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

Minutes of the Ridgewood Board of Education Regular Public Meeting held on Monday, November 17, 2025 at 7:00 pm.

I. CALL TO ORDER AND ROLL CALL

At 5:30 p.m. Ms. Brogan called the meeting to order with a roll call.

Present:
Ms. Sheila Brogan, President
Mr. Muhammad Mahmoud, Vice President
Ms. Mary Micale

Absent:
Mr. Saurabh Dani
Ms. Mary Louise Handy

Also Present:
Dr. Mark Schwarz, Superintendent of Schools
Dr. Michelle Fenwick, Assistant Superintendent
Mr. Brian Ross, Director of Curriculum & Instruction

Absent:
Ms. Jaime Cangialosi-Murphy, Assistant Superintendent
Mr. Richard Matthews, Business Administrator/Board Secretary

II. MOTION TO GO INTO EXECUTIVE SESSION

Whereas the Ridgewood Board of Education seeks to adjourn to Executive Session pursuant to N.J.S.A. 10:4-12 to discuss matters pertaining to student personnel and personnel. The minutes of this closed session will be released when the need for confidentiality no longer exists.

MOTION by: Sheila Brogan **SECOND** by: Mary Micale
VOICE VOTE:
Ms. Brogan, Mr. Mahmoud, Ms. Micale - ALL AYES
Absent: Mr. Dani, Ms. Handy

- The Board adjourned into Executive Session at ~ 5:30 p.m.

RECONVENED PUBLIC MEETING
At 7:05 p.m., Ms. Brogan moved the following resolution and called the Regular Public Meeting to order.

Whereas, said law requires the Board to adopt a resolution at a public meeting before it can meet in such Executive Session; now therefore,

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 matters pertaining to student personnel, attorney-client privilege, and personnel.

Present:
Ms. Sheila Brogan, President
Mr. Muhammad Mahmoud, Vice President
Mr. Saurabh Dani
Ms. Mary Louise Handy
Ms. Mary Micale

Also Present:
Dr. Mark Schwarz, Superintendent of Schools
Ms. Jaime Cangialosi-Murphy, Assistant Superintendent
Dr. Michelle Fenwick, Assistant Superintendent
Mr. Richard Matthews, Business Administrator/Board Secretary
Mr. Brian Ross, Director of Curriculum & Instruction

Visitors: Approximately 10 community members were present in-person and/or virtually.

III. FLAG SALUTE AND PLEDGE OF ALLEGIANCE

Ms. Brogan led those present in the Pledge of Allegiance**.**

IV OPENING STATEMENT BY PRESIDING OFFICER

Ms. Brogan announced that pursuant to the requirements of the Open Public Meetings Act (OPMA), advance notice of this meeting had been given to The Star Ledger, 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.

V. PRESENTATIONS

A. **Student Representative Report**

➢ Violet Batley and Aarav Motivala, Ridgewood High School

- Ms. Batley and Mr. Motivala provided an overview of activities taking place at Ridgewood High School including updates on athletics, performing arts, and club events.

View this portion of the Ridgewood BOE meeting 11/17/25 starting at 00:08:25.

VI. COMMENTS FROM THE PUBLIC

There were no public comments.

VII. SUPERINTENDENT REPORT

- The Superintendent Coffee was held on November 13th. The next coffee is scheduled for December 11, 2025 at 7:00pm.
- The Special Education State of the Schools presentation will take place at the December 8 BOE meeting.
- A District Goal Update will be provided at the January BOE meeting.
- Thank you to everyone who donated during our emergency food collection, and a special

thank you to our HSAs for leading the effort. Please continue to donate for Thanksgiving.
- The calendar committee will look at the viability of having school on election day, alternate polling locations.
- One emergency day has been used, which means we have two left.
- We are in the beginning of the budget season, setting budget to fund projects and initiatives for 2026-27.
- Cost of health insurance is going up significantly. We have a resolution related to this tonight. Thank you to everyone who put in time on this matter.
- Good luck to our winter sports teams.
- Happy Thanksgiving to everyone.

