that are represented in our district.

Dr. Fitts presented E. Finance for consideration.

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** school year, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
George Washington Middle School Social Fund	\$150	To be used to purchase new microphones for George Washington Middle School.	20-062-100-610-00-09-009-001
Randy DeFeo - Gryphon Basketball	\$1,360 (gift in kind)	A gift in kind of three outdoor basketball pole pads with personalization for Somerville Elementary School.	N/A
Willard Student Activity Account	\$300	To be used to pay for salaries of one teacher and one paraprofessional for the Willard Drama Club Workshop.	20-030-100-101-00-07-007-001 (\$277.05) 20-030-100-101-00-07-007-001 (FICA \$22.95)

Sustainable Jersey Corp	\$2,000	To be used to purchase compost barrels and materials for Willard Elementary School.	20-036-100-610-00-07-007-000
RHS Student Activity Account	\$433.45	To be used to pay for ALPS Stony Creek Farm Trip (5/5/23-5/7/23) overnight chaperones.	20-030-100-101-00-10-010-022 (Stipend \$400.29) 20-030-200-220-00-10-010-022 (FICA \$33.16)
RHS Student Activity Account	\$433.45	To be used to pay for the ALPS Whitewater Rafting Trip (5/17-23-5/21/23) overnight chaperones.	20-030-100-101-00-10-010-041 (Stipend \$400.29) 20-030-200-220-00-10-010-041 (FICA \$33.16)
Somerville Hawes Dads Night	\$12,561 (gift in kind)	A gift in kind of a promethean ActivePanel to be used by classroom teachers.	N/A

ii. Approval: Toilet Room Facilities for Early Intervention, Pre-Kindergarten and Kindergarten Classrooms at Glen and Willard Schools for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

iii. Approval: Agreement with First Presbyterian Church for Use of Their Parking Lot

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves an agreement with 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, 2023 to June 22, 2024, from 7:00 a.m. to 5:00 p.m., at a cost of \$40,950.

There is an increase in fee of \$2,450 from the 2022-2023 school year. The fee is paid for by the students.

The Board has received background information.

iv. Approval: 2022-2023 Additional Regular School Year Received Tuition Students from Other School Districts

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves the received tuition students from other school districts that pay tuition for the 2022-2023 school year, as listed below:

Home District	School Attending/Program	# of students
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Wyckoff Board of Ed, NJ	Glen RISE Program	1
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v. Approval: 2022-2023 Additional Regular School Year Out-of-District Placements

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools approves the non-budgeted 2022-2023 regular school year out-of-district placements as listed below.

School	# of students
Sage Alliance, Rochelle Park, NJ	1
Windsor Prep High School, Paramus, NJ	1

vi. 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 2023-2024 school year in the amount of \$2500. There is no increase in fee from the 2022-2023 school year.

vii. Authorization to Use State and County Contracts and NJ and National Cooperative Purchasing Agreements

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, authorizes the Business Administrator to use 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.

National Cooperative

➤ OMNIA Partner

viii. Approval: Additional Contract Therapists to Provide Special Education Services for the 2022-2023

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves additional contracted therapists to provide special education services for the 2023 Extended school year as listed below:

Contractor	Service	Schedule	Rates
ABA Clinic	Prep Program	2023 ESY	\$105/hr not to exceed 20 hours

Mr. Lembo moved approval of Finance.

Ms. Brogan seconded the motion,

Mr. Dani made a motion to table item E. iii. Agreement with First Presbyterian Church for Use of Their Parking Lot, so that we can go back and ask for a 2% increase.

Mr. Lembo seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYES: None

Mr. Lembo moved approval of Finance, except item E. iii. Agreement with First Presbyterian Church for Use of Their Parking Lot

Mr. Dani seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYES: None

Mr. Lembo read the donation into the record and thanked the responsible parties.

Dr. Fitts presented Resolutions and Motions Not Included in Consent Agenda

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Increase of 2022-2023 Cap Amount for the General Board Counsel

The Ridgewood Board of Education upon the Interim Superintendent of Schools, approves the increase of the cap on spending for the 2022-2023 school year for Cleary, Giacobbe, Alfieri, & Jacobs LLC from \$125,000 to \$175,000.

Mr. Lembo will ask Ms. Davenport where the increase is going, this last month there have been some more bills and is requesting that they keep an eye on this since there is a substantial increase.

Ms. Brogan expressed her concern about the \$50,000 cap threshold on this item and requested clarification.

Mr. Lembo moved approval of A. Increase of 2022-2023 Cap Amount for the General Board Counsel

Mr. Dani seconded the motion, which carried by the following roll-call vote:

AYES: Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYES: Ms. Brogan

B. Approval: Submission of SEMI Corrective Action Plan for FY2024

The Ridgewood Board of Education, upon the recommendation of the Superintendent of schools, accepts the submission of the SEMI Corrective Action Plan for FY2024.

The Board has Received background information.

Mr. Dani moved approval of B. Submission of SEMI Corrective Action Plan for FY2024

Ms. Brogan. seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYES: None

C. Addendum

Approval: Agreement with Northeast Roof Maintenance

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement with Northeast Roof Maintenance for the Ridgewood High School Science Wing roof replacement, as per the open bidding process (FKA Project Number 2315) in the amount of \$592,500.

The Board has received background information.

Ms. Brogan made a motion to table the Addendum C. Agreement with Northeast Roof Maintenance, because the Board would like to receive additional information about the agreement.

Mr. Lembo seconded the motion which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYES: None

Mr. Mahmoud asked where we are with the STEPS resolution that was not passed at the last meeting.

Ms. Murphy confirmed that the request was withdrawn.

D. Addendum

Approval: Resolution Affirming The Decision of the Interim Superintendent Pursuant to NJSA 18A:37-15(b)(6)(e)

WHEREAS, the District received a report of an incident of harassment, intimidation, and bullying (“HIB”); and

WHEREAS, the District promptly investigated the report pursuant to District policy and N.J.S.A. 18A:37-15(b)(6); and

WHEREAS, parents of a student involved requested a hearing before the Board pursuant to N.J.S.A. 18A:37-15(b)(6)(d); and

WHEREAS, at its meeting on March 6, 2023 the Board heard from the parents, Superintendent, and Principal; and

WHEREAS, after considering the positions of the parents and the evidence presented by District Administration, the Board has determined to affirm the determination of the Superintendent.

NOW, THEREFORE, BE IT RESOLVED that the Ridgewood Board of Education, pursuant to N.J.S.A. 18A:37-15(b)(6)(e), hereby affirms the Superintendent’s decision in the HIB matter involving student number 908987.

Mr. Lembo made a motion to approve Addendum D. Resolution Affirming The Decision of the Interim Superintendent Pursuant to NJSA 18A:37-15(b)(6)(e)

Ms. Brogan seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYES: None

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Mr. Dani.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
May 31	Columbia Bank On-Line	110063-110162	1,427,672.09
June 5	Columbia Bank On-Line	110163-110217	560,225.94
June 15	Electronic Transfers	H44333	1,233,510.61
June 5	Food Service	620430-620431	190,501.30
May 31	Void Check	109573	(102.76)
TOTAL			3,411,807.18

Mr. Dani moved approval of bills reviewed by him.

Mr. Lembo seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Mr. Lembo, Mr. Mahmoud

NAYES: None

XI. BOARD MEMBER ANNOUNCEMENTS

Mr. Brogan complimented the RHS music program band who performed at the Shell June 1, Tunes in June where they commemorated their 100th anniversary.

Ms. Brogan announced that tomorrow is teacher recognition night at 7:00 pm at BF. She congratulated the past and current honorees.

Mr. Lembo announced senior awards were last week. New Players Spring Cabaret is tomorrow. T This is the end of the sports season, flag football will be invited to half time at the Jets game. Lacrosse won the championships.

XII. BOARD COMMITTEE REPORTS

Mr. Lembo stated the Finance committee met and discussed the bidding process for Pomptonian,

landscaping and the before/after care.

XIII. DISCUSSION ITEMS

A. New Bylaw as listed below and in **Attachment I**:

- Bylaw 0155.2 Board Member Participation at Executive Session Meetings Using Electronic Device

The Board discussed the second part of the accommodations to allow Board members to participate remotely.

Mr. Lembo reviewed that this is a new policy that is specific to Executive Session only. It has been vetted by the attorney and gone through the Policy committee.

The Board thanked Ms. Poelstra for all of her work and wished her good luck in her new opportunity.

Mr. Dani discussed moving the audience to the main board room during the BOE meetings.

Mr. Dani discussed that for the current reading program, he is requesting that we expose on our website what is our current philosophy. IF there is a national discussion, we should show what our philosophy is.

Ms. Poelstra confirmed that she can explore this during her last week in the district. She stated that we have been very attentive to this national discussion all along the way. We have revised our units of study to incorporate the things that the science of reading people are talking about, we do not use Lucy Calkins study as our curriculum. We use some pieces from her framework around comprehension strategies and some certain workshop pieces that allow for individual instruction.

The Board discussed their views regarding information that is posted on the District Website regarding the reading program.

To view this portion of the meeting scroll to 2:34.

Mr. Dani asked Dr. Fitts what is the progress of the District goals.

Dr. Fitts stated that we have made progress on a lot of the goals but not in some. For example, Blue Ribbon school status. We learned that you have to go to a nomination process, you can't go directly and apply. You may have to revise that goal and look at other ways to bring recognition to the district. You probably won't be able to be nominated by the commissioner to be considered.

He believes we have made progress on the other goals. We have to look at what we came in, inherited and where we are now.

XIV. ACCEPTANCE OF MINUTES

- May 8, 2023 Regular Public Meeting
- May 22, 2023 Executive Session

Ms. Brogan moved approval of minutes.

Mr. Mahmoud seconded the motion, which was unanimously approved.

XV. OTHER BUSINESS

Mr. Lembo stated that traditionally the second June meeting is held at 5:00, but he is asking if that meeting can be moved to 7:00 pm.

XVI. COMMENTS FROM THE PUBLIC

Laurie Weber, 235 South Irving Street, she is more than a bit dismayed that the proposed World language K-5 came to be without a set curriculum, simply because the preferred staffing was not available. That does not seem like a sound reason to implement a challenging and problematic program. She would like to know if the world language program proposed tonight has been successfully implemented in any other district. She thanked Mr. Dani where the public gets to sit at the meetings. Before Covid the residents were always welcome in the same room as the board, making that happen should not be overly complicated, just move the chairs back in the room and move up the podium, this was already done for years before covid. A note to Mr. Lembo, everytime you turn your head to talk to Mr. Dani we could not hear anything, please keep that in mind when you look away from the microphone you are also taking your voice away from it.

Peter Maltin, 294 West End Ave. hopefully before Dr. Fitts leaves as part of his presentation he can address if there needs to be a refresh in regards to social and emotional items. It is very clear post covid things have changed significantly, they are behind in their social, emotional. IT seems like we have focused on curriculum but a bit less on those other standards. It would be great if he can present on those items and pass data to the incoming superintendent, it is a grave concern with anxiety and depression, kids that are in 8th grade are acting like they're in 6th grade and it is a challenge that maybe we have not filled that gap this year. In regards to the calendar, it is truly disappointing that we no longer have a winter recess, there is one single day that is a national holiday, with all the single holidays added we have lost a holiday week, his wife went to this district and that was a break that we no longer have, we no longer have the ability to go away with our children and teach them things in the world since they will be required to be in school, There are singular days that are important to the community and that should be something that is highlighted and those students should have excused absences for these single holidays. We should be revisiting all these singular days that many people do not have off from work, taking away vacations and adding singular days to the calendar, the kids are off for holidays that don't represent them and their parents don't necessarily have off. Figuring out a day that all religious holidays are represented in a way and maybe nonreligious holidays where there could be excused absences and no test days.

Mary Micale, 181 Spencer place, she did not realize that this was Stacie Poelstra's last meeting tonight, she was calling to thank Stacie for everything she has done, she has worked closely with her in the past. She has been a very dedicated professional who cares about the students and the quality of their education, social/emotional, academic. She knows that the township of Brielle will do very, very well and congratulations to them. She wished her well. She addressed disappointment of the Board tonight and the inability of the board to approve the world language teachers at the elementary level. We asked for and got a thoughtful presentation and it explained and answered all of the questions we needed answered. Perhaps it is not the most perfect plan

but what is really important to acknowledge is that when Mr. Ferreri gave the presentation he talked about how they created this particularly in light of the resources they were given with the talent pool. We need to take into account the fact the resources they were given was partly a function of this board not approving the hire of world language teachers a year ago and spending an awful lot of time on conversations about alternative programs that would not have been in compliance. WE have a program, good hires that people are excited about that we are not hiring but we opted instead not to be in compliance and to give our elementary students no world language exposure. This is disappointing and we have failed our students in regards to this. She knows you are working hard and appreciates that.

XVII. MOTION TO GO INTO EXECUTIVE SESSION

At 9:53 pm Mr. Lembo moved that the Board go into Executive Session, pursuant to NJSA:12. to discuss matters of Personnel. The minutes from this meeting will be released when the need for confidentiality no longer exists. There will be no action taken at this meeting. The Board will not reconvene the Public Meeting.

Ms. Brogan seconded the motion, which was unanimously approved.

Respectfully Submitted,

Jaime Cangialosi-Murphy
Director of Human Resources



Lucy Papamichael



MINUTES OF THE REGULAR PUBLIC MEETING OF THE RIDGEWOOD BOARD OF EDUCATION

Minutes of the Regular Public Meeting of the Ridgewood Board of Education held on June 26, 2023 at 7:00 p.m., at the Education Center.

I. CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. HyunJu Kwak, Vice President; Ms. Sheila Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Absent: Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

A. MOTION TO MOVE INTO EXECUTIVE SESSION

Mr. Lembo moved the following resolution.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now therefore,

Mr. Lembo 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, Student Personnel and Legal.

B. MOTION TO OPEN REGULAR SESSION

At 7:06 p.m., Mr. Lembo called the Regular Public Meeting to Order.

C. REGULAR PUBLIC MEETING SESSION CALL TO ORDER AND ROLL CALL

Present:

Mr. Michael Lembo, President; Ms. Kwak, Vice President; Ms. Brogan, Mr. Saurabh Dani, Mr. Muhammad Mahmoud

Also Present:

Dr. Leonard Fitts; Instruction & Assessment; Ms. Jaime Murphy, Director of Human Resources; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Absent: Ms. Stacie Poelstra, Assistant Superintendent for Curriculum

Visitors: There were approximately 30 visitors.

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.

Mr. Lembo submitted for a motion to approve the following resolution:

Whereas, Dr. Leonard Fitts has served with distinction the entire community, the staff, and the administration as the Interim Superintendent for the school year 2022-23;

Whereas, we owe Dr. Fitts an enormous debt of gratitude for all that he has done to advance initiatives such as the Late Start Schedule within the Ridgewood School District, Dr. Fitts' championship of the Late Start Schedule enable the Board of Education to finally consider and vote for implementation for fall of 2023;

Whereas, Dr. Fitts, with his Master of Business degree combined with his doctorate in education, collaborated with all stakeholders to promote a budget that will uphold Ridgewood's Tradition of Excellence within statutory constraints. Whereas, Dr. Fitts was always open to possibilities and fostered creativity and risk-taking to support continuous improvements for the District based on his deep experience and success at other districts,

Whereas, Dr. Fitts truly led by example, and energetically and tirelessly promoted child-centered pedagogy. He is a tactful leader and educator, who listened carefully and strove for consensus. He is highly admired for his ability to synthesize the issues and promote an outcome that is in the best interest of the students;

Resolved, that we, the members of the Ridgewood Board of Education, wish Dr. Fitts all the best in his future endeavors and be it further

Resolved, that this resolution be entered into the official minutes of the Ridgewood Board of Education meeting held on the 26th day of June, 2023.

Ms. Kwak seconded the motion, which carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Lembo submitted for a motion to approve the following resolution:

Whereas, Kathryn Davenport has served with integrity and administrative acumen the entire community, the staff and the administration as the interim business administrator from March to June 2023, Whereas we owe Ms. Davenport tremendous respect and gratitude for stepping up and guiding the Ridgewood School District during the busiest period of the business office schedule,

Whereas, Ms. Davenport applied rigorous analytics to identify and correct practices and processes during a compressed time period with stellar leadership,

Whereas, Ms. Davenport's guidance through the budget revision and presentation process has been invaluable. Ridgewood was able to comply with statutes and quickly meet deadlines all while respecting the input of board trustees, the administration and the community at large. Ms. Davenport's steady leadership through complex budgeting decisions was essential during the most challenging economic environment and she helped craft the school budget that will help

execute the community's desire to advance student progress despite high inflation and recessionary indicators,

Whereas, Ms. Davenport tackled the critical needs of the district with tact and efficient execution including shepherding RFPs, managing multiple bids and vendors and ensuring that the district's business relationships remain mutually beneficial, compliant and robust,

Resolved, that we, the members of the Ridgewood Board of Education, wish Ms. Davenport all the best in her future endeavors and be it further

Resolved, that this resolution be entered into the official minutes of the Ridgewood Board of Education meeting held on the 26th day of June, 2023.

Ms. Brogan seconded the motion, which carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

IV. COMMENTS FROM THE PUBLIC

Riley Finnegan, 800 Harbor Blvd Weehawken, his friends received a cease and desist two weeks ago, the reason he is here is because he was not addressed in the cease and desist and that's why he's speaking. He's not sure if everyone is aware of this situation, 10 years ago he and Billy Rose who can't be here tonight, created a pickup basketball league with a total of 36 players which has grown to 126 players and create an unbelievable community that has started lifelong friendship otherwise wouldn't have come to be without this league. More than 50 players in the league are current Ridewood residents and George Washington Middle School became their home for games. They couldn't have been more fortunate to spend the past ten summers there playing basketball. More of an insight to their league, they're fully non-profit pickup basketball league that runs from June to early August, to compete and have fun. Almost everyone here grew up playing sports and stopped after their high school or college so there is a huge void that this league fills, a healthy way for them to meet up, make friends, meet up with current friends and make new connections so that's they were blindsided. They were blindsided when they received a cease and desist, because in 10 years not once have they received a complaint in regards to their games noise or anything they take it very seriously to treat the grounds they play on with the utmost respect which is why they have a zero tolerance policy for littering and any other damage and they completely clean up after each game. This policy is why they've been able to play at GW for so long and they are welcomed back every year. Places like Hoop City and Wyckoff Lloyd School in Hohokus even Ben Franklin in Ridgewood because of how they treat these places. They truly care about that. They've maintained a great relationship with employees of Waste Management Ridgewood, GW School custodians ensuring they leave everything as good or better than when they left. To touch on how much this league means to so many people and everyone here which are in this league or fans, he'll bring you back to the days of covid. The mental strain and harm the pandemic caused on so many people, but especially young adults like themselves. The outlet that the league provided during that time and continues to provide today's truly indescribable. The league is loved by not only those who play but players of years past, their friends, parents, relatives, coworkers. They hear from them constantly about how much they love it, how much it livens up their summer and gives them something to look forward to. As far as the name, you could clearly see on the first page Beer Muddy Basketball League. He understands the

optics of the name isn't great but it was created while they were in college as a tongue-in cheek reference to what the players from the winning team might spend the money on, that's all. He assures you that they don't encourage drinking, provide any alcohol during the season. To conclude all he asks is that you reconsider the seasons this is that we receive shutting down basically our season and our league that he just explained and try to give them a pathway at GW and in Ridgewood again.

Tyler Sullivan, born and raised in Ridgewood, went to GW as a middle Schooler and worked several years for the Board of Ed as a teaching assistant, he brought into this league as a co-commissioner a few years back from his love of the league and enjoying how much fun everyone in the league including himself had over the years. Riley touched on it but he wants to dive deeper into what he'll take for them to come to a resolution and allow them to play at GW and BF courts again. You see how much this league means to all of the people that have shown up here today and basically they want to make clear that they're willing to do whatever is necessary such as applying for the necessary permit if that is what is needed. Would you like them to make donation to the Board of Education you need to help with the cost of repairing the courts at GW, there's a few frames and backboards that are a little messed up. As they've mentioned they don't take any money from this league but they're trying to be clear in the sacrifices they're willing to make so they can get back to their home court. Please let us know what is needed from them as their season is just over a month away from ending and they would like to move as quickly as possible in making these changes.

Ms. Davenport reviewed that this came to their attention by neighbors who were complaining about the noise of the league. She reviewed video footage and pictures of the league consuming alcohol on school grounds, which is illegal in the State of New Jersey. She reviewed the rules regarding the School Facilities Usage process.

To view this portion of the meeting scroll to 47:10.

V. SUPERINTENDENT REPORT

Dr. Fitts offered a review of his time with the district, his gratitude for those who worked with him, an overview of the work completed, and a summary of the work that needs to continue.

Dr. Fitts presented for consideration A. Attendance of Conferences

VI. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

A. ATTENDANCE AT CONFERENCES

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

Ms. Brogan moved approval of A. Attendance of Conferences.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration B. Administration.

B. ADMINISTRATION

i. **Approval: Receipt of Suspensions and Harassment, Intimidation, and Bullying (HIB) Reports**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, acknowledges it has received confidential information regarding suspensions and HIB reports that have occurred since the last Board meeting.

ii. **Approval: First Reading of New Bylaw**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the first reading of new bylaw as listed below and in **Attachment B**.

- Bylaw 0155.2 Board Member Participation at Executive Session Meetings Using Electronic Device

iii. **Approval: Submission of the American Rescue Plan ESSER Funds (ARP) Safe Return Plan Required Six Month Update**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the submission of the ARP Safe Return Plan required six-month update to the Department of Education.

The Board has received background information.

iv. **Approval: Statement of Assurance for School Security Drills for the 2022-2023 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Statement of Assurance for School Security Drills for the 2022-2023 school year pursuant to N.J.S.A. 18A:41-1.

The Board has received background information.

v. **Approval: School Bus Evacuation Drill Report for the 2021-2022 School Year**

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the school bus evacuation drill report for the 2021-2022, as listed below.

School	Routes	Location	Date	Time
Hawes	H1,2,3,4	Parking lot	1/26/21	8:20am
GWMS	GW14, 16	Driveway	10/14/21	7:40am
Willard	W9	Morningside Rd	10/28/21	8:25am
BFMS	BF10,11,12,13,13A	Back Entrance	1/22/21	7:45am
RHS	RW17 thru RW23	Heermance Pl	9/1/21	7:30am

vi. Approval: School Bus Evacuation Drill Report for the 2022-2023 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the school bus evacuation drill report for the 2022-2023, as listed below.

School	Routes	Location	Date	Time
Hawes	H1,2,3,4	Parking lot	10/7/22	8:30am
GWMS	GW14, 16	Driveway	10/25/22	7:45am
Willard	W9	Morningside Rd	4/12/22	9:00am
Ridge	R7, 8	Front of school	11/7/22	9:00am
BFMS	BF10,11,12,13,13A	Back Entrance	10/26/22	7:45am
RHS	RW17 thru RW23	Heermance Pl	9/6/22	7:45am

Ms. Kwak requested to have a separate vote for item B. ii. First Reading of New Bylaw.

Mr. Dani moved approval of B. Administration, except item ii. First Reading of New Bylaw.

Mr. Lembo seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Ms. Brogan moved approval of ii. First Reading of New Bylaw.

Mr. Mahmoud seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

NAYS: Mr. Dani, Ms. Kwak

Dr. Fitts presented for consideration C. Curriculum & Instruction.

C. CURRICULUM & INSTRUCTION**i. Approval: Field Trips**

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

Mr. Lembo moved approval of C. Curriculum and Instruction.

Ms. Brogan seconded the motion, which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Dr. Fitts presented for consideration D. Human Resources.

D. HUMAN RESOURCES

i. Revision: Ridgewood Public Schools Salary List for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following revision to the Ridgewood Public Schools Salary List for all known positions and staffing as of May 8, 2023 for the 2023-2024 school year.

Name	Assignment	Location	Effective Date	From Salary	To Salary	Account #
Teacher						
Gayed, Crstina	Biology	RHS	08/31/23-06/30/24	\$83,517 Cl. MA, St. 9	\$86,167 Cl. MA, St. 10	11-140-100-101-02-10-019-000

ii. Revision/Addition: Ridgewood Public Schools Paraprofessionals and Lunchroom Aides for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the Ridgewood Public Schools Paraprofessionals and Lunchroom Aides for the 2023-2024 school year.

Name	Assignment	Location	Effective Date	From Hourly	To Salary	Account #
Cardew, Catherine	ABA Certified revision	Ridge	08/31/23-06/30/24	\$26.41	\$29,105	11-212-100-106-00-04-024-001

iii. Appointments

The Ridgewood Board of Education, upon the recommendation of the Interim 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.

Administrators

Kot, Julie, School Business Administrator/Board Secretary, Education Center, effective September 1, 2023 or sooner through June 30, 2024, pending Interim Executive County Superintendent approval and verification of employment and criminal history background.

Salary: \$215,000

The Board has received background information.

Amended:

Kot, Julie, School Business Administrator/Board Secretary, Education Center, effective September 1, 2023 or sooner through June 30, 2024, as approved by the Interim Executive County Superintendent approval and verification of employment and criminal history background.

Freedman, Richard, Interim Assistant Superintendent to Curriculum, Instruction and Assessment, Education Center, effective July 1, 2023 through **TBD**, pending Executive County Superintendent approval.

Salary: \$750 per day

The Board has received background information.

Amended:

Freedman, Richard, Interim Assistant Superintendent to Curriculum, Instruction and Assessment, Education Center, effective July 1, 2023 through **TBD**, as approved by the Executive County Superintendent approval.

Rosado, Jaime, Acting School Business Administrator/Board Secretary, Education Center, effective July 1, 2023 through August 30, 2023, pending Executive County Superintendent approval.

Salary: \$350 per day plus her regular salary.

The Board has received background information.

Amended:

Rosado, Jaime, Acting School Business Administrator/Board Secretary, Education Center, effective July 1, 2023 through August 30, 2023, as approved by the Executive County Superintendent approval.

2023-2024 School Year - Appointments

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Administrators						
Davenport, Kathryn	Business Office Financial Consultant	Ed Center	07/01/23-08/30/23	Standard School Business Administrator	\$100 per day	11-000-251-104-00-40-019-000
Znutas, Amanda	Supervisor of Special Education Secondary	Ed Center	07/05/23-06/30/24	Standard Supervisor	\$120,000	11-000-219-104-00-24-019-000
Teachers						
Baines, Brigit	Special Education MD	Ridge	08/31/23-06/30/24	CEAS Teacher of Students with Disabilities	\$72,417 Cl. MA, St. 2	11-212-100-101-00-04-019-000

Brandsness, Ashley	Special Education MD	Ridge	08/31/23-06/30/24	Standard Elementary with Subject Matter Specialization: Mathematics in Grades 5-8, Teacher of Students with Disabilities	\$71,817 Cl. BA, St. 7	11-212-100-101-00-04-019-000
Caruso, Jaime	School Nurse	Orchard	08/31/23-06/30/24	Standard School Nurse	\$89,017 Cl. MA, St. 12	11-000-213-104-00-03-019-000
Franklin, Robert	PE/Health	BFMS	08/31/23-06/30/24	Standard Teacher of Health and Physical Education	\$69,917 Cl. BA, St. 6	11-130-100-101-06-08-019-000
DeRisi, Michael rescind	PE/Health	Somerville/ Willard	08/31/23-06/30/24	Standard Teacher of Health and Physical Education	\$93,777 Cl. MA+45, St. 10	11-120-100-101-09-05-019-000
Golden, Andrea	Special Education Inclusion	Hawes	08/31/23-06/30/24	Standard Elementary School Teacher in Grades K-6 Teacher of Students with Disabilities	\$89,017 Cl. MA, St. 12	11-213-100-101-00-02-019-000
Hawkins, Sarah	School Psychologist	Somerville/ BFMS	08/31/23-06/30/24	Standard School Psychologist	\$93,468 (\$89,017 + \$4,451 ratio) Cl. MA, St. 12	11-000-219-104-00-05-019-000 11-000-219-104-00-08-019-000
Maphis, Kevin	.20 FTE Theater	RHS	08/31/23-06/30/24	CE Theater	\$12,963 Cl. BA, St. 1	11-140-100-101-00-10-010-001
Maskin, Brooke	Music	BFMS/ GWMS	08/31/23-06/30/24	Standard Teacher of Music	\$66,517 Cl. BA, St. 4	11-130-100-101-04-08-019-000 11-130-100-101-04-09-019-000
Pena, Chelsea	LOA Second Grade	Hawes	08/31/23-06/30/24	CEAS Preschool through Grade 3	\$64,817 Cl. BA, St. 1	11-120-100-101-09-02-019-000
Reynolds, Christine	Social Studies	BFMS	08/31/23-06/30/24	Standard Teacher of Social Studies	\$83,517 Cl. MA, St. 9	11-130-100-101-05-08-019-000
Scully, Brett	PE/Health	Somerville/ Willard	08/31/23-06/30/24	CEAS Teacher of Health and Physical Education	\$88,217 Cl BA, St. 15	11-120-100-101-06-05-019-000 11-120-100-101-06-07-019-000

Paraprofessionals for the 2023-2024 School Year

Name	Assignment	Location	Hours per day	Days per week	Salary	Effective Date	Account #
Pollina, Audrey	Special Education Pre-K	Glen Red/ REACH	5.75	5	\$21,215	08/31/23-06/30/24	11-216-100-106-00-01-024-001

Permanent Substitutes for the 2023-2024 School Year

Name	Location	Hours per day	Days per week	Hourly Rate	Account #
McCarthy, Martina rescind	Glen	5.75	5	\$32.17	11-216-100-101-00-01-024-001
Chowbey, Ritu	Orchard	5.75	5	\$32.17	11-120-100-101-00-00-019-002
Gill, Mark	RHS	5.75	5	\$32.17	11-140-100-101-00-00-019-002

2023-2024 School Year - Field Placement

Name	College/ University	Placement	Supervisor	Location	Effective Date
Farfalla, Jenna	Ramapo College	Elementary School Clinical I and Clinical II	Kathryn Bielicky	Somerville	09/05/23-04/28/24
Miller, Blythe	Ramapo College	Elementary School Clinical I and Clinical II	Kiernan, Meredith	Somerville	09/05/23-04/28/24
Vehmas, Christopher	Montclair State University	Music - Vocal Clinical I and Clinical II	Alicia Vitale	Somerville	09/05/23-05/12/24

Infant/Toddler Development Center Staffing for the 2022-2023 School Year

Name	Assignment	Hours per day	Days per week	Salary/ Hourly Rate	Effective Date	Account #
Head Teacher						
Higgins, Kellie rescind	Head Teacher	N/A	N/A	\$30,000	06/13/23-06/30/24	62-990-100-101-00-62-060-000
Teacher Assistants						
Agrati,	Aide (High	5	5	\$14.13	06/27/23-	62-990-100-106-00-62-060-001

Ava	School)				06/30/24	
Ballen, Kelly	Aide (High School)	5	5	\$14.13	06/27/23-06/30/24	62-990-100-106-00-62-060-001
Fox, Ryan	Aide (High School)	5	5	\$14.13	06/27/23-06/30/24	62-990-100-106-00-62-060-001
Huffman, Colin	Aide (High School)	5	5	\$14.13	06/27/23-06/30/24	62-990-100-106-00-62-060-001

2023 Summer School Special Programs Staffing

As listed on **Attachment D**.

2023 Summer Ridgewood Community School Employees

As listed on **Attachment E**.

2023 Fall Coaching Assignments, Fall Site Managers, and Volunteer Coaches

As listed on **Attachment F**.

2023 Ridgewood Summer Academy Staff

As listed on **Attachment M**.

Temporary Employees RHS - Student Employees, effective June 26, 2023 – September 1, 2023, each not to exceed 180 hours, each at an hourly rate of \$14.13

Ianuzzi, Quinlan	Pizzuto, Aidan
Laffey, Owen	Tretola, AJ

Account #11-000-218-110-00-10-010-001

Buildings and Grounds - Summer 2023 Each to receive an hourly rate of \$14.13

Bridges, Reilly	Matthew, Connor
Buchsbaum, Jake	Mikile, Dane
Chumassa, Mambo	Molloy, James
Diamond, Sam	Mohanan, Brian*
Donahue, Conor	Reilly, Matthew*
Firmino, Felipe	Salvador, Daniel
Geraghty, Michael*	Savitscus, Ryan
Griggs, Drew	Sklar, David

Harcher, Nick	Warden, Calder
Marchetti, Zachary	Whitney, David

Account #11-000-262-110-00-42-048-001

iv. Contract Renewals and Hourly Rates for Non-Contract Personnel Infant/Toddler Development Center

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves contract renewals and salaries for full-time and part-time Infant/Toddler Development Center staff members, effective September 1, 2023 through June 30, 2024, with the exception of the Director (12 month) and Secretary (11 month) employees, as follows:

Infant/Toddler Development Center Staffing for the 2023-2024 School Year

Name	Assignment	Salary	Effective Date	Account #
Kontos, Lisa**	Director	\$63,171	07/01/23-06/30/24	62-990-200-103-00-62-060-000
Pisani, Lynda*	Secretary	\$41,632	07/01/23-06/30/24	62-990-200-105-00-62-060-000
Edreich, Meagan*	Head Teacher	\$31,650	09/01/23-06/30/24	62-990-100-101-00-62-060-000
Flanagan, Marion*	Head Teacher	\$37,236	09/01/23-06/30/24	62-990-100-101-00-62-060-000
Southey, Dawn**	Head Teacher	\$34,785	09/01/23-06/30/24	62-990-100-101-00-62-060-000
Stevens, Barara*	Head Teacher	\$36,721	09/01/23-06/30/24	62-990-100-101-00-62-060-000

* Denotes employees receiving health benefits (all others, receive \$3,000 in lieu of benefits package).

Salary includes \$750 Professional Growth Pathway.

Hourly Rates for Non-contract Personnel

Aide (High School) *	\$14.13*
Aide (College)	\$15.00
Teacher Assistant - Step 1	\$16.00
Step 2	\$16.40

Step 3	\$16.80
Step 4	\$17.20
Step 5	\$17.60

Current employees move up one step per year and receive a per hour increase based on each year of service.

Infant/Toddler Development Center Hourly Staffing for the 2023-2024 School Year

Name	Hourly Rate	Name	Hourly Rate	Name	Hourly Rate
Melody Anderson	\$17.20	Olivia Dabal*	\$14.13	Kayla Porter	\$16.00
Cemile Angun	\$16.40	Jamie Damstra	\$16.00	Amrozia Rafiq	\$16.00
Lisa Berninger	\$16.40	Cheryle Demsey	\$16.80	Jessica Rojas	\$16.00
Savanna Burke	\$16.00	Jennifer Donkersloot	\$16.80	Sophia Southey*	\$14.13
Kassandra Cafaro*	\$14.13	Carrie Eliopoulos	\$16.40	Christina Statuto	\$16.00
Christina Cafaro*	\$14.13	Barbara Greco	\$18.00	Inga Tarasovsky	\$14.13
Kaitlyn Calamus	\$16.00	Emily Kontos*	\$16.40	Annamaria Volpe	\$17.60
Bradley Collins*	\$15.00	Lindsey Kontos*	\$14.13	Ava Whyard	\$14.13
Brianna Collins*	\$16.00	Kendra Mascelli	\$15.00	Mayada Yacoub	\$16.40
Emmersen Dabal*	\$15.00	Karen Murphy	\$16.00		

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

Whittemore-Pillow, Marlene - \$90.00 hourly rate (music teacher)

Maltese, Michele - \$85.00 hourly rate (yoga teacher)

Account # 62-990-100-101-00-62-060-001

2023 Infant/Toddler Development Center Summer Hours

Administrative Assistant

- **Pisani, Lynda**, not to exceed 14 days, at an hourly rate of \$27.25 (\$3,052).

Account #62-990-200-105-00-62-060-001

Head Teachers

- **Edreich, Meagan**, not to exceed 30 days, at an hourly rate of \$19.63 (\$4,711.20).
- **Southey, Dawn**, not to exceed 30 days, at an hourly rate of \$22.10 (\$5,304.00).

- **Stevens, Barbara**, not to exceed 30 days, at an hourly rate of \$23.33 (\$5,599.20).

Account #62-990-100-101-00-62-060-001

v. Change of Assignment for the 2023-2024 School Year

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the change of assignment for the 2023-2024 school year, as listed below.

Name	From Assignment Location	To Assignment Location	To Salary/ Hourly	Effective Date	Account #
Teachers					
Lee, Alina	Music Hawes	Music All Elementary Schools	No Change	08/31/23-06/30/24	11-120-100-101-04-00-019-000
Pifher, Erika	Art Travell/Ridge	Art Travell	No Change	08/31/23-06/30/24	11-120-100-101-04-06-019-000
Polanin, Stephen	Music Travell/Ridge	Music Travell	No Change	08/31/23-06/30/24	11-120-100-101-04-06-019-000
Paraprofessional					
Yanfei, Wang	ABA Non-Certified BFMS	Special Education LLD GWMS	\$21,215	08/31/23-06/30/24	11-204-100-106-00-09-024-001

vi. Resignations

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

Name	Assignment	Location	Effective Date
Teachers			
Casey, Kim	Resource Room	Travell	07/01/23
Gross, Steven	Special Education Science	RHS	09/01/23
Thornton, Jennifer	Librarian/Media Specialist	Hawes	07/01/23
Paraprofessionals			
Fossari, Rosemary	Resource Room	Hawes	07/01/23
Pilson, Mine	Resource Room	GWMS	07/01/23
Williams, Shakirea	Applied Behavior Analyst Aide (ABA)	BFMS	06/19/23

Wonsowicz, Leslie	Instructional Paraprofessional REACH	Glen	07/01/23
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vii. Leave of Absences

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

Name	Assignment	Location	Type of Leave	New/ Revision	Paid	Unpaid w/ Benefits	Unpaid w/out Benefits	Return to Work
Sieck, Alison	Special Education	RHS	Medical/ Family	Revised	02/14/23-06/23/23	08/31/23-11/30/23	12/01/23-08/30/24	08/31/24
Simpson, Victoria	Assistant Payroll Accountant	Education Center	Personal	New	06/09/23-06/30/23			07/03/23
Tucker, Erika	PE/Health	GW	Medical/ Family	Revision	06/15/23-06/23/23	08/31/23-11/08/23	N/A	11/13/23

viii. Administrative Leave without Pay

It is recommended that the Board approve employee #9400 for administrative leave of absence without pay effective June 15, 2023 through June 30, 2023.

ix. Supplemental Pay Beyond Contract

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

Additional: Clubs and Activities for the 2022-2023 School Year

Name	Club	Category	Ratio	Divided By	# of Hours per person	Hourly Rate per person	Pay per person	Total not to exceed per person	Account #
Somerville Elementary School									
Calandra, Laura Kaplan, Nancy	Morning Show	N/A	N/A	N/A	N/A	N/A	N/A	\$900 revision	11-401-100-101-00-05-005-001

Guidance Department - 2023 Summer Hours

Name	Location	# of Hours	Hourly Rate	Total	Account #
Barba, Allison	GWMS	15	\$51.57	\$773.55	11-000-218-104-00-08-008-001
Weiss-Chromeck, Courtney	GWMS	15 revision	\$54.71	\$812.55	11-000-218-104-00-08-008-001

Moving Classrooms

Name	Location	# of hours per person	Hourly rate per person	Total not to exceed per person	Account #
Donnelly, Trecia Jerejian, Lisbeth	BFMS	12	\$40.17	\$482.04	11-120-100-101-00-08-008-001

Library - 2023 Summer Hours

- **Kaplan, Nancy**, not to exceed 6 hours, at an hourly rate of \$63.54 (\$381.24).

Account #11-000-222-104-00-05-005-001

Library - 2023 Summer Hours

- **Coppola, Michele**, not to exceed 6 hours, at an hourly rate of \$80.70 (\$484.20).

Account #11-120-100-101-00-04-004-001

Redesigning I&RS - 2023 Summer Hours

- **Turchioe, Kristen**, not to exceed 8 hours, at an hourly rate of \$61.72 (\$493.76).

Account #11-120-100-101-00-08-008-001

Design and Building New Website

- **Arensmeier, Meredith**, not to exceed 8 hours, at an hourly rate of \$60.10 (\$480.80).

