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

Minutes of the Ridgewood Board of Education Regular Public Meeting held on Thursday, January 29, 2026 at 7:00 pm.

I. CALL TO ORDER AND ROLL CALL

At 6:04 p.m. Ms. Brogan called the meeting to order with a roll call.

Present:
Ms. Sheila Brogan, President
Ms. Mary Micale
Ms. Mary Louise Handy

Absent:
Mr. Muhammad Mahmoud, Vice President
Mr. Saurabh Dani

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

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**.** The minutes of this closed session will be released when the need for confidentiality no longer exists

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

- The Board adjourned into Executive Session at ~ 6:04 p.m.

RECONVENED PUBLIC MEETING
At 7:16 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 and personnel.

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

Absent:
Mr. Muhammad Mahmoud, Vice President

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

- ~~Grace Kim and Eli Della Torre~~, **Violet Batley and Aarav Motivala** Ridgewood High School

- Violet Batley and Aarov 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 1/29/2026 starting at 00:15:18 .

VI. COMMENTS FROM THE PUBLIC

Jean Whitehead, she had to wear a hat and jacket while giving a presentation in her daughter's classroom. Half of the class was wearing either a parka or fleece while they were inside the classroom. She understands and appreciates that the heating is being fixed at Ridge, but the heating is not a new issue. It is a problem that has been there and is now getting solved. As the heating system doesn't have an estimated finish date until fall 2026. This means another winter where the kids have to wear jackets inside while attempting to learn. Members of the community

have pleaded for a fix since this started and only band-aids have been offered to particularly cold classrooms in the form of a small air conditioning unit that does dual heating and cooling and an even smaller space heater. By the time the two appliances are turned on and running in the morning, the room doesn't get to a comfortable temperature until 2:00, at that point the kids are almost ready to go home. According to NJ Public Occupational Safety and Health Guidelines, the target range is from 68 to 79 degrees fahrenheit with a minimum threshold of 63 degrees. She does not know the exact temperature in her daughter's classroom but it is pushing that exact boundary. She is not here to fix the problem because that is already happening. She is here to highlight that this is a facilities issue that was brought to your attention within the 215 facility assessment report. That was 10 years ago. After years of no movement, The district's architect presented to the board on February 25, 2019, A list of critical projects within Ridgewood Public Schools and Ridge's HVAC was highlighted due to equipment being critically past their useful life. Due to years of analysis paralysis, students and staff had to suffer because administrators and board of education members could not agree on the best way forward. Years of discussion meant delays with higher costs and year upon year with students learning in subpar conditions. The rod grants being eventually utilized to help pay for the current HVAC overhaul were brought to your attention not under the current BA, not the previous BA, but the previous, previous BA. She is hear to ask that you please remember that the students and staff are a priority and every delayed decision you make affects their experience not just in the future, but right now.

Dr. Schwarz acknowledged the speaker and responded to the comment.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 00:25:30.

VII. PRESENTATIONS

A. Ridgewood Enrichment Program Presentation

➢ Brian Ross, Director of Curriculum, Instruction and Assessment

Mr. Ross and Victoria Fitzpatrick, Athena Maxwell, and Jessica Fishbeyn presented details about the Ridgewood Enrichment Program and answered board trustee questions.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 00:29:50 .

A special public comment section was added:

Sean Stepanik, Excited about the program and that many people were involved in the development. Asked if there will be a cap to how many kids can be in this? Concern about asynchronous development, he saw that based on the matrix it seemed that there is a lot of weight towards testing and being good at both math and reading. He knows that there are a lot of kids who are really good at one and not as good in the other. Based on a simple reading of the matrix, they miss some of these kids. He saw one slide about the outlier process and what addresses needs. He is curious to learn more about that.