View this portion of the Ridgewood BOE meeting 11/17/25 starting at 00:22:48 .

VIII. BOARD COMMITTEE REPORTS

- ➢ Finance
- ➢ Facilities
- ➢ Curriculum
- ➢ Policy
- ➢ Communication

Ms. Micale provided a Finance Committee Report:
- The main topic was the resolution on a health insurance carrier.

Ms. Micale provided a Policy Committee Report:
- Finalized two policies-the student grievance policy that is on the agenda tonight for a first reading and the policy on intent to ensure extracurriculars are not scheduled on important cultural holiday events was discussed extensively. This is also on tonight's agenda.

Ms. Handy provided a Communications Committee Report:
- The Engagement goals associated with Vision 2030 are being rolled out, including messaging and branding.
- The website analytics are supporting the user friendliness of the website, including the use of the Chatbot that assists people in finding information.

Ms. Brogan provided a Facilities Committee Report:
- Looking at solar panels and District staff have begun finding options.
- The proposal to rest fields in the summer and at other strategic times was discussed.
- Plumbing issues at GWMS are being addressed.
- The STEPSS program site is still under repair. It is almost complete, a plumbing issue that occurred today will be resolved tomorrow.
- Energy audits are underway with PSE&G and LGEA. We are waiting on reports.

Ms. Brogan provided a Curriculum Committee Report:
- Changes to science: 9th grade: Biology, 10th grade: Chemistry, 11th grade: Physics or Environmental Science, and 12th grade: Additional AP courses.
- In the middle schools, a new science OpenSciEd will be phased in over three years.
- A reorganization of Visual and Performing Arts to have Honors opportunities for students.

View this portion of the Ridgewood BOE meeting 11/17/25 starting at 00:30:24.

IX. CONSENT ITEMS: REGULAR AND ROUTINE ISSUES

A. ATTENDANCE AT CONFERENCES

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

MOTION by: Ms. Micale **SECOND** by: Ms. Handy
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Mr. Mahmoud, Ms. Micale, Ms. Brogan
NAYS: none

B. ADMINISTRATION

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

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools approves the recommendation of the findings of the suspensions and confidential HIB reports received since the last Board meeting.

ii. Approval: Second Reading and Adoption of New/Revised Policies and Regulations

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the second reading and adoption of new/revised policies as listed below:

Revised:
- Bylaw 0174 Legal Services
- Policy 2422 Statutory Curricular Requirements
- Regulation 5600 Student Discipline/Code of Conduct

New:
- Policy 1636.01 Notification of Promotion, New Job, and Transfer Opportunities

iii. Approval: First Reading of Revised Regulation

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the first reading of new/revised policies as listed below:

Revised:
- Regulation 9163 Spectator Code of Conduct for Interscholastic Events

MOTION by: Ms. Brogan **SECOND** by: Mr. Mahmoud
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Mr. Mahmoud, Ms. Micale, Ms. Brogan
NAYS: none

C. CURRICULUM & INSTRUCTION

i. Approval: Field Trips

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

MOTION by: Ms. Handy **SECOND** by: Ms. Micale
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Mr. Mahmoud, Ms. Micale, Ms. Brogan
NAYS: none

D. HUMAN RESOURCES

i. Appointments

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

i-a. 2025-2026 School Year - Appointments

Name	Assignment	Location	Effective Date	NJDOE Certificate	Salary	Account #
Teachers						
Campana-Crisafulli, Kayla	School Psychologist	Ridge/ Orchard/ Glen	01/20/26	Standard School Psychologist	$95,551 ($91,001 + $4,550 ratio) DR, St. 6	11-000-219-104-24-000
Farinella, Mia	Grade 1	Somerville	01/20/26	Provisional Elementary K-6	$71,351 BA, St. 5	11-120-100-101-05-000
Ghougasian, Sela	Long Term Substitute School Counselor (non-tenure track)	GWMS	11/19/25-TBD	Substitute Teacher	$185 per day	11-000-218-104-09-000
Ghougasian, Sela	LOA School Counselor (non-tenure track)	GWMS	TBD-06/30/26	Standard School Counselor	$68,151 BA, St. 1 Upon issuance of certification	11-000-218-104-09-000
Jankuloski, Lori	LOA Spec Ed Math (non-tenuretrack)	RHS	08/27/25-03/04/26 **revision**	Standard Mathematics Students with Disabilities	$68,151 BA, St. 1	11-213-100-101-10-000
Karras, Angela	Interim School Psychologist (non-tenure track)	RHS	12/15/26	Standard School Psychologist	$450 per day	11-000-219-104-24-000
Madison, Marissa	LDT-C	Travell	01/05/26-06/30/26	Standard LDT-C	$91,729 ($87,361 + $4,368 ratio) MA-30, St. 5	11-000-219-104-24-000