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

MODEL Testing

- **Nolan, Amy**, not to exceed 20 hours, at an hourly rate of \$67.87 (\$1,357.40).

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

Ridgewood High School Administrative Support - MLS Scheduler

- **Ortega, Celinett**, effective January 1, 2023 through August 30, 2023, \$500 per month.

Account #11-000-240-105-00-10-019-000

Preparation for August 31, 2023 All-Staff Convocation, not to exceed 40 hours, at an hourly rate of \$40.17 (\$1,606.80)

- **Van Zile, Kelly**

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

Preparation for August 31, 2023 All-Staff Convocation, not to exceed 15 hours, at an hourly rate of \$40.17 (\$602.55)

- **Luckenbill, John**

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

Preparation for August 31, 2023 All-Staff Convocation, not to exceed 10 hours, at an hourly rate of \$40.17 (\$401.70)

- **Maxwell, Athena**

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

- **Watson, Andrea**, Academic Study Hall/Detention Supervisor, Ridgewood High School, at an hourly rate of \$40.17, not to exceed one hour per day.

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

Summer Athletic Trainers Coverage

- **Giannantonio, Frank**, not to exceed 72 hours, at the contracted hourly rate of \$77.39 (\$5,572.08), as needed.
- **Nicholaides, Nikitas**, not to exceed 72 hours, at the contracted hourly rate of \$75.17 (\$5,412.24), as needed.
- **Joannides, Jaime**, not to exceed 72 hours, at an hourly rate of \$40.17 (\$2,892.24), as needed.

Account #11-402-100-101-00-10-036-001

Summer and Fall Fitness Center, each up to 50 hours, each at an hourly rate of \$40.17

- **Cronk, Paul**
- **Currier, Robert**
- **Giannantonio, Frank**
- **Lauro, Livia**
- **McDermott, Michael**
- **McNamee, Richard**
- **Pounds, Michael**
- **Schick, Casey**
- **Uzoaru, Raymond**

Account #11-402-100-101-00-10-036-001

Fall 2023 Site Supervisor for Athletic Games, each up to 20 hours, each at an hourly rate of \$40.17

- **Currier, Robert**
- **Kay, Peter**
- **Lucchesi, Michael**
- **Luo, Miles**
- **McNamee, Richard**
- **Mitola, Candace**
- **Quirk, Brian**

- Lug, Raymond
- Reilly, Nancy
- Schick, Casey
- Troy, Michael
- Watson, Andrea

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

Ticket Takers, each at \$50 per game

- Altomare, Jacquelyn
- Collins, Carla
- Reilly, Christopher
- Reilly, Nancy
- Watson, Andrea

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

Clock Operator, each at \$50 per game

- Currier, Robert
- Lug, Raymond
- Mandel, Aaron
- Moscarella, Kennith
- Skettini, Kelly
- Uzoaru, Raymond

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

Bus Drivers for the 2023-2024 School Year Athletic Department, on an as-needed basis, each at an hourly rate of \$40.17 (or \$56 round trip if a coach is driving his/her team)

- Bennett, Richard
- Brown, Jacob
- Bunzey, Craig
- Castro, Ycelca
- Knott, Ronald
- Piccione, Paul
- Quirk, Brian
- Tobin, Deirdre

Account #11-000-270-162-00-10-034-001

CPR & AED Instructors, each at \$40.17 per hour for up to 12 hours

- Giannantonio, Frank
- Lauro, Livia
- Kay, Peter
- Mende, Allison
- Mitola, Candace
- Reham, Kelsey

Account # 11-402-100-101-00-10-036-001

Curriculum, Instruction & Assessment

Summer Professional Development Presenters, to be funded by the American Rescue Plan (ESSER III)

Staff members as listed on **Attachment G**.

Summer Professional Development PLC Academy Participants, to be funded by the American Rescue Plan (ESSER III)

Staff members as listed on **Attachment H**.

2023 Summer Curriculum Writing

Staff members as listed on **Attachment I**, at the curriculum hourly rate of \$53.33.

K-5 ELA Curriculum Review Presentations

Staff members as listed on **Attachment J**, at the curriculum hourly rate of \$53.33, not exceed 6 hours.

Special Programs

- **Reilly, Nancy**, IEP Meetings, not to exceed 15 hours, at an hourly rate of \$71.75 (\$1,076.25).

Account #11-219-100-101-00-24-024-001

- **Aday, Douglas**, Special Education Program Support, not to exceed 25 hours, at an hourly rate of \$68.98 (\$1,724.50).

CST - 2023 Summer Hours

- **Bryne, Erin**, not to exceed 75 hours, at an hourly rate of \$41.91 (\$3,143.25).

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

Consultation Services for the 2023-2024 School Year

- **Acosta, Kathleen**, not to exceed 6 hours, at an hourly rate of \$60.31 (\$361.86).
- **Chanod, Margaret**, not to exceed 6 hours, at an hourly rate of \$79.40 (\$476.40).
- **Lyons, Kelly**, not to exceed 6 hours, at an hourly rate of \$57.44 (\$344.64).

Account #11-000-216-104-00-24-024-001

Central Office**Administrative Support Overtime for the 2023-2024 School Year**

- **Delaney, Cynthia**, at an hourly rate of \$39.04, as needed.
- **Gathright, Donna**, at an hourly rate of \$38.51, as needed.
- **Labenda, Charlene**, at an hourly rate of \$42.86, as needed.
- **Moynihan, Maryjane**, at an hourly rate of \$41.18, as needed.
- **Papamichael, Lucy**, at an hourly rate of \$50.64, as needed.
- **Yohana, Julie**, at an hourly rate of \$47.74, as needed.

Account # 11-000-251-105-00-23-023-001 (Human Resources Department)

11-000-230-105-00-20-020-001 (Superintendent's Office)

11-000-251-105-00-40-040-001 (Business Office)

Administrative Support for Board Agenda - June 26, 2023

- **Papamichael, Lucy**, not to exceed 4 hours, at an hourly rate of \$47.43 (\$189.72).

Account # 11-000-230-105-00-20-020-001

Information and Technology Department

Technology Support For Board Meetings, effective July 1, 2023 through June 30, 2024

- **DeRoche, Andrew**, at an hourly rate of \$29.44, as needed.
- **Enmore, Jaeson**, at an hourly rate of \$56.24, as needed.
- **Valere, Neil**, at an hourly rate of \$47.32, as needed.

Account # 11-000-230-104-00-45-045-001

Information Department Summer Workers

Student Workers

- **Harellick, Davis**, Information Technology Department Student Worker, effective July 3, 2023, through September 2, 2023, to be paid at the minimum wage of \$14.13 for 144 hours (\$2,034.72).
- **Jesalpara, Aashi**, Information Technology Department Student Worker, effective July 3, 2023, through September 2, 2023, to be paid at the minimum wage of \$14.13 for 144 hours (\$2,034.72).
- **Kunzle, Emmet**, Information Technology Department Student Worker, effective July 3, 2023, through September 2, 2023, to be paid at the minimum wage of \$14.13 for 144 hours (\$2,034.72).
- **McAskin, Kevin**, Information Technology Department Student Worker, effective July 3, 2023, through September 2, 2023, to be paid at the minimum wage of \$14.13 for 144 hours (\$2,034.72).

Account # 11-000-222-110-08-31-031-001

Non-Student Summer Worker

- **Abrunzo, Dean***, Information Technology Department Summer Worker, effective July 3, 2023, through September 2, 2023, to be paid at the minimum wage of \$14.13 for 144 hours (\$2,034.72).

Account # 11-000-222-110-08-31-031-001

Security Camera Maintenance and Repair

- **Enmore, Jaeson**, Associate Systems Administrator, effective September 1, 2022, through June 30, 2023, not to exceed 150 hours, at a base hourly rate of \$56.24 (Total \$8,436) and a maximum overtime hourly rate of \$84.37 (Total \$12,655).

Account # 11-000-266-104-08-31-031-001

Universal Power Supply (UPS) Replacement

- **Michels, James**, Technology Coordinator (9-12) effective July 1, 2023, through June 30, 2024, not to exceed 15 hours, at an hourly rate of \$47.32 (Total \$709.80) and a maximum overtime hourly rate of \$70.97 (Total \$1,064.55).
- **Valere, Neil**, Technology Coordinator (K-8) effective July 1, 2023, through June 30, 2024, not to exceed 20 hours, at a base hourly rate of \$47.32 (Total \$946.40) and a maximum overtime hourly rate of \$70.97 (Total \$1,418.80).

Account # 11-000-222-104-08-31-031-001

***Related to staff member**

Mr. Lembo moved approval of D. Human Resources with the amendments to item iii. And spelling correction to item iv.

Ms. Brogan seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, accepts the following restricted gifts for the **2022-2023** and **2023-2024** school years, to be used as indicated.

Donations			
Donor	Amount	Use	Account Number
Ridgewood Lacrosse Association	\$748	To be used to pay for a charter bus for the Boy's Lacrosse Team.	20-046-270-512-00-10-034-002
Kantrowitz Family	\$2,000 (gift in kind)	A gift in kind of a wooden dollhouse.	N/A
Somerville Home and School Association	\$2,578	To be used to purchase classroom items for Somerville Teachers.	20-025-100-610-00-05-005-005
Somerville Home and School Association	\$2,283.52 (gift in kind)	A gift in kind of books for student birthdays.	N/A

Somerville Home and School Association	\$6,500	To be used to pay for stipends for the 2023-2024 somerville clubs.	20-025-100-890-00-05-005-004
The Trustees of Princeton University	\$1,000	To be used to purchase 3D equipment for Ridgewood High School engineering department.	20-012-100-610-00-10-010-002

ii. Authorization to Appropriate Year-End Surplus

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the transfer of anticipated free balance as of June 30, 2023 as accumulated from current revenue and/or unexpended appropriations. The Board has determined to designate these available funds for the year end June 30, 2023 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 in accordance with N.J.S.A. 18A:7F-7;
- In addition, an amount not to exceed \$9,500,000 to be transferred to the Capital Reserve account;
- Also, an amount not to exceed \$2,800,000 to be appropriated in the SY 2024-2025 budget

Any excess above these amounts are 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.

The Board recognizes and memorializes that extra funds were generated this fiscal year when the State mandated unassigned funds cap went from a maximum of 4% to a maximum of 2%.

iii. Approval: Tuition Rates for Out-of-District Students and Staff Members' Children

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves tuition rates for the 2023-2024 school year for out-of-district students and staff members' children, as listed below:

Grades	Out-of-District	Staff Members' Children (rate for students enrolled prior to 9/1/20)	Staff Members' Children (with an effective hire 7/1/22 and after)
Grade K	\$16,799	\$606.55	\$5,880
Grades 1-5	\$17,853	\$606.55	\$6,249
Grades 6-8	\$18,955	\$676.26	\$6,634

Grades 9-12	\$18,088	\$747.01	\$6,331
Grades K-12	N/A	\$911.40	N/A
		<i>Effective 9/1/20 annual tuition for all new students of staff members (with an effective hire date prior to 6/30/22)</i>	
PreK (RED)	\$51,956	\$51,956	\$51,956
Behavioral Disabilities Program	\$64,556	\$64,556	\$64,556
LLD	\$23,169	\$23,169	\$23,169
Multiple Disabled	\$73,454	\$73,454	\$73,454
SEL-Social Skills Extended School Year (ESY)	\$2,000	\$2,000	\$2,000
REACH Transitional K/4s Ridgewood Resident	\$550 (monthly)	N/A	N/A
REACH Transitional K/4s Non-Resident	\$750 (monthly)	N/A	N/A
REACH Transitional K/4s RPS Staff Non-Resident	N/A	\$550	\$550
REACH Transitional K/4s Ridgewood Resident	\$550 (monthly)	N/A	N/A
Additional Services	Hourly Rates		
ABA	\$109	\$109	\$109

Aides	\$33	\$33	\$33
Counseling	\$116	\$116	\$116
ESL Services	\$100	\$100	\$100
IT Liaison	\$37	\$37	\$37
OT/PT/Speech	\$117	\$117	\$117
Resource Room	\$99	\$99	\$99

iv. Approval: Consulting Agreement with E-Rate Consulting, Inc.

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools approves the consulting agreement with E-Rate Consulting, Inc. to provide consulting services pursuant to NJSBA Procurement number #E-8801-ACES-CPS, as an independent contractor, from July 1, 2023 to June 30, 2024.

The Board has received background information.

v. Approval: Agreement with Alliance Pest Services for Pest Control and IPM Compliance Services

The Ridgewood Board of Education upon the recommendation of the Interim Superintendent of Schools, approves the agreement with Alliance Pest Services for pest control and IPM compliance services; Ed-Data Bid #10399 and 10959 in the amount of \$10,080 for monthly pest control and IPM Compliance Services and \$1,380 for quarterly rodent station services for the period July 1, 2023 through June 30, 2024.

The Board has received background information.

vi. Approval: Agreement with West Side Presbyterian Church for Use of their Parking Lot

The Ridgewood Board of Education, upon the recommendation of the Interim 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 2023-2024 school year, in the amount of \$26,000 (65 cars at \$40 per car per month). There is an increase of fee of \$1 per car from the 2022-2023 school year.

Parking for evening/special events is an additional \$2,475 and requires separate permission. Fees are detailed in the agreement. There is no increase in fee since the 2022-2023 school year.

The Board has received background information.

vii. Approval: Agreement with First Presbyterian Church for Use of Their Parking Lot

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves an agreement with 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, 2023 to June 22, 2024, from 7:00 a.m. to 5:00 p.m., at a cost of \$39,270.

There is a 2% increase in fee from the 2022-2023 school year. The fee is paid for by the students.

The Board has received background information.

viii. Approval: Secretary's Line Item Certification

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the following resolution: WHEREAS, the Board of Education has received the Report of the Secretary for the month of **May 2023**,

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 Interim 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 **May 2023**; 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.

x. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves transfers for **May 2023** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information.

xi. Approval: Approval of an Agreement with Pomptonian Food Service to be the Food Service Management Company for the 2023-2024 School Year

Be it resolved that the Ridgewood Board of Education (Local Education Agency) approves an

agreement with Pomptonian Food Service (Food Service Management Company) for the 2023-2024 school year, as per their proposal received on June 13, 2023.

The Food Service Management Company shall receive, in addition to the costs of operation, a fee of \$.3828 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 fees to the Food Service Management Company.

Cash receipts shall be divided by \$5.17 to arrive at an equivalent meal count.

The per meal management fee of \$.3828 will be multiplied by total meal equivalents.

The Food Service Management Company guarantees the Local Education Agency a minimum profit of \$210,000 for the school year 2023-2024.

The Board has received background information.

The student price list is included in **Attachment K**. There are no increases in fees.

xii. Approval: Agreement with Interstate Waste Services for Refuse and Commingling Recycling Removal Services

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement with Interstate Waste Services of New Jersey, Inc. for Refuse and Commingling Recycling Removal Services, in the amount of \$98,931.16 for the period July 1, 2023 through June 30, 2024.

There is a 2% increase in fee from the 2022-2023 school year.

The Board has received background information.

xiii. Approval: Agreement with Summit Management Solutions, LLC

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement with Summit Management Solutions, LLC for Business Office Consulting services for the period of July 1, 2023 through August 31, 2023 in the amount of \$140 per hour as needed.

The Board has received background information.

xiv. Rejection: Ridgewood High School Dust Collection System Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, rejects the only bid submitted for bid opening on June 22, 2023 from Evirocon, LLC in accordance with Public-School Contract Laws in the amount of \$535,668.30.

This project will be re-bid due to the significantly lower estimated cost of the project in an effort to obtain more competitive responses.

The Board has received background information.

xv. Rejection: Ridgewood High School STEM Lab Ventilation Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, rejects the only bid submitted for bid opening on June 22, 2023 from Evirocon, LLC in accordance with Public-School Contract Laws in the amount of \$354,056 and Alternate bid amount of \$60,000.

This project will be re-bid due to the significantly lower estimated cost of the project in an effort to obtain more competitive responses.

The Board has received background information.

xvi. Rejection: Orchard School Site Work and Stairs Project

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, rejects the only bid submitted for bid opening on June 22, 2023 from Berto Construction Inc. in accordance with Public-School Contract Laws in the amount of \$121,000.

This project will be re-bid due to the significantly lower estimated cost of the project in an effort to obtain more competitive responses.

The Board has received background information.

xvii. Approval: Lease Purchase for the 2023-2024 School Year

Bidder	Interest Rate
JP Morgan Chase Bank	4.320%
Bank Funding LLC	4.330%
KS State Bank	5.720%

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 of 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.

xviii. Approval: Lawn Care, Tree Pruning & Snow Removal Services

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the bid submission packet from Monello Landscape Industries, LLC in accordance with the Public-School Contract Laws in the total amount of:

1. Ridgewood Schools Lawn, Tree & Snow services as outlined in the bid specifications for a total of 64% or: \$138,633.05
2. Glen Rock Schools Lawn, Tree & Snow services as outlined in the

Bid specifications for a total of 36% or: \$ 76,012.35

Total Contract Charge for First Year (Award Price) for Ridgewood & Glen Rock \$214,645.40

There are no increases in fees from the 2022-23 school year.

The Board has received background information.

xix Approval: Authorization for Business Administrator to Approve the Shared Services Agreement with the Glen Rock Board of Education for Lawn Care, Tree Pruning & Snow Removal

WHEREAS, the Ridgewood Board of Education (“Board”) desires to procure lawn care, tree pruning and snow removal services for the 2023-2024 school year; and

WHEREAS, pursuant to N.J.S.A. 18A:18A-42, the Board is authorized to renew for a one-year term its existing Lawn Care, Tree Pruning & Snow Removal contract with Monello Landscape Industries, LLC (“Monello Landscape”); and

WHEREAS, pursuant to N.J.S.A. 40A:65-1 et seq., the Board desires to enter into a shared services agreement with the Glen Rock Board of Education (“Glen Rock”) for the provision of Lawn Care, Tree Pruning & Snow Removal services; and

WHEREAS, Glen Rock has agreed to reimburse the Ridgewood Board an amount equivalent to thirty-six percent (36%) of the total costs associated with the procurement of the Lawn Care, Tree Pruning & Snow Removal services, as well as thirty-six (36%) percent of any applicable attorneys’ fees.

BE IT FURTHER RESOLVED, that the Business Administrator, is hereby authorized to approve and execute the shared services agreement with Glen Rock for the provision of Lawn Care, Tree Pruning & Snow Removal services.

Mr. Lembo read the donations in record and thanked the responsible parties.

Mr. Mahmoud requested to pull items iii. Approval: Tuition Rates for Out-of-District Students and Staff Members’ Children and. xi. Approval: Approval of an Agreement with Pomptonian Food Service to be the Food Service Management Company for the 2023-2024 School Year

Mr. Lembo moved approval of Finance except item iii. Approval: Tuition Rates for Out-of-District Students and Staff Members’ Children and xix. Approval of an Agreement with Pomptonian Food Service to be the Food Service Management Company for the 2023-2024 School Year

Ms. Kwak seconded the motion, which was carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYS: none

Mr. Dani moved approval of item iii. Tuition Rates for Out-of-District Students and Staff Members’ Children

Mr. Lembo seconded the motion which was not approved by the following roll-call vote:

AYES: Ms. Kwak, Mr. Dani

NAYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud

Ms. Brogan is objecting to the staff member tuition column.

Mr. Mahmoud is opposed to increasing the staff member tuition.

Mr. Dani pointed out if this needs to be changed it should be through the policy process.

The Board discussed reviewing the staff tuition policy.

To view this portion of the meeting scroll to 1:08.

Ms. Kwak requested her comment on the record. If we are going to open up that policy one of the things that we need to be cognizant of is that this staff tuition rate was available immediately to any staff members, it wasn't contingent about tenure, wasn't contingent upon how many years of service other districts had and this was a balance. This came from very robust discussions, so it's disappointing that we're opening up again. If you look at comparable districts the percentage that some districts require staff members to pay can be as much as one hundred percent, we are at 35 percent and this policy is generous in that you get hired and the very next day your children can attend Ridgewood public schools for a fraction of what everybody else would pay. This also doesn't limit the number of family members who can come, if you are fortunate enough to have a large family with five children who are eligible of school age they're welcome to come the very next day that you are hired, so this really struck a balance and took into account some of the resources that we have in terms of classroom space, the number of students that we can accommodate and this she thought was a very fair solution, so it's disappointing that we have to pen up again and have a look at it with a different lens.

Ms. Davenport stated options for the resolution, if we're rejecting this motion as it stands, we can edit it real time and say that it's going to eliminate this or that and pass at least the out of district tuition without the staff portion, that's one option. Number two is to do that and then we have a special meeting scheduled on Friday which has been advertised for the sole purpose of one other award, but if we post throughout the community on the board building that we're adding another topic, it could also be re-voted on Friday.

Ms. Kwak moved approval of item iii. Tuition Rates for Out-of-District Students (column 1 only)

Mr. Lembo seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud, Ms. Kwak, Mr. Dani

NAYES: none

Ms. Lembo moved approval of item iii. Staff Members' Children enrolled prior to 9/1/20 and 6/30/22 (column 2)

Mr. Mahmoud seconded the motion which was not approved by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud, Mr. Dani

NAYES: none

ABSTAIN: Ms. Kwak

Ms. Davenport will send the policy and column iii. Items to the attorney for review.

Mr. Mahmoud discussed his concerns for item vi: Agreement with Pomptonian Food Services, he was hoping for lower menu prices and requested for a system of checks and balances between our business office and pomptonian regarding food costs and invoicing the district.

Ms. Davenport reviewed that pomptonian's price list is flat with some items having gone down. Ms. Davenport has discussed with Pomptonian that the goal is to bring down the return on the guaranteed surplus by bringing prices down and they're going to continue to examine that. We can incorporate the language regarding the checks and balances, the idea was brought up that we had employed services of Edvocate a few years ago to monitor the food services, landscaping and custodial, Ms. Davenport contacted them to monitor for 3-6 months but they only do contract increments of one year, which would be for \$18,000. This may be a good investment to get this problem properly managed, especially in a year with new administration.

A discussion ensued regarding the process of monitoring the food services costs.
To view this portion of the meeting scroll to 1:21.

Mr. Mahmoud made a motion to revise item xi. Approval of an Agreement with Pomptonian Food Service to be the Food Service Management Company for the 2023-2024 School Year as follows:

Approval: Approval of an Agreement with Pomptonian Food Service to be the Food Service Management Company for the 2023-2024 School Year

Be it resolved that the Ridgewood Board of Education (Local Education Agency) approves an agreement with Pomptonian Food Service (Food Service Management Company) for the 2023-2024 school year, as per their proposal received on June 13, 2023.

The Food Service Management Company shall receive, in addition to the costs of operation, a fee of \$.3828 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 fees to the Food Service Management Company.

Cash receipts shall be divided by \$5.17 to arrive at an equivalent meal count.

The per meal management fee of \$.3828 will be multiplied by total meal equivalents.

Regular purchasing process cadence to be agreed upon by Pomptonian Food Services and Ridgewood Business Administration Office.

Ms. Davenport reviewed that the guarantee statement must be included to ensure that we are not supporting a proprietary fund. A discussion ensued about the resolution.

Mr. Mahmoud moved approval of the amended resolution:

Approval: Approval of an Agreement with Pomptonian Food Service to be the Food Service Management Company for the 2023-2024 School Year

Be it resolved that the Ridgewood Board of Education (Local Education Agency) approves an agreement with Pomptonian Food Service (Food Service Management Company) for the 2023-2024 school year, as per their proposal received on June 13, 2023.

The Food Service Management Company shall receive, in addition to the costs of operation, a fee of \$.3828 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 fees to the Food Service Management Company.

Cash receipts shall be divided by \$5.17 to arrive at an equivalent meal count.

The per meal management fee of \$.3828 will be multiplied by total meal equivalents.

The Food Service Management Company guarantees the Local Education Agency a minimum profit of \$210,000 for the school year 2023-2024.

Student Price List to be determined, subject to the approval of the Board of Education.

Regular purchasing processing cadence to be agreed upon between Pomptonian Food Services and the Ridgewood Business Administration Office.

Ms. Kwak seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud, Ms. Kwak, Mr. Dani

NAYES: none

Ms. Brogan discussed that the board voted tonight on some rejections of bids that were higher priced than the estimates.

Ms. Davenport reviewed each of the bidding scenarios. To view this portion of the meeting scroll to 1:46.

Dr. Fitts presented Resolution and Motions Not Included in Consent Agenda.

IX. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

Dr. Fitts

A. Approval: Acceptance and Authorization of the Settlement of Litigation

WHEREAS, litigation was instituted by Austin DePol against the Ridgewood Board of Education ("Board") in the Bergen County Superior Court in the matter entitled Austin DePol v. Ridgewood Board of Education, et al. under docket no. BER-C-166-22 ("Litigation"); and

WHEREAS, the Board, based on the advice of the Attorney for the Board and in an effort to avoid the cost associated with protracted litigation, sought an amicable resolution of the Litigation with Mr. DePol; and

WHEREAS, the Mr. DePol and the Board agreed to settle the Litigation without resort to further litigation and without any admission of liability by either party; and

WHEREAS, a Settlement was placed on the record before the Honorable Robert M. Vinci, J.S.C. on May 12, 2023 in which it was agreed that the Board would rescind the letter dated September 18, 2020 which restricted Mr. DePol's access to District property and Mr. DePol would dismiss the Lawsuit and release all parties named as Defendants in the Litigation from

any claims based upon anything which happened from the beginning of time until the date of the settlement; and

NOW, THEREFORE BE IT RESOLVED, that the Ridgewood Board of Education, hereby accepts and authorizes the settlement of the Litigation as described herein; and

BE IT FURTHER RESOLVED, that the Business Administrator, Attorney for the Board and any other representative of the Board as is necessary, is hereby authorized to execute any documents or take any other action necessary to effectuate the terms of the settlement of the Litigation.

Mr. Lembo moved approval of A: Acceptance and Authorization of the Settlement of Litigation
Ms. Kwak seconded the motion, which carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud, Ms. Kwak, Mr. Dani
NAYES: none

B. Approval: Agreement with Northeast Roof Maintenance for the Ridgewood High School Science Wing Roof Replacement

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with Northeast Roof Maintenance for the Ridgewood High School Science Wing roof replacement, as per the open bidding process (FKA Project Number 2315) in the amount of \$592,500.

The Board has received background information.

Mr. Dani moved approval of B: Agreement with Northeast Roof Maintenance for the Ridgewood High School Science Wing Roof Replacement
Ms. Kwak seconded the motion, which carried by the following roll call vote:

AYES: Ms. Brogan, Mr. Lembo, Mr. Mahmoud, Ms. Kwak, Mr. Dani
NAYES: none

X. APPROVAL OF BILLS

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the payment of bills as listed below and reviewed by Ms. Brogan.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
June 20	Columbia Bank On-Line	110218-110486	1,334,483.39
June 8	Columbia Bank On-Line Scholarship	831596-831626	52,400.00
June 15	Payroll Transfer	P44506	3,474,694.11

June 30	Payroll Transfer	P44507	3,508,180.27
May 8	Electronic Transfers	C44511-C44512	6,631.74
May 8	Electronic Transfers	R44509-R44510	12,044.38
May 11	Electronic Transfers	R44513-R44514	33,050.98
May 31	Electronic Transfer	F44547	13,378.46
June 13	Electronic Transfer	R44546	30.00
June 20	Food Service	620432-620435	207,694.74
June 20	Void Check	109841	(115.00)
TOTAL			8,642,473.07

Ms. Brogan moved approval of bills approved by her.

Mr. Lembo seconded the motion which carried by the following roll-call vote:

AYES: Ms. Brogan, Mr. Dani, Ms. Kwak, Mr. Lembo, Mr. Mahmoud

NAYES: none

XI. BOARD MEMBER ANNOUNCEMENTS

Ms. Brogan thanked everyone involved in the planning of the Ridgewood High School graduation. Congratulations to the staff and students.

Mr. Dani attended the Middle School promotion ceremony that brought back the motto of resilience, students gave fantastic speeches with confidence.

Mr. Dani thanked Dr. Fitts for mentorship and guidance.

Ms. Kwak thanked Dr. Fitts and Ms. Davenport for their service to the district.

Mr. Lembo announced that project graduation was amazing and great to see everyone come together.

XII. BOARD COMMITTEE REPORTS

The Policy Committee reviewed and discussed the policies listed under Board Member Discussion Items.

The Finance Committee reviewed and discussed the bids listed under the Finance section.

XIII. DISCUSSION ITEMS

A. New Policies/Regulations and Revisions to Policies/Regulations as listed below and in **Attachment L:**

New:

- Policy 2425 Emergency Virtual or Remote Instruction Program
- Policy 4217 Use of Corporal Punishment
- Regulation 6115.01 Federal Awards/Funds Internal Controls - Allowability of Costs
- Policy 6115.04 Federal Funds - Duplication of Benefits

Revised:

- Policy 0152 Board Officers
- Policy 0161 Call, Adjournment, and Cancellation
- Policy 0162 Notice of Board Meetings
- Policy and Regulation 2423 Bilingual and ESL Education
- Regulation 2425 Emergency Virtual or Remote Instruction Program
- Policy and Regulation Attendance
- Policy 5512 Harassment, Intimidation, or Bullying
- Policy 8140 Student Enrollments
- Regulation 8140 Enrollment Accounting
- Policy and Regulation Student Records
- Regulation 8420.2 Bomb Threats
- Regulation 8420.7 Lockdown Procedures
- Regulation 8420.1 Active Shooter
- Policy 0144 Board Member Orientation and Training
- Policy and Regulation 2520 Instructional Supplies
- Policy 3217 Use of Corporal Punishment
- Policy 5305 Health Services Personnel
- Policy and Regulation 5308 Student Health Records
- Policy and Regulation 5310 Health Services
- Policy 6112 reimbursement of Federal and Other Grant Expenditures
- Policy 6311 Contracts for Goods or Services Funded by Federal Grants
- Policy 7440 School District Security
- Policy 9140 Citizens Advisory Committees

Abolished:

- Policy 1648.11 The Road Forward COVID-19 - Health and Safety
- Policy 1648.13 School Employee Vaccination Requirements
- Policy 9100 Public Relations
- Regulation 9140 Citizens Advisory Committee

Ms. Brogan discussed that the policies all came from Strauss Esmay that are either mandatory or recommended.

The board discussed the policy approval process and the annual school election as it may be governed by policies.

Ms. Kwak asked on policies, since we are the only district in New Jersey that does not hold annual school elections, if we could fix this with a policy or if we have to go through the legal

courts.

Ms. Davenport was asked by the Board to pose the question to the Board attorney.
To view this portion of the meeting scroll to 2:06.

XIV. ACCEPTANCE OF MINUTES

- May 22, 2023 Regular Public Meeting
- June 12, 2023 Executive Session Meeting Part I
- June 12, 2023 Executive Session Meeting Part II

Mr. Lembo moved acceptance of minutes.

Ms. Brogan seconded the motion, which was unanimously approved. Ms. Kwak recused herself from June 12 minutes.

XV. OTHER BUSINESS

None at this time.

XVI. COMMENTS FROM THE PUBLIC

Mary Micale, 181 Spencer Place, she thanked Dr. Fitts and Ms. Davenport, she asked the following question because she does not know the answer. She has been following quite closely the discussion regarding three seats being up one year, two seats being up another year and then one year not and she's heard statements that it's the law that we have an annual school board election. She has not read the statute, because her understanding was that the statute was kind of assumed that there would be an annual election, but not necessarily that it required it and that type of nuance and distinction she thinks is important. She would suggest respectfully that when you speak with the attorney you ask the attorney, number one what is the actual requirement and then depending on what the requirement is clearly we need to be in compliance. That's just a thought that she has been listening to the discussion and appreciates all the thoughtful comments that are made here tonight. She's had an opportunity this year to work closely with Dr. Fitts and with Ms. Davenport and it has been an absolute pleasure and absolute honor. You both jumped into a busy district and did an incredible job with all of us and everything that was in front of you. We are grateful to you and we have all learned so much from both of you and she thanks you.

Laurie Weber, 235 South Irving Street, many of you can guess that she is going to talk about the annual school elections. Just to be clear it isn't one law that relies upon annual school board elections there are a few laws on the books that revolve around, rely upon there being annual school board elections so its not a question of preference. The other being in 2019 when that board went to court to stop the 2019 trustee elections this all revolves around our district moving our elections back and forth between April and November, and that board decided on the Superintendent's recommendation that they cancel that election and because they sued the county clerk, nobody was representing the interests of voters in the district. She tried to get into that case, but i wasn't happening. Basically, that was the beginning, the moving back and forth created a citation where the court order actually stated when each election would take place for each seat, so that court order did preserve the annual election even though it skipped one year. It then said two seats, this year, two seats that year, one seat the following year. So it

accomplished that. What happened was that when the elections moved again, the board made a mistake and that one seat which was already completed its third year, the judge had added a year to that term and the board basically violated that court order and ran that single seat along with two other seats. That seat should have been extended one more year, so the board made the mistake at that point, so we have two different problems all evolving around people trying to meddle with what the law mandates. Annual school board election and the only way to resolve that is by running the year that we have those three seats to undo the mess, run one of them as a one year seat that would undo the mess and this was already brought up with the board attorney, who's been sitting on it now for months and months doing nothing about it. Thanked Dr. Fitts and Ms. Davenport for the work that they did for our district. To let you know Ms. Davenport, Mr. Giacobbi already knows about this, not going something about it is a choice and that she hopes clarifies the matter.

Ms. Brogan replied that the reality is that Chris Kaufman's seat and he was elected in November, it got changed to April, then it got back to November and that his three year term was November to that November and that was why that was the third seat. It was there where the moving part was and our lawyer was the one who brought it to our attention that the terms were.

The Board discussed the annual election terms. To view this portion of the meeting scroll to 2:21.

XVII. ADJOURNMENT

At 9:04 p.m., on a motion made by Mr. Lembo, seconded by Ms. Brogan and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Jaime Cangialosi-Murphy
Director of Human Resources



Lucy Papamichael

Professional Development

BOE Date 6/12/2023

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Kathryn Davenport (previously approved on 5/22/23 - revised dates and cost)	NJASBO Annual Conference New Jersey Association of School Business Officials Atlantic City, NJ Revised dates: 6/6/23 - 6/7/23	Professional Development	Revised cost: \$450	0
David Pfeiffer	A Time for Reflection, Connection, and SEL Support The Mindful Educators Ramsey, NJ 6/8/23	Professional Development	\$0.00	0
Lindsay Mitchell	A Time for Reflection, Connection, and SEL Support The Mindful Educators Ramsey, NJ 6/8/23	Professional Development	\$0.00	0
Kathleen Finnegan	A Time for Reflection, Connection, and SEL Support The Mindful Educators Ramsey, NJ 6/8/23	Professional Development	\$0.00	0
Erin McGuire (will be replacing Cindy Lora who was previously approved on 5/22/23)	Safety Care Trainer Training Safety Care Philadelphia, PA 6/12/23 - 6/14/23	Professional Development	\$3,027.00	
Danielle Wood	Anti-Bullying Specialist (ABS) Online Certificate Program New Jersey Principals and Supervisors Association (NJPSA) Virtual Self-Paced	Professional Development	\$500.00	0
Cindy Lora	Safety Care Trainer Training Safety Care Philadelphia, PA 7/24/23 - 7/26/23	Professional Development	\$2,967.92	0

Sarah Middleton	Comprehensive Online Refresher Institute for Multi-Sensory Education Virtual 7/31/23	Professional Development	\$100.00	0
Amanda Kirk	Comprehensive Virtual IMSE Orton-Gillingham Training Institute for Multi-Sensory Education Virtual 7/31/23 - 8/4/23	Professional Development	\$1,500.00	0

The total cost for these conferences is \$4,969.24. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$125,377 leaving a balance of \$74,623.

The total cost of substitutes for these conferences is \$750. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$29,400.

2024-2025 Calendar

Professional Development: No School for Students
Opening & Closing Day for Students
Schools Closed
District Closed (schools & 12-month employees)
Minimum Day
Schools may be closed/ emergency days

Grades	Full Day	Minimum Day
Glen School	8:45 - 2:00	8:45 - 12:45
K-5	8:45 - 3:00	8:45 - 12:45
6-8	8:00 - 2:53	8:00 - 12:15
9-12	8:20 - 3:30	8:20 - 12:27
STEPPS	9:00 - 3:00	9:00 - 1:00

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
28-29 Professional Development(convocation)						

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: District closed						
3 Opening Day for students: minimum day						

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		
3 Rosh Hashanah: District closed						
12 Yom Kippur						
14 Columbus Day: Professional Development						

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
1 Diwali: District Closed						
7-8 NJEA convention: District closed						
27 Minimum Day						
28-29 Thanksgiving Recess: District closed						

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				
23 -25 Christmas: District closed						
26-30 December Recess: Schools closed						
31 New Year's Eve: District 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: District closed						
20 MLK: District closed						
29 Lunar New Year: District 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	
14 Minimum Day						
17 President's Day: District closed						

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					
28 Professional Development Day						
30 Eid-Al-Fitr						

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			
14-17 Spring Recess: Schools closed						
18 Good Friday: District closed						

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
26 Memorial Day: District closed						
22, 23 & 27 Emergency Days: May be 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	1	2	3	4	
19 RHS Graduation						
19 Last Day of Instruction (minimum day)						
20 Juneteenth observed: District closed						
23 Closing day for teachers						
7/4 Independence Day: District Closed						

Days in Session		
Students		Teachers
August	0	August 2
September	20	September 20
October	21	October 22
November	16	November 16
December	15	December 15
January	20	January 20
February	19	February 19
March	20	March 21
April	17	April 17
May	21	May 21
June	14	June 15
Total Days	183	188

0 emergency day used: 3 days closed Thursday, Friday and Tuesday closed)

1 emergency days used: 2 days closed (Friday and Tuesday closed)

2 emergency days used: 1 day closed (Friday closed)

3 or more emergency days used: 0 days closed

*Spring recess may be subject to cancellation if more than 4 days used. 1st day to be used will be Monday April 14 and working forward.

RIDGEWOOD PUBLIC SCHOOLS 2023-2024

Attachment C

	Prof. Development Day: No School for Students
	Opening & Closing Day for Students
	Schools Closed
	Minimum Day
	Schools may be closed per emergency days used

School Hours:	Full Day
Glen School	8:45-2:00
K-5	8:45-3:00
Gr 6-8	8:00-2:53
Gr 9-12	8:20-3:30
STEPPS	9:00-3:00

Minimum Day
8:45-12:45
8:45-12:45
8:00-12:15
8:20-12:27
9:00-1:00

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		

31 Convocation: Professional Development

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

1 Professional Development
 4 Labor Day: Schools Closed
 5 Opening Day for students: minimum day
 16 Rosh Hashanah
 25 Yom Kippur: 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				

9 Columbus day - Professional Dev. 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		

9-10 NJEA convention – School closed
 12 Diwali
 22 Minimum Day
 23-24 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

22 Minimum Day
 25 Christmas
 25-29 December Recess

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 December Recess
 15 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	29		

10 Lunar New Year
 19 Presidents day: February Recess
 19-20 February Recess

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						

25-29 Spring Recess
 29 Good Friday
 31 Easter

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				

1 Professional Development Day: No School for Students
 10 Eid-Al-Fitr Schools Closed

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	

24, 28, 29 Schools may be closed per emergency days used: see note below
 27 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						

19 Last day of instruction (minimum day)
 19 RHS graduation
 20 Closing Day for Teachers
 21 Juneteenth Observed – District Closed

DAYS IN SESSION		
	Teachers	Students
August	1	0
September	19	18
October	22	21
November	18	18
December	16	16
January	21	21
February	19	19
March	16	16
April	21	20
May	22	22
June	14	13
Total Days	189	184

0 emergency days used: 3 days school closed
1 emergency day used: 2 days school closed (Friday and Tuesday closed)
2 emergency days used: 1 day school closed (Friday closed)
3 or more emergency days used: 0 days closed *Spring recess may be subject to cancellation if more than 4 days used. 1st day to be used will be Monday March 25, 2024 and working forward.