Megan Bierly, copresident of SEPAG, she is speaking in her personal voice. She thinks that soe of the things in the manual will answer some of her questions with more detail and is looking forward to seeing that. S He thanked the BOE for their support and the district for all of the efforts, it has been a long time coming and a lot of work behind the scenes. This population of

students, she has extensive experience in, In her previous district she had 30% of the students were gifted and talented. They had run pilot programs in the state to be as inclusive as they could because doing that many they would have had to hire 10 more school psychologists just to do the testing. She has quite a bit of experience and partnering that with her special education experience, she's getting a lot of questions from parents and trying to support as we get through this, but looking at the information that has come out she just wants to make sure for our kids that we're looking at data points that we are looking at the unique profiles of these students. You mentioned some of that in your presentation, but the way the matrix that you are going on there is a heavy reliance on computer based assessments. Hoping that for the TwoE kids , these twice exceptional kids, some of those behaviors may mask their abilities. Making sure that behaviors, lack of engagement or that presentation in the classroom in addition to the performance on computer based testing that may result in underestimated abilities or low expectations which may be present because of the behaviors in the classroom, that we're really considering those with all of the different areas of criteria. Children that are twice exceptional have frustration or disengagement behaviors. We need to consider those and some of these may need to be case by case. She is curious to see the manual and how that will be addressed. Parents are concerned with the initial roll out.

Ninguio Yang Say, has students who attend Orchard. She knows that traditionally IDP is enrichment but also continent acceleration. She wonders if the IDP will be in coexistence with this pull out program and if there's a pathway to content acceleration. She wants to know how kids are identified for IDP, because as someone mentioned, they are twice exceptional who don't really appear to be qualified for this program in class.

Mugdam Karji, parent from Orchard, she appreciates the effort to create the robust enrichment program, she gives a shout out to Ms. Fitzpatrick who has been great in answering some of the questions she already has. How ill the district plans to establish a baseline and measure the programs impact over time, especially given the students are tested only in third and fifth grades and not retested annually. For students who missed out in the third grade, she's assuming they will only do better but for the fifth graders, that rating goes on till the end of middle school, but how will you test the impact of the overall program for these students, what metrics do you plan to use?

Anne Burton Walsh, thanked the board, Dr. Schwarz, Mr. Ross and the new staff for putting this program together. She agrees with Mr. Dani, that many people have been looking forward to for a very long time. She greatly appreciates it and it seems that so many aspects of this program have been thought about and worked on, including that academically advanced students can get used to having things come ebay to them with leads to a certain rigidity of thinking and fear of failing, it seems that's very much being taken into account and she thinks that's where divergent thinking can benefit those students and all students. Wants to hear more about divergent thinking, because she thinks there are a lot of benefits of it. She once heard a year old student in Ridgewood say, school is a place where people go to learn things except me because I know everything. That was a five year old, obviously completely untrue and she thinks that promoting divergent thinking, problem solving and going deeper into subjects will go a long way towards addressing that and getting kids who are advanced academically at a young age learn humility and to develop a work ethic. She thinks that is so important. This is the challenge of finding age appropriate texts for higher level readers who are very young. She is commenting on nomenclature, this was addressed and she agrees with Ms. Micale in saying

that the term giftedness can promote pushback and hostility by some because naturally all children are gifts and all children have certain gifts and we are mainly talking about kids who are academically advanced or have that capability. She is trying to find a way at the state level for a change in nomenclature and she knows that the New Jersey statute uses the term gifted and she is hoping to see that change at some point. She wants to make sure that the assessment process eliminates bias when assessing children.

Gergana Bond, student in Somerville, how do you plan on addressing the socialization aspect of these kids? Her son interacts more frequently and better with other kids who are interested in the same topics and subjects at the same level. There are some clubs at the high school and a little at the middle school level. At the elementary school level it is not feasible for kids to go to clubs after school because they need their parents to shuttle them everywhere. Do you plan on recommending clubs to parents or for parents to form playgroups at elementary schools or some other way of promoting more social skills for these kids.

Yolanda Reser, has students at Willard, A lot of items that have been mentioned have a competition component to them, at the same time that gifted or twice exceptional kids already have heightened levels of anxiety. Is that being taken into consideration and how will that be monitored? If a child is being consistently offered to participate in a competition they are not emotionally ready for and don't have the language to say no. How would you address and monitor that? She wants to ensure that noncompetitive opportunities are valid. There has been extensive discussion about social and negative aspects for acceleration, you don't want to have kids be outside their peer group at the same time. According to the national association of gifted children there is more research that supports academic acceleration than any other intervention. If you get children who qualify for a tier, if they are much higher than the grade level they are in, how will you determine if the programming you are offering is appropriate for their grade level. For these outlier children who have such a great gap, it may be challenging to offer something challenging. Are there any consideration for mentorship opportunities with higher level teachers in the area.