Youngling, Kimberly	LOA Spec Ed Resource/ Inclusion (non-tenure track)	GWMS	01/05/26-06/30/26	Standard English Students with Disabilities	$68,151 BA, St. 1	11-213-100-101-09-000
Administrative Assistants						
Gil, Tammi	Interim Benefits Coordinator	Ed Center	09/24/25-12/31/25 **revision**	N/A	$60.00 per hour (Not to exceed 300 hours)	11-000-251-100-23-000
Maggio, Veronica	Confidential Administrative Assistant to the Assistant Superintendent Secondary and Personnel	Ed Center	10/14/25-06/30/26 **revision**	N/A	$70,000	11-000-251-100-23-000

i-b. 2025-2026 School Year - Paraprofessionals

Name	Assignment	Location	Salary	Effective Date	Account #
Kubasek, Marta	.77 FTE Resource	Orchard	$21,215	10/30/25-12/23/25 **revision**	11-213-100-106-03-000
Moran, Robert*	.77FTE ABA Non-Certified	Glen	$24,455	11/12/25-06/30/26 **revision**	11-212-100-106-01-213
Neira, Donna **rescind**	.77 FTE Resource	Travell	$21,215	11/03/25-11/28/25	11-213-100-106-06-000
Wolchok, Seth	.77 FTE Resource	Travell	$21,215	11/03/25 - 06/30/26	11-213-100-106-06-000
Van Zile, Laura* **rescind**	.77 FTE ABA Non-Certified	Ridge	$24,455	11/03/25-06/30/26	11-212-100-106-04-213

i-c. 2025-2026 School Year - Lunchroom Aides

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Taverna, Danielle	Lunchroom Aide	Orchard	2	5	$19.00	11/18/25-06/30/25	11-000-262-107-23-000

i-d. 2025-2026 School Year - Field Placements

Name	College/ University	Placement	Supervisor	Location	Effective Date
Fraser, Izabella	Dominican University	Clinical Practicum	Laura Murphy	Hawes / Somerville	01/05/26-04/03/26
McCabe, Charlotte	Dominican University	Clinical Practicum	Jessica Mayer	Hawes/ Orchard/ Ridge/ Somerville/ BFMS/GWMS	01/12/26-03/06/26
Akridge,	Bergen	Elementary	Odalys Romano	GWMS	11/18/25-12/24/25

Jayling	Community College	Observation 10 hours	**revision**	**revision**	

i-e. 2025-2026 Infant/Toddler Development Center

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Cortes, Laila	Aide (High School)	ITDC	3	5	$15.49	11/18/25-06/30/26	62-990-100-106-62-100
Tompkins, Francesca	Aide (High School)	ITDC	3	5	$15.49	11/18/25-06/30/26	62-990-100-106-62-100

i-f. 2025- Fall Coaching Assignment Revisions and Additions - 11-402-100-100-11-100

Step IV Assistant Football Coach

- Gibbs, Brian, total stipend $8,458 (change of position from volunteer)

2025 Fall Site Managers

- Bunzey, Craig, total stipend $3,184.03 (addition)
- Troy, Michael, total stipend $3,184.03 (revision)

i-g. 2025- 2026 Winter Coaching Assignments, Volunteers, Clock Operators, Hourly Crowd Control and Sub Athletic Trainer - 11-402-100-100-11-100