FIELD TRIPS FOR APPROVAL									
June 12, 2023									
ONE DAY TRIPS									
Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
6/6/23 *Already received informal board approval	RHS	New York Jets Football Training Center, Florham Park, NJ	17 Girls Flag Football Players	2	0	\$0	\$0	No	Yes
6/12/23 - * Date change - previously approved on 4/17/23	Willard	Van Saun Park Zoo, Paramus, NJ	138 Kindergarten and 5th Grade Students	16	1 (Sub Nurse)	\$200	\$200 (Sub Nurse)	Yes	Yes
6/13/23 - * Date change - previously approved on 3/20/23	Willard	4th Grade/GWMS Link Up Concert, Ridgewood, NJ	89 4th Grade Students	7	0	\$0	\$0	Yes	Yes
6/13/23 - * Date change - previously approved on 2/12/23	Orchard	LinkUp, George Washington MS, Ridgewood, NJ	54 4th Grade Students	6	0	\$0	\$0	Yes	Yes
6/13/23 - * Date change - previously approved on 5/8/23	Ridge	Link Up, George Washington MS, Ridgewood, NJ	66 4th Grade Students (Music)	6	1/2 (Sub Teacher)	\$75	\$75	Yes	Yes
6/13/23	RHS	Teacher Recognition Ceremony, Ben Franklin Middle School, Ridgewood, NJ	14 AcaBellas Members	1	0	\$0	\$0	No	Yes
6/14/23	Travell	BF Orientation, Ben Franklin Middle School, Ridgewood, NJ	5 5th Grade SE Students	2	0	\$0	\$0	Yes	Yes
6/14/23 * Date change - previously approved on 5/8/23	Ridge	Van Saun Zoo, Paramus, NJ	52 Kindergarten Students	20	0	\$0	\$0	Yes	Yes

6/15/23 *Date change - previously approved on 11/7/22	Travell	Woodmont Day Camp, New City, NY	63 5th Grade Students	12	0	\$200	\$200 (Sub Nurse) and \$1,200 (Bus)	Yes	Yes		
6/21/23	Travell	BF Orientation, Ben Franklin Middle School, Ridgewood, NJ	67 5th Grade Students	7	0	\$0	\$0	Yes	Yes		
9/30/23	RHS	NJMBDA Marching Band Competition. Randolph HS, Randolph, NJ	92 Marching Band Members	15	0	0	\$2,850 (Bus)	No	Yes		
10/7/23	RHS	USBands Ludwig Musser Marching Band Classic, Metlife Stadium, E. Rutherford, NJ	92 Marching Band Members	15	0	0	\$2,985 (Bus)	No	Yes		
10/14/23	RHS	USBands Marching Band Competition, Northern Highlands Regional HS, Allendale, NJ	92 Marching Band Members	15	0	0	\$2,850 (Bus)	No	Yes		
10/21/23	RHS	USBands Marching Band Competition, Matawan, NJ	92 Marching Band Members	15	0	0	\$2,985 (Bus)	No	Yes		
11/5/23	RHS	USBands Marching Band National Championships, J. Birney Crum Stadium, Allentown, PA	92 Marching Band Members	15	0	0	\$3,885 (Bus)	No	Yes		
OVERNIGHT FIELD TRIPS - PAID											
Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
8/20/23 - 8/25/23	RHS	Marching Band - Band Camp, Timber Lake Camp, Shandaken, NY	92 Marching Band Members	20	0	0	0	0	\$3,585 (Bus)	Yes	Yes

2/1/24 - 2/6/24	RHS	Embassy Suites, Downey, CA; Disney Concert Hall; Disneyland; U.Southern California; Santa Monica Pier; Sony Studios; Catalina Jazz Club, Greater Los Angeles, CA	140 RHS Curricular Band Members & Related Groups	9	4 (5 nights each)	\$4,000	0	0	\$4,000 (Chaperones)	No	Yes
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		2022-23	Sum.School	Hourly	Sum. School
Teacher	Assignment	Salary	Full Salary	Rate	Salary
<u>Glen School</u>	11-212-100-101-66-01-024-001				
TBD (169 Hrs.)	RISe Program	---	---	---	---
DeRienzo, Kristen (134 Hrs.)	RISe Program	\$81,177	\$7,306	\$48.71	\$6,527
Grudzien, Jaimee (100 Hrs.)	RED Program	\$94,742	\$8,527	\$56.85	\$5,685
Pospischil, Leanne (100 Hrs.)	RED Program	\$75,467	\$6,792	\$45.28	\$4,528
Classroom Aides					
Lauritano, Scott	RED Program			\$20.00	T/C
Jessica Yucis	RED Program			\$20.00	T/C
Doyle, Christine	RED Program			\$20.00	T/C
Amaral, Carla	RED RISe Program			\$26.00	T/C
Manzelli, Jayne	RED RISe Program			\$20.00	T/C
Lam, Antennette	RED RISe Program			\$26.00	T/C
Makdesi, Rim	RED RISe Program			\$26.00	T/C
Radoncic, Azra	RED RISe Program			\$26.00	T/C
LaChapelle, Victoria	RED RISe Program			\$26.00	T/C
Fong, Ashlee	RED RISe Program			\$26.00	T/C
Meyer, Maureen	RED RISe Program			\$26.00	T/C
Arrue, Alyssa	RED RISe Program			\$26.00	T/C
Gamalath, Nirosha	RED RISe Program			\$26.00	T/C
Latif, Shaista	RED RISe Program			\$26.00	T/C
<u>Glen School</u>	11-212-100-101-00-24-024-001				
Hamilton, Elizabeth (149 Hrs.)	RISe Program - K-2 Grades	\$78,077	\$7,027	\$46.85	\$6,980
Romas, Robert (169 Hrs.)	RISe Program - 3-5 Grades	\$77,417	\$6,968	\$46.45	\$7,850
Classroom Aides					
Mojica, Jiana	RISe Program			\$26.00	T/C
Perez, Nestor	RISe Program			\$26.00	T/C
Nieves, Glenny	RISe Program			\$26.00	T/C
Couglin, Ryan	RISe Program			\$26.00	T/C
Cancio, Josylin	RISe Program			\$26.00	T/C
Fierro, Judy	RISe Program			\$26.00	T/C
Barclay, Andrea	RISe Program			\$26.00	T/C
Hopper, Ann	RISe Program			\$26.00	T/C
Boddy, Paul	RISe Program			\$26.00	T/C
<u>Glen School</u>	11-204-100-101-00-04-024-001				
Park, Sara (74 Hrs.)	LLD Special Needs - K-2 Grades	---	---	\$42.00	\$3,108
Gorman, Brandi (74 Hrs.)	LLD Special Needs - 3-5 Grades	\$87,542	\$7,879	\$52.53	\$3,887
TBD (74 Hrs.)	SEL Club - K-5 Grades	---	---	---	---
Bisig, Krystina (74 Hrs.)	SEL Club - K-5 Grades	---	---	---	---
Classroom Aides					
Szafran, Alicia	Medical Aide			\$20.00	T/C
Cigolini, Lucille	LLD Special Needs - K-5 Grades			\$20.00	T/C
<u>Glen/BF Middle School</u>	11-204-100-101-66-04-024-001				
Golden, Michelle (117 Hrs.)	SAIL Program - K-5 Grades	\$75,467	\$6,792	\$45.28	\$5,298
Classroom Aides					
Munoz, Patricia	SAIL Program			\$26.00	T/C
Lazration, Sara	SAIL Program			\$26.00	T/C
Batawala, Hasi	SAIL Program			\$20.00	T/C
Baloch, Fahad	SAIL Program			\$20.00	T/C
<u>Ridgewood High School</u>	11-209-100-101-66-05-024-001				
Wine, Rae (95 Hrs.)	PERL Program - K-5 Grades	70,467	\$6,342	\$42.28	\$4,017
Classroom Aides					
Carewics, Damian	PERL Program - K-5 Grades			\$26.00	T/C
<u>Ridge School</u>	11-212-100-101-00-10-024-001				
DeAraujo, Christie (85 Hrs.)	Multisensory Reading Program	\$103,465	\$9,312	\$62.08	\$5,277
Spector, Stefanie (70 Hrs.)	Multisensory Reading Program	\$89,927	\$8,093	\$53.96	\$3,777
<u>Ridgewood High School</u>	11-204-100-101-66-10-024-001				
Garvin, Natalie (55 Hrs.)	ELA/Math Enrichment - Grades 6-8	\$79,917	\$7,193	\$47.95	\$2,637
<u>Ridgewood High School</u>	11-204-100-101-66-10-024-001				
Romano, Odalys (74 Hrs.)	Special Needs - Grade 6	\$117,582	\$10,582	\$70.55	\$5,221
Classroom Aides					
Fischer, Susan	Special Needs - Grade 6				T/C
<u>Ridgewood High School</u>	11-204-100-101-66-10-024-001				
Gordon, Julie (74 Hrs.)	Special Needs - Grades 9-12	\$106,132	\$9,552	\$63.68	\$4,712
Classroom Aides					
Spadacinni, Ann	Special Needs - Grades 9-12			\$20.00	T/C
<u>Ridgewood High School</u>	11-204-100-101-66-10-024-001				
Capolongo, Justine (117 Hrs.)	RISe Program Grades 6-8	\$70,967	\$6,387	\$42.58	\$4,982

Teacher	Assignment	2022-23 Salary	Sum.School Full Salary	Hourly Rate	Sum. School Salary
Classroom Aides					
Cardew, Charlie	RISe Program			\$26.00	T/C
Connelly, Molly	RISe Program			\$26.00	T/C
Grasso, Laura	RISe Program			\$26.00	T/C
Williams, Shakira	RISe Program			\$26.00	T/C
Ridgewood High School 11-204-100-101-66-10-024-001					
Donovan, Jennifer (117 Hrs.)	PREP Program Grades 9-12	\$70,467	\$6,342	\$42.28	\$4,947
Murphy, Kristin (117 Hrs.)	PREP Program Grades 9-12	\$72,517	\$6,527	\$43.51	\$5,091
Minichinni, Gina (117 Hrs.)	PREP Program Grades 9-12	\$71,967	\$6,477	\$43.18	\$5,052
Classroom Aides					
Biddiscombe, Peter	PREP Program			\$26.00	T/C
Montelbano, Dean	PREP Program			\$26.00	T/C
Walsh, Evan	PREP Program			\$26.00	T/C
Mason, Bennett	PREP Program			\$26.00	T/C
Crabbe, Joseph	PREP Program			\$26.00	T/C
Frank, Noah	PREP Program			\$26.00	T/C
Dare, Matthew	PREP Program			\$22.19	T/C
Oak Street Location 11-204-100-101-66-10-024-001					
DeFlora, Patrick (117 Hrs.)	STEPPS Program (18-21)	\$63,367	\$5,703	\$38.02	\$4,448
Classroom Aides					
Hiller, Ari	STEPPS Program			\$27.00	T/C
Patton, Nicole	STEPPS Program			\$27.00	T/C
Zeilstra, Anniek	STEPPS Program			\$27.00	T/C
Collins, Carla	STEPPS Program			\$27.00	T/C
Palazzola, Joan	STEPPS Program			\$27.00	T/C
Kim, Sung Hui	STEPPS Program			\$27.00	T/C
Dariento, Reed	STEPPS Program			\$27.00	T/C
Gigante, Anthony	STEPPS Program			\$27.00	T/C
11-204-100-101-00-66-050-001					
Kilcullen, Michael (70 Hrs.)	Transition Coordinator	\$84,667	\$7,620	\$50.80	\$3,556
Tolve, Laura (75 Hrs.)	Arts (PREP/STEPSS)	\$92,577	\$8,332	\$55.55	\$3,333
Crawford, Ryan (75 Hrs.)	Physical Education (RISe/SAIL)	\$64,867	\$5,838	\$38.92	\$2,335
Armstrong, Tara (100 Hrs.)	BCBA	---	---	\$105.00	\$10,500
Lora, Cindy (100 Hrs.)	BCBA	\$106,132	\$9,552	\$63.68	\$6,368
Bray, Ariana (100 Hrs.)	BCBA	\$79,923	\$7,193	\$47.95	\$4,795
Castro, Ycelsa	Bus Driver	\$50,000	\$4,500	\$30.00	\$3,000
Manke, Colleen (214 Hrs.)	Nurse	\$106,132	\$9,552	\$63.68	\$13,627
TBD (214 Hrs.)	Nurse	---	---	---	---
TBD (214 Hrs.)	Nurse	---	---	---	---
Aday, Doug	Summer Programs Coordinator	---	---	---	\$18,000
Calculated at Summer School hourly rate: Annex 13 REA Agreement					
MA Max \$106,132					
Substitutes					
Baloch, Sumera					
Tormey, Cooper					
Fisse, Lauren					
Student Volunteers					

Name	Assignment	Instructional Hours	Prep Hours	# of Classes	2022-2023 Salary	Full SS Salary	Hourly Rate	Summer School Salary
Appel, Charles	World History (Remedial)	60	15	0.50	96,081	8,647	57.65	4,323.65
Appel, Charles	US History I (Remedial)	60	15	0.50	96,081	8,647	57.65	4,323.65
Appel, Charles	US History II (Remedial)	60	15	0.50	96,081	8,647	57.65	4,323.65
Attanasio, Ellen	College Essay Writing (Enrichment)	12	3	0.12	---	---	50.00	750.00
Attanasio, Ellen	Creative Writing (Enrichment)	12	3	0.12	---	---	50.00	750.00
Gordon, Julie	SAT PREP - Verbal	12	3	0.12	106,132	9,552	63.68	955.19
Gordon, Julie	SAT PREP - Verbal	12	3	0.12	106,132	9,552	63.68	955.19
Gyulay, Joseph	Geometry (New Credit)	120	30	1.0	106,132	9,552	63.68	9,551.88
Kase, Sean	Intro to Marketing (New Credit)	30	7.5	0.25	93,892	8,450	56.34	2,112.57
Kase, Sean	Intro to Marketing (New Credit)	30	7.5	0.25	93,892	8,450	56.34	2,112.57
Kase, Sean	Entrepreneurship (New Credit)	30	7.5	0.25	93,892	8,450	56.34	2,112.57
Kase, Sean	Entrepreneurship (New Credit)	30	7.5	0.25	93,892	8,450	56.34	2,112.57
TBD	Art 101 (Enrichment)	12	4	0.12	0	0	-	-
TBD	Fundamentals of Painting (Enrichment)	12	4	0.12	0	0	-	-
Mendez, Karen	Intro to Business (New Credit)	30	7.5	0.25	101,802	9,162	61.08	2,290.55
Mendez, Karen	Intro to Business (New Credit)	30	7.5	0.25	101,802	9,162	61.08	2,290.55
Mendez, Karen	Intro to Business (New Credit)	30	7.5	0.25	101,802	9,162	61.08	2,290.55
Mendez, Karen	Finance (New Credit)	30	7.5	0.25	101,802	9,162	61.08	2,290.55
Murtha, Timothy	Finance (New Credit)	30	7.5	0.25	70,617	6,356	42.37	1,588.88
Murtha, Timothy	Finance (New Credit)	30	7.5	0.25	70,617	6,356	42.37	1,588.88
Nyhuis, Philip	Geometry (Remedial)	60	15	0.50	89,597	8,064	53.76	4,031.87
Nyhuis, Philip	Algebra I (Remedial)	60	15	0.50	89,597	8,064	53.76	4,031.87
Nyhuis, Philip	Algebra II (Remedial)	60	15	0.50	89,597	8,064	53.76	4,031.87
Pinches, Katharine	English 9 (Remedial)	60	15	0.50	106,132	9,552	63.68	4,775.94
Pinches, Katharine	English 10 (Remedial)	60	15	0.50	106,132	9,552	63.68	4,775.94
Pinches, Katharine	English 11 (Remedial)	60	15	0.50	106,132	9,552	63.68	4,775.94
TBD	Algebra I (New Credit)	120	30	1.0	0	0	-	-
TBD	Algebra II (New Credit)	120	30	1.0	0	0	-	-
TBD	Honors Geometry (New Credit)	120	30	1.0	0	0	-	-
Van Hise, Brian	Intro to Algebra I (Enrichment)	12	3	0.12	98,552	8,870	59.13	886.97
Van Hise, Brian	Intro to Algebra II (Enrichment)	12	3	0.12	98,552	8,870	59.13	886.97
Fanelli, Alyssa	Intro to Geometry (Enrichment)	12	3	0.12	63,367	5,703	38.02	570.30
TBD	Biology (Remedial)	60	15	0.50	0	0	-	-
TBD	Chemistry (Remedial)	60	15	0.50	0	0	-	-
TBD	Physics (Remedial)	60	15	0.50	0	0	-	-
TBD	Intro to Chemistry (Enrichment)	12	3	0.12	0	0	-	-
TBD	Intro to Biology (Enrichment)	12	3	0.12	0	0	-	-
TBD	Wellness (Remedial)	15	4	0.13	0	0	-	-
*Burdette, Ryan	Wellness (Remedial)	15	4	0.13	---	---	50.00	950.00
*Burdette, Ryan	Wellness (Remedial)	15	4	0.13	---	---	50.00	950.00
Tozaj, Mersi	Learn to Code (Enrichment)	12	3	0.12	---	---	40.00	600.00
Tozaj, Mersi	Creative Coding (Enrichment)	12	3	0.12	---	---	40.00	600.00
Van Hise, Brian	SAT PREP - Math	12	3	0.12	98,552	8,870	59.13	886.97
Van Hise, Brian	SAT PREP - Math	12	3	0.12	98,552	8,870	59.13	886.97

Name	Assignment	Instructional Hours	Prep Hours	# of Classes	2022-2023 Salary	Full SS Salary	Hourly Rate	Summer School Salary
Demirjian, Linda	Principal							9,270.00
								89,635.01

Adult Education

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

DiCostanzo, John
Livingstone, Robert

Summer Music Academy

Account #13-423-100-101-00-60-060-001

Alcaro, Annamaria
Brescia, Kenneth
Chicas, Christina
Curcio, Jason
Gregory-Fink, Deborah*
Fink, Gary*
Friedman, Mark
Haas, Cynthia*
Larsen, Paul
Lee, Alina
Luckenbill, John
Rimelis, David
Saporito, Benjamin
Schmarak, Jonathan
Sharar, Carol
Shore, Trey
Wilkes, Judy
Zlotkin, Amanda

Driver Education

Account #13-424-100-101-00-60-060-001

Cosgove, James
Currier, Robert
Kay, Peter*
Knott, Ron
Mitola, Candace
Ransom, Robert
Ross, Jennifer
Watson, Andrea *

Summer Camps

Account #13-423-100-101-00-60-060-001

Aday, Douglas
Albano, Robert
Beyer, James

Blaskovic, Jett
Bratyanski, Connor
Brewer, Luke
Buchsbaum, Jarret
Bunzey, Craig
Burns, Vivian
Choong, Ronan
Consul, Mary
Cundiff, Lily
Currier, Robert
DeLucca, Shane
Gelshenen, Katie
Geraghty, Michael
Green, Todd
Gilfedder, Jaime
Green, Todd
Halm, Heather
Harney, Thomas
Jackson, John
Jordon, Isabella
Kaczarski, Brady
Kadus, Christopher
Kim, Braden
Kirtane, Medha
Klion, Danielle*
Klion, Emily*
Lah, Ian
Luther, Vincent
McHugh, Peter
Medha, Kirtane
Mitchell, Michael
Mitola, Candace
Nesland, Tyler
Neville, Benjamin
O'Reilly, Evan
Pelekis, Andreas
Pharaon, Diala
Phillips, Marcus
Quirk, Brian
Reid, Evan
Rogers, Jordan
Summer Camps Continued
Account #13-423-100-101-00-60-060-001
Santiago, Stephanie
Saraceno, Samuel

*related to a staff member

Schick, Casey
Sieck, Alison
Skettini, Donna*
Skettini, Kelly
Skoric, Joseph
Son, Rick
Tobin, Deirdre
Troy, Michael
Trubac, Thomas
Tucker, Erika
Wall, Caitlyn
Walsh, Aidan
Watson, Torrance
Zaitsev, Maksim

Summer Volunteers

Arora, Alysha
Dunne, Olivia
Hogan, Kathryn
Kearny, Clare
Morino, Sofia
Pires, Lauren
Reilly, Morgan
Tornatore, Paisley

***related to a staff member**

Summer Adventure

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

Banchitta, Vicki
Beyer, James
Brophy, Nancy
Brusey, Sheana
Bukowski, Stacey
Cancio, Josilyn
Champy-Adams, Brianna
Chanod, Margaret
Connor, Danielle
Contreras, Colleen
Corlett, Susan
Coughlin, Wendy
Crawford, Ryan
Darienzo, Reed
Darienzo, Robert
Darienzo, Shea
Devaney, Eileen
DiMaulo, Terri
Dodd, Rebecca*
Dodd, Stephanie*
Dorsey, Jennifer
Eng, Michelle
Escobar, Alejandro*
Felipe, Brenda*
Felipe, Eduardo*
Fischer, Susan
Gilbert, Kristen
Gross, Courtney*
Halter, Wesley
Jones, Michelle
Kearns, Christopher
Krsznak, Kate
Kynfd, Krystal
Linton, Kris
Luchessi, Mike
McDermott, Megan
Mendez, Karen
Montelbano, Tara
Neyland, Maria
Nyhuis, Alana*
Nyhuis, Kaitlyn*
Osborn, Liz
Parrasch, Kelsey

Pfeiffer, Courtney*
Porod, Jason *
Porod, Leah*
Raupp, Ellen *
Rosolanko, Kaitlyn*
Rosolanko, Kristin*
Rosolanko, Nick*
Schaffer, Amy*
Schaffer, Emily*
Stahl, David
Strickland, Linda
Tormey, Melanie
Tozaj, Sasha*
Watson, Torrance

Account #13-422-200-103-00-60-060-001

Aday, Douglas
Ong, Jerome

Account # 13-422-200-105-00-60-060-001

Chicas, Christine
Seguin, Danielle

Account # 13-422-200-104-00-60-060-001

Manke, Colleen

Ridgewood Summer Academies

Account # 11-000-240-103-00-65-050-001

Appel, Charles
Attanasio, Ellen
Burdette, Ryan
Demirjian, Linda
Fanelli, Alyssa
Gyulay, Joseph
Kase, Sean
Maxwell, Athena
Mendez, Karen
Murtha, Timothy
Nyhuis, Philip
Pinches, Katherine
Tozaj, Mersi*
Van Hise, Brian

***related to a staff member**

NAME	POSITION	HOME SCHOOL(Hourly Rate	# of hours	Total
CHILD STUDY TEAM					
Amanda Valeri	Coordinator	RHS	\$59.01	250	\$14,752.50
Lisette Alvarez	School Psychologist	RHS	\$64.63	25	\$1,615.75
Kate Killby	School Psychologist	S & W	\$62.55	50	\$3,127.50
Jessica Maneri	School Psychologist	T & H	\$49.95	75	\$3,746.25
Allison Barba	School Psychologist	GW	\$51.57	75	\$3,867.75
Jane Gerald	Social Worker	S & W	\$73.99	50	\$3,699.50
Courtney Weiss-Chromed	LDTTC	GW	\$54.71	75	\$4,103.25
Laura Friedman	LDTTC	RHS	\$60.74	50	\$3,037.00
Laurie Main	LDTTC	Ridge	\$66.80	25	\$1,670.03
RELATED SERVICE PROVIDERS					
Marisa Martell	PT	Glen	\$83.34	50	\$4,167.00
Jessica Polay	SLP	Ridge	\$47.98	50	\$2,399.00
Jessica Mayer	PT	H, O, BF, GW, RH	\$58.91	50	\$2,945.50
TEACHERS for MEETINGS					
Kristen DeRienzo	Gen/Sp Ed Teacher	Glen	\$54.12	20	\$1,082.40
Patricia Rosenfeld	Gen/Sp Ed Teacher	Glen	\$77.39	20	\$1,547.80
Kaityln Funtsch	Special Ed. Teacher	GWMS	\$59.95	15	\$899.25
Ashley Berk	Special Ed. Teacher	BFMS	\$78.39	15	\$1,175.85
Samantha Driscoll	Special Ed. Teacher	RHS	\$54.68	15	\$820.20
Allyson Saladino	General Ed Teacher	RHS	\$70.17	15	\$1,052.55
Caitlin Orfini	General Ed Teacher	RHS	\$59.95	15	\$899.25
Meredith Arensmeier	General Ed Teacher	BFMS	\$56.34	15	\$845.10
Evelyn McKinnon	General Ed Teacher	GWMS	\$64.89	15	\$973.35
Kerry Calaman	General Ed Teacher	S	\$78.45	15	\$1,176.75
Paige Walsh	General Ed Teacher	T	\$47.31	15	\$709.65
Cassandra Fabish	Special Ed. Teacher	S	\$67.73	15	\$1,015.95
Erica Hoff	Special Ed. Teacher	O	\$46.98	15	\$704.70
Donna Petrick	Special Ed. Teacher	S	57.64	15	\$864.60

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RIDGEWOOD BOARD OF EDUCATION

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Board Member
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0155.2 BOARD MEMBER PARTICIPATION AT EXECUTIVE SESSION MEETINGS USING ELECTRONIC DEVICE

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The Board member must submit their written request to the Board President and Superintendent to participate in the Executive Session by using an electronic device by noon of the day of the meeting. The written request shall state the date of the Executive Session and the permissible reason for the anticipated absence, as provided in this Policy. Upon receipt of the written request, the Board President shall promptly notify the School Business Administrator/Board Secretary.

The School Business Administrator/Board Secretary shall make arrangements to have the appropriate electronic equipment available at the site of the Executive Session meeting to permit the Board member to listen to all aspects of the meeting, including, but not limited to, Board member and administrative comments and deliberations. The Board member participating via electronic equipment shall be provided, either in advance of the meeting or electronically just prior to or during the meeting, all handouts and supporting documentation that is presented, deliberated and voted on during the meeting. In addition, the electronic equipment must permit the Board President to recognize the Board member to make comments, ask questions, vote, and fully participate in the Executive Session as if the Board member was present at the meeting. The Board member's video must remain on throughout the entire meeting and a virtual background may not be used. And, the Board member's comments, questions, votes and other aspects of their participation shall be amplified so that all those in attendance at the meeting can hear their participation.

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accepted in the order of receipt. In the event a quorum of Board members should seek to participate in a meeting by electronic device, the requests of any such members that would have the number of Board member participation via electronic device constitute a quorum shall not be accepted and such Board member(s) shall not be permitted to participate via electronic device at such meeting.

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Professional Development**BOE Date 6/26/2023**

Staff member	Name of Conference Location & Dates	Rationale	Estimated Cost for Approval	# of Sub Days required
Mark Schwarz	2023 Data Forward Summer Institute (DFSI) LinkIt! North Plainfield, NJ 7/19/23 - 7/20/23	Professional Development	\$296.00	0
Maria Spadacinni	Morphology Plus Virtual Institute for Multi-Sensory Education Virtual 8/14/23 - 8/18/23	Professional Development	\$1,500.00	0
Amanda Kirk	Paramus Summer Literacy Institute Paramus Board of Education Paramus, NJ 8/17/23 - 8/20/23	Professional Development	\$600.00	0
Mark Schwarz	3-Day New Administrator Orientation Training on the Stronge Evaluation Model Stronge and Associates Educational Consulting, LLC Virtual 9/13/23, 9/20/23 and 9/27/23	Professional Development	\$675.00	0
Angela Araneo	Introduction to PROMPT Technique The PROMPT Institute Yonkers, NY 9/20/23, 9/21/23 and 9/22/23	Professional Development	\$880.00	0
Jaime Cangialosi-Murphy	AASPA National Conference American Association of School Personnel Administrators (AASPA) Anaheim, CA 10/2/23 - 10/6/23	Professional Development	\$3,508.00	0
Jessica Burkett	Conquer Math 3 Stages of Learning; operations & Algebraic Thinking/number & Operations in Base Ten Part 1 - Grade 1 Conquer Mathematics Pompton Plains, NJ 10/3/23	Professional Development	\$180.00	1
Ellen Romito	Conquer Math 3 Stages of Learning; operations & Algebraic Thinking/number & Operations in Base Ten Part 1 - Grade 1 Conquer Mathematics Pompton Plains, NJ 10/3/23	Professional Development	\$180.00	1

Molly Mansbach	Conquer Math 3 Stages of Learning; operations & Algebraic Thinking/number & Operations in Base Ten Part 1 - Grade 1 Conquer Mathematics Pompton Plains, NJ 10/3/23	Professional Development	\$180.00	1
Theresa Ross	Conquer Math - Year 2, Kindergarten Conquer Mathematics Pompton Plains, NJ 10/19/23, 12/6/23 and 2/1/24	Professional Development	\$555.00	3
Hailey Gribben	Conquer Math - Year 2, Kindergarten Conquer Mathematics Pompton Plains, NJ 10/19/23, 12/6/23 and 2/1/24	Professional Development	\$640.00	3
Judith Meany	Conquer Math - Year 2, Kindergarten Conquer Mathematics Pompton Plains, NJ 10/19/23, 12/6/23 and 2/1/24	Professional Development	\$590.00	3
Danielle Jasinski	Conquer Math - Year 2, Kindergarten Conquer Mathematics Pompton Plains, NJ 10/19/23, 12/6/23 and 2/1/24	Professional Development	\$590.00	3
Mark Schwarz	NJSBA Workshop 2023 New Jersey School Board Association Atlantic City, NJ 10/23/23 - 10/26/23	Professional Development	\$1,189.00	0
Jaime Cangialosi-Murphy	NJSBA Workshop 2023 New Jersey School Board Association Atlantic City, NJ 10/23/23 - 10/26/23	Professional Development	\$1,190.00	0
Michelle Fenwick	NJSBA Workshop 2023 New Jersey School Board Association Atlantic City, NJ 10/23/23 - 10/26/23	Professional Development	\$1,176.00	0
Michael Lembo	NJSBA Workshop 2023 New Jersey School Board Association Atlantic City, NJ 10/23/23 - 10/26/23	Professional Development	\$1,176.00	0
Hyun-Ju Kwak	NJSBA Workshop 2023 New Jersey School Board Association Atlantic City, NJ 10/23/23 - 10/26/23	Professional Development	\$1,176.00	0
Saurabh Dani	NJSBA Workshop 2023 New Jersey School Board Association Atlantic City, NJ 10/23/23 - 10/26/23	Professional Development	\$967.00	0

Daimian Smith	NJSBA Workshop 2023 New Jersey School Board Association Atlantic City, NJ 10/23/23 - 10/26/23	Professional Development	\$1,171.84	0
Christine Corliss	NJSBA Workshop 2023 New Jersey School Board Association Atlantic City, NJ 10/23/23 - 10/26/23	Professional Development	\$1,230.00	0
Donald Friel	Conquer Math - Year 1, Grade 3 Conquer Mathematics Fairfield, NJ 11/29/23 and 1/19/24	Professional Development	\$360.00	2
Sabrina Koropchak	Conquer Math - Year 2, Grade 1 Conquer Mathematics Pompton Plains, NJ 12/8/23, 2/5/24 and 4/28/24	Professional Development	\$540.00	3

The total cost for these conferences is \$4,969.24. Upon Board approval of all of these conferences, the total expenditure for travel and conferences for 2022-23 will be \$166,636 leaving a balance of \$33,394.

The total cost of substitutes for these conferences is \$3000. Upon board approval of these conferences, the total expenditure for substitutes for conferences for the 2022-23 school year will be \$33,450.

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FIELD TRIPS FOR APPROVAL

June 26, 2023

ONE DAY TRIPS

Date	School	Location	Approx # and Group of Students	# of Chaperones	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Anticipated Cost to District	Annual Event	Meets Requirements
7/12/23	RHS	Sponsored by NY Jets, Met Life Stadium, E. Rutherford, NJ	14 Flag Football Players	2	0	\$0	\$0	No	Yes
10/11/23	BFMS	Back to the Future: The Musical, Winter Garden Theater, New York, NY	Up to 51 Broadway Bound Members	Up to 4	0	\$0	\$0	No	Yes

OVERNIGHT FIELD TRIPS - PAID

Date	School	Location	Approx # and Group of Students	# of Unpaid Chaperones	# Paid Chaperones And # of Overnights for each	Anticipated Cost for Teacher/Nurse Chaperones @ \$200 per Overnight	# Substitutes and dates for each	Anticipated Cost of Subs @ \$150 per day for teachers and \$200 per day for nurse	Est. Total Cost to District	Annual Event	Meets Requirements
11/9/23 - 11/11/23	RHS	Harriman State Park, Ramapo, NY	20 ALPS Members	2	3 (2 nights)	\$1,200	0	\$0	\$1,200 (Chaperones)	Yes	Yes
1/5/24 - 1/7/24	RHS	Dippikill Outdoor Center, Warrensburgh, NY	20 Members	2	2 (2 nights)	\$800	0	0	\$800 (Chaperones)	Yes	Yes
1/26/24 - 1/28/24	RHS	Dippikill Outdoor Center, Warrensburgh, NY	25 ALPS Members	2	2 (2 nights)	\$800	0	0	\$800 (Chaperones)	Yes	Yes
3/23/24 - 3/28/24	RHS	ESPN Wide World of Sports - 2024 Disney Softball Spring Training, Orlando, FL	24 Varsity Girls Softball Players	3	0	\$0	0	0	0	Yes	Yes
5/17/24 - 5/19/24	RHS	Garnet Hill Ski Center/ Sugarhouse, North River, NY	24 ALPS Members	2	2 (2 nights)	\$800	0	0	\$800 (Chaperones)	Yes	Yes

Special Programs - Additional Staff for Extended School Year					
Teacher	Assignment	2022-23 Salary	Sum.School Full Salary	Hourly Rate	Sum. School Salary
<u>Glen School</u> 11-212-100-101-66-01-024-001					
Durocher, Michelle (169 Hrs.)	RISe Program		---	\$44.00	\$7,436
Classroom Aides					
Hughes, Regina	RED Program			\$26.00	T/C
Manzelli, Jayne	RED RISe Program			\$20.00	T/C
Choi, Yunjea	RED RISe Program			\$20.00	T/C
Meyer, Maureen	RED RISe Program			\$20.00	T/C
<u>Glen School</u> 11-212-100-101-00-24-024-001					
Classroom Aides					
Couglin, Ryan	RISe Program			\$26.00	T/C
Scilleri, Joellen	RISe Program			\$26.00	T/C
Alicea, Rachel	RISe Program			\$26.00	T/C
Parenta, Andie	RISe Program			\$26.00	T/C
Cardew, Catherine	RISe Program			\$26.00	T/C
Brewer, Jack	RISe Program			\$20.00	T/C
<u>Glen School</u> 11-204-100-101-00-04-024-001					
Donnelly, Trecia (74 Hrs.)	SEL Club - K-5 Grades	\$106,132	\$9,552	\$63.68	\$4,712
<u>Glen/BF Middle School</u> 11-204-100-101-66-04-024-001					
Lee, Hyein	SAIL Program			\$20.00	T/C
<u>Ridgewood High School</u>					
Classroom Aides					
Miller, Blythe				\$20.00	T/C
<u>Ridgewood High School</u> 11-204-100-101-66-10-024-001					
Classroom Aides					
DaSilva, Shalika	PREP Program			\$20.00	T/C
Radin, Stephanie	PREP Program			\$20.00	T/C
Calculated at Summer School hourly rate: Annex 13 REA Agreement					
MA Max \$106,132					
Substitutes					
Student Volunteers					
Megan Roesemann	Whitney Murray				
Beth Folkemer	Kelly Cardenas-Ortiz				
Annette Tucker	Kendall Sullivan				
	Charlotte Hoffman				

Summer Adventure

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

Fariba Rabban

Natalia Molitoris

Nancy Sherman

Michelle Coppolla

Susan Corlett

Nanci Catalano

Maureen Raymond

***related to a staff member**

RIDGEWOOD HIGH SCHOOL							FALL 2023-2024 VOLUNTEER COACHES	
FALL 2023-2024 COACHING ASSIGNMENTS ESTIMATE								
To be paid equal installments 10/15/2023 and 11/15/2023								
Name	Position	Step	Ratio*	Total Stipend	One-half 10/15/2023	One-half 11/15/2023	Name	Position
							Tozzi, Anthony	Football Volunteer
Watson, Torrance	Head Football	II	0.120	11,540.00	5,770.00	5,770.00	Mickey Santiago	Football Volunteer
McDermott, Michael	Assistant Football	IV	0.085	8,174.00	4,087.00	4,087.00	Uzoaru, Raymond	Football Volunteer
Gentile, Robert	Assistant Football	IV	0.085	8,174.00	4,087.00	4,087.00	Ross, Joe	Football Volunteer
Torre, AJ	Assistant Football	II	0.075	7,213.00	3,606.50	3,606.50	Rodriguez, Cristobal	Football Volunteer
Maxwell, Ryan	Assistant Football	IV	0.085	8,174.00	4,087.00	4,087.00		
Davenport, Michael	Assistant Football	II	0.075	7,213.00	3,606.50	3,606.50	Cardew, Catherine	Girls Soccer Volunteer
Lucchesi, Michael	Assistant Football	IV	0.085	8,174.00	4,087.00	4,087.00	Depken, Samantha	Girls Soccer Volunteer
Saladino, Joshua	Assistant Football	IV	0.085	8,174.00	4,087.00	4,087.00	DiBrita, Christine	Girls Soccer Volunteer
McCluskey, Aidan	Head Boys Soccer	IV	0.085	8,174.00	4,087.00	4,087.00	Luo, Miles	Girls Soccer Volunteer
TBD	Assistant Boys Soccer	II	0.054	5,193.00	2,596.50	2,596.50		
Zielyk, Mathew	Assistant Boys Soccer	IV	0.064	6,155.00	3,077.50	3,077.50		
Kay, Peter	Head Girls Soccer	IV	0.094	9,040.00	4,520.00	4,520.00	Carlough, Glenn	Boys Soccer
Bussanich, Julia	Assistant Girls Soccer	I	0.049	4,712.00	2,356.00	2,356.00	Mayo, Jerry	Boys Soccer
Madison, Marissa	Assistant Girls Soccer	I	0.049	4,712.00	2,356.00	2,356.00	Ly, Baba	Boys Soccer
Ryan, Patrick	Head Boys Cross Country	IV	0.080	7,693.00	3,846.50	3,846.50		
TBD	Assist. Boys/Girls X-Country	II	0.050	4,808.00	2,404.00	2,404.00	Trisha Piotrowski	Gymnastics
Opremcak, Stephen	Head Girls Cross Country	IV	0.080	7,693.00	3,846.50	3,846.50		
Sieck, Alison	Head Girls Tennis	IV	0.077	7,405.00	3,702.50	3,702.50		
Tobin, Deirdre	Assistant Girls Tennis	IV	0.060	5,770.00	2,885.00	2,885.00		
Currier, Robert	Assistant Girls Tennis	IV	0.060	5,770.00	2,885.00	2,885.00		
Gilfedder, Jaime	Head Volleyball	IV	0.094	9,040.00	4,520.00	4,520.00	Tara Cirillo	Cross Country
TBD	Assistant Volleyball	II	0.054	5,193.00	2,596.50	2,596.50		
Skettini, Kelly	Assistant Volleyball	II	0.054	5,193.00	2,596.50	2,596.50		
Mendez, Karen	Head Gymnastics	IV	0.094	9,040.00	4,520.00	4,520.00		
Stahl, David	Assistant Gymnastics	IV	0.064	6,155.00	3,077.50	3,077.50		
Centrelli, Erica	Head Cheerleader Advisor	IV	0.094	9,040.00	4,520.00	4,520.00		
TBD	Assist. Cheerleader Advisor	II	0.054	5,193.00	2,596.50	2,596.50		
Beyer, James	Fall Site Manager			5,000.00	2,500.00	2,500.00		
Bunzey, Craig	Fall Site Manager			5,000.00	2,500.00	2,500.00		
Totals				192,815.00	96,407.50	96,407.50		
*Ratio is applied to the B.A. Maximum			\$96,167					