As listed on **Attachment C.**

i-h. 2025-2026: Volunteer Co-Curricular

George Washington Middle School	
Robert Creegan	Weight Lifting Club

i-i. 2025-2026 School Year - Additional Substitute Staff

Teachers-$160 Per Diem - 11-1X0-100-101-23-101

Gil, Laura	McKenzie, Corine
Lubas, Ashley	Polanco, Wendy

i-j Addition: Ridgewood Public Schools Salary List for the 2025-2025 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the addition to the 2025-2026 Salary List for Non-Affiliated positions, approved by the Board at its meeting on June 23, 2025. Effective as of July 1, 2025:

Name	Assignment	Location	From Salary	To Salary	Account #
Kontos, Lisa	DIrector ITDC	Glen	$66,987	$82,000	

ii. 2025-2026 Change of Assignments

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the change of assignments for the 2025-2026 school year, as listed below.

Name	From FTE Assignment Location	From Salary/ Hourly Rate	To FTE Assignment Location	To Salary/ Hourly Rate	Effective Date	Account #
Teachers						
Porod, Jason **rescind**	1.0 FTE Grade 6-8 Math/Science BFMS	$122,441 ($120,541 + $300 CP + $1,600 longevity) MA+45, St. 18	1.20 FTE Grade 6-8 Math/Science BFMS	$146,549 ($144,649 + $300 CP + $1,600 longevity) MA+45, St. 18	10/21/25-12/16/25	11-130-100-101-08-000
Leonard, Mark	1.0 FTE Spec Ed Incl BFMS	$91,551 BA, St. 15	1.20 FTE Spec Ed Incl BFMS	$109,861 BA, St. 15	09/02/25-01/30/26 **revision**	11-213-100-101-08-000
Nadi, Paola	1.0 FTE Library Media Specialist BFMS	$129,573 ($120,541 + $300 CP + $1,500 longevity+ $7,232 ratio) MA+45, St. 18	1.20 FTE Library Media Specialist BFMS	$153,381 ($144,649 + $300 CP + $1,500 longevity+ $7,232 ratio) MA+45, St. 18	10/21/25-10/31/25	11-000-222-100-08-000
Nadi, Paola	1.0 FTE Library Media Specialist BFMS	$129,573 ($120,541 + $300 CP + $1,500 longevity+ $7,232 ratio) MA+45, St. 18	1.20 FTE Library Media Specialist BFMS	$153,381 ($144,649 + $300 CP + $1,500 longevity+ $7,232 ratio) MA+45, St. 18	11/13/25-12/16/25	11-000-222-100-08-000
Paraprofessionals						
Carney, Elizabeth	.77 FTE LLD Hawes	$23,238	.77 FTE 1:1 504 RHS	$23,238	10/28/25-06/30/26 **revision**	11-212-100-106-10-213
Hong, Yong	.77 FTE ABA Glen	$30,952	.77 FTE ABA Ridge	$30,952	12/01/25-06/30/26	11-212-100-106-01-213

iii. Resignations

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

Name	Assignment	Location	Effective Date
Phillips, Jane	Lunchroom	Ridge	10/27/25
Infant/Toddler Development Center			
Keenan, Tess	Teacher Aide	Glen	10/15/25

iv. 2025-2026 Leave of Absences

The Ridgewood Board of Education, upon the recommendation of the 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
Block, Rachel	Spec Ed Math	RHS	Medical/ Family	Revision	10/06/25-11/26/25	12/01/25-03/03/26	N/A	03/04/26
Daniels, Hailey	Spec Ed ERI	Somerville	Medical/ Family	New	01/05/26-02/03/26	02/04/26-04/30/26	N/A	05/01/26
Harney, Kevin	Paraprofessional	Orchard	Medical	Revised	N/A	N/A	09/03/25-12/23/25	01/05/26
Montelbano, Tara	Permanent Substitute	Travell	Medical	New	10/23/25-10/28/25	N/A	10/29/25-11/14/25	11/17/25
Ponchak, James	Grade 7 Math	GWMS	Medical	New	11/17/25-01/02/26	N/A	N/A	01/05/26
Sussman, Isabelle	Psychologist	BFMS	Medical/ Family	New	02/09/26-03/10/26	N/A	03/11/26-06/25/26	08/26/26