Teacher-led Workshops: 6 hours each @\$53.33 per hour = \$319.98	
Acosta, Kathleen	Willard
Amos, Cassandra	Willard
Anthon, Ana	Benjamin Franklin Middle School
Carrera, Amy	Glen School
DeAraujo, Christie	District
Gigante, Stefanie	Ridgewood High School
Gilfedder, Jaime	Benjamin Franklin Middle School
Halter, Wes	Willard
Hans, Patricia	Ridgewood High School
Letavish, Kelly	Glen School
Luo, Miles	Ridgewood High School
Osenbruck, Jennifer	Glen School
Saladino, Allyson	Ridgewood High School
Watkins, Chris	George Washington Middle School

PLC Academy: 12 hours each @\$53.33 per hour = \$639.96		
Last Name	First Name	School
Adams	Brianna	George Washington Middle School
Amos	Cassandra	Willard Elementary School
Ardito	Jessica	Ridge Elementary School
Barker	Barbara	Ridgewood High School
Brown	Ann	George Washington Middle School
Brunner	Dina	Willard Elementary School
Burkett	Jessica	Orchard Elementary School
Cerbasi	Joyce	George Washington Middle School
Chanod	Margaret (Peg)	Willard Elementary School
Coppola	Michele	Ridge Elementary School
Corlett	Sue	Benjamin Franklin Middle School
Dabis	Nari	George Washington Middle School
Damary	Purrinos	Ridgewood High School
DeCroix	Kristen	Ridge Elementary School
Deirdre	Azzopardi	Orchard Elementary School
Dembin	Ross	Somerville Elementary School
DeNunzio	Mary	Travell Elementary School
Diorio	Linda	Willard Elementary School
DiStefano	Alissa	George Washington Middle School
Dolfi	Dawn-Lyn	Willard Elementary School
Donnelly	Jim	Ridgewood High School
Droske	Kate	Somerville Elementary School
Fanelli	Alyssa	Ridgewood High School
Friedman	Laura	Ridgewood High School
Galeazza	Lucia	Ridge Elementary School
Gayed	Crstina	Ridgewood High School
Gigante	Stefanie	Ridgewood High School
Giordano	Nicole	Benjamin Franklin Middle School
Hans	Patricia L	Ridgewood High School
Haring	Jennifer	Orchard Elementary School
Heider	Erin	Orchard Elementary School
Hutchison	Tara	Willard Elementary School
Jerejian	Beth	Benjamin Franklin Middle School

Joseph	Andrea	Ridgewood High School
Kaplan	Nancy	Somerville Elementary School
Killby	Katie	Willard Elementary School
Kott	Greggory	Ridgewood High School
LeBlancq	Mary	Ridge Elementary School
Lee	Kelly	Benjamin Franklin Middle School
Lim	Christina	Travell Elementary School
Lyle	Roshanak	Willard Elementary School
Main	Laurie	Ridge Elementary School
Makhlouf	Nehrin	Ridgewood High School
Marmo	Jill	Ridge Elementary School
McDermott	Meghan	Ridge Elementary School
McNamee	Rick	Ridgewood High School
Menzies	Lauren	Benjamin Franklin Middle School
Mitola	Candace	Ridgewood High School
Morris	Lori	Benjamin Franklin Middle School
Moss-Keller	Corrina	Ridgewood High School
Nadi	Paola	Benjamin Franklin Middle School
Neff	Lydia	Willard Elementary School
Nizza	Amber	Benjamin Franklin Middle School
Ordini	Jason	Benjamin Franklin Middle School
Orfini	Caitlin	Ridgewood High School
Pecorelli	Annie	Ridge Elementary School
Plattel	Richard	Ridgewood High School
Policelli	Amy	Ridgewood High School
Polk	Laura	Ridgewood High School
Ponchak	Jim	George Washington Middle School
Porod	Leigh	George Washington Middle School
Primavera	Michelle	George Washington Middle School
Raiani	Amy	Ridgewood High School
Ran	Benjamin	Benjamin Franklin Middle School
Reilly	Nancy	Ridgewood High School
Richardson	Monika	Ridgewood High School
Riley	Celeste	George Washington Middle School
Rockey	Colleen	Willard Elementary School
Romito	Ellen	Orchard Elementary School

Rotella	Megan	Ridgewood High School
Saladino	Allyson	Ridgewood High School
Scire-Banchitta	Victoria	Ridge Elementary School
Sullivan	Dolores	Willard Elementary School
Sutera	Lisa	Benjamin Franklin Middle School
Tamuzza	Lindsay	Willard Elementary School
Thornton	Jennifer	Hawes Elementary School
Valeri	Amanda	Ridgewood High School
Van Treuren	Ryan	Ridgewood High School
Walker	Christine	George Washington Middle School
Woods	Jamie	Orchard Elementary School
Zielinski	Lauren	Benjamin Franklin Middle School
Zilvetti	Suzanne	George Washington Middle School

Curriculum	New or Revised (N/R)	Staff Member	Total Hours	Cost per hour 53.33	Amount Not to Exceed
Mathematics					
Pre-Algebra 7	R	Michael Pepe	9		\$479.97
		Kristen Rosolanko	9		\$479.97
Geometry	R	Meredith Arensmeier	9		\$479.97
		Kelly Skettini	9		\$479.97
Personal Finance	R	Phil Nyhuis	9		\$479.97
		Samantha Driscoll	9		\$479.97
Advanced Mathematical Applications	R	Lauren Rosenfeld	9		\$479.97
		Gina Minichini	9		\$479.97
English					
English Language Arts K	R	Wendy Carroll	6		\$319.98
English Language Arts 1	R	Nanci Catalano	6		\$319.98
English Language Arts 5	R	Danielle Connor	3		\$159.99
		Jerome Ong	3		\$159.99
K-5 Word Study	R	Christie DeAraujo	12		\$639.96
American Humanities 11	N	Carlin John	36		\$1919.88
Science					
EPIC: Nature-Inspired Engineering H	N	Amy Raiani	18		\$959.94
Social Studies					
American Humanities SS II	N	Drew Forgash	36		\$1919.94
US I AP	R	Freddie LaFemina	18		\$959.94
Social Studies 6	R	Lori Morris	4.5		\$239.98
		Evelyn McKinnon	4.5		\$239.98
Social Studies 7	R	Kyle Schulke	3		\$159.99
		Chris Watkins	3		\$159.99
		Kristen Gilbert	3		\$159.99
History of the Modern World	R	Charles Appel	12		\$639.96
		Jennifer Raphaels	12		\$639.96
Curriculum					
	New or Revised (N/R)	Staff Member	Total Hours	Cost per hour 53.33	Amount Not to Exceed
World History	R	Nicole Novak	12		\$639.96

		Lauren Besser	12		\$639.96
Business					
Finance	R	Patrick Thurlow	6		\$319.98
		Josh Saladino	6		\$319.98
Entrepreneurship	R	Sean Kase	9		\$479.97
Business Management	R	Sean Kase	9		\$479.97
Intro to Marketing	R	Sean Kase	9		\$479.97
Accounting I Honors	R	Karen Mendez	6		\$319.98
		Tim Murtha	6		\$319.98
Accounting II Honors	R	Tim Murtha	12		\$639.96
Merchandising	R	Karen Mendez	9		\$479.97
Adv Marketing and Merchandising I H	R	Karen Mendez	9		\$479.97
Adv Marketing and Merchandising II H	R	Karen Mendez	9		\$479.97
Sports & Entertainment Marketing	R	Sean Kase	9		\$479.97
Fine and Applied Arts					
Music Rewind	R	Natalie Cardillo	24		\$1279.92
Art Mentors	N	John Wohner	36		\$1919.94
Fashion Design	N	Dan DaSilva	24		\$1279.92
AHLISA	R	Steven Bourque	18		\$959.94
Soundology II	N	Max Dabby	24		\$1279.92
World Language					
ASL II	N	Amy Policelli	36		\$1919.94
Latin V Honors	R	Stefanie Gigante	18		\$959.94
Spanish V Honors	R	Damary Purrinos	18		\$959.94
German I	R	Nehrin Makhlouf	18		\$959.94
German II	R	Nehrin Makhlouf	18		\$959.94
Interdisciplinary					
21 st Century Work Skills	R	Courtney Weiss-Chromeck	18		\$959.94

Publishers:

- Great Minds - Wit and Wisdom
- Amplify - CKLA

Teachers:

Kristen Bodart
Jessica Burkett
Kerry Calaman
Laura Calandra
Wendy Carroll
Kathryn Droske
Susan Enright
Elizabeth Fischetti
Danielle Jasinski
Tracee Kimbell
Mary LeBlancq
Christna Lim
Roshanak Lyle
Jill Marmo
Kelsey Parrasch
Nicole Redfern
Jena Tell
Melissa Tuffy
Christa Valentine
Tracy Ward

Schedule C - Elementary 2023-2024 Price Lists

ITEM	2023-2024 Pricing
Elementary Price List 2023-2024	
Meals	
Student Breakfast	NA
Student Breakfast - Reduced	NA
Student Lunch	\$4.75
Student Lunch - Reduced	\$0.50
Featured Favorite Lunch	\$5.75
Gluten-Free Lunch	\$5.75-6.75
Organic Lunch	\$7.00
Faculty Lunch	N/A
Beverages	
½ pint milk	\$1.25
10 oz water	\$1.25
Organic Milk	\$2.75
Pizza, Sides, Extras	
Pizza Slice, Plain	\$2.75
Side Fruit	\$0.00
Side Vegetable	\$0.00
Ala Carte Items	
Cookie, freshly baked	\$0.95
Baked Snacks/Chips, small	N/A
Baked Snacks/Chips, large	\$1.75

Schedule C - Middle School 2023-2024 Price Lists

Middle School Price List 2023-2024	
Meals	
Student Breakfast	\$4.50
Student Premium Breakfast	\$5.50
Student Breakfast - Reduced	\$0.50
Student Lunch	\$4.75
Student Lunch - Reduced	\$0.50
Featured Favorite Lunch	\$5.75
Gluten-Free Lunch	\$5.75-6.75
Organic Lunch	\$7.00
Faculty Lunch	\$5.50
Faculty Featured Favorite Lunch	\$6.00
Pizza, Sandwiches, Salads, Extras	
Pizza Slice, Plain	\$2.75
Boar's Head Sandwich or Wrap	\$5.75
Lunch Salad	\$5.75
Soup, 8 oz cup	\$3.00
Soup, 12 oz bowl	\$3.50
Bagel w/ butter	\$2.25
Bagel w/ cream cheese	\$2.85
Extra Cream Cheese	\$0.95
Cereal with Milk	\$2.75
Fresh Fruit	\$1.50
Yogurt Parfait	\$4.25
Vegetable Crudite	\$2.25
Fresh Seasonal Fruit, 16 oz.	\$3.50
Student Lunch Entrée only	\$4.25

Schedule C - Elementary 2023-2024 Price Lists

ITEM	2023-2024 Pricing
Beverages	
½ pint milk	\$1.25
Canned Beverage	\$2.00
16.9oz Water	\$1.50
Faculty Coffee/Tea, 8 oz.	\$1.95
Ala Carte Items	
Cookie, freshly baked	\$0.95
Baked Snacks/Chips, small	\$1.75
Baked Snacks/Chips, large	N/A
Specialty Chips	\$2.75

Schedule C - High School 2023-2024 Price Lists

High School Price List 2023-2024

Meals	
Student Breakfast	\$4.50
Student Premium Breakfast	\$5.50
Student Breakfast - Reduced	\$0.50
Student Lunch	\$6.00
Student Lunch - Reduced	\$0.50
Featured Favorite Lunch	\$6.00-7.00
Organic Lunch	\$7.00
Adult Meal Daily Entrée Meal	\$5.75-7.00
Entrée	
Student Lunch Entrée Only	\$6.00
Featured Favorite Lunch and Vegetarian Selections Entrée Only	\$6.00-7.00
International Theme Bar Lunch as a Complete Meal or a la Carte	\$6.50-7.50
Pizza Parlor Pizza, plain	\$2.75
Pizza Parlor Pizza w/Topping	\$4.00
Mozzarella Sticks (5)	\$4.25
Fresh Quarter-Pound Burgers	\$6.00
All Natural Chicken Tenders	\$6.00
Grilled Fresh Chicken Breast Sandwich	\$6.00
Pasta (Semolina, Whole Wheat, Tricolor) w/Choice of Sauce	\$6.00
Sandwiches and Salads	
Boar's Head Deli Sandwich or Wrap as a Complete Meal or a la Carte	\$6.00
Peanut Butter & Jelly, small	\$3.75
Extra 1 oz portion	\$1.25
Salad Lunch as a Complete Meal or a la Carte	\$6.00
Salad Bar (per oz.)	\$0.60
Dressing Packet, extra	\$0.90
Individual Garden Salad Bowl	\$3.50
Soup, Breads, Sides	
Soup Cup, 8 oz.	\$3.00
Soup Bowl, 12 oz.	\$3.50
Soup, 16 oz.	\$4.50
Plain Bagel	\$2.00
Bagel w/Butter (2 butter chips)	\$2.25
Bagel w/Cream Cheese	\$2.85
Extra Cream Cheese	\$0.95
Extra Condiment Cup	\$0.90
Fresh Whole Fruit	\$1.50

Schedule C - Elementary 2023-2024 Price Lists

ITEM	2023-2024 Pricing
French Fries/Potato Tots, 4 oz.	\$2.25
Steamed Vegetable	\$2.50
Specialty Vegetable	\$3.50
Ala Carte Items	
Freshly Baked Cookie, small	\$0.95
Cheese Stick	\$1.00
Welch's Fruit Snacks	\$1.25
Quaker Chewy Granola Bar	\$1.25
Nutrigrain Bar	\$1.75
Jello/Pudding	\$1.50
Baked Snacks/Chips, small	\$1.75
Baked Snacks/Chips, large	\$2.25
Specialty Chips	\$2.75
Individual Snack Varieties	\$1.25-3.25
Granola Bar 2 Pack	\$1.75
Granola Nut Bar	\$2.50
Yogurt, 6 oz.	\$2.25
Hot Jumbo Pretzel	\$2.25
Vegetable Crudite w/ Dip, 12 oz.	\$2.25
Gluten Free Brownie	\$2.75
Celebration Cookie	\$3.25
Black & White Cookie	\$3.25
Homemade Gourmet Muffin	\$2.85
Kind Bar	\$3.75
Protein Bar	\$4.00
Fresh Fruit Cup or Melon Cup, Seasonal, 16 oz.	\$3.50
Fresh Berry Cup	\$4.25
Fresh Fruit & Yogurt Parfait, 12 oz.	\$4.25
Hummus w/Pretzels, Sabra	\$4.25
Tortilla Chips & Salsa Cup (Vegan)	\$4.25
Assorted Ice Cream	\$1.75-3.25
Ice Cream, Hand-Scooped	\$3.75
Haagan Daz Ice Cream, small	\$3.25
Haagan Daz Ice Cream, large	\$3.75
Beverages	
Milk, 8 oz. plastic bottle	\$1.25
Organic Milk	\$2.75
Individual Soy or Almond Milk - Vegan	\$2.75
Nesquik	\$3.75
Juice, 4 oz.	\$1.00
Bottled Water, 10 oz.	\$1.25
Bottled Water, 16.9 oz.	\$1.50
Bottled Water, 20 oz.	\$2.25
Diet Beverage Can (Carbonated or Non-Carbonated)	\$1.75
Snapple Canned Juice	\$2.00
Canned Beverage, 12 oz.	\$2.00
Gatorade, 12 oz.	\$2.50
CORE Water	\$2.75
Snapple Bottle, 16 oz.	\$3.00
Vitamin Water, 20 oz.	\$3.00
Arizona Bottled Beverage 16 oz.	\$3.00

Schedule C - Elementary 2023-2024 Price Lists

ITEM	2023-2024 Pricing
Gold Peak Tea	\$3.00
ICE Beverage 17oz.	\$3.00
Arnold Palmer Iced Tea 16 oz.	\$3.00
Minute Maid Lemonade	\$3.00
Kick Start	\$3.00
Blender Fruit Drinks	\$3.25
Tropicana Juice	\$3.50
Dunkin Iced Coffee	\$4.25
Prime Hydration	\$4.50
Naked Juice	\$4.75
CORE SHAKE	\$4.75
Breakfast Ala Carte	
Cereal Bowl w/Milk	\$3.00
Breakfast Sandwich w/Egg and Cheese	\$4.50
Breakfast Sandwich w/Egg Cheese and Meat	\$5.50
Breakfast Selections	\$4.50-5.50
Hot Tea any Size	\$2.25
Coffee or Tea, 12 oz.	\$2.25
Coffee or Tea, 16 oz.	\$2.60
Starbucks Coffee	\$2.85
Iced Coffee, 16 oz.	\$3.75
Hot Cocoa, 12 oz.	\$2.25

POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
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Board Officers

0152 BOARD OFFICERS

The Board of Education shall organize at its first regular meeting by electing one of its members as President and another as Vice President.

Any **Board** member may place a **Board** member's name in nomination **for Board President and Vice President**; a second **on the nomination** is not required. Election for each office will be conducted by a vote when the nominations for that office are closed. ~~The candidate receiving a majority vote of the members of the Board present and constituting a quorum will be elected to office.~~

Voting shall take place by verbal roll call vote after nominations are closed. When more than one person has been nominated **for a single position**, the Board will vote on candidates in the order in which they were nominated. ~~In the event no candidate receives a majority vote of the members of the Board present and constituting a quorum, the procedure shall continue until someone receives a majority vote.]~~

Elect Officers With a Majority Vote of all the Board Members Present

The person with the majority vote of the members of the Board present and constituting a quorum shall be elected. In the event no candidate receives a majority vote of the Board members present and constituting a quorum, the procedure shall be repeated until someone receives a majority vote of those Board members present and constituting a quorum.



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
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Board Officers

Officers shall serve for one year and until their respective successors are elected and shall qualify, but if the Board shall fail to hold the organization meeting or to elect Board officers as prescribed by N.J.S.A. 18A:15-1, the Executive County Superintendent shall appoint from among the members of the Board a President and/or Vice President.

A President or Vice President who refuses to perform a duty imposed upon **them** ~~him/her~~ by law may be removed by a majority vote of **all of** the ~~Board~~ members **of the Board present and constituting a quorum**. In the event the office of President or Vice President shall become vacant the Board shall, within thirty days thereafter, fill the vacancy for the unexpired term. If the Board fails to fill the vacancy within such time, the Executive County Superintendent shall fill the vacancy for the unexpired term.

N.J.S.A. 18A:15-1; 18A:15-2

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS

0161/page 1 of 1

Call, Adjournment, and Cancellation

0161 CALL, ADJOURNMENT, AND CANCELLATION

~~All The~~ Board of Education ~~meetings~~ shall ~~be meet~~ in public ~~and each Board shall hold a meeting session~~ at least once every two months during the period in which the schools ~~in the district~~ are in session.

~~All meetings shall be called to commence not later than 8:00 p.m. of the day designated.~~

The Secretary of the Board shall call a special meeting of the Board whenever: requested by the President of the Board; requested by the Superintendent when the Board fails to meet within two months during the period in which the schools in the district are in session; or when presented with a petition signed by a majority of the full membership of the Board requesting the special meeting.

~~A meeting not regularly scheduled may be called by the Board Secretary at the request of the President or upon the presentation to the Board Secretary of a petition requesting a meeting and signed by a majority of the full Board.~~

The Board may at any time recess or adjourn to an adjourned meeting at a time, date, and place announced **at the time of the recess or before** the adjournment ~~takes place~~. The adjourned meeting shall take up ~~its~~ business at the point in the agenda where the motion to adjourn was passed.

When circumstances are such as to prevent the attendance of a majority or all of Board members or to frustrate the purpose of the meeting, a meeting may be canceled by the Board Secretary at the request of the President. Notice of the cancellation shall be given, by expedient means, to all Board members, to the Superintendent, and, whenever possible, to the newspapers in which notice of Board meetings is regularly given. If possible, written notice of the cancellation shall also be posted at the place where the canceled meeting was scheduled to occur. Notice of the cancellation shall include the date, time, and place of the next scheduled meeting. Notice of the cancellation shall be read at the next following Board meeting and shall be duly recorded in the official minute book.

N.J.S.A. 18A:10-6

N.J.A.C. 6A:32-3.1

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
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Notice of Board Meetings
Dec 22

[See POLICY ALERT No. 229]

0162 NOTICE OF BOARD MEETINGS

The Board of Education will give notice of all meetings in accordance with law.

~~Adequate Public~~ Notice

The Board Secretary shall provide written advance notice of at least forty-eight hours, giving the time, date, location and, to the extent known, the agenda of any regular, special, or rescheduled meeting, which notice shall accurately state whether formal action may or may not be taken and which shall be prominently posted in at least one public place reserved for such or similar announcements; mailed, telephoned, telegrammed, or hand delivered to at least two newspapers which newspapers shall be designated by the public body to receive such notices because they have the greatest likelihood of informing the public within the area of jurisdiction of the public body of such meetings, one of which shall be the official newspaper, where any such has been designated by the public body or if the public body has failed to so designate, where any has been designated by the governing body of the political subdivision whose geographic boundaries are coextensive with that of the public body; and filed with the clerk of the municipality when the public body's geographic boundaries are coextensive with that of a single municipality, with the clerk of the county when the public body's geographic boundaries are coextensive with that of a single county, and with the Secretary of State if the public body has Statewide jurisdiction. Where annual notice or revisions thereof in compliance with N.J.S.A. 10:4-6 et seq., the Open Public Meetings Act, set forth the location of any meeting, no further notice shall be required for such meeting.

~~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 the _____, delivered to two newspapers designated by the Board, and filed with the clerk of the~~



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
0162/page 2 of 4
Notice of Board Meetings

~~_____~~, 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.

In accordance with N.J.S.A. 10:4-9, uUpon the affirmative vote of three-quarters of the members present, the Board may **hold a meeting meet notwithstanding the failure to provide adequate notice if:**

- 1. Such meeting is required in order to deal with matters of such urgency and importance that a delay for the purpose of providing adequate notice would be likely to result in substantial harm to the public interest; and**
- 2. The meeting is limited to discussion of and acting with respect to such matters of urgency and importance; and**
- 3. Notice of such meeting is provided as soon as possible following the calling of such meeting by posting written notice of the same in the public place described in N.J.S.A. 10:4.8.d., and also by notifying the two newspapers described in N.J.S.A. 10:4.8.d. by telephone, telegram, or by delivering a written notice of same to such newspapers; and**
- 4. Either the public body could not reasonably have foreseen the need for such meeting at a time when adequate notice could have been provided or although the public body could reasonably have foreseen the need for such meeting at a time when adequate notice could have been provided, it nevertheless failed to do so.**

~~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.~~



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
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Notice of Board Meetings

Personal Notice of Meeting

~~The Board shall provide personal notice in writing to an adult student, the parent(s) or legal guardian(s) of a minor student, 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.~~

In accordance with the provisions of N.J.S.A. 10:4-12.b.(8), the Board may exclude the public from that portion of a meeting at which the Board discusses any matter involving the employment, appointment, termination of employment, terms and conditions of employment, evaluation of the performance of, promotion, or disciplining of any specific prospective public officer or employee or current public officer or employee employed or appointed by the Board, unless all the individual employees or appointees whose rights could be adversely affected request in writing that the matter or matters be discussed at a public meeting.

The Board will provide notice to the affected person that ~~Such personal notice~~ will include the date and time of the **closed session** ~~private~~ meeting, the subject or subjects scheduled for discussion at the **closed session** ~~private~~ meeting, and the right of the **affected person** ~~individual given notice~~ to request that the discussions be conducted at a public meeting. **Such** ~~Personal~~ notice will be given no less than **forty-eight hours** _____ ~~(days or hours)~~ in advance of the **closed session** ~~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.



POLICY

RIDGEWOOD BOARD OF EDUCATION

BYLAWS
0162/page 4 of 4
Notice of Board Meetings

Nothing in this ~~B~~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~~ student.

N.J.S.A. 10:4-6 et seq.; 10:4-8~~e~~; 10:4-9~~b~~
N.J.S.A. 18A:6-11; 18A:10-6
N.J.A.C. 6A:32-3.1

Adopted:



POLICY

RIDGEWOOD BOARD OF EDUCATION

ADMINISTRATION

1648.11/page 1 of 3

~~The Road Forward COVID-19 Health and Safety~~

Dec 22

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ABOLISHED

[See POLICY ALERT Nos. 224 and 229]

1648.11 THE ROAD FORWARD COVID-19 HEALTH AND SAFETY

~~The Board of Education plans to provide full day, full time, in person instruction and operations for the 2021-2022 school year. In June 2021, the New Jersey Department of Health (NJDOH) and the New Jersey Department of Education (NJDOE) worked collaboratively to develop guidance, The Road Forward Health and Safety Guidance for the 2021-2022 School Year (The Road Forward).~~

~~The Road Forward replaces the mandatory anticipated minimum standards outlined in the NJDOE's "The Road Back Restart and Recovery Plan for Education" (June 2020) and provides a range of recommendations rather than mandatory standards. These recommendations are meant to assist school districts in implementing protocols to reduce risks to students and staff from COVID-19 while still allowing for full time learning.~~

~~The Board considered many factors as they prepared for the 2021-2022 school year, including the level of COVID-19 transmission in the community at large and in the school community, as well as vaccination coverage rates in both the community at large and the school community.~~

~~For the purpose of this Policy, "Order" shall mean any Governor of New Jersey Executive Order, New Jersey State Agency mandate, Centers for Disease Control and Prevention (CDC) guidance, New Jersey statute, or administrative code requiring compliance by the school district.~~

~~The Board considered the recommendations outlined in The Road Forward to develop health and safety protocols. The Board will consider all recommended Orders and comply with all mandatory Orders when developing health and safety protocols and reviewing them periodically.~~

~~The Board considered the recommendations outlined in The Road Forward to develop the school district's COVID-19 protocols in the following areas and included in corresponding Appendices:~~



POLICY

RIDGEWOOD BOARD OF EDUCATION

ADMINISTRATION

1648.13/page 1 of 3

School Employee Vaccination Requirements

Dec 22

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ABOLISHED

[See POLICY ALERT Nos. 225 and 229]

1648.13 SCHOOL EMPLOYEE VACCINATION REQUIREMENTS

~~In accordance with Executive Order No. 253 signed by the Governor of New Jersey on August 23, 2021, the Board shall adopt and maintain a policy that requires all covered workers to either provide adequate proof that they have been fully vaccinated or submit to COVID-19 testing at a minimum of one to two times each week.~~

~~This requirement shall take effect on October 18, 2021, at which time any covered workers that have not provided adequate proof to the school district that they are fully vaccinated must submit to COVID-19 testing at a minimum of one to two times each week on an ongoing basis until fully vaccinated.~~

~~For purposes of Executive Order 253 and this Policy, “covered workers” shall include all individuals employed by the Board of Education, both full and part-time, including, but not limited to, administrators; teachers; educational support professionals; individuals providing food, custodial, and administrative support services; substitute teachers, whether employed directly by the Board of Education or otherwise contracted; contractors; providers; and any other individuals performing work in the school district whose job duties require them to make regular visits to the school district, including volunteers. Covered workers do not include individuals who visit the school district only to provide one-time or limited duration repairs, services, or construction.~~

~~A covered worker shall be considered “fully vaccinated” for COVID-19 two weeks or more after they have received the second dose in a two-dose series or two weeks or more after they have received a single-dose vaccine. Individuals will only be considered fully vaccinated after they have received a COVID-19 vaccine that is currently authorized for Emergency Use Authorization (EUA) by the United States Food and Drug Administration (FDA) or the World Health Organization (WHO), or that are approved for use by the same.~~

~~Workers who are not fully vaccinated, or for whom vaccination status is unknown, or who have not provided sufficient proof of documentation, shall be considered unvaccinated in accordance with the provisions of Executive Order 253.~~



POLICY

RIDGEWOOD BOARD OF EDUCATION

PROGRAM

2423/page 1 of 5

Bilingual and ESL Education

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2423 BILINGUAL AND ESL EDUCATION

The Board of Education will provide programs of bilingual education, English as a second language (ESL), and English language services **program** for English language learners (ELLs) as required by law and rules of the **New Jersey State Board of Education**. ELLs are those students whose native language is other than English and who have varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability pursuant to N.J.S.A. 18:35-15 **through** ~~to~~ **26.1**.

Identification of **Eligible** ELLs

The district shall use a multi-step process at the time of enrollment to determine the native language of each ELL. The district shall:

- 1. Maintain a census indicating all identified students whose native language is other than English; and**
- 2. Administer the Statewide home-language survey to determine which students in Kindergarten to grade twelve whose native language is other than English must be screened further to determine English language proficiency. The Statewide home-language survey shall be administered by a bilingual/ESL or other certified teacher and shall be designed to distinguish students who are proficient English speakers and need no further testing.**

The district shall determine the English language proficiency of all Kindergarten to grade twelve students who are not screened out and whose native language is other than English by administering an English language proficiency test, assessing the level of reading in English, reviewing the previous academic performance of students, including their performance on standardized tests in English, and reviewing the input of teaching staff members responsible for the educational program for ELLs. Students who do not meet the New Jersey Department of Education (Department) standard on a language proficiency test and who have at least one other indicator shall be considered ELLs. The district shall also use age-appropriate methodologies to identify preschool ELLs to determine their individual language development needs.



POLICY

RIDGEWOOD BOARD OF EDUCATION

PROGRAM

2423/page 2 of 5

Bilingual and ESL Education

~~The Board will conduct a screening process to determine the native language of each ELL at the time of enrollment in the school district. A census shall be maintained of all identified students whose native language is other than English. The English language proficiency of each student whose native language is not English shall be determined by a screening process that includes the administration of a New Jersey Department of Education approved English language proficiency test, an assessment of the student's level of reading in English, a review of the student's previous academic performance including their performance on standardized tests in English, and a review of the input of teaching staff members responsible for the educational program for ELLs.~~

Bilingual Programs for ELLs Program Implementation

The district shall provide the following programs:

1. An English language services program **in accordance with N.J.A.C. 6A:15-1.2** ~~to improve the English language proficiency of ELLs whenever there are at least one, but fewer than ten ELLs enrolled in the school district. English language services shall be provided in addition to the regular school program;~~
2. An ESL program **in accordance with N.J.A.C. 6A:15-1.2** ~~that provides at least one period of ESL instruction based on student language proficiency whenever there are ten or more ELLs enrolled in the school district; and~~
3. A bilingual education program **in accordance with N.J.A.C. 6A:15-1.2** ~~whenever there are twenty or more ELLs in any one language classification enrolled in the school district pursuant to N.J.S.A. 18A:35-18. Where the age range, grade span, and/or geographical location of eligible students makes a full-time bilingual program impractical, the Board may annually offer an instructional program alternative, provided a waiver for the alternative program has been requested and approval has been granted by the Department of Education. The Board may establish a program in bilingual education for any language classification with fewer than twenty students.~~



POLICY

RIDGEWOOD BOARD OF EDUCATION

PROGRAM

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Bilingual and ESL Education

All teachers in these programs shall be appropriately certified in accordance with the requirements as outlined in N.J.A.C. 6A:15-1.9. Every student participating in a bilingual, ESL, or English language services program shall be entitled to continue such participation for a period of three years pursuant to N.J.S.A. 18A:35-19.

Bilingual, English as a Second Language, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry

Students enrolled in ~~the~~ a bilingual, ESL, or English language services program shall be assessed annually using **English Language Placement (ELP) assessments** ~~a New Jersey Department of Education approved English language proficiency test~~ to determine their progress in achieving English language proficiency goals and readiness for exiting the program. **Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2., shall be assessed annually using an alternate ELP assessment.**

ELLs enrolled in the bilingual, ESL, or English language services program shall be placed in a monolingual English program when they have demonstrated readiness to **exit a bilingual, ESL, or English language services program through a Department-established criteria on an ELP assessment and a Department-established English language observation form.** ~~A function successfully in an English only program. The process to determine the readiness or inability of the individual student to function successfully in the English only program shall be initiated by the student's level of English proficiency as measured by a first achieve the New Jersey Department of Education-established English proficiency standard as measured by an ELP assessment on an English language proficiency test. The student's readiness of the student shall be further assessed by on the use basis of a Department-established English language observation form multiple indicators that considers shall include,~~ at a minimum: classroom performance; the student's reading level in English; the judgment of the teaching staff member or members responsible for the educational program of the student; and performance on achievement tests in English.

In accordance with provisions of N.J.S.A. 18A:35-22.1, a parent may remove a student who is enrolled in a bilingual education program at any time; except that during the first three years of a student's participation in a bilingual education program, the parent may only remove the student at the end of each school year.



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~~If during the first three years of a student's participation in a bilingual education program,~~ a parent wishes to remove the student prior to the end of each school year, the removal ~~shall must~~ be approved by the Executive County Superintendent ~~of Schools~~. **If the Executive County Superintendent determines the student should remain in the bilingual education program until the end of the school year,** ~~t~~The parent may appeal the Executive County Superintendent's decision to the Commissioner of Education **or designee pursuant to the provisions of N.J.S.A. 18A:35-19.2.**

Newly exited students who are not progressing in the mainstream English program may be considered for re-entry to bilingual and ESL programs in accordance with the provisions of N.J.A.C. 6A:15-1.10(e)1. through (e)5.

When the review process for exiting a student from a bilingual, ESL, or English language services program has been completed, the student's parent shall be informed by mail of the placement determination. A parent or teaching staff member who disagrees with the proposed placement may appeal the decision in writing to the Superintendent of Schools or designee, who will provide a written explanation for the decision within seven working days. The complainant may appeal this decision in writing to the Board within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision. The Board will review the appeal and respond in writing to the parent within forty-five calendar days of the Board's receipt of the parent's written appeal to the Board. **Upon exhausting an appeal to the Board, the** ~~A complainant not satisfied with the Board's determination of the appeal~~ may appeal to the Commissioner of Education.

Parental Involvement

The parents of ELLs will be notified in accordance with the provisions of N.J.A.C. 6A:15-1.13 that their child has been identified as eligible for enrollment in a bilingual, ESL, or English language services **education** program. Notice shall be in writing and in the language in which the parent(s) possesses a primary speaking ability, and in English. The notice must also include a statement that the parents have the option of declining their child's enrollment in a bilingual program, and shall be given an opportunity to do so if they choose.

The district will notify the parents of ELLs by mail within thirty days of the child's identification.



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Parents shall receive progress reports of students enrolled in bilingual, ESL, or English language services programs in the same manner and frequency as progress reports are sent to parents of other students enrolled in the district.

The Superintendent or designee will provide for the maximum practical involvement of parent(s) of ELLs in the development and review of program objectives and dissemination of information to and from the district Boards of Education and communities served by the bilingual, ESL, or English language services education programs. A ~~school~~ district that implements a bilingual education program shall establish a parent advisory committee on bilingual education of which the majority membership **shall will** be parents of ELLs.

Graduation

ELLs will qualify for graduation from high school in accordance with N.J.A.C. 6A:8-5.1(a) and Policy 5460.

Program Plan

The Superintendent shall prepare and submit a plan for a bilingual, ESL, or English language services program every three years to the Board and the New Jersey Department of Education for approval in accordance with the provisions of N.J.A.C. 6A:15-1.6.

N.J.S.A. 18A:35-15 through 18A:35-~~26.125~~
N.J.A.C. **6A:14-4.10**; 6A:15-1.1 et seq.

Adopted:



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2425 EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM

The Board of Education is committed to providing a high quality educational program, virtually or remotely, in the event **the State or local health department determines that it is advisable to close, or mandates closure of, the schools of a school district due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure for more than three consecutive school days, the Superintendent shall have the authority to implement the school district's program of virtual or remote instruction, pursuant to N.J.S.A. 18A:7F-9** ~~a school or the schools of the district are required to close for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure. The district's virtual or remote program of instruction shall be in accordance with N.J.S.A. 18A:7F-9.~~ **In addition, pursuant to N.J.S.A. 18A:7F-9.b. the Commissioner of Education shall allow the district to apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9.a., one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed if the program of virtual or remote instruction meets such criteria as may be established by the Commissioner.**

The school district's program of virtual or remote instruction shall be in accordance with the provisions of N.J.S.A. 18A:7F-9; N.J.A.C. 6A:32-13.1.; this Policy; and Regulation 2425.

"Remote instruction" means the provision of instruction occurring when the student and the instructor are in different locations due to the closure of the facility(ies) of the Board of Education, charter school, renaissance school project, or approved private school for students with disabilities. The closure of the facility(ies) shall be pursuant to N.J.S.A. 18A:7F-9 or 18A:46-21.1 and for more than three consecutive school days due to a declared state of emergency, a declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.

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“Virtual instruction” means the provision of active instruction when the student and the instructor are in different locations and instruction is facilitated through the internet and computer technologies due to the closure of the facility(ies) of the Board of Education, charter school, renaissance school project, or approved private school for students with disabilities. The closure of the facility(ies) shall be pursuant to N.J.S.A. 18A:7F-9 or 18A:46-21.1 and for more than three consecutive school days due to a declared state of emergency, a declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.

~~In the event the school district is required to close a school or the schools of the district for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health related closure, the Commissioner of Education shall allow the district to apply to the 180 day requirement established pursuant to N.J.S.A. 18A:7F-9, one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed if the program of virtual or remote instruction meets such criteria as may be established by the Commissioner Education.~~

The Superintendent of Schools shall submit, with Board approval, the school district’s program of virtual or remote instruction to the Commissioner of Education by ~~no later than October 29, 2021 and, annually thereafter~~ **annually. If the Board is unable to complete and submit a proposed program of virtual or remote instruction to the Commissioner in accordance with the timeline established by the Commissioner and the school district is required to close its schools for a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Commissioner of Education may retroactively approve the program.**

~~If provided under the district’s A day of virtual or remote instruction, if provided instituted under the district’s Commissioner of Education’s approved program of virtual or remote instruction that has been approved by the Commissioner, of student attendance for a day of virtual or remote instruction;~~ shall be **accounted for in accordance with N.J.A.C. 6A:32-8.4** ~~considered the~~



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~~equivalent of a full day of school attendance~~ for the purposes of meeting State and local graduation requirements, the awarding of course credit, and other ~~such~~ matters as determined by the Commissioner of Education **in accordance with the provisions of N.J.A.C. 6A:32-13.1(d).**

Pursuant to N.J.A.C. 6A:32-13.1(b), if implemented by the Superintendent, ~~Any the school district's program of virtual or remote instruction shall be provided to an enrolled implemented for the general education students, whether a general education student in preschool through grade twelve or a student with a disability aged three to twenty-one shall provide the same educational opportunities to students with disabilities. The school district shall provide students with a disability with the same educational opportunities provided to general education students to the extent appropriate and practicable. Special education and R~~related services, including speech language services, counseling services, physical therapy, occupational therapy, and behavioral services, may be delivered to **general education students and students with a disability** ~~disabilities~~ through the use of electronic communication or a virtual or online platform, **as appropriate** ~~and as required by the student's Individualized Education Program (IEP), to the greatest extent practicable.~~

In the event the State or local health department determines it is advisable to close or mandates closure of the schools of the district due to a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Superintendent shall have the authority to implement the school district's program of virtual or remote instruction. The Superintendent shall consult with the Board prior to such decision, if practicable. The Superintendent shall ensure that students, parents, staff, and the Board are informed promptly of the Superintendent's decision.

Nothing in N.J.S.A. 18A:7F-**9.b., c., or d.**; ~~and this Policy; and Regulation 2425~~ shall be construed to limit, supersede or preempt rights, privileges, compensation, remedies, and procedures afforded to public employees or a collective bargaining unit under Federal or State law or any provision of a collective bargaining agreement entered into by the school district.



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In the event of the closure of a school or the schools of the district due to a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure for a period longer than three consecutive school days:

1. District employees shall be entitled to compensation, benefits, and emoluments pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(1) and (2).
2. The district 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 services for such benefits, compensation, and emoluments had been provided, and as if the school facilities had remained open pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(3).
3. The district shall be obligated to make payments for benefits, compensation, and emoluments and all payments required pursuant to N.J.S.A. 18A:6-51 et seq., to an educational services commission, county special services school district, and a jointure commission, and under any shared services agreement and cooperative contract entered into with any other public entity pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(4).
4. An educational services commission, county special services school district, and a jointure commission shall continue to make payments of benefits, compensation, and emoluments pursuant to the terms of a contract with a contracted service provider or a shared services agreement in effect on the date of the closure as if the services for such benefits, compensation, and emoluments had been provided, and as if the school facilities had remained open pursuant to the provisions of N.J.S.A. 18A:7F-9.e.(4).