v. Supplemental Pay Beyond Contract

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

v-a. 2025-2026 Additional: Home Instructors, on an as needed basis

Name	Assignment	Location	Hourly Rate	Account #
Brophy, Nancy	PERL	BFMS	$62.28	11-219-100-101-24-100

v-b. 2025-2026 Elementary, Middle School and High School Clubs/Activities

Name	Club	Date	Ratio	Divide By	# of Hours per Person	Hourly Rate per Person	Pay per Person	Total Not to Exceed per Person	Account #
Ridge Elementary School									
Coppola, Michelle	Running	N/A	N/A	N/A	20	$41.48	N/A	$829.60	11-401-100-101-04-100
Catalano, Nanci	Running	N/A	N/A	N/A	20	$41.48	N/A	$829.60	11-401-100-101-04-100
Gill, Shabinder	Play Club	N/A	N/A	N/A	6	$27.59	N/A	$165.54	11-401-100-101-04-100
Somerville Elementary School									
Finnegan, Kathleen	Parent Book Club	N/A	N/A	N/A	1	$41.48	N/A	$41.48	11-401-100-101-05-100
Finnegan,	Family Game	11/20/25	N/A	N/A	2	$41.48	N/A	$82.96	11-401-100-

Kathleen	Night								101-05-100
Willard Elementary School									
Scully, Brett	Circus Performance	N/A	N/A	N/A	2	$41.48	N/A	$82.96	11-401-100-101-07-100
Lucchesi, Michael	Circus Performance	N/A	N/A	N/A	2	$41.48	N/A	$82.96	11-401-100-101-07-100
Benjamin Franklin Middle School									
Pieroni Emily	Card Games Board Games	N/A	N/A	N/A	10	$41.48	N/A	$414.80	11-401-100-101-08-100
Ridgewood High School									
Bunzey, Craig	Ski Club	01/06/26 01/13/26 01/20/26 02/03/26 02/10/26	N/A	N/A	67 **revision**	$41.48	N/A	$2,777.82 **revision**	11-401-100-101-09-100

v-c. Revision: Advisor/Co-curricular Advisor Stipends for the 2025-2026 School Year
GWMS Middle School, as listed on **Attachment D** - 11-401-100-101-09-100

v-d. ACT Administrative Duties - Saturday Administration

Name	Location	Date	Hourly Rate	Total Not to Exceed	Account #
Valeri, Amanda	RHS	10/18/25 2/14/26 6/13/26	$72.34	$900	11-140-100-101-10-100

v-f. Title I Lunchtime Learning Lab for the 2025-2026, hours determined as needed, total not to exceed $10,000, inclusive of all staff

Name	Hourly Rate	Account #
George Washington Middle School		
Baron, Britney	$46.10	20-231-100-101-09-100
Daidone, Brittany	$68.91	20-231-100-101-09-100
D'Elia, Susan	$68.91	20-231-100-101-09-100
DeRuiter, Lydia	$80.56	20-231-100-101-09-100
DiStefano, Alissa	$73.34	20-231-100-101-09-100
Finck, Krystal	$53.57	20-231-100-101-09-100
Kadus, Christopher	$81.56	20-231-100-101-09-100
Rocque-Seraphin, Diamond	$46.57	20-231-100-101-09-100
Walker, Christine	$66.32	20-231-100-101-09-100

Weiss-Chromeck, Courtney	$66.32	20-231-100-101-09-100

v-g. 2025-2026 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							
Zlotkin, Amanda Downs, Emily Gill, Melissa Strafaci, Denise	Spirit Night	10/24/25	1	2.5	$41.48	$103.70	11-401-100-101-08-100
Donnelly, Trecia	Spirit Night	10/24/25	1	3.0	$41.48	$124.44	11-401-100-101-08-100
George Washington Middle School							
Pepe, Michael	AMC 8 Math Competition	01/23/26	1	5	$41.48	$207.40	11-401-100-101-09-100
Buonforte, Lyndsay Dabby, Maxwell Greenberg, Abigail King, Janelle Maskin, Brooke McGuire, Erin Szorc, Anna	Winter Concert	12/9/25 12/11/25 12/16/25	3	6	$41.48	$248.88	11-401-100-101-09-100
Ridgewood High School							
Tolve, Laura	PREP & STEPSS Activities	2025-2026 School Year	N/A	30	$71.04	$2131.20	11-401-100-101-10-100

v-h. NJSLA Field Test - Administration duties for planning, scheduling sections, and other necessary test planning related activities.

Name	# of HoursPer Person	Hourly Rate	Total	Account #
Teel, Rebecca	10	$63.84	$638.40	11-000-218-104-10-100
Roberts, Alexandra	10	$60.71	$607.10	11-000-218-104-10-100

v-i. Proctors: Seal of Biliteracy

Name	# of Hours Per Person	Hourly Rate	Total	Account #
Dunleavy, Lauren	4.5	$34.64	$155.88	11-000-221-105-22-100
Gjermeni, Sokol	4.5	$25.88	$116.46	11-000-222-177-31-100
Nuzzo, Laura	4.5	$34.64	$155.88	11-000-218-105-10-100
Makhlouf, Nehrin	4.5	$65.22	$293.49	11-140-100-101-10-100

v-j. Additional: 2025-2026 Lunch Time Supervision

Name	# Days per Week	Hourly Rate	Account #
Orchard Elementary School			
Kreismer, Drew	5	$30.25	11-120-100-101-03-100
Stahl, David	5	$30.25	11-120-100-101-03-100
Ridge Elementary School			
Tahan, Ellen	5	$30.25	11-120-100-101-04-100
Gil, Shabinder	5	$19.00	11-120-100-101-04-100
Willard Elementary School			
Kearns, Christopher	5	$30.25	11-120-100-101-07-100
Stevenson, Kelsey	5	$30.25	11-120-100-101-07-100

v-k. Additional: Morning Drop Off Supervision for the 2025-2026 School Year - Ridge Elementary

Name	# of hours	Hourly Rate	Total	Account #
Coughlin, Wendy	45	$21.61	$972.45	11-213-100-106-04-100

v-l. Additional: One-to-One Support for Special Education Students Attending After-School Club

Name	# of Hours	Hourly Rate	Total	Account #
Benjamin Franklin Middle School				
Judge, Mary	50	$23.87	$1193.50	11-000-217-100-24-100
Quinn, Thomas	50	$26.78	$1,339	11-000-217-100-24-100
Owitz, Kaela	50	$26.00	$1,300	11-204-100-106-08-100
Sung-Hui, Kim	2.5	$28.71	$71.76	11-209-100-106-08-209
George Washington Middle School				
Coniglio, Debra	50	$26.78	$1,339	11-209-100-106-09-209
Orth, Rebecca	50	$26.00	$1,300	11-209-100-106-09-209

v-m. PERL Case Management Team Debriefing - BFMS

Name	# of Hours	Hourly Rate	Total	Account #
Berk, Ashley	1.5	$81.56	122.25	11-000-219-104-24-100

v-n Withholding of Increment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, withholds Employee Number 2733's salary and adjustment increment for the 2026-2027 school year based upon poor teaching performance.

MOTION by: Ms. Brogan **SECOND** by: Mr. Mahmoud

ROLL CALL

AYES: Mr. Dani, Ms. Handy, Mr. Mahmoud, Ms. Micale, Ms. Brogan

NAYS: none

E. FINANCE

i. Acceptance of Restricted Donations:

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following restricted gifts for the **2025-2026** school year, to be used as indicated.