The provisions of N.J.S.A. 18A:7F-9.e.(1) through (4) and 1 through 4 above shall not apply to any employee whose weekly hours of work are reduced, and to whom unemployment benefits are provided, pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq. A contracted



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service provider, educational services commission, county special services school district, or jointure commission shall notify the district with which it has entered into a contract to provide services of its intent to reduce the hours of work of its employees pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq.

1. Notwithstanding the provisions of N.J.S.A. 18A:7F-9.e.(3) and 3. above, if a contracted service provider reduces the amount that it pays to its employees providing services to a school district, and that reduction is the result of a reduction of workhours of those employees made pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq., then the amount paid by the district to the contracted service provider shall be reduced by the same amount.

2. Notwithstanding the provisions of N.J.S.A. 18A:7F-9.e.(4) and 4. above, if an educational services commission, county special services school district, or jointure commission reduces the amount that it pays to its employees providing services to a school district, and that reduction is the result of a reduction of workhours of those employees made pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq., then the amount paid by the district to the educational services commission, county special services school district, or jointure commission shall be reduced by the same amount.

This Policy may be revised as necessary by the Superintendent in accordance with N.J.S.A. 18A:7F-9. The school district's emergency virtual or remote instruction program shall be **posted prominently available** on the school district's website.

N.J.S.A. 18A:7F-9

N.J.A.C. 6A:32-2.1; 6A:32-8.4; 6A:32-13.1

Adopted:



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5200 ATTENDANCE

In accordance with the provisions of N.J.S.A. 18A:38-25, every parent, ~~guardian~~, or other person having control and custody of a child between the ages of six and sixteen shall cause the child to regularly attend school. The Board of Education requires students enrolled in the school district attend school regularly in accordance with the laws of the State.

For the purpose of this Policy and Regulation 5200, “parent” means the natural parent(s), adoptive parent(s), legal guardian(s), resource family parent(s), or surrogate parent(s) of a student. When parents are separated or divorced, “parent” means the person or agency who has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, “excused” and “unexcused” student absences, for the purpose of expectations and consequences regarding truancy, student conduct, promotion, **retention**, and the award of course credit is a local Board decision outlined in N.J.A.C. 6A:16-7.6 and Policy and Regulation 5200. In accordance with the provisions of N.J.A.C. 6A:16-7.6 and for the purposes of Policy and Regulation 5200, a student’s absence from school will either be excused or unexcused. Unexcused absences will count toward truancy.

A parent or adult student shall provide advance notice to the school prior to the student being absent from school. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if the reason for the student’s absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student’s parent to notify the parent of the absence and determine the reason for the absence.

Students that are absent from school for any reason are responsible for the completion of assignments missed because of their absence. In accordance with N.J.S.A. 18A:36-14, a student who is absent from school for observing a religious holiday shall not be deprived of any award, eligibility, or opportunity to compete



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for any award, or deprived of the right to take an alternate test or examination that was missed because of the absence provided there is a written excuse of such absence signed by the parent.

Prolonged or repeated absences, excused or unexcused, from school or from class, deprive students of the educational and classroom experiences deemed essential to learning and may result in retention at grade level or loss of credit or removal from a course that would count toward the high school diploma in accordance with policies of this Board.

Students shall be subjected to the school district's response for unexcused absences that count toward truancy during the school year as outlined in N.J.A.C. 6A:16-7.6(a)4. and Regulation 5200.

Unexcused absences from school or from classes within the school day may subject a student to consequences that may include the denial of a student's participation in co-curricular activities and/or athletic competition. Repeated absences from school interfere with efforts of the Board and its staff in the maintenance of good order and the continuity of classroom instruction and such absences may result in the removal of the student from a class or course of study.

The Superintendent shall calculate and monitor the average daily attendance rate for the district and for each school in the district. Whenever the average daily attendance rate does not meet the New Jersey Department of Education requirements the Superintendent or designee shall develop a district improvement plan to improve student attendance pursuant to N.J.A.C. 6A:30-5.2.

N.J.S.A. 18A:36-14; 18A:36-25.6; 18A:38-25; **18A:38-25.1;**
18A:38-25.2; 18A:38-26

N.J.S.A. 34:2-21.1 et seq.

N.J.A.C. 6A:16-7.6; 6A:30-5.2; **6A:32-8; 6A:32-13** ~~6A:32-8.3~~

Adopted:



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5512 HARASSMENT, INTIMIDATION, ~~OR AND~~ BULLYING

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A. **Prohibiting Harassment, Intimidation, or Bullying Policy Statement**

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. **The Board has determined that a** safe and civil environment in school is necessary for students to learn and achieve high academic standards; ~~h~~Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe and disciplined environment. ~~Harassment, intimidation, or bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance.~~ Since students learn by example, school administrators, faculty, staff, and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); adoptive parent(s); legal guardian(s); **resource family** ~~foster~~ parent(s); or parent surrogate(s) of a student. When parents are separated or divorced, "parent" means the



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person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided parental rights have not been terminated by a court of appropriate jurisdiction.

B. **Definition of Harassment, Intimidation, ~~or and~~ Bullying Definition**

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that
 - a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of physically or emotionally harming a student or damaging the student’s property, or placing a student in reasonable fear of physical or emotional harm to their person or damage to their property; or
 - b. Has the effect of insulting or demeaning any student or group of students; or
 - c. Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.



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The Board recognizes that **bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Recognizing “a real or perceived power imbalance” may assist school officials in identifying harassment, intimidation, or bullying within the context and relative positions of the alleged aggressor and target.**

“**Electronic communication**” means a communication transmitted by means of an electronic device, including, but not limited to, a telephone, cellular phone, computer, or remotely activating paging device (N.J.A.C. 6A:16-1.3).

In accordance with the Board of Education’s Code of Student Conduct and this Policy, all acts of harassment, intimidation, or bullying that occur off school grounds, such as “cyber-bullying” (e.g., the use of electronic means to harass, intimidate, or bully) is addressed in this Policy.

~~Schools are required to address harassment, intimidation, and bullying occurring off school grounds, when there is a nexus between the harassment, intimidation, and bullying and the school (e.g., the harassment, intimidation, or bullying substantially disrupts or interferes with the orderly operation of the school or the rights of other students).~~

~~“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to: a telephone, cellular phone, computer, or pager.~~

C. Student ~~Expectations~~ **Behavior**

The Board **of Education** expects students to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities, with a proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment, consistent with the Code of Student Conduct.



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The Board believes that standards for student behavior must be set cooperatively through interaction among the ~~students~~, parents **and other community representatives**, school ~~administrators~~ **employees**, school ~~employees~~ **administrators**, school volunteers, **and students of the school district** ~~and community representatives~~, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and **that** it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities **for helping** ~~to help~~ students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students' abilities to grow in self-discipline.

The Board expects ~~that~~ students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, ~~or and~~ bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property, and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;
3. Student rights; and
4. Sanctions and due process for violations of the Code of Student Conduct.



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Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, **school employees, volunteers, students, and community representatives** ~~instructional staff, student support services staff, school administrators, and school volunteers, as well as community organizations, such as faith-based, health and human service, business and law enforcement,~~ in the development of this Policy.

Pursuant to N.J.A.C. 6A:16-7.1, Based on locally determined and accepted core ethical values adopted by the Board, pursuant to N.J.A.C. 6A:16-7.1(a)2, the Board developed must develop guidelines for student conduct, **taking** ~~pursuant to N.J.A.C. 6A:16-7.1. These guidelines for student conduct will take~~ into consideration **the nature of the behavior; the nature of the student's disability, if any and to the extent relevant;** the developmental ages of students; ~~the~~ severity of the offenses and students' histories of inappropriate behaviors; and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent **shall** ~~must~~ annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. **The school district will** ~~Students are encouraged to support other~~ students who:

1. Walk away from acts of harassment, intimidation, ~~or and~~ bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and
4. Report acts of harassment, intimidation, ~~or and~~ bullying to the designated school staff member.



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D. Consequences and ~~Appropriate~~ Remedial Actions

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct, **and the consequences and remedial responses for staff members who commit one or more acts of harassment, intimidation, or bullying.** ~~The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.~~

In every incident found to be harassment, intimidation, or bullying, the school Principal, in consultation with appropriate school staff, may apply disciplinary consequences and/or remedial actions, such as the provision of counseling, behavioral interventions, or other measures.

Appropriate consequences and remedial actions are those that are graded according to the severity of the offenses; consider the developmental ages of the student offenders; the nature of the student's disability, if any and to the extent relevant; and the students' histories of inappropriate behaviors, per the Code of Student Conduct and N.J.A.C. 6A:16-7.

The following factors, at a minimum, shall be given full consideration by the school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

Factors for Determining Consequences

- **Age, disability (if any and to the extent relevant), developmental and maturity levels of the parties involved and their relationship to the school district;**
- **Degrees of harm;**
- **Surrounding circumstances;**
- **Nature and severity of the behaviors;**
- **Incidences of past or continuing patterns of behavior;**
- **Relationships between the parties involved; and**
- **Context in which the alleged incidences occurred.**



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Factors for Determining Remedial Measures

Personal:

- Life skill deficiencies;
- Social relationships;
- Strengths;
- Talents;
- Traits;
- Interests;
- Hobbies;
- Extra-curricular activities;
- Classroom participation;
- Academic performance;
- Relationship to peers; and
- Relationship between student/family and the school district.

Environmental:

- School culture;
- School climate;
- Student-staff relationships and staff behavior toward the student;
- General staff management of classrooms or other educational environments;
- Staff ability to prevent and manage difficult or inflammatory situations;
- Availability of programs to address student behavior;
- Social-emotional and behavioral supports;
- Social relationships;
- Community activities;
- Neighborhood situation; and
- Family situation.

Examples of Consequences and Remedial Measures

The consequences and remedial measures may include, but are not limited to, the examples listed below:



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Examples of Consequences:

- **Admonishment;**
- **Temporary removal from the classroom (any removal of .5 days or more must be reported in the Student Safety Data System);**
- **Deprivation of privileges;**
- **Classroom or administrative detention;**
- **Referral to disciplinarian;**
- **In-school suspension during the school week or the weekend;**
- **Out-of-school suspension (short-term or long-term);**
- **Reports to law enforcement or other legal action;**
- **Expulsion; and**
- **Bans from receiving certain services, participating in school-district-sponsored programs or being in school buildings or on school grounds.**

Examples of Remedial Measures

Personal:

- **Restitution and restoration;**
- **Peer support group;**
- **Recommendations of a student behavior or ethics council;**
- **Corrective instruction or other relevant learning or service experience;**
- **Supportive student interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;**
- **Behavioral assessment or evaluation, including, but not limited to, a referral to the Child Study Team, as appropriate;**
- **Behavioral management plan, with benchmarks that are closely monitored;**
- **Assignment of leadership responsibilities (e.g., hallway or bus monitor);**
- **Involvement of school "disciplinarian;"**
- **Student counseling;**



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- **Parent conferences;**
- **Alternative placements (e.g., alternative education programs);**
- **Student treatment; and**
- **Student therapy.**

Environmental (Classroom, School Building, or School District):

- **School and community surveys or other strategies for determining the conditions contributing to HIB;**
- **School culture change and school climate improvement;**
- **Adoption of research-based, systemic bullying prevention programs;**
- **School policy and procedures revisions;**
- **Modifications of schedules;**
- **Adjustments in hallway traffic;**
- **Modifications in student routes or patterns traveling to and from school;**
- **Supervision of student before and after school, including school transportation;**
- **Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);**
- **Teacher aides;**
- **Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;**
- **General professional development programs for certificated and non-certificated staff;**
- **Professional development plans for involved staff;**
- **Disciplinary action for school staff who contributed to the problem;**
- **Supportive institutional interventions, including participation of the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;**
- **Parent conferences;**
- **Family counseling;**
- **Involvement of parent-teacher organizations;**
- **Involvement of community-based organizations;**
- **Development of a general bullying response plan;**
- **Recommendations of a student behavior or ethics council;**



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- **Peer support groups;**
- **Alternative placements (e.g., alternative education programs);**
- **School transfers; and**
- **Law enforcement (e.g., safe schools resource officer, juvenile officer) involvement or other legal action.**

Consequences and appropriate remedial actions for a student or staff member who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.

~~The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.~~

~~Consequences—Students~~

~~Consequences for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a student who commits an act of harassment, intimidation, or bullying are those that are varied and graded according to the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance consistent with the Board's approved Code of Student Conduct and N.J.A.C. 6A:16-7, Student Conduct. The use of negative consequences should occur in conjunction with remediation and not be relied upon as the sole intervention approach.~~

~~Factors for Determining Consequences—Student Considerations~~

- ~~1. Age, developmental and maturity levels of the parties involved and their relationship to the school district;~~
- ~~2. Degrees of harm;~~



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3. ~~Surrounding circumstances;~~
4. ~~Nature and severity of the behavior(s);~~
5. ~~Incidences of past or continuing patterns of behavior;~~
6. ~~Relationships between the parties involved; and~~
7. ~~Context in which the alleged incidents occurred.~~

~~Factors for Determining Consequences—School Considerations~~

1. ~~School culture, climate, and general staff management of the learning environment;~~
2. ~~Social, emotional, and behavioral supports;~~
3. ~~Student-staff relationships and staff behavior toward the student;~~
4. ~~Family, community, and neighborhood situation; and~~
5. ~~Alignment with Board policy and regulations/procedures.~~

~~Examples of Consequences~~

1. ~~Admonishment;~~
2. ~~Temporary removal from the classroom;~~
3. ~~Deprivation of privileges;~~
4. ~~Classroom or administrative detention;~~
5. ~~Referral to disciplinarian;~~
6. ~~In school suspension;~~
7. ~~Out of school suspension (short term or long term);~~
8. ~~Reports to law enforcement or other legal action; or~~
9. ~~Expulsion.~~

~~In accordance with N.J.S.A. 18A:37-15.b.(4), the consequences for a student who commits an act of harassment, intimidation, or bullying may vary depending on whether it is the first act of harassment, intimidation, or bullying by a student, the second act, or third or subsequent acts. If it is the third or subsequent act of harassment, intimidation, or bullying by a student, The Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan **when a student is found to be an offender in three harassment, intimidation, or bullying incidents and each subsequent incident occurring within one school year. The student intervention plan may include disciplinary consequences and/or remedial actions and may require the student, accompanied by a parent, to satisfactorily complete a class or training**~~



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program to reduce harassment, intimidation, or bullying behavior. Each student intervention plan must be approved by the Superintendent ~~which shall be approved by the Superintendent or designee, and may require the student, accompanied by a parent, to complete in a satisfactory manner a class or training program to reduce harassment, intimidation, or bullying behavior.~~

While the majority of incidents may be addressed solely by school officials, the Superintendent or designee and the Principal shall report a harassment, intimidation, or bullying incident to law enforcement officials if the conduct rises to the level of a mandatory report as outlined in the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials.

~~Appropriate Remedial Actions—Students~~

~~Appropriate remedial action for a student who commits an act of harassment, intimidation, or bullying that takes into account the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance. The appropriate remedial action may also include a behavioral assessment or evaluation including, but not limited to, a referral to the Child Study Team as appropriate; and supportive interventions and referral services, including those at N.J.A.C. 6A:16-8.~~

~~Factors for Determining Remedial Measures~~

~~Personal~~

- ~~1. Life skill deficiencies;~~
- ~~2. Social relationships;~~
- ~~3. Strengths;~~
- ~~4. Talents;~~
- ~~5. Interests;~~
- ~~6. Hobbies;~~
- ~~7. Extra-curricular activities;~~
- ~~8. Classroom participation;~~
- ~~9. Academic performance; and~~
- ~~10. Relationship to students and the school district.~~



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Environmental

1. ~~School culture;~~
2. ~~School climate;~~
3. ~~Student staff relationships and staff behavior toward the student;~~
4. ~~General staff management of classrooms or other educational environments;~~
5. ~~Staff ability to prevent and manage difficult or inflammatory situations;~~
6. ~~Social emotional and behavioral supports;~~
7. ~~Social relationships;~~
8. ~~Community activities;~~
9. ~~Neighborhood situation; and~~
10. ~~Family situation.~~

~~Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act, and take corrective action for documented systemic problems related to harassment, intimidation, or bullying. The consequences and remedial measures may include, but are not limited to, the examples listed below:~~

Examples of Remedial Measures

Personal ~~Student Exhibiting Bullying Behavior~~

1. ~~Develop a behavioral contract with the student. Ensure the student has a voice in the outcome and can identify ways they can solve the problem and change behaviors;~~
2. ~~Meet with parents to develop a family agreement to ensure the parent and the student understand school rules and expectations;~~
3. ~~Explain the long term negative consequences of harassment, intimidation, and bullying on all involved;~~
4. ~~Ensure understanding of consequences, if harassment, intimidation, and bullying behavior continues;~~
5. ~~Meet with school counselor, school social worker, or school psychologist to decipher mental health issues (e.g., what is happening and why?);~~
6. ~~Develop a learning plan that includes consequences and skill building;~~



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- ~~7. Consider wrap-around support services or after school programs or services;~~
- ~~8. Provide social skill training, such as impulse control, anger management, developing empathy, and problem solving;~~
- ~~9. Arrange for an apology, preferably written;~~
- ~~10. Require a reflective essay to ensure the student understands the impact of their actions on others;~~
- ~~11. Have the student research and teach a lesson to the class about bullying, empathy, or a similar topic;~~
- ~~12. Arrange for restitution (i.e., compensation, reimbursement, amends, repayment), particularly when personal items were damaged or stolen;~~
- ~~13. Explore age-appropriate restorative (i.e., healing, curative, recuperative) practices; and~~
- ~~14. Schedule a follow-up conference with the student.~~

~~Personal Target/Victim~~

- ~~1. Meet with a trusted staff member to explore the student's feelings about the incident;~~
- ~~2. Develop a plan to ensure the student's emotional and physical safety at school;~~
- ~~3. Have the student meet with the school counselor or school social worker to ensure they do not feel responsible for the bullying behavior;~~
- ~~4. Ask students to log behaviors in the future;~~
- ~~5. Help the student develop skills and strategies for resisting bullying; and~~
- ~~6. Schedule a follow-up conference with the student.~~

~~Parents, Family, and Community~~

- ~~1. Develop a family agreement;~~
- ~~2. Refer the family for family counseling; and~~
- ~~3. Offer parent education workshops related to bullying and social-emotional learning.~~



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Examples of Remedial Measures—Environmental (Classroom, School Building, or School District)

1. ~~Analysis of existing data to identify bullying issues and concerns;~~
2. ~~Use of findings from school surveys (e.g., school climate surveys);~~
3. ~~Focus groups;~~
4. ~~Mailings—postal and email;~~
5. ~~Cable access television;~~
6. ~~School culture change;~~
7. ~~School climate improvement;~~
8. ~~Increased supervision in “hot spots” (e.g., locker rooms, hallways, playgrounds, cafeterias, school perimeters, buses);~~
9. ~~Adoption of evidence-based systemic bullying prevention practices and programs;~~
10. ~~Training for all certificated and non-certificated staff to teach effective prevention and intervention skills and strategies;~~
11. ~~Professional development plans for involved staff;~~
12. ~~Participation of parents and other community members and organizations (e.g., Parent Teacher Associations, Parent Teacher Organizations) in the educational program and in problem-solving bullying issues;~~
13. ~~Formation of professional learning communities to address bullying problems;~~
14. ~~Small or large group presentations for fully addressing the actions and the school’s response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions;~~
15. ~~School policy and procedure revisions;~~
16. ~~Modifications of schedules;~~
17. ~~Adjustments in hallway traffic;~~
18. ~~Examination and adoption of educational practices for actively engaging students in the learning process and in bonding students to pro-social institutions and people;~~
19. ~~Modifications in student routes or patterns traveling to and from school;~~
20. ~~Supervision of student victims before and after school, including school transportation;~~
21. ~~Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);~~
22. ~~Targeted use of teacher aides;~~



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- ~~23. Disciplinary action, including dismissal, for school staff who contributed to the problem;~~
- ~~24. Supportive institutional interventions, including participation in the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;~~
- ~~25. Parent conferences;~~
- ~~26. Family counseling;~~
- ~~27. Development of a general harassment, intimidation, and bullying response plan;~~
- ~~28. Behavioral expectations communicated to students and parents;~~
- ~~29. Participation of the entire student body in problem solving harassment, intimidation, and bullying issues;~~
- ~~30. Recommendations of a student behavior or ethics council;~~
- ~~31. Participation in peer support groups;~~
- ~~32. School transfers; and~~
- ~~33. Involvement of law enforcement officers, including school resource officers and juvenile officers or other appropriate legal action.~~

Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand;; increment withholding;; legal action;; disciplinary action;; termination;; and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

Target/Victim Support

~~Districts should identify a range of strategies and resources that will be available to individual victims of harassment, intimidation, and bullying, and respond in a manner that provides relief to victims and does not stigmatize victims or further their sense of persecution. The type, diversity, location, and degree of support are directly related to the student's perception of safety.~~



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~~Sufficient safety measures should be undertaken to ensure the victim's physical and social-emotional well-being and their ability to learn in a safe, supportive, and civil educational environment.~~

Examples of support for student victims of harassment, intimidation, and bullying include:

1. ~~Teacher aides;~~
2. ~~Hallway and playground monitors;~~
3. ~~Partnering with a school leader;~~
4. ~~Provision of an adult mentor;~~
5. ~~Assignment of an adult "shadow" to help protect the student;~~
6. ~~Seating changes;~~
7. ~~Schedule changes;~~
8. ~~School transfers;~~
9. ~~Before and after school supervision;~~
10. ~~School transportation supervision;~~
11. ~~Counseling; and~~
12. ~~Treatment or therapy.~~

E. **Reporting Harassment, Intimidation, ~~or and~~ Bullying Reporting Procedure**

The Board of Education requires the Principal at each school to be responsible for receiving **all** complaints alleging **harassment, intimidation, or bullying committed by an adult or youth against a student** ~~violations of this Policy~~. All Board members, school employees, and volunteers and contracted service providers who have contact with students, are required to verbally report **alleged acts of harassment, intimidation, or bullying** ~~alleged violations of this Policy~~ to the Principal or ~~the Principal's~~ designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, ~~and volunteers~~ and contracted service providers who have contact with students, also shall submit a **New Jersey Department of Education-approved HIB 338 Form** ~~report in writing~~ to the Principal within two school days of the verbal report. **Failure to make the required report(s) may result in disciplinary action.** ~~The written report shall be on a numbered form developed by the New Jersey Department of Education in accordance with N.J.S.A. 18A:37-15.b.(5). A copy of the form shall be submitted promptly by the Principal to the~~



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~~Superintendent.~~ **The HIB 338 Form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal Law.**

The district may not fail to initiate an investigation of harassment, intimidation, or bullying solely because written documentation was not provided. Failing to conduct a harassment, intimidation, or bullying investigation solely because a parent or student did not submit written documentation violates the Anti-Bullying Bill of Rights Act and this Policy. If a parent makes a verbal allegation of harassment, intimidation, or bullying to a district staff member, but does not complete and submit the HIB 338 Form, the staff member or a designee must complete and submit the HIB 338 Form.

The Principal or designee **is required to** ~~will~~ inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. ~~The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.~~ **Pursuant to N.J.A.C. 6A:16-7.7(a)2.viii.(2), when providing notification to the parents of all students involved,** ~~t~~**The Principal or designee shall take into account the circumstances of the incident when providing notification to parents of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense. The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.**

The Principal, upon receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged ~~acts violations~~ **of harassment, intimidation, or bullying this Policy** to the Principal **or designee** on the same day when the individual witnessed or received reliable information regarding any such incident. **The school district shall provide a person an online means to complete the HIB**



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338 Form to anonymously report an act of harassment, intimidation, or bullying. Formal action for violations of the Code of Student Conduct may not be taken solely on the basis of an anonymous report.

~~A person may report, verbally or in writing, an act of harassment, intimidation, or bullying committed by an adult or youth against a student anonymously. The Board will not take formal disciplinary action based solely on the anonymous report. The district shall provide a means for a parent to complete an online numbered form developed by the New Jersey Department of Education to confidentially report an incident of harassment, intimidation, or bullying.~~

A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

The Principal shall promptly submit a copy of each completed HIB 338 Form to the Superintendent.

~~In accordance with the provisions of N.J.S.A. 18A:37-18, the harassment, intimidation, and bullying law does not prevent a victim from seeking redress under any other available law, either civil or criminal, nor does it create or alter any tort liability.~~

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, **in addition to making the HIB 338 Form available online**, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, ~~or and~~ **bullying or who determines a reported incident or complaint, assuming all facts presented are true, is a report within the scope of N.J.S.A. 18A:37-14** from a district employee, and fails to initiate or conduct an investigation, or who should have known of an incident of



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harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action. **The district also should consider procedures and disciplinary action when it is found that someone had information regarding a harassment, intimidation, or bullying incident, but did not make the required report(s).**

F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;
- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
- c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
- d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
- e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, ~~or and~~ bullying in the district.



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2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from among the currently employed staff in the school.

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
- b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
- c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.

3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;



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- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and
- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

G. **Investigating Allegations of Harassment, Intimidation, or Bullying** ~~Harassment, Intimidation, and Bullying Investigation~~

~~The Board requires a thorough and complete investigation to be conducted for each report of violations and complaints which either identify harassment, intimidation, or bullying or describe behaviors that indicate harassment, intimidation, or bullying.~~



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Principal's Preliminary Determination

Prior to initiating an investigation regarding a reported incident or complaint, the Principal or designee, in consultation with the anti-bullying specialist, shall make a preliminary determination as to whether a reported incident or complaint, assuming all facts are presented as true, is a report within the scope of N.J.S.A. 18A:37-14.

Should the Principal or designee, in consultation with the anti-bullying specialist, determine that a reported incident or complaint, assuming all facts presented are true, is not a report within the scope of N.J.S.A. 18A:37-14, the incident will be addressed through the Board's Code of Student Conduct policy. The HIB 338 Form shall be completed, even if a preliminary determination is made not to conduct an investigation of harassment, intimidation, or bullying because the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying, and must be submitted to the Superintendent. The Principal will provide the parents of the alleged offender(s) and victim(s) with formal notice of the decision not to initiate a harassment, intimidation, or bullying investigation.

The HIB 338 Form shall be kept on file at the school and will only be added to a student record if the alleged incident is founded, disciplinary action is imposed or is otherwise required to be contained in a student's record under State or Federal law.

The Superintendent may require the Principal to conduct a harassment, intimidation, or bullying investigation of the incident if the Superintendent determines that the incident is within the scope of harassment, intimidation, or bullying and shall notify the Principal of this determination in writing. Should the Superintendent require the Principal to conduct a harassment, intimidation, or bullying investigation, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.



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Additionally, any preliminary determination that finds the incident or complaint is a report outside the scope of N.J.S.A. 18A:37-14 may be appealed to the Board, pursuant to the Board policies and procedures governing student grievances, and thereafter to the Commissioner (N.J.A.C. 6A:16-7.7(a)ix(1) and (a)ix(1)(A)). Should the preliminary determination not to conduct an investigation of harassment, intimidation, or bullying be overturned, the Principal will immediately initiate an investigation of harassment, intimidation, or bullying by referring the matter to the school anti-bullying specialist.

The Board requires a thorough and complete investigation to be conducted for each reported incident or complaint, assuming all facts presented are true, that is determined to be a report within the scope of N.J.S.A. 18A:37-14. The investigation shall be initiated by the Principal or designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school anti-bullying specialist appointed by the Principal. The Principal may appoint additional personnel who are not school anti-bullying specialists to assist the school anti-bullying specialist in the investigation. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The anti-bullying specialist may not participate in an investigation regarding their supervisor or staff at a higher administrative level.

The investigation shall be completed, and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the alleged incident of harassment, intimidation, or bullying or ten school days from the date of the written notification from the Superintendent to the Principal to initiate an investigation. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school anti-bullying specialist or the Principal shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two



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school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and provide intervention services, order counseling, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, or take or recommend other appropriate action, including seeking further information as necessary.

The Superintendent shall report the results of each investigation to the Board no later than the date of the regularly scheduled Board meeting following the completion of the investigation. The Superintendent's report also shall include information on any consequences imposed under the Code of Student Conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the Superintendent.

Parents of the students who are parties to the investigation shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents includes the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, or whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board.

A parent may request a hearing before the Board after receiving the information. Any request by the parents for a hearing before the Board concerning the written information about a harassment, intimidation, or bullying investigation, pursuant to N.J.S.A. 18A:37-15(b)(6)(d), must be filed with the Board Secretary no later than sixty calendar days after the written information is received by the parents. The hearing shall be held within ten business days of the request. Prior to the hearing, the Superintendent shall confidentially share a redacted copy of the HIB 338 Form that removes all student identification information with the Board. The Board shall



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conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school anti-bullying specialist and others, as appropriate, regarding the alleged incident; the findings from the investigation of the alleged incident; recommendations for consequences or services; and any programs instituted to reduce such incidents, prior to rendering a determination.

At the regularly scheduled Board meeting following its receipt of the report or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, no later than ninety days after the issuance of the Board's decision.

A school administrator who receives a report of harassment, intimidation, or bullying and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

The Board also requires the thorough investigation of complaints or reports of harassment, intimidation, or bullying, occurring on district school buses, at school-sponsored functions, and off school grounds involving a student who attends an approved private school for students with disabilities. The investigation will be conducted by the Board's anti-bullying specialist in consultation with the approved private school for students with disabilities.]

~~[Option—Principal's Preliminary Determination~~

~~However, prior to initiating the investigation, the Principal or designee, in consultation with the Anti-Bullying Specialist, may make a preliminary determination as to whether the reported incident or complaint, assuming all facts presented are true, is a report within the scope of the definition of harassment, intimidation, and bullying under the Anti-Bullying Bill of Rights Act, N.J.S.A. 18A:37-14.~~



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~~The Principal shall report to the Superintendent if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying. The Superintendent may require the Principal to conduct an investigation of the incident if the Superintendent determines that an investigation is necessary because the incident is within the scope of the definition of harassment, intimidation, and bullying. The Superintendent shall notify the Principal of this determination in writing. An investigation required by the Superintendent must be completed as soon as possible, but not later than ten school days, from the date of the written notification from the Superintendent to the Principal.~~

~~The Principal shall complete the written report form developed by the New Jersey Department of Education, in accordance with N.J.S.A. 18A:37-15.b.(5), even if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying pursuant to N.J.S.A. 18A:37-14. This written report form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or Federal law.~~

~~The Principal or designee, upon making a preliminary determination the incident or complaint is not within the scope of the definition of harassment, intimidation, and bullying, shall inform the parents of the parties involved, who may appeal the preliminary determination to the Board of Education and thereafter to the Commissioner of Education in accordance with N.J.A.C. 6A:3.~~

~~A Board hearing shall be held within ten business days of receipt of the request for a Board hearing. If the preliminary determination, upon review of the facts presented in the reported incident or complaint, is to continue with the harassment, intimidation, and bullying investigation, the investigation shall be completed in accordance with N.J.S.A. 18A:37-15.b.(6) and this Policy.~~

~~The Superintendent shall provide annually to the Board of Education information on the number of times a preliminary determination was made that an incident or complaint was outside the scope of the definition of harassment, intimidation, or bullying for the purposes of the State's monitoring of the school district pursuant to N.J.S.A. 18A:17-46.]~~



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~~The investigation shall be initiated by the Principal or the Principal's designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school Anti Bullying Specialist in coordination with the Principal. The Principal may appoint additional personnel who are not school Anti Bullying Specialists to assist with the investigation. Investigations or complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. The Superintendent or designee will appoint a staff member to complete investigations involving allegations against a staff member serving in a supervisory or administrative position.~~

~~The investigation shall be completed and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the incident. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school Anti Bullying Specialist shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.~~

~~The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B 1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and may decide to provide intervention services, order counseling as a result of the finding of the investigation, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, impose discipline, or take or recommend other appropriate action, including seeking further information, as necessary.~~

~~The Superintendent shall report the results of each investigation to the Board of Education no later than the date of the regularly scheduled Board of Education meeting following the completion of the investigation. The Superintendent's report shall include information on any consequences~~



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~~imposed under the Code of Student Conduct, any services provided, training established, or other action taken or recommended by the Superintendent.~~

~~Parents of involved student offenders and targets/victims shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents shall include the nature of the investigation, whether the district found evidence of harassment, intimidation, or bullying, and whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board of Education.~~

~~A parent may request a hearing before the Board of Education after receiving the written information about the investigation. Any request for such a hearing shall be filed with the Board Secretary no later than sixty calendar days after the written information is provided to the parents. The hearing shall be held within ten business days of the request. The Board of Education shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school Anti-Bullying Specialist and others, as appropriate, regarding the incident, the findings from the investigation of the incident, recommendations for consequences or services, and any programs instituted to reduce such incidents, prior to rendering a determination. A redacted copy of the completed written report form developed by the New Jersey Department of Education that removes all student identification information shall be confidentially shared with the Board of Education after the conclusion of the investigation if a hearing with the Board of Education is requested by the parents pursuant to N.J.S.A. 18A:37-15.b.(6)(d).~~

~~At the regularly scheduled Board of Education meeting following its receipt of the Superintendent's report on the results of the investigations to the Board or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the~~



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~~Commissioner of Education, in accordance with N.J.A.C. 6A:3, Controversies and Disputes, no later than ninety days after issuance of the Board of Education's decision.~~

~~A parent, student, or organization may file a complaint with the Division on Civil Rights within one hundred eighty days of the occurrence of any incident of harassment, intimidation, or bullying based on membership in a protected group as enumerated in the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.).~~

H. **Responding to Harassment, Intimidation, or Bullying** ~~Range of Responses to an Incident of Harassment, Intimidation, or Bullying~~

The Board of Education authorizes the Principal of each school to **define the range of ways in which school staff will respond once an incident of** ~~shall establish a range of responses to~~ harassment, intimidation, ~~or and~~ **bullying is confirmed, and the Superintendent shall respond to confirmed harassment, intimidation, or bullying, according to the parameters described below and in this Policy.** ~~incidents and the Principal and the Anti Bullying Specialist shall appropriately apply these responses once an incident of harassment, intimidation, or bullying is confirmed. The Superintendent shall respond to confirmed harassment, intimidation, and bullying, according to the parameters described in this Policy. The range of ways in which school staff will respond shall include an appropriate combination of counseling, support services, intervention services, and other programs. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring~~ **that** the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district levels or by law enforcement officials. **Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37, Discipline of Pupils and as set forth in N.J.A.C. 6A:16-7.2, Short-term suspensions, N.J.A.C. 6A:16-7.3, Long-term suspensions, and N.J.A.C. 6A:16-7.4, Expulsions.**



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In considering whether a response beyond the individual is appropriate, school officials shall consider the nature and circumstances of the act; the degree of harm; the nature and severity of the behavior; past incidences or past or continuing patterns of behavior; and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom, school building, school district) responses can range from school and community surveys, to mailings, to focus groups, to adoption of research-based harassment, intimidation, or bullying prevention program models, to training for certificated and non-certificated staff, to participation of parents and other community members and organizations, to small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions, and to the involvement of law enforcement officers, including safe schools resource officers.

This Policy and the Code of Student Conduct shall apply to instances when a school employee is made aware of alleged harassment, intimidation, or bullying occurring off school grounds.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include ~~consistent and appropriate~~ positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) **and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion, law enforcement report or other legal action)** ~~intended to remediate the problem behaviors.~~
2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays ~~(when implemented with sensitivity to a student's situation or involvement with harassment, intimidation, and bullying),~~ research



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projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.

3. School responses can include theme days, learning station programs, ~~“acts of kindness” programs or awards, use of student survey data to plan prevention and intervention programs and activities, social norms campaigns, posters, public service announcements, “natural helper” or peer leadership programs, “upstander” programs, parent programs~~ **and information disseminated to students and parents, such as fact sheets or newsletters** ~~the dissemination of information to students and parents~~ explaining acceptable uses of electronic and wireless communication devices **or strategies for fostering expected student behavior**, ~~and harassment, intimidation, and bullying prevention curricula or campaigns.~~
4. District-wide responses can **include community involvement in policy review and development; professional development programs; adoption of curricular and school-wide programs, coordination** ~~comprise of adoption of school-wide programs, including enhancing the school climate, involving the community in policy review and development, providing professional development~~ ~~coordinating~~ with community-based organizations (e.g., mental health, health services, health facilities, law enforcement **officials**, faith-based organizations); **and disseminating information on the core ethical values adopted by the Board’s Code of Student Conduct, per N.J.A.C. 6A:16-7.1(a)2** ~~launching harassment, intimidation, and bullying prevention campaigns.~~

In providing support for victims of harassment, intimidation, or bullying, the district should identify a range of strategies and resources, which may include, but is not limited to, the following actions for individual victims:



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- **Counseling;**
- **Teacher Aides;**
- **Hallway and playground monitors;**
- **Schedule changes;**
- **Before and after school supervision;**
- **School transportation supervision;**
- **School transfers; and**
- **Therapy.**

I. Reprisal or Retaliation ~~Prohibited~~

The Board of Education prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, ~~or one with reliable information,~~ or any other person who has reliable information about an act of harassment, intimidation, or bullying or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures. ~~All suspected acts of reprisal or retaliation will be taken seriously and appropriate responses will be made in accordance with the totality of the circumstances.~~

~~Examples of consequences and remedial measures for students who engage in reprisal or retaliation are listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.~~

~~Examples of consequences for a school employee or a contracted service provider who has contact with students who engage in reprisal or retaliation may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds.~~

~~Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.~~



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~~Examples of consequences for a Board member who engages in reprisal or retaliation may include, but not be limited to: reprimand, legal action, and other action authorized by statute or administrative code. Remedial measures may include, but not be limited to: counseling and professional development.~~

J. ~~Consequences and Appropriate Remedial Action for False Accusations of~~ **Harassment, Intimidation, or Bullying**

The Board of **Education** prohibits any person from falsely accusing another as a means of ~~retaliation or as a means of~~ harassment, intimidation, or bullying.

1. Students - Consequences and appropriate remedial action for a student **could** ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1 et seq., Discipline of **Pupils Students** and as set forth in N.J.A.C. 6A:16-7.2, Short-term ~~s~~Suspensions, N.J.A.C. 6A:16-7.3, Long-term ~~s~~Suspensions, and N.J.A.C. 6A:16-7.4, Expulsions; ~~and those listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.~~
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ could entail discipline in accordance with district policies, procedures, and agreements; **and which may include, but not be limited to: reprimand, suspension, increment withholding, termination, and/or bans from providing services, participating in school district sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.**



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3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer ~~found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation~~ could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services. ~~Remedial measures may include, but not be limited to: in or out of school counseling, professional development programs, and work environment modifications.~~

K. Additional Policy Requirements ~~Harassment, Intimidation, and Bullying Policy Publication and Dissemination~~

The Board of Education requires the Superintendent to annually disseminate this Policy to all school employees, contracted service providers who have contact with students, school volunteers, students and parents who have children enrolled in a school in the school district, along with a statement explaining that this Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14, that occur on school property, at school-sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.

The Superintendent shall post a link to this Policy that is prominently displayed on the home page of the school district's website. The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent shall post the name, school phone number, school address, and school email address of the district anti-bullying coordinator on the home page of the school district's website. Additionally, the Superintendent shall post the contact information for the School Climate State Coordinator on the school district home page alongside this Policy.



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Each Principal or designee shall post the name, school phone number, school address, and school email address of both the school anti-bullying specialist and the district anti-bullying coordinator on the home page of each school's website.

The Superintendent shall post the New Jersey Department of Education's Guidance for Parents on the Anti-Bullying Bill of Rights Act on the district homepage and on the homepage for each school in the district with a website.

The Superintendent and the Principal(s) shall provide training on the school district's harassment, intimidation, or bullying policies to school employees contracted service providers and volunteers who have significant contact with students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying. The school district's employee training program shall include information regarding the school district policy against harassment, intimidation, or bullying, which shall be provided to full-time and part-time staff, contracted service providers and school volunteers who have significant contact with students.