Donations			
Donor	**Amount**	**Use**	**Account Number**
Forest Finkelstein	$970 (gift in kind)	A gift in kind of wristbands and key chains for Travell Elementary School.	N/A
Paramus Rotary Club	$500	To be used for community engagement activities and program event costs for the STEPSS Transition Program.	20-000-100-800-24-000

ii. Approval: Regular and Extended School Year Receiving Students for the 2025-2026 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the regular and extended school year receiving students for the 2025-2026 school year as listed in **Attachment E.**

iii. Approval: Budgeted Regular and Extended School Year Out-Of-District Placements for the 2025-2026 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the budgeted regular and extended school year out-of-district placements for the 2025-2026 school year as listed in **Attachment F.**

iv. Approval: Contracted Vendor to Provide Special Education Services for the 2025-26 School Year

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the contracted vendor as listed in **Attachment G** to provide special education services for the 2025-2026 school year.

v. Approval: Agreement SE3/2025-20026

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Agreement SE#3/2025-2026 between the parents and the Ridgewood Board of Education. The Board has received background information.

vi. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **September 2025** as shown in the Journal Entry listing pursuant to Policy 6422.

The Board has received background information and this has been reviewed by the Finance Committee.

vii. Approval: Secretary's Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **September 2025**,

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

RESOLVED, the Board of Education accepts the above-referenced reports and certifications and orders that they be attached to and made part of the record of this meeting, and Be it Further Resolved, in compliance with N.J.A.C. 6:20-A10(e), the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriate section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been over expended in violation of N.J.A.C. 6:20-2A.10(a)(1), and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

viii. Approval: Acceptance of the Board Secretary and Treasurer Report

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

WHEREAS, the Board of Education has received the report of the Secretary and Treasurer for the month of **September 2025;** 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.

The Board has received background information and this has been reviewed by the Finance Committee.

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

MOTION by: Mr. Mahmoud **SECOND** by: Ms. Brogan
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Mr. Mahmoud, Ms. Micale, Ms. Brogan
NAYS: none

X. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA

Dr. Schwarz read the following resolution into the record:

A. Approval: Authorization to Change Insurance Carrier from SEHBP to Aetna/CVS Effective January 1, 2026

WHEREAS, the Ridgewood Board of Education ("Board") was notified by the State Health Benefits Program (SHBP/SEHBP) of significant rate increases (~~+33.38%~~) for medical and prescription benefits covering eligible employees, teachers, administrators, and dependents (collectively, "members"); and

WHEREAS, the Board, keeping the fiscal interests of taxpayers and the welfare of members foremost, directed its appointed Broker-of-Record, Alamo Insurance Group, Inc., to conduct a diligent and comprehensive market analysis of alternative carriers; and

WHEREAS, after a thorough review of available options and rate proposals, Alamo Insurance Group identified Aetna/CVS Health as the most affordable and responsible and sustainable carrier, offering plan designs equal to or better than those provided under the current SEHBP options in accordance with the Board's collectively bargained agreements; and

WHEREAS, transitioning to Aetna/CVS will result in substantial savings to the District while maintaining equivalent or enhanced benefits for all members;

NOW, THEREFORE, BE IT RESOLVED, that the Ridgewood Board of Education hereby approves the transition of its employee medical and prescription benefits coverage from the State Educational Health Benefits Program (SEHBP) to Aetna/CVS Health, effective January 1, 2026; and

BE IT FURTHER RESOLVED, that the Board authorizes its Business Administrator, Mr. Richard Mathews, to execute any and all documents necessary to implement this change and to coordinate with Alamo Insurance Group, Inc., to ensure as smooth a transition as possible for all covered members.

MOTION by: Ms. Brogan **SECOND** by: Mr. Mahmoud
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Mr. Mahmoud, Ms. Micale, Ms. Brogan
NAYS: none

B. 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 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 17, 2025 the Board heard from the parents and the 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 from October 2025 in the HIB matter involving student number 817091.

MOTION by: Ms. Micale **SECOND** by: Ms. Handy
ROLL CALL
AYES: Ms. Handy, Ms. Micale
NAYS: Mr. Dani
ABSTAIN: Ms. Brogan, Mr. Mahmoud

XI. APPROVAL OF BILLS

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

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
October 24, 2025	General	119102-119206	$355,099.66
October 24, 2025	Cafeteria	620502	$62,804.96
November 5, 2025	General	119207-119383	$1,016,750.06
November 5, 2025	Cafeteria	620503	$220,776.52

MOTION by: Mr. Mahmoud **SECOND** by: Ms. Micale
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Mr. Mahmoud, Ms. Micale, Ms. Brogan
NAYS: none

XII. BOARD MEMBER ANNOUNCEMENTS

Ms. Micale announced:

- SEPAG is hosting a Parent Focus Group on 12/2 at 6pm, 12/4, a Virtual Coffee Chat will

be held on 12/4 the link is available in the newsletter, the General Information Meeting which will focus on structured literacy will be held on 12/9
- Dr. Schwarz was one of several superintendents from the state to testify in Trenton on the discrepancy between the state's calculation of graduation rates and what is really happening with graduation rates and our STEPSS students. The SEPAG president also attended to support the presentation.

Ms. Brogan announced:
- Melissa Del Rosso, NJSBA Field Representative will join us on December 8th

View this portion of the Ridgewood BOE meeting 11/17/25 starting at 00:56:38 .

XIII. DISCUSSION ITEMS

Revised Policy:
- Policy 5710 Student Grievance
- Regulation 8810 Religious/Cultural Holidays

Bike Lanes near Somerville/Hawes

- A discussion regarding the Bike Lanes as of a result of a conversation during the Village Council meeting ensued.
  - Only students were involved in the presentation to the Village. Board of Education members were not involved in the conversations.

- Mr. Dani raised the concern that the current software does not provide parents with enough detail about what is being taught and the associated timeline.
  - This will be further discussed at the next Curriculum Committee meeting.

- Mr. Mahmoud raised the question regarding the plans for the BFMS field.

- Mr. Mahmmoud questioned if we can explore the intramural sports idea and develop a solution for elementary, middle, and high school.
  - Mr. Dani discussed the consideration for micro-referendums to fund some of these and other initiatives for the next five years?
    - A board discussion ensued. This topic will be added to the Finance Committee agenda.

View this portion of the Ridgewood BOE Meeting 11/17/25 starting at 00:59:43.

XIV. ACCEPTANCE OF MINUTES

- October 27, 2025 Executive Session
- October 27, 2025 Regular Public Meeting

MOTION by: Ms. Micale **SECOND** by: Ms. Handy
VOICE VOTE CALL
Mr. Dani, Ms. Handy, Mr. Mahmoud, Ms. Micale, Ms. Brogan - *ALL AYES*

XV. OTHER BUSINESS
None

XVI. COMMENTS FROM THE PUBLIC

Mr. Mulkeen, has a couple of questions regarding the discipline presentation and following last week's coffee hour. How many alleged HIB investigations met the code of conduct criteria? He asks because this information is direct from the NJ DOE SSDS guidance, it is important that it satisfies the state and federal reporting requirements, students demographic information is entered into the state reporting system if an incident meets code of conduct criteria or if it is a confirmed HIB. reports of allegations may not be needed for a district presentation, however a child's demographic information is still reported to the state, so the presentation is a bit misleading and warrants further clarification moving forward. Ms. Murphy is probably the one who should be leading the presentation since she is the one who oversees both the investigative process and the personnel responsible for conducting the investigations. In 2023-2024 there were 74 incidents and that was based off of the superintendents guidelines from his October 2024 presentation and his comment was that all incidents should be reviewed through the HIB lens. Then the district reversed course to update the code of conduct policy for this year. Is the state lawe, once an arbiter of last resort, now becoming the primary means of how the district disciplines students?

View this portion of the Ridgewood BOE meeting 11/17/25 starting at 01:26:32.

XVII. MOTION TO GO INTO EXECUTIVE SESSION
N/A

XVIII. RECONVENED PUBLIC MEETING
N/A

XX. ADJOURNMENT

MOTION by: Ms. Brogan **SECOND** by: Mr. Mahmoud
VOICE VOTE:
Ms. Brogan, Mr. Dani, Ms. Micale, Mr. Dani, Mr, Mahmoud - ALL AYES

- The Regular Public Meeting was adjourned at 8:30 p.m.

Respectfully Submitted,



Richard Matthews
Business Administrator/Board Secretary