The Superintendent shall develop and implement a process for annually discussing this Policy on harassment, intimidation, or bullying with students. The Superintendent and the Principal(s) shall annually conduct a re-evaluation, reassessment, and review of this Policy and any report(s) and/or finding(s) of the school safety/school climate team, with input from the school anti-bullying specialists, and recommend revisions and additions to this Policy as well as to harassment, intimidation, or bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.



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~~This Policy will be disseminated annually by the Superintendent to all school employees, contracted service providers who have contact with students, school volunteers, students, and parents who have children enrolled in a school in the district, along with a statement explaining the Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14 that occur on school property, at school sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.~~

~~The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.~~

~~The Superintendent or designee shall post a link to the district's Harassment, Intimidation, and Bullying Policy that is prominently displayed on the homepage of the school district's website. The district will notify students and parents this Harassment, Intimidation, and Bullying Policy is available on the school district's website.~~

~~The Superintendent shall post the name, school phone number, school address, and school email address of the district Anti Bullying Coordinator on the home page of the school district's website. Each Principal shall post the name, school phone number, address, and school email address of both the Anti Bullying Specialist and the district Anti Bullying Coordinator on the home page of each school's website. The Superintendent or designee shall post the contact information for the New Jersey School Climate State Coordinator on the school district's and on each school's website in the same location as this Policy is posted.~~

~~The Superintendent or designee shall post on the school district's and each school's website the current version of "Guidance for Parents on the Anti-Bullying Bill of Rights Act" developed by the New Jersey Department of Education.~~



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L. Harassment, Intimidation, ~~or and~~ Bullying Training and Prevention Programs

~~The Superintendent and Principal(s) shall provide training on the school district's Harassment, Intimidation, and Bullying Policy to current and new school employees; including administrators, instructors, student support services, administrative/office support, transportation, food service, facilities/maintenance; contracted service providers; and volunteers who have significant contact with students; and persons contracted by the district to provide services to students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying.~~

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction in harassment, intimidation, ~~or and~~ bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member must complete, during the first year of the member's first term, a training program on harassment, intimidation, ~~or and~~ bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

~~The school district shall provide time during the usual school schedule for the Anti-Bullying Coordinator and each school Anti-Bullying Specialist to participate in harassment, intimidation, and bullying training programs.~~

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, ~~or and~~ bullying as required in N.J.S.A. 18A:26-8.2.



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The school district shall annually observe a “Week of Respect” beginning with the first Monday in October. In order to recognize the importance of character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, ~~or and~~ bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the **New Jersey Student Learning Core Curriculum-Content Standards**, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district will annually establish, implement, document, and assess harassment, intimidation, ~~or and~~ bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, ~~or and~~ bullying in accordance with the provisions of N.J.S.A. 18A:37-17.

M. ~~Harassment, Intimidation, and Bullying Policy Reevaluation, Reassessment, and Review~~

~~The Superintendent shall develop and implement a process for annually discussing the school district’s Harassment, Intimidation, and Bullying Policy with students.~~

~~The Superintendent, Principal(s), and the Anti-Bullying Coordinator, with input from the schools’ Anti-Bullying Specialists, shall annually conduct a reevaluation, reassessment, and review of the Harassment, Intimidation, and Bullying Policy, and any report(s) and/or finding(s) of the School Safety/School Climate Team(s). The Superintendent shall recommend to the Board necessary revisions and additions to the Policy consistent with N.J.S.A. 18A:37-15.c., as well as to harassment, intimidation, and bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.~~



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MN. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public hearing all acts of violence, vandalism, and harassment, intimidation, ~~or and~~ bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.

NO. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

OP. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Some acts of harassment, intimidation, ~~or and~~ bullying may be bias-related-acts and school officials must report to law enforcement officials any bias related acts, in accordance with N.J.A.C. 6A:16-6.3.(e), and pursuant to the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.

PQ. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of



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Harassment, Intimidation, ~~or and~~ Bullying

employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.

The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

~~QR.~~ Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. may alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports. N.J.S.A. 18A:37-32.

~~S.~~ ~~Approved Private Schools for Students with Disabilities (APSSD)~~

~~In accordance with the provisions of N.J.A.C. 6A:16-7.7(a)2.ix.(2), the Board of Education shall investigate a complaint or report of harassment, intimidation, or bullying, pursuant to N.J.A.C. 6A:16-7.7(a)2.ix. and Section G. of this Policy, occurring on Board of Education school buses, at Board of Education school sponsored functions, and off school grounds involving a student who attends an APSSD. The investigation shall be conducted by a Board of Education Anti Bullying Specialist, in consultation with the APSSD.~~

The school district shall submit all subsequent amended Harassment, Intimidation, ~~or and~~ Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.

N.J.S.A. 18A:37-13 through 18A:37-37

N.J.A.C. 6A:16-7.1 **through 6A:16-7.9** et seq.

Model Policy and Guidance for Prohibiting Harassment, Intimidation, and Bullying on School Property, at School-Sponsored Functions and on School Buses – **August 2022** ~~April 2011~~ – New Jersey Department of Education
Memorandum ~~New Jersey Commissioner of Education~~ ~~Guidance for Schools on Implementing the Anti-Bullying Bill of Rights Act~~ ~~December 16, 2011~~

Adopted:



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8140 STUDENT ENROLLMENTS

The Board of Education recognizes that efficient district operations require an accurate and up to date accounting of the number of students resident in this district and enrolled in district classes and programs.

Student attendance shall be recorded in the school register during school hours on each day ~~the school is~~ in session pursuant to N.J.A.C. 6A:32-8.3. A staff member designated by the Superintendent shall keep in the school register, attendance of all students, and shall maintain the attendance records in accordance with N.J.A.C. 6A:32-8 and N.J.A.C. 6A:32-8.1(c) ~~Separate registers shall be kept for students attending preschool, Kindergarten, grades one through five, grades six through eight, grades nine through twelve, each preschool class for the disabled, each class for the disabled, shared time classes for regular students, shared time classes for students with disabilities, full time bilingual education programs and vocational day programs, summer schools operated by the district, and any other programs as required by the New Jersey Department of Education and N.J.A.C. 6A:32-8.1(d).~~

In accordance with N.J.A.C. 6A:32-8.1(e), a student who has been placed on home instruction shall have **their** ~~his or her~~ attendance status recorded on the regular register ~~attendance pages~~ for the program in which the student is enrolled. **The student shall be marked absent for** ~~For~~ the period beginning the first day the student is unable to attend school and ending the day before the first instructional day at the student's place of confinement, ~~the student shall be marked absent.~~ **Absences shall not** ~~No absences will~~ be recorded for the student while on home instruction, **provided** ~~providing~~ the hours of instruction are no less than required by N.J.A.C. 6A:14-4.8 and 4.9 **and N.J.A.C. 6A:16-10.1 and 10.2.** The number of possible days ~~of~~ **in membership enrollment** for a student on home instruction shall be the same as for other students in the program in which the student is enrolled.

Such records shall be made and maintained as will enable the Board to plan program and facilities development, to make appropriate allocation of district resources, and receive the district's maximum amount of State and Federal aid.



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Student Enrollments

The Superintendent or designee shall annually and in accordance with the timelines established by the Commissioner, file a report with the Commissioner stating the school district's enrollment.

N.J.S.A. 18A:25-4

N.J.A.C. 6A:14-4.8; 6A:14-4.9; **6A:16-10.1; 6A:16-10.2;** 6A:32-8.1;
6A:32-8.2; **6A:32-8.3**

Adopted:



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8330 STUDENT RECORDS

The Board of Education believes that information about individual students must be compiled and maintained in the interest of the student's educational welfare and advancement. The Board will strive to balance the student's right to privacy against the district's need to collect, retain, and use information about individual students and groups of students. The Board authorizes the establishment and maintenance of student files that include only those records mandated by law, rules of the State Board of Education, authorized administrative directive, and those records permitted by this Board.

The Superintendent shall prepare, present to the Board for approval, and distribute regulations that implement this Policy and conform to applicable State and Federal law and rules of the State Board of Education.

General Considerations

The Board shall compile and maintain student records and regulate access **in accordance with the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99**, disclosure, or communication of information contained in **student educational** records in a manner that assures the security of **the such** records in accordance with the provisions of N.J.A.C. 6A:32-7.4 et seq. Student records shall contain only **such** information **that as** is relevant to the education of the student and is objectively based on the personal observations or knowledge of the certified school personnel who originate(s) the record. The ~~school~~ district shall provide annual, written notification to parents, adult students, and emancipated minors of their rights in regard to student records and student participation in educational, occupational, and military recruitment programs. Copies of the applicable State and Federal laws and **Board local** policies shall be made available upon request. The ~~school~~ district shall make every effort to notify parents and adult students in their dominant language.



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Nonadult ~~A non-adult~~ students may assert rights of access only through **their** ~~his or her~~ parent(s). However, nothing in N.J.A.C. 6A:32-7 shall be construed to prohibit certified school personnel from disclosing at their discretion student records to non-adult students or to appropriate persons in connection with an emergency, if **the information contained in the record** ~~such knowledge~~ is necessary to protect the health or safety of the student or other persons.

No liability shall be attached to any member, officer, or employee of the Board permitting access or furnishing student records in accordance with N.J.A.C. 6A:32-7.4 et seq.

Student Information Directory

A student information directory is a publication of the Board that includes information relating to a student as defined in N.J.A.C. 6A:32-2.1. This information includes: name; grade level; date and place of birth; dates of school attendance; major field of study; participation in officially recognized activities; weight and height relating to athletic team membership; degrees; awards; the most recent educational agency attended by the student; and other similar information. The student information directory shall be used only by authorized ~~school~~ district personnel and for designated official use by judicial, law enforcement, and medical personnel and not for general public consumption.

In the event the ~~school~~ district publishes a student information directory, the Superintendent or designee will provide a parent or adult student a ten-day period to submit to the Superintendent a written statement prohibiting the **inclusion of school-district from including** any or all types of information about the student in any student information directory before allowing access to **the such** directory **and school facilities** to educational, occupational, and military recruiters pursuant to N.J.S.A. 18A:36-19.1, P.L. 114-95 §8528, and 20 U.S.C. §8528 - Armed Forces Recruiter Access to Students and Student Recruiting Information of the **Every Student Succeeds Act of 2015** ~~Elementary and Secondary Education Act (ESEA) of 1965~~. In accordance with N.J.S.A. 18A:36-19.1, military recruiters will be provided the same access to a student information directory that is provided to educational and occupational recruiters.



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School Contact Directory for Official Use

A school contact directory for official use is a compilation by the ~~school~~ district that includes the following information for each student: name; address; telephone number; date of birth; and school enrollment. The district shall compile and maintain a school contact directory for official use **in accordance with N.J.A.C. 6A:32-7.2**, that is separate and distinct from the student information directory. The student contact directory may be provided for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question. To exclude any information from the school contact directory for official use the parent, adult student, or emancipated minor shall notify the Superintendent or designee in writing.

Mandated and Permitted Student Records

Mandated student records are those records ~~school~~ districts have been directed to compile by State statute, regulations, or authorized administrative directive in accordance with N.J.A.C. 6A:32-7.3.

Permitted student records are those student records not mandated pursuant to N.J.A.C. 6A:32-7.3, but authorized by the Board to promote the student's educational welfare. The Board shall authorize the permitted records to be collected by adopting **this** Policy and Regulation 8330, which will list such permitted records.

Maintenance and Security of Student Records

The Superintendent or designee shall be responsible for the security of student records maintained in the ~~school~~ district **in accordance with the provisions of N.J.A.C. 6A:32-7.4**. **This** Policy and Regulation 8330 assure that access to **student** ~~such~~ records is limited to authorized persons.

Records for each individual student may be stored electronically or in paper format. When student records are stored electronically, proper security and back-up procedures shall be administered.

Student health records, whether stored on paper or electronically, shall be maintained **in accordance with N.J.A.C. 6A:32-7.1(l)** ~~separately from other student records, until such time as graduation or termination, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.~~ Records shall be accessible during the hours in which the school program is in operation.



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Any district ~~internet~~ website shall not disclose any personally identifiable information about a student ~~without receiving prior written consent from the student's parent~~, in accordance with ~~the provisions of N.J.S.A. 18A:36-35 and N.J.A.C. 6A:32-2.1~~ Personally identifiable information means ~~student names; student photos; student addresses; student e-mail addresses; student phone numbers; and locations and times of class trips.~~

Access to Student Records

Only authorized organizations, agencies, or persons as defined in N.J.A.C. 6A:32-7.5 shall have access to student records, including student health records. Access to student records shall be provided to persons authorized such access under N.J.A.C. 6A:32-7.1 et seq. within ten days of a request, but prior to any review or hearing conducted in accordance with N.J.A.C. 6A.

The district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth at N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.

The district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations in accordance with N.J.A.C. 6A:32-7.5(c).

~~The district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth in N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent the parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.~~

Access to and disclosure of a student's health record shall meet the requirements of the **FERPA** Family Education Rights and Privacy Act, 34 C.F.R. Part 99 (FERPA).

Only authorized organizations, agencies, or persons as defined in N.J.A.C. 6A:32-7.5 shall have access to student records, including student health records.



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Nothing in N.J.A.C. 6A:32-7.4 et seq. or in **this** Policy and Regulation 8330 shall be construed to prohibit school personnel from disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is necessary to protect the immediate health or safety of the student or other persons.

In complying with N.J.A.C. 6A:32-7 – Student Records, **the district individuals** shall adhere to requirements pursuant to N.J.S.A. 47:1A-10, the Open Public Records Act (OPRA) and **FERPA** 34 CFR Part 99, ~~the Family Educational Rights and Privacy Act (FERPA).~~

Conditions for Access to Student Records

All authorized organizations, agencies, and persons defined in N.J.A.C. 6A:32-7.4 et seq. shall have access to ~~the records of~~ a student **record**, subject to conditions outlined in N.J.A.C. 6A:32-7.6(a).

Rights of Appeal for Parents and Adult Students

Student records are subject to challenge by parents and adult students on the grounds of inaccuracy, irrelevancy, **impermissible** ~~impermissive~~ disclosure, inclusion of improper information, or denial of access to organizations, agencies, and persons in accordance with N.J.A.C. 6A:32-7.7(a).

To request a change in the **student** record or to request a stay of disclosure pending final determination of the challenged procedure, the parent or adult student shall follow the procedures pursuant to N.J.A.C. 6A:32-7.7(b).

Appeals relating to student records for students with disabilities shall be processed in accordance with the requirements of N.J.A.C. 6A:32-7.7(c**b**).

Regardless of the outcome of any appeal, a parent or adult student shall be permitted to place in the student record a statement commenting upon the information in the student record or setting forth any reasons for **contesting a portion of the student record, including the decision made in the appeal.** ~~disagreement with the decision made in the appeal. Such statements~~ **The parent's or adult student's statement** shall be maintained as part of the student record, as long as the contested portion of the **student** record is maintained. If the contested portion of the record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party.



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Retention and Disposal of Student Records

A student record is considered to be incomplete and not subject to the provisions of the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq., while the student is enrolled in the ~~school~~ district. The **Board** ~~school district~~ shall retain the student health record and the health history and immunization record according to the School District Records Retention Schedule, as determined by the New Jersey State Records Committee.

Student records of currently enrolled students, other than **the records that** described in N.J.A.C. 6A:32-7.8(**fe**), may be disposed of after the information is no longer necessary to provide educational services to a student and in accordance with the provisions of N.J.A.C. 6A:32-7.8(**cb**).

Upon graduation or permanent departure of a student from the ~~school~~ district, the parent or adult student shall be notified in writing that a copy of the entire student record will be provided to them upon request. Information in student records, other than that described in N.J.A.C. 6A:32-7.8(**fe**), may be disposed of, but only in accordance with the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq. Such disposition shall be in accordance with the provisions of N.J.A.C. 6A:32-7.8(c)2.

No additions shall be made to the record after graduation or permanent departure without the prior written consent of the parent or adult student.

In accordance with N.J.A.C. 6A:32-7.8(**fe**), the ~~New Jersey public school~~ district of last enrollment, graduation, or permanent departure of the student from the ~~school~~ district shall keep for 100 years, a mandated record of a student's name, date of birth, name of parents, gender, health history and immunization, standardized assessment results, grades, attendance, classes attended, grade level completed, year completed, and years of attendance.

N.J.S.A. 18A:36-19; 18A:36-19.1; 18A:40-4; 18A:40-19
N.J.A.C. 6A:32-7.1; 6A:32-7.2; 6A:32-7.3; 6A:32-7.4; 6A:32-7.5;
6A:32-7.6; 6A:32-7.7; 6A:32-7.8
20 U.S.C. §8528

Adopted:



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R 2423 BILINGUAL AND ESL EDUCATION

A. Definitions (N.J.A.C. 6A:15-1.2)

1. **“Alternate English language proficiency assessment” (alternate ELP assessment) means a New Jersey Department of Education-approved assessment for students with the most significant cognitive disabilities that assesses a student’s English language proficiency on the four domains of listening, speaking, reading, and writing, and that is aligned with the State’s academic achievement standards, as permitted under the Every Student Succeeds Act (ESSA) and the Individuals with Disabilities Education Act (IDEA).**
21. **“Bilingual education program” means a full-time program of instruction in all courses or subjects that a child is required by law or rule to receive, given in the native language of English language learners (ELLs) enrolled in the program and also in English; in the aural comprehension, speaking, reading, and writing of the native language of ELLs enrolled in the programs, and in the aural comprehension, speaking, reading, and writing of English; and in the history and culture of the country, territory, or geographic area that is the native land of the parents of ELLs enrolled in the program, and in the history and culture of the United States.**
32. **“Bilingual part-time component” means a program alternative in which students are assigned to mainstream English program classes, but are scheduled daily for their developmental reading and mathematics instruction with a certified bilingual teacher.**
43. **“Bilingual resource program” means a program alternative in which students receive, **on an individual basis**, daily instruction from a certified bilingual teacher in identified subjects and with specific assignments ~~on an individual student basis~~.**



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54. “Bilingual tutorial program” means a program alternative in which students **receive** ~~are provided~~ one period of instruction from a certified bilingual teacher in a content area required for graduation and a second period of tutoring in other required content areas.
65. “Dual-language bilingual education program” means a full-time program of instruction in elementary and secondary schools that provides structured English language instruction and instruction in a second language in all content areas for ELLs ~~students~~ and for native English speaking students enrolled in the program.
76. “Educational needs” means the particular educational requirements of ELLs; the fulfillment of which will provide them with equal educational opportunities.
87. “English as a second language (ESL) program” means a daily developmental second-language program of at least one period of instruction based on student language proficiency **that** ~~which~~ teaches aural comprehension, speaking, reading, and writing in English using second language teaching techniques, and incorporates the cultural aspects of the student’s’ experiences in their ESL instruction. A period is the time allocated in the school schedule for instruction in core subjects.
98. “English language development standards” means the 2012 Amplification of the English Language Development Standards, Kindergarten - Grade 12, incorporated herein by reference, as amended and supplemented, developed by the World-Class Instructional Design and Assessment (WIDA) Consortium. They are the standards and language competencies ELLs in preschool programs and elementary and secondary schools need to become fully proficient in English and to have unrestricted access to grade-appropriate instruction in challenging academic subjects. The standards are published by the Board of Regents of the University of Wisconsin System, on behalf of the WIDA Consortium (www.wida.us) and are available for review at <http://www.wida.us/standards/eld.aspx>.



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- 109.** “English language learner” or “ELL” means a student whose native language is other than English. The term refers to students with varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability as used in N.J.S.A. 18A:35-15 to 26.
- 1140.** “English language proficiency ~~assessment test~~” (**ELP assessment**) means a **New Jersey Department of Education-approved assessment that evaluates a student’s test that measures** English language **proficiency on skills in the four domains** areas of **listening aural-comprehension, speaking, reading, and writing, and that is aligned with the State’s academic achievement standards as permitted under ESSA.**
- 1244.** “English language services” means services designed to improve the English language skills of ELLs. The services, provided in school districts with less than ten ELLs, are in addition to the regular school program and are designed to develop aural comprehension, speaking, reading, and writing skills in English.
- 1342.** “Exit criteria” means the criteria that must be applied before a student may be exited from a bilingual, ESL, or English language services education program.
- 1443.** “High-intensity ESL program” means a program alternative in which students receive two or more class periods a day of ESL instruction. One period is the standard ESL class and the other period is a tutorial or ESL reading class.
- 1544.** “Instructional program alternative” means a part-time program of instruction that may be established by a Board of Education in consultation with and approval of the New Jersey Department of Education (**Department**). All students in an instructional program alternative receive English as a second language.



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- 1615.** “Native language” means the language or mode of communication normally used by a person with a limited ability to speak or understand the English language. In the case of a student, the native language is the language normally used by the student’s parents, except that in all direct contact with a student, including during the evaluation of the child, the native language is the language normally used by the student in the home or in the learning environment ~~first acquired by the student, the language most often spoken by the student, or the language most often spoken in the student’s home regardless of the language spoken by the student.~~
- 17.** “NJSLS” means the New Jersey Student Learning Standards as defined in N.J.A.C. 6A:8-1.3.
- 1816.** “Parent(s)” for the purposes of Policy 2423 and this Regulation 2423 means the natural parent(s) or the legal guardian(s), foster parent(s), surrogate parent(s), or person acting in the place of a parent with whom the student legally resides. When parents are separated or divorced, parent means the person(s) who has legal custody of the student, provided such parental rights have not been terminated by a court of appropriate jurisdiction.
- 1917.** “Review process” means the process established by the Board of Education to assess ELLs for exit from bilingual, ESL, or English language services programs.
- 2018.** “Sheltered English instruction” means an instructional approach used to make academic instruction in English understandable to ELLs. Sheltered English classes are taught by regular classroom teachers who have received training on strategies to make subject-area content comprehensible for ELLs.
- B.** Identification of Eligible English Language Learners (ELLs) (N.J.A.C. 6A:15-1.3)
- The ~~district Superintendent of Schools will designate a teaching staff member(s) who shall use a multi-step process will determine the native language of each ELL~~ at the time of enrollment **to determine the native language of each ELL** the student in the school district. The district ~~shall will:~~



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- a. Maintain a census indicating all **identified** students ~~identified~~ whose native language is other than English; and
 - b. **Administer the Statewide** ~~Develop a screening process, initiated by a home-language survey,~~ to determine which students in Kindergarten to grade twelve, ~~of those~~ whose native language is other than English, must be **screened further tested** to determine English language proficiency. The **Statewide home-language survey screening** shall be **administered conducted** by a bilingual/ESL or other certified teacher, and shall be designed to distinguish students who are proficient English speakers and need no further testing.
2. The district shall determine the English language proficiency of all Kindergarten to grade twelve students who are not screened out and whose native language is other than English, by administering an ~~Department of Education approved~~ English language proficiency test, assessing the level of reading in English, reviewing the previous academic performance of students, including their performance on standardized tests in English, and reviewing the input of teaching staff members responsible for the educational program for ELLs. Students who do not meet the ~~New Jersey Department of Education~~ standard on a ~~Department approved~~ language proficiency test and who have at least one other indicator shall be considered ELLs. The district shall also use age-appropriate methodologies to identify preschool ELLs to determine their individual language development needs.
- C. Bilingual Programs for English Language Learners (ELLs) (N.J.A.C. 6A:15-1.4)
1. **The Board shall provide** ~~a~~All Kindergarten to ~~through~~ grade twelve ELLs enrolled in the district pursuant to N.J.S.A. 18A:7F-46 ~~will be provided~~ with all required courses and support services outlined in N.J.A.C. 6A:15-1.4 (b) through (h) and C.2. ~~a~~ through C.8. ~~g~~ below to prepare ELLs to meet the NJSLS ~~Core Curriculum Content Standards~~ for high school graduation. This may include tutoring, after-school programs, summer programs, and remedial services as needed by ELLs. The district



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shall also provide appropriate instructional programs to eligible pre-school ELLs based on need according to the New Jersey Preschool Program Implementation Guidelines, 2015. The guidelines provide developmentally appropriate recommendations for good practice and are intended for school districts that provide preschool programs.

- 2a. The Board of ~~Education~~ shall establish English language services designed to improve the English language proficiency of ELLs whenever there are at least one, but fewer than, ten ELLs enrolled in the school district. English language services shall be provided in addition to the regular school program.
- 3b. The Board of ~~Education~~ shall establish an ESL program that provides at least one period of ESL instruction based on student language proficiency whenever there are ten or more ELLs enrolled in the school district.
- a.(1) An ESL curriculum that addresses the WIDA English language development standards shall be developed and adopted by the Board to address the instructional needs of ELLs.
- b.(2) The ESL curriculum ~~shall will~~ be cross-referenced to the district's bilingual education and content area curricula to ensure that ESL instruction is correlated to all the content areas taught.
- 4e. The Board of ~~Education~~ shall establish bilingual education programs whenever there are twenty or more ELLs in any one-language classification enrolled in the school district pursuant to N.J.S.A. 18A:35-18. ~~The B~~bilingual education programs shall:
- a.(1) Be designed to prepare ELLs to acquire sufficient English skills and content knowledge to meet the ~~NJSLS Core Curriculum Content Standards~~. All ELLs participating in the bilingual programs shall also receive ESL instruction;



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- b.(2) Include a curriculum that addresses the **NJSLS Core Curriculum Content Standards**, the WIDA English language development standards, and the use of two languages. The bilingual education curriculum shall be adopted by the Board; and
- c.(3) Include ~~the~~ a full range of required courses and activities offered on the same basis and under the same rules that apply to all students within the school district.
- 5d. ELLs shall be provided with equitable instructional opportunities to participate in all non-academic courses necessary to meet the **NJSLS Core Curriculum Content Standards**, including comprehensive health and physical education, the visual and performing arts, and career awareness programs. The instructional opportunities shall be designed to assist ELLs to fully comprehend all subject matter and demonstrate their mastery of the content matter.
- 6e. The Board of ~~Education~~ shall offer sufficient courses and other relevant supplemental instructional opportunities in grades nine through twelve to enable ELLs to meet the **NJSLS Core Curriculum Content Standards** for graduation. When sufficient numbers of students are not available to form a bilingual class in a subject area, the Board shall develop plans in consultation with and approved by the ~~New Jersey Department of Education~~ to meet the needs of the students.
- 7f. **In addition to N.J.A.C. 6A:15-1.4(a) through (f) and C.1. through C.6. above,** ~~t~~The Board of ~~Education~~ shall design additional programs and services to meet the special needs of eligible ELLs and include, but not be limited to: remedial instruction through Title I programs; special education; school-to-work programs; computer training; and gifted and talented education services.



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~~8g.~~ The Board of ~~Education~~ may establish dual-language bilingual education programs in its schools and may make provisions for the coordination of instruction and services with the school district's world languages program. Dual-language bilingual education programs shall also enroll students whose primary language is English, and shall be designed to help students achieve proficiency in English and in a second language while mastering subject-matter skills. To the extent necessary, instruction shall be in all courses or subjects of study that allow students to meet all grade promotion and graduation standards. Where possible, classes in dual-language bilingual programs shall be comprised of approximately equal numbers of ELLs and of students whose native language is English.

~~92.~~ The Board of ~~Education~~ may establish a program in bilingual education for any language classification with fewer than twenty students.

D. Waiver Process Provided by Statute (N.J.A.C. 6A:15-1.5)

The school district may request a waiver from N.J.A.C. 6A:15-1.4(d) **and C.4. above** to establish annually an instructional program alternative with the approval of the Department of ~~Education~~ when there are twenty or more students eligible for the bilingual education program in **grades** Kindergarten through ~~grade~~ twelve, and the school district is able to demonstrate that it would be impractical to provide a full-time bilingual program due to age range, grade span, and/or geographic location of eligible students.

1. Instructional program alternatives shall be developed in consultation with and approved annually by the Department of ~~Education~~ after review of student enrollment and achievement data. All bilingual instructional program alternatives shall be designed to assist ELLs to develop sufficient English skills and subject-matter skills to meet the **NJSLS Core Curriculum Content Standards**.



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2. The instructional program alternatives that shall be established include, but are not limited to: the bilingual part-time component; the bilingual resource program; the bilingual tutorial program; the sheltered English instruction program; and the high-intensity ESL program.
 3. In the event the district implements program alternatives, the district shall annually submit student enrollment and achievement data that demonstrate the continued need for these programs.
- E. ~~Department of Education Approval Procedures of Bilingual, ESL, or English Language Services Programs (N.J.A.C. 6A:15-1.6)~~
1. ~~If the Each school district provides providing~~ a bilingual program, ESL program, or English language services, **the district** shall submit a plan every three years to the ~~New Jersey Department of Education~~ for approval. At its discretion, the ~~Department of Education~~ may request modifications, as appropriate.
 - a. Plans submitted by the ~~Board school district~~ for approval shall include information on the following:
 - (1)a. Identification of students;
 - (2)b. Program description;
 - (3)e. ~~The n~~Number of certified staff hired for the program;
 - (4)d. Bilingual and ESL curriculum development;
 - (5)e. Evaluation design;
 - (6)f. Review process for exit; and
 - (7)g. A budget for bilingual and ESL programs or English language services.



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- ~~2. The Department of Education will establish procedures for monitoring and evaluation of school district bilingual/ESL programs by means of its district and school accountability process.~~

F. Supportive Services (N.J.A.C. 6A:15-1.7)

1. Students enrolled in bilingual, ESL, or English language services programs shall have full access to educational services available to other students in the school district.
2. To the extent that it is administratively feasible, supportive services to ELLs, such as counseling, tutoring, and career guidance, should be provided by bilingual personnel who are familiar with and knowledgeable of the unique needs and background of the ELLs and their parents.

G. In-service Training (N.J.A.C. 6A:15-1.8)

1. ~~The Board A plan~~ shall be developed a **plan** for in-service training for bilingual, ESL, and mainstream teachers; administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teachers of ELLs. The plan shall include instructional strategies and appropriate assessments to help ELLs meet the ~~NJSLS Core Curriculum Content Standards~~ and the WIDA English language development standards. All ~~ESL and bilingual~~ **and ESL** teachers shall receive training in the use of the ESL curriculum.
2. The Professional Development Plan of the school district shall include the needs of bilingual and ESL teachers, which shall be addressed through in-service training.

H. Certification of Staff (N.J.A.C. 6A:15-1.9)

~~All teachers in these programs will hold the following certifications:~~

1. **All teachers of bBilingual cClasses shall hold** a valid New Jersey instructional certificate with an endorsement for the appropriate grade level and/or content area, as well as an endorsement in bilingual education, pursuant to N.J.S.A. 18A:6-38 et seq. and 18A:35-15 to 26.1.



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2. **All teachers of ESL cClasses shall hold** a valid New Jersey instructional certificate in ESL pursuant to N.J.S.A. 18A:6-38 et seq. and N.J.A.C. 6A:9B-10.5.
 3. **All teachers providing** English Language Services **shall hold** a valid New Jersey instructional certificate.
- I. Bilingual, English as a Second Language, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry (**N.J.A.C. 6A:15-1.10**)
1. All ELLs from Kindergarten through grade twelve shall be enrolled in the bilingual, ESL, or English language services **education** program established by the Board of Education as prescribed in N.J.A.C. 6A:15-1.4(b) through (e) and 1.5(a), **C.2. through C.5. and D. above**, and P.L. 1995, c. 59 and c. 327.
 2. Students enrolled in the bilingual, ESL, or English language services program shall be assessed annually using **ELP assessments** a ~~Department of Education approved English language proficiency test~~ to determine their progress in achieving English language proficiency goals and readiness for exiting the program. **Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2, shall be assessed annually using an alternate ELP assessment.**
 3. ELLs enrolled in the bilingual, ESL, or English language services program shall be placed in a monolingual English program when they have demonstrated readiness to **exit a bilingual, ESL, or ELS program through Department-established criteria on an ELP assessment and a Department-established English language observation form.** A ~~function successfully in an English only program. The process to determine the readiness or inability of the individual student to function successfully in the English only program shall be initiated by the student's level of English proficiency as measured by a~~ **first achieve the Department-established English proficiency standard as measured by an ELP assessment on an English language proficiency test.** The ~~student's~~ **student's** readiness ~~of the student~~ shall be



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further assessed ~~on~~ the use basis of a **Department-established English language observation form** ~~multiple indicators~~ that ~~considers shall include~~, at a minimum: classroom performance; the student's reading level in English; the judgment of the teaching staff member or members responsible for the educational program of the student; and performance on achievement tests in English.

- a. **Pursuant to C.F.R. §200.6(h)(4)(ii), an ELL with a disability whose disability makes it impossible for the student to be assessed in a particular domain because there are no appropriate accommodations for assessing the student in that domain may be exited from ELL status based on the student's score on the remaining domains in which the student was assessed.**
4. A parent may remove a student who is enrolled in a bilingual education program pursuant to provisions in N.J.S.A. 18A:35-22.1.
 5. Newly exited students who are not progressing in the mainstream English program may be considered for reentry to bilingual and ESL programs as follows:
 - a. After a minimum of one-half ~~of~~ an academic year and within two years of exit, the mainstream English classroom teacher may recommend retesting with the approval of the Principal.
 - b. A waiver of the minimum time limitation may be approved by the Executive County Superintendent upon request of the Superintendent if the student is experiencing extreme difficulty in adjusting to the mainstream program.
 - c. The recommendation for retesting shall be based on the teacher's judgment that the student is experiencing difficulties due to problems in using English as evidenced by the student's inability to: communicate effectively with peers and adults; understand directions given by the teacher; and/or comprehend basic verbal and written materials.



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- d. The student shall be tested using a different form of the test or a different language proficiency test than the one used to exit the student.
- e. If the student scores below the State-established standard on the language proficiency test, the student shall be re-enrolled into the bilingual or ESL program.
6. When the review process for exiting a student from a bilingual, ESL, or English language services program has been completed, the district shall notify by mail the student's parent(s) of the placement determination. If the parent(s) or teaching staff member disagrees with the placement, **they** ~~he/she~~ may appeal the placement decision in writing to the Superintendent or designee, who will provide a written explanation for the decision within seven working days of receiving the written appeal. The complainant may appeal this decision in writing to the Board of Education within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision. The Board will review the appeal and respond in writing to the parent within forty-five calendar days of the Board's receipt of the parent's written appeal to the Board. Upon exhausting an appeal to the Board, the complainant may appeal to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3.
- J. Graduation Requirements for English Language Learners (N.J.A.C. 6A:15-1.11)
- All ELLs ~~shall~~ **must** satisfy requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a).
- K. Location of Programs (N.J.A.C. 6A:15-1.12)
- All bilingual, ESL, and English language services programs shall be conducted within classrooms within the regular school buildings of the school district pursuant to N.J.S.A. 18A:35-20.



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L. Notification (N.J.A.C. 6A:15-1.13)

1. The school district ~~shall will~~ notify by mail the parents of ELLs of the fact that their child has been identified as eligible for enrollment in a bilingual, ESL, or English language services **education** program. The district shall issue the notification within thirty days of the child's identification. Notice shall include a statement that the parents may decline their child's enrollment in a bilingual program, and they shall be given an opportunity to do so if they choose. The notice shall be in writing and in the language in which the parent(s) possesses a primary speaking ability, and in English, and shall include the following information:
 - a. Why the student was identified as an ELL;
 - b. Why the student needs to be placed in a language instructional educational program that will help ~~them him~~ ~~or her~~ develop and attain English proficiency and meet ~~the~~ **NJSLS State academic standards**;
 - c. The student's level of English proficiency, how the level of English proficiency was assessed, and the student's academic level;
 - d. The method of instruction the school district will use to serve the student, including a description of other instruction methods available and how those methods differ in content, instructional goals, and the use of English and a native language, if applicable;
 - e. How the program will meet the student's specific needs in attaining English and meeting State standards;
 - f. The program's exit requirements, the expected rate of transition into a classroom not tailored for ELLs and, in the case of high school students, the expected rate of graduation; and



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- g. How the instructional program will meet the objectives of the individualized education program of a student with a disability.
2. The school district shall send progress reports to parent(s) of students enrolled in a bilingual, ESL, or English language services programs in the same manner and frequency as progress reports are sent to parent(s) of other students enrolled in the school district.
 3. Progress reports shall be written in English and in the native language of the parent(s) of students enrolled in the bilingual and ESL program unless the school district can demonstrate and document in the three-year plan required in N.J.A.C. 6A:15-1.6(a) that the requirement would place an unreasonable burden on the district.
 4. The school district shall notify the parent(s) when a students meets the exit criteria and **are is** placed in a monolingual English program. The notice shall be in English and in the language in which the parent(s) possesses a primary speaking ability.
- M. **Joint Programs (N.J.A.C. 6A:15-1.14)**
- With ~~the~~ approval of the Executive County Superintendent ~~of Schools~~ on a case-by-case basis, a school district may join with another Board ~~of Education~~ to provide bilingual, ESL, or English language services programs.
- N. **Parental Involvement (N.J.A.C. 6A:15-1.15)**
1. The ~~district Superintendent or designee~~ **shall will** provide for the maximum practicable involvement of parent(s) of ELLs in the development and review of program objectives and dissemination of information to and from the district Boards of Education and communities served by the bilingual, ESL, or English language services education programs.
 2. **If the A-school** district ~~that~~ implements a bilingual education program, **the district** shall establish a parent advisory committee on bilingual education of which the majority **membership shall will** be parent(s) of ELLs.

Issued:



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R 2425 EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM

A. Definitions

1. “Remote instruction” means the provision of instruction occurring when the student and the instructor are in different locations due to the closure of the facility(ies) of the Board of Education, charter school, renaissance school project, or approved private school for students with disabilities. The closure of the facility(ies) shall be pursuant to N.J.S.A. 18A:7F-9 or 18A:46-21.1 and for more than three consecutive school days due to a declared state of emergency, a declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.
 2. “Virtual instruction” means the provision of active instruction when the student and the instructor are in different locations and instruction is facilitated through the internet and computer technologies due to the closure of the facility(ies) of the Board of Education, charter school, renaissance school project, or approved private school for students with disabilities. The closure of the facility(ies) shall be pursuant to N.J.S.A. 18A:7F-9 or 18A:46-21.1 and for more than three consecutive school days due to a declared state of emergency, a declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure.
- B. Pursuant to N.J.A.C. 6A:32-13.1, if the State or local health department determines that it is advisable to close, or mandates closure of, the schools of a school district due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure for more than three consecutive school days, the Superintendent shall have the authority to implement the school district’s program of virtual or remote instruction, pursuant to N.J.S.A. 18A:7F-9.



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1. If implemented by the Superintendent, the school district's program of virtual or remote instruction shall be provided to an enrolled student, whether a general education student in preschool through grade twelve or a student with a disability aged three to twenty-one.
 - a. The school district shall provide students with a disability with the same educational opportunities provided to general education students to the extent appropriate and practicable.
 - b. Related services may be delivered to general education students and students with a disability through the use of electronic communication or a virtual or online platform, as appropriate.

2. The Board of Education may apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9.b., one or more days of virtual or remote instruction under the following conditions and in accordance with N.J.A.C. 6A:32-13.1(c)1. through 4. and B.2.a. through d. below:
 - a. Virtual or remote instruction is provided to students on the day(s) that some or all of the programs of instruction of the district were closed to in-person instruction;
 - b. The virtual or remote instruction meets the Commissioner-established criteria for the occurrence of one of the events at N.J.A.C. 6A:32-13.1(b) and B. above;
 - c. The school district's program of virtual or remote instruction:
 - (1) Explains, to the greatest extent possible, the equitable delivery of, and access to, virtual and remote instruction, including descriptions of the following:



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- (a) The design of synchronous and/or asynchronous virtual or remote learning plans that will maximize student growth and learning;
 - (b) How the school district will continuously measure student growth and learning in a virtual or remote instruction environment; and
 - (c) The school district's plan for measuring and addressing any ongoing digital divide issue(s), including a lack of access to the internet, network access, or devices;
- (2) Addresses the needs of students with disabilities and includes descriptions of the following:
- (a) The delivery of virtual or remote instruction in order to implement, to the greatest extent possible, students' individualized education programs (IEPs), including material and platform access;
 - (b) The methods used to document IEP implementation, including the tracking of student progress, accommodations, and modifications;
 - (c) How case managers follow up with parents to ensure services are implemented, to the greatest extent possible, in accordance with IEPs; and
 - (d) How the school district plans to conduct IEP meetings, evaluations, and other meetings to identify, evaluate, and/or reevaluate students with disabilities;



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- (3) Addresses the needs of English language learners (ELLs) and includes descriptions of the following:
- (a) How the school district includes an English as a Second Language and/or bilingual education program aligned with State and Federal requirements to meet the needs of ELLs;
 - (b) The process to communicate with parents of ELLs, including providing translation materials, interpretative services, and information available at the parent's literacy level;
 - (c) The use of instructional adaptations, for example, differentiation, sheltered instruction, Universal Design for Learning, access to technology, and strategies to ensure that ELLs access the same standard of education as non-ELL peers; and
 - (d) The training for teachers, administrators, and counselors to learn strategies related to culturally responsive teaching and learning, social-emotional learning, and trauma-informed teaching for students affected by forced migration from their home country;
- (4) Accounts for student attendance in accordance with N.J.A.C. 6A:32-13.1(d) and B.3. below and include the following:
- (a) A description or copy of the school district's attendance policies, including how the school district will determine whether a student is present or absent during virtual or



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remote instruction, and how a student's attendance will factor into promotion, retention, graduation, discipline, and any other decisions that will reflect the student's performance;

- (5) Describes how the school district is communicating with the parents when a student is not participating in virtual or remote instruction and/or submitting assignments;
 - (6) Includes a plan for the continued safe delivery of meals to eligible students;
 - (7) Includes an outline of how buildings will be maintained throughout an extended period of closure; and
 - (8) Includes district-specific factors, including, but not limited to, considerations for Title I extended learning programs, 21st Century Community Learning Center Programs, credit recovery, other extended student learning opportunities, accelerated learning, and social and emotional health of staff and students, transportation, extra-curricular programs, childcare, and community programming; and
- d. The Board of Education submitted a proposed program of virtual or remote instruction to the Commissioner annually.
- (1) If the Board is unable to complete and submit a proposed program annually in accordance with the timeline established by the Commissioner, and the school district is required to close its schools for a declared state of emergency, declared public-health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Commissioner may retroactively approve the program.



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3. If provided under the Board's program that has been approved by the Commissioner, student attendance for a day of virtual or remote instruction shall be accounted for in accordance with N.J.A.C. 6A:32-8.4 for the purpose of meeting State and local graduation requirements, the awarding of course credit, and other matters as determined by the Commissioner.

Adopted:



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R 5200 ATTENDANCE

A. ~~Definitions~~

1. ~~For the purposes of school attendance, a “day in session” shall be a day on which the school is open and students are under the guidance and direction of a teacher or teachers engaged in the teaching process. Days on which school is closed for such reasons as holidays, teachers’ institutes, and inclement weather shall not be considered as days in session.~~
2. ~~A “school day” shall consist of not less than four hours, except that one continuous session of two and one half hours may be considered a full day of Kindergarten.~~
3. ~~“A day of attendance” shall be one in which the student is present for a full day under the guidance and direction of a teacher while school is in session.~~
 - a. ~~Whenever over-crowded conditions make it necessary to hold two separate sessions with a different group of students in each session, a student attending for all of either session shall be regarded as having attended for the full day. An excused absence for any reason shall not be counted as a day of attendance in the school register.~~
4. ~~A “half-day class” shall be considered the equivalent of a full day’s attendance only if in session for four hours or more, exclusive of recess periods or lunch periods.~~

AB. Attendance Recording

1. ~~Attendance Recording in the School Register (N.J.A.C. 6A:32-8.1)~~

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- a. The Board of Education shall ~~be required to~~ carefully and accurately track enrollment and attendance of all students in a manual school register format or in an electronic format of the school's **district's** choosing.
- b. The Commissioner **will** ~~shall~~ issue and publish on the Department's website ~~school register~~ guidance for recording student attendance in all public schools of the State operated by district Boards of Education, except adult high schools.
- c. Student attendance shall be recorded in the school register during school hours on each day ~~school is~~ in session, **pursuant to N.J.A.C. 6A:32-8.3. An employee designated by the Superintendent shall keep in the school register, attendance of all students, and shall maintain the attendance records in accordance with N.J.A.C. 6A:32-8 and the guidance at N.J.A.C. 6A:32-8.1(c) and A.1.b. above.**
- ~~d. School registers shall be kept for students attending preschool, Kindergarten, grades one through five, grades six through eight, grades nine through twelve, each preschool class for the disabled, each class for the disabled, shared time classes for regular students, shared time classes for students with disabilities, full time bilingual education programs and vocational day programs, and summer schools operated by the Board of Education.~~
- de. A student who has been placed on home instruction shall have **their** ~~his or her~~ attendance status recorded on the regular register for the program in which the student is enrolled. **The student shall be marked absent for** ~~For~~ the period beginning the first day the student is unable to attend school and ending the day before the first instructional day at the student's place of confinement, ~~the student shall be marked absent.~~ ~~No~~ Absences shall **not** be recorded for the student while on home instruction, **provided** ~~providing~~ the hours of instruction are not less than required by N.J.A.C. 6A:14-4.8 and 4.9 **and 6A:16-10.1 and 10.2.** The number



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of possible days **in membership** ~~of enrollment~~ for a student on home instruction shall be the same as for other students in the program in which the student is enrolled.

(1) **“Days in membership” means the number of school days in session in which a student is enrolled. A student's membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.**

2. **Day in Session Attendance Recording for Board Policy (N.J.A.C. 6A:32-8.3)**

- a. **A day in session shall be a day on which the school is scheduled to provide instruction and students are under the guidance and direction of a teacher(s) engaged in the teaching process. A day on which school is closed for reasons such as holidays and teachers' institutes, or inclement weather not under conditions set forth at N.J.A.C. 6A:32-13, shall not be considered a day in session.**
- b. **A day in session shall consist of not less than four hours, exclusive of recess and lunch periods, except that one continuous session of two and one-half hours may be considered a full day in Kindergarten.**

~~a. A record of the attendance of all students on roll in a school register shall be kept each day that school is in session by a teacher or other authorized person. It shall be the duty of this person to keep the attendance records according to these rules and the specific instructions issued by the Commissioner of Education.~~

~~b. No student shall be recorded as present unless the school is in session and the student so recorded is under the guidance and direction of a teacher in the teaching process.~~



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- ~~e~~ A student shall be recorded as absent in the school register when not in attendance at a session of the school while a member of the school, except students excused due to religious holidays who shall be recorded as excused.
- ~~d~~ A student shall be recorded as either present, absent, or excused for religious observance, every day the school is in session after the student enters until the date the student is transferred to another school, transferred to an individual home instruction record, or officially leaves the school system.
- ~~e~~ The Commissioner shall annually prescribe a list of religious holidays on which it shall be mandatory to excuse students for religious observance upon the written request signed by the parent or person standing in loco parentis.
- ~~f~~ The mere presence of a student at roll call shall not be regarded as sufficient attendance for compliance with N.J.A.C. 6A:32-8.3. In a school which is in session during both the forenoon and the afternoon, a student shall be present at least one hour during both the forenoon and the afternoon in order to be recorded as present for the full day. In a school which is in session during either the forenoon or the afternoon, a student shall be present at least two hours in the session in order to be recorded as present for the full day.
- ~~g~~ A student not present in school because of his/her participation in an approved school activity, such as a field trip, meeting, cooperative education assignment, or athletic competition will be considered to be in attendance.

3. Student Attendance (N.J.A.C. 6A:32-8.4)

- a. For all State attendance submissions, a student shall be recorded as present, absent, or excused for a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below, on every day the school is in session after the student enrolls until the date the student is transferred to another school or officially leaves the school district.



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- b.** A record of attendance of all students shall be kept in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above. The employee designated by the Superintendent shall keep the attendance records according to N.J.A.C. 6A:32-8 and the guidance issued by the Commissioner in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above.
- c.** A student enrolled in a school shall be recorded in the school register as present if the student participates in instruction or instruction-related activities for at least half a day in session whether the student is physically on school grounds, at an approved off-grounds location, or in a virtual or remote instruction setting, pursuant to N.J.A.C. 6A:32-13.
- d.** A student enrolled in a school who is not participating in instruction or instruction-related activities pursuant to N.J.A.C. 6A:32-8.4(c) and A.3.c. above shall be recorded in the school register as absent, unless the student is recorded as a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below.
- e.** State-excused absences shall be as follows:

 - (1)** Religious observance, pursuant to N.J.S.A. 18A:36-14, 15, and 16.

 - (a)** The Commissioner, with approval of the State Board of Education, shall annually prescribe a list of religious holidays on which it shall be mandatory to excuse students for religious observance upon the written request signed by the parent or person standing in loco parentis;
 - (2)** Participation in observance of Veterans Day, pursuant to N.J.S.A. 18A:36-13.2;



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- (3) Participation in district board of election membership activities, pursuant to N.J.S.A. 18A:36-33;
 - (4) Take Our Children to Work Day;
 - (5) College visit(s), up to three days per school year for students in grades eleven and twelve; and
 - (6) Closure of a busing school district that prevents a student from having transportation to the receiving school.
- f. For absences that do not meet the criteria at N.J.A.C. 6A:32-8.4(e) and A.3.e. above, the Board may adopt policies that establish locally approved or excused absences consistent with N.J.A.C. 6A:16-7.6 for the purposes of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit. However, an absence designated as excused by the Board pursuant to N.J.A.C. 6A:16-7.6 shall be considered as an absence in the submission to the State for the purpose of chronic absenteeism reporting, as set forth at N.J.A.C. 6A:32-8.6.
4. **Average Daily Attendance (N.J.A.C. 6A:32-8.5)**
- The average daily attendance rate in a district school or program of instruction for a school year shall be the total number of the days present of all enrolled students, divided by the number of days in membership of all enrolled students. The student average daily attendance means the total number of days that a student is present in the school divided by the total possible number of days in session.
5. **Absentee and Chronic Absenteeism Rates (N.J.A.C. 6A:32-8.6)**
- a. A student's absentee rate shall be determined by subtracting the student's total number of days present from the student's days in membership and dividing the result by the student's days in membership.



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- (1) **State-excused absences shall not be included in a student's days in membership for purposes of calculating a student's absentee rate.**
- b. **If a student's absentee rate is equal to or greater than ten percent, the student shall be identified as chronically absent.**
- c. **Each school with ten percent or more of its enrolled students identified as chronically absent shall develop a corrective action plan to improve absenteeism rates. In accordance with N.J.S.A. 18A:38-25.1, the school will annually review and revise the corrective action plan and present the revisions to the Board, until the percentage of students who are chronically absent is less than ten percent.**
- BC.** Unexcused Absences That Count Toward Truancy/Excused Absences for Board Policy
1. Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, "excused" and "unexcused" student absences for the purpose of expectations and consequences regarding truancy, student conduct, promotion, **retention**, and the award of course credit is a Board decision outlined in Policy 5200 and this Regulation.
 2. N.J.A.C. 6A:16-7.6(a)3 requires the Board of Education policies and procedures contain, at a minimum, a definition of unexcused absence that counts toward truancy, **student conduct, promotion, retention, and the award of course credit.**
 - a. "An unexcused absence that counts toward truancy" is a student's absence from school for a full or a portion of a day for any reason that is not an "excused absence" as defined in **B.2.b.** below.



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- b3. “An excused absence” is a student’s absence from school for a full day or a portion of a day for the observance of a religious holiday pursuant to N.J.S.A. 18A:36-14 through 16, or any absence for the reasons listed below:

The student’s illness supported by notification to the school by the student’s parent;

The student’s required attendance in court;

Where appropriate, when consistent with Individualized Education Programs, the Individuals with Disabilities Act, accommodation plans under 29 U.S.C. §§ 794 and 705(20), and individualized health care plans;

The student’s suspension from school;

Family illness or death supported by notification to the school by the student’s parent;

College visit(s), up to ___days per school year for students in grades eleven and twelve ~~Visits to post-secondary educational institutions;~~

Interviews with a prospective employer or with admissions officer of an institution of higher education;

Examination for a driver’s license;



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Necessary and unavoidable medical or dental appointments that cannot be scheduled at a time other than the school day;

Take Our Children to Work Day;

Religious observance, pursuant to N.J.S.A. 18A:36-14 through 16;

Participation in observance of Veterans Day, pursuant to N.J.S.A. 18A:36-13.2;

Participation in district board of election membership activities, pursuant to N.J.S.A. 18A:36-33;

Closure of a busing school district that prevents a student from having transportation to the receiving school;

An absence considered excused by the Commissioner of Education and/or a New Jersey Department of Education rule;

An absence for a reason not listed above, but deemed excused by the Principal upon a written request by the student's parent stating the reason for the absence and requesting permission for the absence to be an excused absence;



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~~4. For cumulative unexcused absences of ten or more, a student between the ages of six and sixteen is truant, pursuant to N.J.S.A. 18A:38-25 as determined by the Board's Attendance Policy and Regulation pursuant to N.J.A.C. 6A:16-7.6(a)4.iii. and the definition of school day pursuant to N.J.A.C. 6A:32-8.3. Any absence not listed in C.3. above shall be an unexcused absence counted toward truancy.~~

35. "Unexcused tardiness" may constitute an unexcused absence that counts toward truancy in accordance with Policy 5240.]

CD. Notice to School of a Student's Absence

1. The parent or adult student shall notify the school office before the school day when the student will not be in school.
 2. The parent of the student or an adult student who will attend the morning session, but will not attend the afternoon session shall provide notice to the school office before the start of the afternoon session.
 3. The parent of a student or an adult student shall notify the school office of a future absence if the absence is foreseeable.
 - ~~4. The parent or adult student who anticipates a future absence or anticipates that an absence will be prolonged shall notify the school office to arrange make-up work.~~
45. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without valid excuse, and if the reason for the student's absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student's parent to notify the parent of the absence and determine the reason for the absence.



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DE. Readmission to School After an Absence

1. A student returning from an absence of any length of time must provide a written statement **to the Principal or designee** that is dated and signed by the parent or adult student listing the reason for the absence.
2. ~~A note explaining a student's absence for a noncommunicable illness for a period of more than _____ school days must be accompanied by a physician's statement of the student's illness with medical clearance to return to school.~~
23. A student who has been absent by reason of having or being suspected of having a communicable disease **may be required to** ~~must~~ present to the school nurse written evidence of being free of a communicable disease, ~~in accordance with Policy 8451.~~
34. The Superintendent of Schools or designee may require a student who has been absent from school due to a suspension or other reason concerning the student's conduct to receive a medical examination by a physician regarding the student's physical and/or mental fitness to return to school.
 - a. The Superintendent or designee will notify the student's parent of the specific requirements of the medical examination prior to the student's return to school.

EF. Instruction

1. Teachers **will** ~~shall~~ cooperate in the preparation of home assignments for students who anticipate an ~~excused~~ absence of _____ school days duration. ~~The parent or student must request such home assignments.~~
2. ~~A student who anticipates an absence due to a temporary or chronic health condition may be eligible for home instruction in accordance with Policy 2412. The parent must request home instruction.~~
23. Students absent for any reason are expected to make up the work missed. The parent or student is responsible for requesting missed assignments and any assistance required. Teachers will provide make-up assignments as necessary.



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34. In general, students will be allowed a reasonable amount of time as determined by the teacher to make up ~~the missed~~ work **missed**.
45. A student who missed a test or an exam shall be offered an opportunity to take the test, exam, or an appropriate alternate test.
52. **A student who anticipates an absence due to a temporary or chronic health condition may be eligible for home instruction in accordance with Policy 2412. The parent must request home instruction.**

FG. Denial of Course Credit

1. The teacher will determine the credit to be awarded a student for make-up work. Where class participation is a factor in the learning process, the teacher may consider a student's absence in determining a final grade, except absences for the observance of a religious holiday or absence for a student's suspension from school will not adversely affect the student's grade. The teacher may record an incomplete grade for a student who has not had a full opportunity to make up missed work.

[Optional

2. A secondary student may be dropped from a course or denied course credit when **the secondary student** ~~he/she~~ has been absent from _____ (number, fraction, or percentage) or more of the class sessions, whatever the reason for the absence, except that absences for the observance of a religious holiday, absences for those excused in accordance with the reporting requirements of the school register, or absences caused by a student's suspension will not count toward the total.]

[Options

_____ Exceptions to this rule may be made for students who have demonstrated to the teacher through completion of make-up assignments that they have mastered the proficiencies established for the course of study.



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- ___ A secondary student who has been dropped from a course of study may be assigned to an alternate program.
- ___ A secondary student denied course credit after completing the course will be permitted to attend a credit completion session to regain the denied credit, provided the student has not been absent from the class more than _____times.]

[Optional

3. An elementary student may be retained at grade level, in accordance with Policy 5410, when **the student** ~~he/she~~ has been absent _____(number, fraction, or percentage) or more school days, whatever the reason for the absence, except that absences for the observance of a religious holiday, absences for those excused in accordance with the reporting requirements of the school register, and absences due to student's suspension will not count toward the total.]

[Option

- ___ Exceptions to this rule may be made for students who have demonstrated through completion of home assignments and/or home instruction that they have mastered the proficiencies established for the assigned courses of study.]

GH. School District Response To Unexcused Absences During the School Year That Count Toward Truancy (**N.J.A.C. 6A:16-7.6(a)4.**)

1. For up to four cumulative unexcused absences that count toward truancy, the Principal or designee shall:
 - a. Make a reasonable attempt to notify the student's parent of each unexcused absence prior to the start of the following school day;
 - b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s);



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- c. Identify, in consultation with the student's parents, needed action designed to address patterns of unexcused absences, if any, and to have the child return to school and maintain regular attendance;
 - d. Proceed in accordance with the provisions of N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-~~11~~40, if a potentially missing or abused child situation is detected; and
 - e. Cooperate with law enforcement and other authorities and agencies, as appropriate;,-
2. For between five and nine cumulative unexcused absences that count toward truancy, the Principal or designee shall:
- a. Make a reasonable attempt to notify the student's parent(s) of each unexcused absence prior to the start of the following school day;
 - b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s);
 - c. Evaluate the appropriateness of action taken pursuant to N.J.A.C. 6A:16-7.6(a)4.i.(3) and ~~GH~~.1.c. above;
 - d. Develop an action plan to establish outcomes based upon the student's patterns of unexcused absences and to specify the interventions for supporting the student's return to school and regular attendance, which may include any or all of the following:
 - (1) Refer or consult with the building's Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
 - (2) Conduct testing, assessments, or evaluations of the student's academic, behavioral, and health needs;
 - (3) Consider an alternate educational placement;



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- (4) Make a referral to or coordinate with a community-based social and health provider agency or other community resource;
 - (5) Refer to a court or court program pursuant to N.J.A.C. 6A:16-7.6(a)4.iv. and ~~GH.4.~~ below;
 - (6) Proceed in accordance with N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-~~1140~~, if a potential missing or abused child situation is detected; and
 - (7) Engage the student's family.
- e. Cooperate with law enforcement and other authorities and agencies, as appropriate.
3. For ~~ten or more~~ cumulative unexcused absences **of ten or more** that count toward truancy, a student between the ages of six and sixteen is truant, pursuant to N.J.S.A. 18A:38-25, and the Principal or designee shall:
- a. Make a determination regarding the need for a court referral for the truancy, per N.J.A.C. 6A:16-7.6(a)4.iv. and ~~GH.4.~~ below;
 - b. Continue to consult with the parent and the involved agencies to support the student's return to school and regular attendance;
 - c. Cooperate with law enforcement and other authorities and agencies, as appropriate; and
 - d. Proceed in accordance with N.J.S.A. 18A:38-28 through 31, Article 3B, Compelling Attendance at School, and other applicable State and Federal statutes, as required; **and**.
4. A court referral may be made as follows:



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- a. When unexcused absences that count toward truancy are determined by school officials to be violations of the compulsory education law, pursuant to N.J.S.A. 18A:38-25, and the Board of Education's policies, in accordance with N.J.A.C. 6A:16-7.6(a), the parent may be referred to Municipal Court;
 - (1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Municipal Court; or
 - b. When there is evidence of a juvenile-family crisis, pursuant to N.J.S.A. 2A:4A-22.g, the student may be referred to Superior Court, Chancery Division, Family Part;
 - (1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Juvenile-Family Crisis Intervention Unit.
5. For a student with a disability, the attendance plan and its punitive and remedial procedures shall be applied, where applicable, in accordance with the student's **Individual Education Program (IEP)**, pursuant to 20 U.S.C. §§1400 et seq., the Individuals with Disabilities Education Act; the procedural protections set forth in N.J.A.C. 6A:14; accommodation plan under 29 U.S.C. §§794 and 705(20); and individualized healthcare plan and individualized emergency healthcare plan, pursuant to N.J.A.C. 6A:16-2.3(b) ~~35~~.xii.
 6. All receiving schools pursuant to N.J.A.C. 6A:14-7.1(a), shall act in accordance with N.J.A.C. 6A:16-7.6(a)4.i. and ~~GH~~.1. above for each student with up to four cumulative unexcused absences that count toward truancy.
 - a. For each student attending a receiving school with five or more cumulative unexcused absences that count toward truancy, the absences shall be reported to the sending school district.



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- (1) The sending school district shall proceed in accordance with the Board of Education's policies and procedures pursuant to N.J.A.C. 6A:16-7.6(a) ~~and H.5. above~~ and the provisions of N.J.A.C. 6A:16-7.6(a)4.ii. through iv. and ~~GH.2. through GH.45. above~~ **and N.J.A.C. 6A:16-7.6(b) and G.5. above**, as appropriate.

HL Discipline

1. Students may be denied participation in co-curricular activities **and/or athletic competition** if the Board establishes attendance standards for participation.
2. ~~Students may be denied participation in athletic competition if the Board establishes attendance standards for participation.~~
23. No student who is absent from school for observance of a religious holiday may be deprived of any award or of eligibility for or opportunity to compete for any award because of the absence.

IJ. Recording Attendance

1. Teachers must accurately record the students present, tardy, or absent each day in each session or each class. Attendance records must also record students' attendance at out-of-school curricular events such as field trips.
2. A record shall be maintained of each excused absence and each unexcused absence that counts toward truancy as defined in Policy 5200 and this Regulation 5200.
3. ~~A report card will record the number of times the student was absent and tardy in each marking period.~~
34. A student's absence for observance of a religious holiday will not be recorded as such on any transcript or application or employment form.



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JK. Appeal

1. Students may be subject to appropriate discipline for their school attendance record.
2. A student who has been retained at grade level for excessive absences may appeal that action in accordance with Policy 5410.
3. A student who has been dropped from a course and/or denied course credit for excessive absences may appeal that action in accordance with the following procedures:
 - a. The student shall file a written appeal to the Principal or designee within five school days of receiving notice of the action. The appeal should state the reasons for each absence, any documentation that may support reducing the number of absences for the purposes of course credit, and reasons why the student should either continue to be enrolled in the course or receive course credit for a class the student completed.
 - b. The Principal or designee will respond in writing no later than seven school days after receiving the student's appeal.
 - c. If the student is not satisfied, **the student** ~~he/she~~ may submit a written request to the Principal for consideration by an Attendance Review Committee.
 - d. On a student's request for consideration by an Attendance Review Committee, the Principal shall convene an Attendance Review Committee. The Attendance Review Committee shall meet informally to hear the student's appeal. The student's parent and teacher(s) may attend the meeting.
 - e. The Attendance Review Committee shall decide the appeal and inform the student in writing within seven school days of the meeting.



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- f. The student may appeal an adverse decision of the Attendance Review Committee to the Superintendent, the Board of Education, and the Commissioner of Education in accordance with Policy 5710,- - Student Grievance and N.J.S.A. 18A. An appeal to the Attendance Review Committee shall be considered to have exhausted the first two steps of the grievance procedure outlined in Policy 5710.

KL. Attendance Records

1. Attendance records for the school district and each school will be maintained and attendance rates will be calculated as required by the New Jersey Department of Education. The school district will comply with all attendance requirements and any improvement plans as required by the Department of Education.

Adopted:



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M

R 8140 ENROLLMENT ACCOUNTING

A. School Enrollment

1. The **school** enrollment in a **program of instruction** class, a school, or the district shall be the total number of original **student** entries **in the school register** plus the number of re-entries, less the number of transfers, withdrawals, or dropouts in any such unit during a school year. The total number of original entries and re-entries, less the number of transfers, withdrawals, or dropouts, in all ~~the~~ **programs of instruction** classes and schools of the district shall constitute the school enrollment for the ~~school~~ district during any school year.
2. A ~~No~~ student attending a school operated by **the Board of Education** ~~this district~~ shall **not** be **concurrently** enrolled in more than one school register in **any** ~~the school~~ district during a school year **with the exception of shared-time students** ~~All students shall be enrolled as of the first day of attendance for that year.~~
3. A ~~No~~ student shall **not** be enrolled in a school register until the student has reached **over the age of five years in accordance with N.J.S.A. 18A:38-1 - Attendance at School Free of Charge**. **The district may enroll students under** the following legal school ages:
 - a. Kindergarten – **older** ~~more~~ than four years and **younger** less than six years;
 - b. **State-funded preschool program – at least three years of age and younger than five years; and Day school** ~~more than five years; or~~
 - c. **Preschool students with disabilities** ~~disabled~~ – **at least** ~~more than~~ three years of age and **younger** less than five years.



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4. Within ten **school** days of the start of the school year, the district shall determine whether **a student who attended the previous year but not the current school year** ~~any re-entering student who has not attended school that year~~ has an excused absence or has transferred, withdrawn, or dropped out of the school district.
 5. Any student enrolled in ~~the a school register in a school~~ district who moves to another school district in the same school year shall be **included** ~~enrolled in the school~~ ~~one~~ register in the new school district upon **enrollment** ~~entering school in that school district~~.
 6. The average daily enrollment in the district for a school year shall be the sum of the **total days in membership** ~~present and absent~~ of all enrolled students when schools were in session during the year, divided by the number of days ~~schools were actually~~ in session. The average daily enrollment for the **programs of instruction** ~~classes~~ or schools of the district having varying lengths of terms shall be the sum of the average daily enrollments obtained for the individual **programs of instruction** ~~classes~~ or schools.
 - a. **“Days in membership” means the number of school days in session in which a student is enrolled. A student's membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.**
 - ~~7. The average daily attendance in the district for a school year shall be the sum of the days present of all enrolled students when schools were in session during the year, divided by the number of days schools were actually in session. The average daily attendance for the classes or schools of the district having varying lengths of terms shall be the sum of the average daily attendance obtained for the individual classes or schools.~~
- B. Application for State School Aid
- Pursuant to the requirements of N.J.S.A. 18A:7F-33, the district shall file with the Commissioner of Education an Application for State School Aid in accordance with the following procedures:



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1. Counting Procedure
 - a. Each employee responsible for the maintenance and safe keeping of a school register (and whose name appears on the cover of the register) shall conduct a count of the students entered in the register on the last school day prior to October 16.
 - b. The count shall include all students **as required to be reported in accordance with the provisions of N.J.S.A. 18A:7F-33** ~~who have attended school since the beginning of the school year, by original entry or reentry, and shall exclude all students who have been removed from the register by transfer or dropout.~~
 - c. The count shall be recorded on a form, and the form shall be submitted to the **School Business Administrator/Board Secretary or designee** _____ no later than October 16.

2. Data Collection
 - a. The **Superintendent** or **designee** _____ shall assign responsibility for the preparation of worksheets to document the compilation of register data.
 - b. Completed worksheets shall be submitted to the **School Business Administrator/Board Secretary or designee** _____ who shall compare the data submitted on the worksheets to the register count submitted in accordance with B.1.a.
 - c. The **School Business Administrator/Board Secretary or designee** _____ shall reconcile all inconsistencies between worksheet data and register counts and submit final enrollment counts to the **Superintendent of Schools** _____ ~~no later than~~ _____.



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3. Application Submission

The School Business Administrator/Board Secretary or designee, with approval of the Superintendent, shall file with the Commissioner the report required by N.J.S.A. 18A:7F-33
~~shall complete the Application for State School Aid and submit the application to the Superintendent for approval.~~

Issued:



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Student Records
M

R 8330 STUDENT RECORDS

A. Definitions (N.J.A.C. 6A:32-2.1)

1. “Access” means the right to view, make notes, and/or reproduce a student record.
2. “Adult student” means a person who is at least eighteen years of age, ~~or is attending an institution of postsecondary education~~, or is an emancipated minor.
3. **“Days in membership” means the number of school days in session in which a student is enrolled. A student’s membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.**
4. **“Health history” means the record of a person’s past health events obtained in writing, completed by the individual or the individual’s physician.**
53. “Mandated student records” means student records that school districts compile pursuant to State statute, regulation, or authorized administrative directive.
64. “Parent” means the natural or adoptive parent, legal guardian, surrogate **parent** appointed **pursuant** ~~according~~ to N.J.A.C. 6A:14-2.2, or a person acting in place of a parent (such as a grandparent or stepparent with whom the student lives or a person legally responsible for the student’s welfare). Unless parental rights have been terminated by a court of appropriate jurisdiction, the parent retains all rights **pursuant to** ~~under~~ N.J.A.C. 6A:32. In addition, a **resource family** ~~foster~~ parent may act as a parent **pursuant to** ~~under~~ the provisions of N.J.A.C. 6A:32 if the parent’s authority to make educational decisions on the student’s behalf has been terminated by a court of appropriate jurisdiction.



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Student Records

75. “Permitted student records” means records that the Board of Education has authorized, by resolution adopted at a regular public meeting, to be collected to promote the educational welfare of students.
8. **“Personally identifiable information” means, but is not limited to:**
- a. **The student's name;**
 - b. **The name of the student's parent(s) or other family members;**
 - c. **The address of the student or the student's family;**
 - d. **The email address of the student, the student's parent(s), or other family members;**
 - e. **The telephone number of the student, the student's parent(s), or other family members;**
 - f. **A personal identifier, such as the student's Social Security number, student number, or biometric record;**
 - g. **A photo of the student;**
 - h. **The location and times of class trips;**
 - i. **Other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name;**
 - j. **Other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community who does not have personal knowledge of the relevant circumstances to identify the student with reasonable certainty; or**
 - k. **Information requested by a person who the district, or private agency that provides educational services by means of public funds, reasonably believes knows the identity of the student to whom the student record relates.**



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9. **“Physical examination” means the assessment of an individual’s health, in accordance with the requirements at N.J.A.C. 6A:16-2.2.**
10. **“School contact directory for official use” means a compilation by a district that includes the following information for each student: name, address, telephone number, date of birth, and school of enrollment. The directory may be provided for official use only to judicial, law enforcement, and medical personnel.**
11. **“Student discipline record” means information regarding all disciplinary actions taken against a student by a school district pursuant to N.J.S.A. 18A:36-25.1.b. and that is maintained in a student’s record.**
127. **“Student information directory” means a publication of the Board of Education that includes information relating to a student. It shall be used only by authorized school district personnel and for designated official use by judicial, law enforcement, and medical personnel and not for general public consumption. The information shall be the student’s: name; grade level; date and place of birth; dates of school attendance; major field of study; participation in officially recognized activities; weight and height relating to athletic team membership; degrees; awards; the most recent educational agency attended by the student; and other similar information.**
136. **“Student record” means information related to an individual student gathered within or outside the school district and maintained within the school district, regardless of the physical form in which it is maintained. Essential in this definition is the idea that any information that is maintained for the purpose of second-party review is considered a student record. Therefore, information recorded by certified school personnel solely as a memory aid and not for the use of a second party is excluded from this definition. In the absence of any “information related to an individual student,” the document(s) no longer meets the definition of “student record.”**



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B. General Considerations (N.J.A.C. 6A:32-7.1)

1. The Board of Education shall compile and maintain student records and regulate access **in accordance with the Federal Educational Rights and Privacy Act (FERPA), 20 U.S.C. §1232g, and 34 CFR Part 99**, disclosure, or communication of information contained in **student educational** records in a manner that assures the security of ~~the such~~ records in accordance with the provisions of N.J.A.C. 6A:32-7.1-~~et seq.~~
2. Student records shall contain only ~~such~~ information **that** as is relevant to the education of the student and is objectively based on the personal observations or knowledge of the certified school personnel who originate(s) the record.
3. The ~~school~~ district shall provide annual, written notification to parents, adult students, and emancipated minors of their rights in regard to student records and student participation in educational, occupational, and military recruitment programs. Copies of the applicable State and Federal laws and **Board local** policies shall be made available upon request. The **Board school-district** shall make every effort to notify parents and adult students in their dominant language.
4. **Nonadult** ~~A non-adult~~ students may assert rights of access only through **their his or her** parent(s). However, nothing in N.J.A.C. 6A:32-7 ~~et seq.~~ or in Policy **8330** or **this** Regulation ~~8330~~ shall be construed to prohibit certified school personnel from disclosing, at their discretion, student records to non-adult students or to appropriate persons in connection with an emergency, if **the information contained in the record such-knowledge** is necessary to protect the health or safety of the student or other persons.
5. The parent or adult student shall have access to **the student's their own** records and have access to, or be specifically informed about, only **the that** portion of another student's record that contains information about **the student his or her own child or himself or herself**.



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6. **All anecdotal information and assessment reports collected on a student shall be dated and signed by the individual who originated the data.**
76. The Superintendent or designee shall require all ~~permitted~~ student records of currently enrolled students to be reviewed annually by certified school personnel to determine the education relevance of the **information material** contained therein. The reviewer shall cause **information data** no longer descriptive of the student or educational program to be deleted from the records, except that prior notice shall be given for ~~classified~~ students **with disabilities** in accordance with N.J.A.C. 6A:14, Special Education. **The deleted** ~~Such~~ information shall be disposed of and not be recorded elsewhere. No record of any such deletion shall be made.
87. No liability shall be attached to any member, officer, or employee of the Board of ~~Education~~ permitting access or furnishing student records in accordance with N.J.A.C. 6A:32-7.1 ~~et seq.~~
98. When the parent's or adult student's dominant language is not English or the parent or adult student is deaf, the ~~school~~ district shall provide interpretation of the student records in the dominant language of the parents or adult student.
109. Student health records shall be maintained separately from other student records. **Student health records also shall be maintained and handled**, according to the requirements of N.J.A.C. 6A:32-7.1 ~~et seq.~~, until such time as graduation or termination, whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.
- C. School Contact Directory for Official Use (N.J.A.C. 6A:32-7.2)
4. The Board of ~~Education~~ shall compile and maintain a school contact directory for official use that is separate and distinct from the student information directory.



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2. School personnel shall provide information from the school contact directory for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question. Upon request from a court, other judicial agency, law enforcement agency, or medical service provider currently providing services to the student in question, school personnel shall promptly verify the enrollment of a student and provide the requester with all information about the student that is contained in the school contact directory for official use.
- ~~a. School personnel shall provide information from the school contact directory for official use only to judicial and law enforcement personnel, and to medical personnel currently providing services to the student in question.~~
- ~~b. Upon request from a court, other judicial agency, law enforcement agency, or medical service provider currently providing services to the student in question, school personnel shall promptly verify the enrollment of a student and provide the requester with all information about that student that is contained in the school contact directory for official use.~~
32. A ~~To exclude any information from the school contact directory for official use, the parent, adult student, or emancipated minor shall notify, in writing, the Superintendent or designee of their request to exclude any information from the school contact directory for official use in writing.~~
- D. Mandated and Permitted Student Records (N.J.A.C. 6A:32-7.3)
- ± Mandated student records shall include the following:
- a. The student's name, address, telephone number, date of birth, name of parent(s), gender, standardized assessment results, grades, **record of daily** attendance, classes attended, grade level completed, year completed, and years of attendance;



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- b. ~~Record of daily attendance;~~
 - be. Descriptions of **the** student's progress according to the **Board's system of student performance data evaluation used in the school district;**
 - cd. History and status of physical health compiled in accordance with State regulations, including **immunizations and** results of any physical examination(s) given by qualified ~~school~~ district employees ~~and immunizations;~~
 - de. Records pursuant to rules and regulations regarding the education of students with disabilities; and
 - ef. All other records required by N.J.A.C. 6A.
- ~~2.~~ Permitted student records are those student records not mandated pursuant to N.J.A.C. 6A:32-7.3, but authorized by the Board to promote the student's educational welfare and include the following as authorized by this Board upon adoption of Policy **8330** and **this** Regulation ~~8330~~. These records may include, but are not limited to:
- a. Personally authenticated observations, assessments, ratings, and anecdotal reports recorded by teaching staff members in the performance of their professional responsibilities and intended for review by another person, provided the record is dated and signed by the originator. Information recorded solely as a memory aid for the originator becomes a student's record when it is reviewed by any other person, including a substitute;
 - b. Information, scores, and results obtained from standardized tests or by approved tests conducted by professional personnel;
 - c. Educationally relevant information provided by the parent, **or** adult student, ~~or emancipated minor regarding the student's achievements or school activities;~~



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- d. Any correspondence with the student and/or the student's parents;
- e. Driver education certificate;
- f. Emergency notification form;
- g. New student registration form;
- h. Withdrawal or transfer form;
- i. Change of schedule form;
- j. ~~Records of disciplinary infractions, penalties, and disciplinary hearings;~~
- jk. Records of the student's co-curricular and athletic activities and achievements;
- kl. Class rank;
- lm. Awards and honors;
- mn. Notations of additional records maintained in a separate file;
- no. The statement from a student's parent, adult student, or emancipated minor regarding a contested portion of the record;
- op. Entries indicating review of the file by an authorized person;
- pq. _____;
- qr. _____;
- rs. _____; and
- st. _____.



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- E. Maintenance and Security of Student Records (N.J.A.C. 6A:32-7.4)
1. The Superintendent or designee shall be responsible for the security of student records maintained in the ~~school~~ district and shall devise procedures/regulations for assuring that access to **student such** records is limited to authorized persons.
 2. **The Board may store all student records** ~~Records for each individual student may be stored~~ either electronically or in paper format. ~~When student records are stored electronically, proper security and backup procedures shall be administered.~~
 - a. **When student records are stored electronically, proper security and backup procedures shall be administered.**
 3. Student health records, whether stored on paper or electronically, shall be maintained **in accordance with N.J.A.C. 6A:32-7.1(l)** ~~separately from other student records, until such time as graduation or termination whereupon the health history and immunization record shall be removed from the student's health record and placed in the student's mandated record.~~
 4. Records shall be accessible during the hours in which the school program is in operation.
 5. Mandated student records required as part of programs established through State-administered entitlement or discretionary funds from the U.S. Department of Education shall be maintained for a period of five years after **a student's graduation, or** termination from the ~~school~~ district, or to age twenty-three, whichever is longer, ~~and~~ **The mandated student records** shall be disposed of in accordance with N.J.S.A. 47:3-15 et seq.
 6. Any district **or school** website shall not disclose any personally identifiable information about a student, in accordance with N.J.S.A. 18A:36-35.
- F. Access to Student Records (N.J.A.C. 6A:32-7.5)
1. Only authorized organizations, agencies, or persons, as defined in N.J.A.C. 6A:32-7.5, shall have access to student records, including



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student health records. Access to student records shall be provided to persons authorized such access under N.J.A.C. 6A:32-7.1(g) ~~et seq.~~ within ten days of a request, but prior to any review or hearing conducted in accordance with N.J.A.C. 6A.

- ~~2. The school district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations or stated in N.J.A.C. 6A:32-7.5(e) and section G. below.~~
23. The school district may charge a reasonable fee for reproduction of student records, not to exceed the schedule of costs set forth ~~at in~~ N.J.S.A. 47:1A-5, provided that the cost does not effectively prevent ~~the~~ parents or adult students from exercising their rights under N.J.A.C. 6A:32-7 or other Federal and State rules and regulations regarding students with disabilities, including N.J.A.C. 6A:14.
- 3. The district shall control access to, disclosure of, and communication regarding information contained in student health records to assure access only to people permitted by Federal and State statute and regulations or as stated in N.J.A.C. 6A:32-7.5(e) and F.5. below.**
4. Access to, and disclosure of, a student health record shall meet the requirements of ~~the Family Education Rights and Privacy Act~~ **FERPA, 20 U.S.C. §1232g, and 34 CFR ~~E.F.R.~~ Part 99 (FERPA).**
- 5. Organizations, agencies, and persons authorized to access student records shall include only the following:**
- a. The student who has written permission of a parent and the parent of a student under the age of eighteen, regardless of whether the child resides with the parent, except pursuant to N.J.S.A. 9:2-4;**
- (1) The place of residence shall not be disclosed; and**



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- (2) Access shall not be provided if denied by a court;
- b. Students at least sixteen years of age who are terminating their education in the district because they will graduate secondary school at the end of the term or no longer plan to continue their education;
- c. An adult student and/or a parent who has the written permission of an adult student, except that the parent shall have access without the adult student's consent, as long as the adult student is financially dependent on the parent and enrolled in the public school system, or if the adult student has been declared legally incompetent by a court of appropriate jurisdiction. The parent of a financially dependent adult student may not disclose information contained in the adult student's record to a second or third party without the adult student's consent;
- d. Certified school district personnel who are assigned educational responsibility for the student shall have access to the general student record but not to the student health record except under conditions permitted in N.J.A.C. 6A:16-2.4;
- e. Certified educational personnel who have assigned educational responsibility for the student and who are employed by agencies listed below shall have access to the general student record, but not to the student health record, except under conditions permitted at N.J.A.C. 6A:16-2.4:
- (1) An approved private school for students with disabilities;
 - (2) A State facility;
 - (3) Accredited nonpublic schools in which students with disabilities have been placed pursuant to N.J.S.A. 18A:46-14; or



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- (4) Clinics and agencies approved by the New Jersey Department of Education;
- f. To fulfill its legal responsibility, the Board shall have access through the Superintendent or designee to information contained in the student's record. Information shall be discussed in executive session, unless otherwise requested by the parent or adult student;
- g. Secretarial and clerical personnel under the direct supervision of certified school personnel shall be permitted access to portions of the record to the extent necessary for the entry and recording of data and the conducting of routine clerical tasks. Access shall be limited only to student files in which such staff are directed to enter or record information, and shall cease when the specific assigned task is completed;
- h. Accrediting organizations to carry out their accrediting functions;
- i. The Commissioner of Education and New Jersey Department of Education staff members who are assigned responsibility that necessitates the review of such records;
- j. Officials of other Boards of Education within the State or other educational agencies or institutions where the student is placed, registered, or seeks to enroll, subject to the following conditions:
- (1) Original mandated student records that schools have been directed to compile by New Jersey statute, regulation, or authorized administrative directive shall be forwarded to the receiving district, agency, or institution with written notification to the parent or adult student;



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- (2) **Original mandated student records that the Board has required shall be forwarded to the receiving district, agency, or institution only with the written consent of the parent or adult student, except where a formal sending-receiving relationship exists between the districts;**
 - (3) **All records to be forwarded, including disciplinary records as specified at N.J.S.A. 18A:36-19a., shall be sent to the Superintendent of the school district to which the student has transferred, or the Superintendent's designee, within ten school days after the transfer has been verified by the requesting district;**
 - (4) **The Superintendent or designee shall request, in writing, all student records from the school district of last attendance within two weeks from the date that the student enrolls in the new school district;**
 - (5) **Upon request, the Superintendent or designee of the school district of last attendance shall provide a parent(s) or an adult student with a copy of the records disclosed to other educational agencies or institutions; and**
 - (6) **Proper identification, such as a certified copy of the student's birth certificate or other proof of the student's identity pursuant to N.J.S.A. 18A:36-25.1, shall be requested at the time of enrollment in a new school district;**
- k. Officials of the United States Department of Education assigned responsibilities that necessitate review of such records;**



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- l. **Officers and employees of a State agency responsible for protective and investigative services for students pursuant to N.J.S.A. 9:6-8.40. Whenever appropriate, the Board shall ask the State agency for its cooperation in sharing the findings of an investigation;**
 - m. **Agency caseworkers or other representatives of a State or local child welfare agency who have the right to access a student's case plan when the agency or organization is legally responsible, in accordance with State law, for the care and protection of the student, consistent with 20 U.S.C. §1232g(b)(1)(L);**
 - n. **Organizations, agencies, and persons from outside the school if they have the written consent of the parent or adult student. Organizations, agencies, and persons shall not transfer student record information to a third party without the written consent of the parent or adult student;**
 - o. **Organizations, agencies, and individuals outside the school, other than those specified in N.J.A.C. 6A:32-7.5, upon the presentation of a court order; and**
 - p. **Bona fide researchers who explain to the Superintendent the nature of the research project and the relevance of the records sought. Prior to the release of records to a researcher, the Superintendent or designee, shall receive from the researcher written assurance that the records will be used under strict conditions of anonymity and confidentiality.**
6. **Nothing in N.J.A.C. 6A:32-7, Policy 8330, and this Regulation shall be construed to prohibit school personnel from disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is necessary to protect the immediate health or safety of the student or other persons.**



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- ~~7. In complying with N.J.A.C. 6A:32-7, Policy 8330, and this Regulation, the Board shall adhere to the requirements pursuant to the Open Public Records Act (OPRA), N.J.S.A. 47:1A-1 et seq., and FERPA, 20 U.S.C. §1232g; 34 CFR Part 99.~~
- ~~a. When responding to OPRA requests from any party, including parties other than those listed in N.J.A.C. 6A:32-7.5(e) and F.5. above, the Board may release, without consent, records removed of all personally identifiable information, as such documents do not meet the definition of a student record. Before making any release, the Board shall have made a reasonable decision that a student's identity cannot be determined whether through single or multiple releases, or when added to other reasonably available information.~~
- G. ~~Authorized Organizations, Agencies, and Persons with Access to Student Records (N.J.A.C. 6A:32-7.5(e))~~
- ~~Access shall include only the following:~~
- ~~1. A student who has the written permission of a parent and the parent of a student under the age of eighteen whether the child resides with the parent except per N.J.S.A. 9:2-4:~~
- ~~a. The place of residence shall not be disclosed; and~~
- ~~b. Access shall not be provided if denied by a court.~~
- ~~2. Students at least sixteen years of age who are terminating their education in the school district because they will graduate secondary school at the end of the term or no longer plan to continue their education;~~
- ~~3. An adult student and parent who has the written permission of an adult student, except that the parent shall have access without consent of the student as long as the student is financially dependent on the parent and enrolled in the public school system or if the student has been declared legally incompetent by a court~~



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~~of appropriate jurisdiction. The parent of the financially dependent adult student may not disclose information contained in the adult student's record to a second or third party without the consent of the adult student;~~

- ~~4. Certified school district personnel who are assigned educational responsibility for the student shall have access to the general student record but not to the student health record except under conditions permitted in N.J.A.C. 6A:16-2.4;~~
- ~~5. Certified educational personnel who have assigned educational responsibility for the student and who are employed by agencies listed below shall have access to the general student record, but not to the student health record except under conditions permitted in N.J.A.C. 6A:16-2.4:

 - a. An approved private school for the disabled;
 - b. A State facility;
 - c. Accredited nonpublic schools in which students with educational disabilities have been placed according to N.J.S.A. 18A:46-14; or
 - d. Clinics and agencies approved by the Department of Education;~~
- ~~6. To fulfill its legal responsibility, the Board of Education shall have access through the Superintendent or designee to information contained in a student's record. Information shall be discussed in executive session unless otherwise requested by the parent or adult student;~~
- ~~7. Secretarial and clerical personnel under the direct supervision of certified school personnel shall be permitted access to portions of the record to the extent necessary for the entry and recording of data and the conducting of routine clerical tasks. Access shall be limited only to student files in which such staff are directed to enter or record information, and shall cease when the specific assigned task is completed;~~



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- ~~8. Accrediting organizations in order to carry out their accrediting functions;~~
- ~~9. The Commissioner of Education and New Jersey Department of Education staff members who are assigned responsibility that necessitates the review of such records;~~
- ~~10. Officials of other district Boards of Education within the State of New Jersey or other educational agencies or institutions where the student is placed, registered, or seeks to enroll subject to the following conditions:~~
- ~~a. Original mandated student records that schools have been directed to compile by New Jersey statute, regulation, or authorized administrative directive shall be forwarded to the receiving school district with written notification to the parent or adult student;~~
- ~~b. Original mandated student records that a Board of Education has required shall be forwarded to the receiving school district only with the written consent of the parent or adult student, except where a formal sending-receiving relationship exists between the school districts;~~
- ~~c. All records to be forwarded, including disciplinary records as specified in N.J.S.A. 18A:36-19(a), shall be sent to the Superintendent or designee of the school district to which the student has transferred within ten school days after the transfer has been verified by the requesting school district;~~
- ~~d. The Superintendent or designee shall request in writing all student records from the school district of last attendance within two weeks from the date that the student enrolls in the new school district;~~
- ~~e. Upon request, the Superintendent or designee of the school district of last attendance shall provide a parent(s) or an adult student with a copy of the records disclosed to other educational agencies or institutions; and~~



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- ~~f. — Proper identification, such as a certified copy of the student's birth certificate or other proof of the child's identity pursuant to N.J.S.A. 18A:36-25.1, shall be requested at the time of enrollment in a new school district.~~
- ~~11. — Officials of the United States Department of Education assigned responsibilities that necessitate review of such records;~~
- ~~12. — Officers and employees of a State agency responsible for protective and investigative services for students referred to that agency, pursuant to N.J.S.A. 9:6-8.40. Wherever appropriate, the Board of Education shall ask the State agency for its cooperation in sharing the findings of an investigation;~~
- ~~13. — Agency caseworkers or other representatives of a State or local child welfare agency who have the right to access a student's case plan when the agency or organization is legally responsible, in accordance with State law, for the care and protection of the student, consistent with 20 U.S.C. § 1232g(b)(1)(L);~~
- ~~14. — Organizations, agencies, and persons from outside the school if they have the written consent of the parent or adult student. Organizations, agencies, and persons shall not transfer student record information to a third party without the written consent of the parent or adult student;~~
- ~~15. — Organizations, agencies, and individuals outside the school, other than those specified in N.J.A.C. 6A:32-7.5, upon the presentation of a court order;~~
- ~~16. — Bona fide researchers who explain to the Superintendent the nature of the research project and the relevance of the records sought. Researchers shall also satisfy the Superintendent or designee that the records will be used under strict conditions of anonymity and confidentiality. Such assurance shall be received in writing by the Superintendent prior to the release of information to the researcher;~~
- ~~17. — Nothing in N.J.A.C. 6A:32-7.1 et seq. and Policy and Regulation 8330 shall be construed to prohibit school personnel from~~



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~~disclosing information contained in the student health record to students or adults in connection with an emergency, if such knowledge is necessary to protect the immediate health or safety of the student or other persons; and~~

- ~~18. In complying with N.J.A.C. 6A:32-7.1 et seq., individuals shall adhere to requirements pursuant to N.J.S.A. 47:1A-1 et seq., the Open Public Records Act (OPRA) and 20 U.S.C. § 1232g, 34 CFR Part 99 the Family Educational Rights and Privacy Act (FERPA).~~

GH. Conditions for Access to Student Records (N.J.A.C. 6A:32-7.6)

1. All authorized organizations, agencies, and persons defined in N.J.A.C. 6A:32-7.1 et seq. as listed below shall have access to the records of a student **record**, subject to the following conditions:
 - a1. No student record shall be altered or disposed of during the time period between a request to review the record and the actual review of the record.
 - b2. Authorized organizations, agencies, and persons from outside the school whose access requires the consent of parents or adult students shall submit to the Superintendent or designee, the request in writing, together with any required authorization.
 - c3. The Superintendent or designee shall be present during the period of inspection to provide interpretation of the records, where necessary, and to prevent their alteration, damage, or loss. In every instance of inspection of student records by persons other than parents, student(s), or individuals who have assigned educational responsibility for the individual student, an entry shall be made in the student's record of the name(s) of persons granted access, the reason access was granted, the time and circumstances of inspection, the records **inspected** ~~studied~~, and the purposes for which the data will be used.



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d4. Prior to disclosure of student records to organizations, agencies, or persons outside the ~~school~~ district pursuant to a court order, the Superintendent or designee shall give the parent or adult student at least three days' notice of the name of the requesting agency and the specific records requested unless otherwise judicially instructed. ~~The Such~~ notification shall be provided in writing, if practicable. Only records related to the specific purpose of the court order shall be disclosed.

(1)~~a~~. Notice to the parent shall not be required when **the parent** ~~he or she~~ is party to a court proceeding involving child abuse and neglect or dependency matters, consistent with 20 U.S.C. §1232g(b)(2)(B).

e5. A record may be withheld from a parent or from an adult student only when the ~~school~~ district obtains a court order or is provided with evidence that there is a court order revoking the right to access. Only that portion of the record designated by the court shall be withheld. When the district has or obtains evidence of such court order, the parent or adult student shall be notified in writing within five days of **the** ~~his or her~~ request that access to the record has been denied and that the person has the right to appeal this decision to the court issuing the order.

HL. Rights of Appeal for Parents and Adult Students (N.J.A.C. 6A:32-7.7)

1. Student records are subject to challenge by parents and adult students on grounds of inaccuracy, irrelevancy, **impermissible** ~~impermissible~~ disclosure, inclusion of improper information, or denial of access to organizations, agencies, and persons. The parent or adult student may **request:** ~~seek to: expunge inaccurate, irrelevant, or otherwise improper information from the student record; insert additional data as well as reasonable comments as to the meaning and/or accuracy of the records; and/or request an immediate stay of disclosure pending final determination of the challenge procedure as described in N.J.A.C. 6A:32-7.~~



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- a. **Expungement of inaccurate, irrelevant, or otherwise improper information from the student record;**
 - b. **Insertion of additional data, as well as reasonable comments regarding the meaning and/or accuracy of the student record;**
 - c. **The immediate stay of disclosure pending final determination of the challenged procedure as described in N.J.A.C. 6A:32-7; and/or**
 - d. **Immediate access to student records for organizations, agencies, and persons denied access, pending final determination of the challenged procedure, as described in N.J.A.C. 6A:32-7.**
2. To request a change in the **student** record or to request a stay of disclosure pending final determination of the challenged procedure, **a parent or adult student shall notify, in writing, the Superintendent of the specific issues relating to the student record** ~~the process shall be as follows:~~
- a. ~~A parent or adult student shall notify in writing the Superintendent of the specific issues relating to the student record.~~
 - ab. Within ten school days of notification, the Superintendent or designee shall notify the parent or adult student of the ~~school~~ district's decision. If the ~~school~~ district disagrees with the request, the Superintendent or designee shall meet with the parent or adult student to resolve the issues set forth in the request.
 - c. ~~If the school district disagrees with the request, the Superintendent or designee shall meet with the parent or adult student to resolve the issues set forth in the appeal.~~
 - bd. If the matter is not satisfactorily resolved, the parent or adult student has ten school days to appeal **the district's** ~~this decision to the Board of Education.~~



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- ce. If an appeal is made to the Board of Education, **the Board shall render a decision** ~~a decision shall be rendered~~ within twenty school days. ~~The decision of the Board of Education may be appealed to the Commissioner pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3, Controversies and Disputes.~~
- d. **The decision of the Board may be appealed to the Commissioner pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3, Controversies and Disputes. At all stages of the appeal process, the parent or adult student shall be afforded a full and fair opportunity to present evidence relevant to the issue.**
- e. **A record of the appeal proceedings and outcome shall be made a part of the student record with copies made available to the parent or adult student.**
- f. ~~At all stages of the appeal process, the parent or adult student shall be afforded a full and fair opportunity to present evidence relevant to the issue. A record of the appeal proceedings and outcome shall be made a part of the student's record with copies made available to the parent or adult student.~~
3. Appeals relating to student records of students with disabilities shall be processed in accordance with the requirements of **N.J.A.C. 6A:32-7.7(b) and I.2.** above.
4. Regardless of the outcome of any appeal, a parent or adult student shall be permitted to place in the student record a statement commenting upon the information in the student record or setting forth any reasons for **contesting a portion of the student record, including the decision made in the appeal. The parent's or adult student's statement shall be maintained as part of the student record, as long as the contested portion of the student record is maintained. If the contested portion of the student record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party** ~~disagreement with the decision made in the appeal.~~



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~~a. Such statements shall be maintained as part of the student record as long as the contested portion of the record is maintained. If the contested portion of the record is disclosed to any party, the statement commenting upon the information shall also be disclosed to that party.~~

II. Retention and Disposal of Student Records (N.J.A.C. 6A:32-7.8)

1. A student's record is considered to be incomplete and not subject to the provisions of the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq., while the student is enrolled in the school district.
 - a. The **Board** school district shall retain the student health record and the health history and immunization record according to the School District Records Retention Schedule, as determined by the New Jersey State Records Committee.
2. Student records of currently enrolled students, other than the records ~~that must be maintained for one hundred years as described at in~~ N.J.A.C. 6A:32-7.8(fe) and I.5. below, may be disposed of after the information is no longer necessary to provide educational services to a student. **The disposition shall be carried out only after the parent or adult student has been notified in writing and written permission has been granted, or after reasonable attempts to notify the parent or adult student and to secure permission have been unsuccessful.**
 - a. ~~Such disposition shall be accomplished only after written parental or adult student notification and written parental or adult student permission has been granted or after reasonable attempts of such notification and reasonable attempts to secure parental or adult student permission have been unsuccessful.~~
3. Upon graduation or permanent departure of a student from the school district:



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- a. The parent or adult student shall be notified in writing that a copy of the entire student record will be provided to them upon request.
- b. Information in student records, other than that described at ~~in~~ N.J.A.C. 6A:32-7.8(fe) and I.5. below, may be disposed of, but only in accordance with the Destruction of Public Records Law, N.J.S.A. 47:3-15 et seq. **The disposition shall be carried out only after the parent or adult student has been notified in writing and written permission has been granted, or after reasonable attempts to notify the parent or adult student and to secure permission have been unsuccessful and prior written authorization has been obtained from the New Jersey State Records Committee in the New Jersey Department of the Treasury.**
- ~~c. Such disposition shall be accomplished only after written parental or adult student notification and written parental or adult student permission has been granted, or after reasonable attempts at such notification and reasonable attempts to secure parental or adult student permission have been unsuccessful and prior written authorization has been obtained from the New Jersey State Records Committee in the New Jersey Department of State.~~
4. No additions shall be made to the record after graduation or permanent departure without the prior written consent of the parent or adult student.
5. The ~~New Jersey public school~~ district of last enrollment, graduation, or permanent departure of the student from the ~~school~~ district shall keep, for one hundred years, a mandated record of a student's name, date of birth, name of parents, gender, health history and immunization, standardized assessment results, grades, attendance, classes attended, grade level completed, year completed, and years of attendance.

Issued:



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R 8420.2 BOMB THREATS

A bomb threat consists of a message regardless of the source or form or truth of the message, that someone has placed or intends to place in the school an explosive device or any material that will cause significant harm to persons in the school or damage to school property. **The procedures to be enacted when a bomb threat is received shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420** ~~The bomb threat message may be a telephone call, written, e-mailed, rumored, graffiti or any other communication method.~~

A. ~~Procedures When a Bomb Threat is Received~~

1. ~~A bomb threat received by any school employee will be immediately relayed to the Principal or designee.~~
2. ~~A written bomb threat should be placed in a folder or a folded paper and should be handled as little as possible.~~
3. ~~If possible, a telephoned bomb threat should be transferred to the Principal or designee.~~
 - a. ~~The Principal or other person who talks to the caller will attempt to keep the caller on the line as long as possible to enhance the chance to identify the telephone caller.~~
 - b. ~~The person talking to the caller should attempt to obtain, by direct questioning and by listening to background clues, and record in writing as much information as possible about:~~
 - (1) ~~The alleged bomb (e.g., its nature, size, specific location, what will cause detonation, detonation time);~~
 - (2) ~~The caller (e.g., name, address, location, gender, age, background, motive);~~



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- ~~(3) — The identity of the person who placed the bomb, if the caller denies responsibility;~~
- ~~(4) — The means by which the bomb was delivered to the site;~~
- ~~(5) — The caller's voice (e.g., calm, angry, excited, slow, rapid, loud, slurred, distinct, familiarity); and~~
- ~~(6) — Background sounds (e.g. street noises, music, office or factory machinery, animal noises, voices).~~

~~B. — Procedures to be Used After a Bomb Threat is Received~~

~~1. — The Principal or designee will immediately call:~~

- ~~a. The Police Department/local law enforcement;~~
- ~~b. The Fire Department; and~~
- ~~c. The Superintendent's office.~~

~~2. If the Principal or designee determines there is reasonable cause to believe an explosive device is present and an immediate evacuation is warranted, the Principal or designee will order the immediate evacuation of the school building. The evacuation will be conducted as follows:~~

- ~~a. — The fire drill alarm may include a building designated code to indicate that a bomb threat has been received;~~
- ~~b. — If the Principal or designee determines that time permits, pupils will empty their lockers and leave them unlocked; and~~
- ~~c. — School staff members and pupils will be evacuated to a waiting place at least 1000 feet from the school building and behind cover or to a predetermined area outside the school building.~~



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- ~~3. If the Principal or designee determines an immediate evacuation is not warranted the building will not be immediately evacuated until law enforcement officials arrive on the scene and are provided control of the bomb threat situation.~~
- ~~4. The Principal or designee will also:
 - ~~a. Prohibit the use of any electronic communication devices to include, but not be limited to cellular telephones and walkie talkies;~~
 - ~~b. Ensure any school buses enroute to the school or other vehicles entering the school grounds are redirected to a designated alternative location pending further instructions from law enforcement officials;~~
 - ~~c. Notify and maintain contact with the Superintendent of Schools regarding the communication to be released to parents, community and media; and~~
 - ~~d. Allow law enforcement officials to control the scene upon their arrival.~~~~
- ~~5. School staff members, upon receiving notice the school is being evacuated for a bomb threat, will:
 - ~~a. Direct pupils to gather personal belongings in the classroom or within their immediate area;~~
 - ~~b. Instruct pupils to not use any electronic communication device until instructed otherwise;~~
 - ~~c. Conduct a quick visual survey of their classrooms for any suspicious or unfamiliar objects and report such to the Principal or designee;~~
 - ~~d. Leave the windows and doors of their vacated rooms open and do not turn on or turn off any light or electrical switch;~~~~



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- e. ~~Take the pupil roster and the day's attendance;~~
 - f. ~~Lead their class or the pupils under their supervision upon receiving the evacuation notice to the evacuation area;~~
 - g. ~~Take attendance when arriving at the evacuation area and report any additional pupils or missing pupils to the Principal or designee;~~
 - h. ~~Not allow any pupil to re-enter the building, leave the evacuation area, or be dismissed from school unless authorized by the Principal or designee or law enforcement officials; and~~
 - i. ~~Not speak to the media or permit media to interview any pupil.~~
6. ~~If law enforcement officials determine the building can be re-entered, the Principal or designee will order the building to be re-entered. The regular instructional program will be resumed as quickly as possible. If the bomb threat disruption has occurred late in the school day, the Principal may recommend to the Superintendent that the school be closed and pupils dismissed.~~
7. ~~In the event an explosive device is found in the school building or on school grounds threatening the safety of staff and pupils, the Principal or designee will:~~
- a. ~~Work with law enforcement officials to ensure the continued safety of pupils and staff;~~
 - b. ~~Notify school officials at the evacuation assembly locations of the situation that pupils will be released for the day; and~~
 - c. ~~In consultation with the Superintendent of Schools and law enforcement officials, will coordinate pupil dismissal procedures from the evacuation assembly areas and family notification and reunification protocols.~~



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Bomb Threats

- ~~8. The school district will provide school district staff and other school district crisis response team members to provide counseling and support as needed.~~
- ~~9. All bomb threat procedures will be conducted with seriousness and dispatch. It is the intention of these regulations that the school community be protected against harm without conferring notoriety on the person who threatens harm.~~
- ~~10. In the event an explosion occurs while the building is evacuated, the Principal or designee, in consultation with the Superintendent of Schools and law enforcement officials, will coordinate pupil dismissal procedures from the evacuation assembly areas and family notification and reunification protocols.~~
- ~~11. The Principal will submit to the Superintendent a written report of each bomb threat received, the steps taken in response, and the outcome of the threat.~~

~~These procedures are recommended for implementation in the event a bomb threat is received. However, based on the circumstance or situation, the Principal or designee or law enforcement officials may modify these procedures if it is determined modification is needed to best protect the building's occupants.~~

~~Critical Incident Response Procedures for School Administrators, Faculty and Staff—The New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education—2010~~

Adopted:



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R 8420.7 LOCKDOWN PROCEDURES

In the event it is determined by the Principal or designee a circumstance or situation requires the school building's occupants to remain secure within the school building, the Principal or designee may implement lockdown procedures. The ~~following~~ procedures ~~to shall~~ be enacted during a lockdown **shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420** ~~which shall begin with notification to the building's occupants that all occupants should commence lockdown procedures. The notification may be a public address announcement or may be a discreet notification depending on the circumstance or situation.~~

A. ~~Procedures in the Event it is Determined a Lockdown is Warranted~~

1. ~~The Principal and/or designee will immediately:~~
 - a. ~~Inform the Superintendent of Schools;~~
 - b. ~~Contact local law enforcement;~~
 - c. ~~Deactivate fire alarm pull stations without disengaging the fire sensors, if feasible, until law enforcement officials arrive on scene; and~~
 - d. ~~Deactivate school bell systems, if feasible, until law enforcement officials arrive on scene.~~
2. ~~The Principal and/or designee will also:~~
 - a. ~~Communicate to any staff outside the building to stop pedestrians and vehicles, including school buses, from entering the school grounds;~~
 - b. ~~Assign a staff member in the main office to maintain communication with classrooms and monitor status and, if needed, designate a staff member to meet and brief local law enforcement upon their arrival;~~



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- c. ~~Determine, in consultation and with the approval of the Superintendent of Schools, the most appropriate means to communicate information to be released to parents, community, and media; and~~
 - d. ~~Will allow local law enforcement officials to control the scene upon their arrival.~~
3. ~~School staff members, upon receiving notice the school needs to be in a lockdown situation, will:~~
- a. ~~Turn off all lights, close blinds/shades and turn off electronic equipment;~~
 - b. ~~Instruct students to be absolutely quiet and discourage the individual use of cellular telephones;~~
 - c. ~~Instruct classroom occupants to get on the floor in a sitting or crouching position and direct students away from doors and windows wherever possible;~~
 - d. ~~Close and lock doors and windows from inside the room, if possible;~~
 - e. ~~Secure all staff, students and visitors, including those from hallways, behind locked doors, restrooms, gymnasiums, and other non-classroom areas without risking their own safety or the safety of others already secure;~~
 - f. ~~Not permit anyone to leave a secured room or area until notified by the Principal or designee or law enforcement officials; and~~
 - g. ~~Ignore bells or alarms unless otherwise notified by the Principal or designee or law enforcement officials.~~



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4. ~~Any school staff member not supervising students at the time of the lockdown notification should go to the nearest classroom or secure area to assist other staff members with students. These staff members should ensure any students in hallways and other unsecured and open areas are taken to the nearest classroom and/or secured area.~~
5. ~~Teachers shall take student attendance for the students within their secured area and report any additional students in the room and any missing students.~~
6. ~~Office personnel should remain in the general office areas or any other area that can be secured from the inside. All office doors shall be locked and secured to prevent entrance by an outside intruder.~~
7. ~~The building's occupants should remain in lockdown condition until an announcement indicating the lockdown is over.~~
8. ~~Lockdown Procedures for Those in Exposed Areas - Physical education classes using outside facilities shall, under the direction of the teacher, report to the nearest school entrance and upon entering the building locate to a secure classroom or location within the building. If there is reason to believe these students may be at risk re-entering the building, the students may be directed to another secure location off school grounds and/or away from the building.~~

B. ~~Procedures After Lockdown Situation is Brought Under Control~~

~~[Insert below the procedures to be implemented after lockdown situation is brought under control]~~

1. ~~After the lockdown situation has been brought under control, the Principal or designee or law enforcement officials will communicate to building occupants the lockdown situation has ended.~~



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2. ~~Evacuation of the building after the lockdown situation has been declared under control shall be under the direction of the Principal or designee and law enforcement officials.~~
3. ~~The Principal or designee, in consultation and with the approval of the Superintendent of Schools, will coordinate family reuniting procedures.~~
4. ~~The school district will provide school district staff and other school district crisis response team members to provide counseling and support as needed.~~
5. ~~The Principal or designee will debrief with local law enforcement and all other agencies involved in the school lockdown situation.~~

~~These lockdown procedures are recommended for implementation in the event it is determined a lockdown is needed. However, based on the circumstance or situation, the Principal or designee or law enforcement officials may modify these procedures if he/she it is determined determines modification is needed to best protect the building's occupants.~~

~~Critical Incident Response Procedures for School Administrators, Faculty and Staff—The New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education—2010~~

Adopted:



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R 8420.10 ACTIVE SHOOTER

An active shooter or armed assault in a school building or on school grounds involves one or more individuals' intent on causing physical harm to students and school staff. Intruders may possess weapons or other harmful devices. **The procedures to be enacted during an active shooter or armed assault situation shall be included in the school district's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420** ~~In an active shooter situation, one or more subjects who are believed to be armed has used or threatened to use a weapon to inflict serious bodily injury to another person and/or continues to do so while having unrestricted access to additional victims, their actions have demonstrated their intent to continuously harm others, and their overriding objective appears to be that of mass injury.~~

A. ~~Procedures in the Event of an Active Shooter in the School or on School Grounds~~

1. ~~If the Principal or designee determines there is an active shooter in the school or on school grounds he/she will immediately:~~
 - a. ~~Order a lockdown of the school building. The notification may be a public address announcement or may be a discreet notification depending on the circumstance or situation;~~
 - b. ~~Contact local law enforcement;~~
 - c. ~~Inform the Superintendent of Schools;~~
 - d. ~~Deactivate fire alarm pull stations without disengaging the fire sensors, if feasible, until law enforcement officials arrive on scene;~~
 - e. ~~Deactivate school bell systems, if feasible, until law enforcement officials arrive on scene; and~~



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- ~~f. Direct staff and students outside the building, if the active shooter is believed to be in the building, to move immediately to a predetermined evacuation assembly location and be prepared to evacuate the school site, if necessary.~~
2. ~~The Principal and/or designee will also:~~
- ~~a. Communicate to any staff outside the building to stop pedestrians and vehicles, including school buses, from entering the school grounds;~~
- ~~b. Assign a staff member in the main office to maintain communication with classrooms and monitor status and, if needed, designate a staff member to meet and brief local law enforcement upon their arrival;~~
- ~~c. Determine, in consultation and with the approval of the Superintendent of Schools, the most appropriate means to communicate information to be released to parents, community, and media; and~~
- ~~d. Will allow local law enforcement officials to control the scene upon their arrival.~~
3. ~~School staff members, upon receiving notice there may be an intruder or active shooter in the school building or on school grounds, will:~~
- ~~a. If not already confirmed, upon first indication of an intruder or armed intruder will immediately notify the Principal or designee;~~
- ~~b. Turn off all lights, close blinds/shades, and turn off electronic equipment;~~
- ~~c. Instruct students to be absolutely quiet and not to use any individual electronic communication device;~~



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- d. ~~Instruct classroom occupants to get on the floor in a sitting or crouching position and direct students away from doors and windows wherever possible;~~
 - e. ~~Close and lock doors and windows from inside the room, if possible;~~
 - f. ~~Secure all staff, students, and visitors, including those in the hallways, behind locked doors, restrooms, gymnasiums, and other non-classroom building areas without risking their own safety or the safety of others already secure;~~
 - g. ~~Not permit anyone to leave a secured room or area until notified by the Principal or designee or law enforcement officials; and~~
 - h. ~~Ignore bells or alarms unless otherwise notified by the Principal or designee or law enforcement officials.~~
4. ~~Any school staff member not supervising students at the time of the lockdown notification should go to the nearest classroom or secure area to assist other staff members with students. These staff members should ensure any person in hallways and other unsecured and open areas are taken to the nearest classroom and/or secured area.~~
 5. ~~Teachers shall take student attendance for the students within their secured area and report any additional students in the room and any missing students.~~
 6. ~~Office personnel should remain in the general office areas or any other area that can be secured. All office doors shall be locked and secured to prevent entrance by an outside intruder.~~
 7. ~~The building's occupants should remain in lockdown condition until an announcement indicating the lockdown is over.~~



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8. ~~Physical education classes using outside facilities, under the direction and supervision of the teacher, shall report to the nearest school entrance and upon entering the building locate to a secure classroom or location within the building. If there is reason to believe students outside the school building may be at risk re-entering the building, the students may be directed to another secure location off school grounds and/or away from the building.~~
 9. ~~The school may establish a predetermined code word or procedure for a staff member to communicate with the school office or administrative staff in the event an intruder enters a classroom or other secured area.~~
 10. ~~The Principal or designee may establish with local law enforcement officials a notification procedure in the event an active shooter or intruder is believed to be in the school building. The notification procedure would alert law enforcement officials if a classroom or other secured area is safe and secure or if emergency assistance is needed. The procedure may be a color card system placing colored cards inside or outside doors or windows or any other procedure agreed to by the Principal and local law enforcement.~~
- B. ~~Procedures After Active Shooter Situation is Brought Under Control~~
1. ~~After the active shooter situation has been brought under control, the Principal or designee or law enforcement officials will communicate to building occupants the active shooter situation has ended.~~
 2. ~~Evacuation of the building after the active shooter situation has been declared under control shall be under the direction of the Principal or designee and law enforcement officials.~~
 3. ~~The Principal or designee, in consultation and with the approval of the Superintendent of Schools, will coordinate family reunification procedures.~~



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- ~~4. The school district will provide school district staff and other crisis response team members to provide counseling and support as needed.~~
5. The Principal or designee will debrief with local law enforcement and all other agencies involved in the active shooter situation.
6. The Superintendent of Schools, in consultation with the Principal and law enforcement officials, will determine when school can resume normal activities and will communicate this information to staff, parents, and the community.

~~These active shooter procedures are recommended for implementation in the event it is determined an active shooter may be in a school building or on school grounds. However, based on the circumstance or situation, the Principal or designee or law enforcement officials may modify these procedures if he/she determines modification is needed to best protect the building's occupants.~~

~~Critical Incident Response Procedures for School Administrators, Faculty and Staff The New Jersey Office of Homeland Security and Preparedness and the New Jersey Department of Education 2010~~

Adopted:





Minutes of the Special Public Meeting of the Ridgewood Board of Education

Minutes of the Special Public Meeting of the Ridgewood Board of Education held on June 30, 2023 at 5:00 pm, at the Education Center.

I. CALL TO ORDER AND ROLL CALL

At 5:00 p.m., Mr. Lembo called the Special Public Meeting to Order.

Present:

Mr. Michael Lembo, President; Ms. HyunJu Kwak, Vice President; Ms. Sheila Brogan, Mr. Saurabh Dani

Also Present:

Ms. Jaime Murphy, Director of Human Resources; Ms. Kathryn Davenport, Interim Business Administrator/Board Secretary

Absent: Mr. Muhammad Mahmoud, Dr. Leonard Fitts, Interim Superintendent of Schools; Ms. Stacie Poelstra, Assistant Superintendent for Curriculum Instruction & Assessment

Visitors: There was 1 visitor.

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. COMMENTS FROM THE PUBLIC

None at this time.

V. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

A. Approval: Agreement for Before/After Care Program

The Ridgewood Board of Education, upon the recommendation of the Interim Superintendent of Schools, approves the agreement with AlphaBest for the provision of Before and After School Child Care Services, dated July 1, 2023, in the following amount: Guaranteed revenue of \$150,000 for the period of July 1, 2023 - June 30, 2024. This bid award is the result of the 6-member Evaluation Committee scoring in **Attachment A**.

The Board has received background information.

Ms. Brogan made a motion to approve A: Agreement for Before/After Care Program since she

was part of the committee.

Ms. Kwak seconded the motion, which did not carry by the following roll-call vote:

AYES: Ms. Brogan, Ms. Kwak

NAYES: Mr. Dani, Mr. Lembo

Mr. Lembo stated he appreciates the work the committee did, but he is a little nervous with the report that he was handed and he wants to make sure he is able to go through everything.

Ms. Kwak made a motion to reconsider the vote, and have a discussion on it.

Ms. Brogan replied that as Ms. Kwak can attest, this was a robust discussion. They went over it all, they all went prepared to discuss it, Ms. Davenport did a great job, they spent time evaluating and discussing the different options and heard very positive things about AlphaBest.

Mr. Dani asked: he has seen a lot of posts on social media that there are waitlist, what is the status and what are they doing to fix that. Are they able to provide services to parents?

Ms. Brogan replied that the staff member comments on the committee were very positive on the services they offer, how they interact with children, their staffing.

Ms. Kwak confirmed that she was on the committee and it was a very detailed discussion.

The Board discussed the proposals and criteria reviewed by the committee including costs, curriculum, and safety.

To view this portion of the meeting scroll to 8:29.

The Board will revisit the resolution at a later date.

VI. COMMENTS FROM THE PUBLIC

Name not provided, she appreciates everyone time and hard work. You devote your personal time to the public service and that's very hard, she wanted to give some constructive criticism from what she's heard here. She's very disappointed that we are delaying the decision on operating preschool care that is impacting a lot of people and parents have to make plans, so if we need to read something to get comfortable, can we set aside an hour or half hour at the end of the day and make that decision today? She's sure she's not the only one who thinks that and she's sure there are people on the phone that can join that opinion. She visited Glen school herself, her younger son is going into pre-K, whatever that program is and her older one graduated from the High School a couple of years ago so she knows what the school district is about and she just wants to understand this important decision. Maybe she wasn't part of any other board meetings obviously otherwise she maybe would know but why would there be a budget or decision on some less important and crucial things put ahead of this very crucial decision. She appeals to everyone here and who's not here to take time even if it means on the weekend during the holidays to please make a decision. When she visited the center herself the administration seemed to be very excited about how good the after care program the have is. She understands that there might be some concerns but these concerns about selection process should have been done six months ago, the survey should have gone out six months ago, if there

is concern about the current provider. So don't take it personal, its just constructive criticism and understand what the public needs are.

Charles Benigno, CFO of the Ridgewood YMCA, wants to speak about the commentary that he has heard, as you may or may not know we are the YMCA of Ridgewood a 501c3 non-profit organization as you're all well aware, we've been in the community for 126 years and eh tink that speaks to their financial viability. He's not sure you know, to him we're not unknown entity, he would have h oped there would have been some level of preconceived notion as to their financial wherewithal, the letter he provided spoke to their free cash flow, their liquidity, one of you mentioned liquidity was very important. You could see he doesn't want to divulge publicly what that liquidity was but its a significant amount of money. He's hearing that their proposal and their revenue share on the same level and same pricing is significantly better. He's not clearly understanding why they would be marked so low at least from the financial aspect, he doesn't want to speak about the quality that's another whole discussion of the programs, but he'll argue that they are a youth serving organization. They do before and after school in other vicinities. As we speak they have 300 children a day at their summer camp at their facility so they are very much well known in the community and if you know they are a 5013c as such are from their 990 which is their tax return is public record if you'd like to pull the public record and see their last 20 years of operating performance balance sheets and PL's. You're welcome to do that if you'd like him to furnish them he would be happy to do that, he didn't think the RFP would be graded on the weight and amount of inches of paperwork anybody could put a financial statement on your desk, if you're not really savvy to know how to interpret that financial statement you may not know what you're looking at. All he could say is that they are most certainly a financial viable operation and they're offering a prepayment up front which he doesn't believe any of the other vendors were doing so. That's pretty significant cash flow impact to the Ridgewood School District. He's really perplexed and he appreciates everyone's willing to help him understand better or at least argue their point that the grading system that the committee you keep referring to the committee, he's not sure that it was an arms length. Doesn't feel fair to him, he can speak and clearly provide any more information that you'd like from the financial perspective but again the Ridgewood YMCA is willing to give a hundred thousand dollars prepaid on the guaranteed revenue on signing or rewarding of the contract. If that doesn't speak to the financial viability then he's not sure what else the school district will be looking for just the statements.

VII. ADJOURNMENT

At 6:02 p.m., on a motion made by Mr. Lembo, seconded by Mr. Dani and unanimously approved, the meeting adjourned.

Respectfully Submitted,

Jaime Cangialosi-Murphy
Director of Human Resources



Lucy Papamichael