Ms. Brogan advised that a continuation of this conversation will take place at the Superintendent Coffee.

Mr. Ross responded to some of the public comments.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 01:17:14.

B. District Goal Update Presentation

➢ Dr. Mark Schwarz, Superintendent

Dr. Schwarz provided an update on progress with the 2025-2026 Goals.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 01:42:43.

VIII. SUPERINTENDENT REPORT

- Thank you to everyone for their cooperation with the snow.
    - A shout out to the Village and OEM team for working with us and managing the

large volume of snow

- New Jersey Quality Single Accountability Continuum (QSAC) visited RPS today for the 3-year review. The County Superintendent and specialists seemed to have a positive experience.
- We are in the thick of the budget process.
- February Superintendent Coffee will be on February 19, 2026. Please join us.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 02:19:29.

IX. BOARD COMMITTEE REPORTS

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

Finance Committee Report:

- A committee meeting prior to this meeting did not occur. The Board will look at the preliminary budget throughout February.

Ms. Brogan provided a Curriculum Committee Report:

- Discussed the Enrichment Program that was presented tonight

Ms. Brogan provided a Facilities Committee Report:

- Began to look at the heat map of projects. Beginning next week, we will begin a deeper dive into these projects to begin identifying capital projects for the next three years.

Ms. Handy provided a Policy Committee Report:

- Policy 5710, Regulation 8810, and P7513 were all reviewed. We are starting to look at many policies that have not been reviewed in many years.

Mr. Dani requested to have his comment be added to the minutes:

Mr. Dani made a request to the Facilities committee to consider the following items on their agenda that were brought up when he was on the committee but were dropped. They can then come back and discuss them in public or he can ask questions about their discussion and decision.

1. In February 2025, NJ DEP came up with new groundwater standard. This was a new law/regulation NJC79.C that specifically mentions leeching of PFAS into groundwater and preventing that. Have we talked to our environmental consultant? We have an environmental person on our payroll that we pay an annual fee to them for environmental questions. Have they opined on any leeching of PFAS into the groundwater? This is specific to BF, if we turf.
2. Have we done any tests at the BF field of any existing potential contamination? Have we done spot testing, so when we start digging on the field, nothing comes out? At one time, there were a lot of places within Ridgewood historically that were fills in the past. It is ok if it is not touched and it is covered, but once we start excavation, it becomes a liability and we

have to fix that.

3. There was a village code that was passed about a year and a half ago for storm water management and groundwater recharge. That requires that any large project that is being done makes provision for recharging of ground water and collection of storm water. How will that work if this is a non-porous area? There are going to be turf particles, have we considered this in terms of cost. If we follow the village code, have we considered the cost or are we exempt from it? Has our architect opined on that cost with the village code with storm water management?
4. Questioned the timing of the project and usage data. Originally, we were working on expanding the BF field, we had the architect and the bids. Everything was almost set to go last July and then we heard the high school football team declined and would not need that field. That project was then stopped. What changed from the usage data perspective since July when we decided we did not need to expand that field? In June/July last year we communicated to residents that the district is not considering turf and those district assertions were used by the Village in their approvals for turf in August 27 with DEP. The physician's letter came out that was supplied to us in December, that was September 18. As of August 27, we were saying that the district is not planning to turf BF. We stopped our grass field expansion plan and we asked the physician two weeks after that to opine on turf field. What was the sequence of the decision making? When you are considering that in the facilities committee, what data are we using between a grass field utilization versus turf field utilization. How many days did we not play because the grass was too wet and not playable. How many days did we not play because the turf was too hot. Have we looked at master library utilization? Who will be using that field? Since the original discussion the district has made two big decisions related to fields, we are not spending $70,000 more on insurance for the high school fields for the flood zone. The original concern was when the high school field floods, we need some space to play because it takes time to repair them. Now we have a good flood insurance, and we have proactively awarded a contract to a contractor to repair the field. A year before, we had to go out to bid and find a contractor to repair. Now we have the insurance, we have the money in place. We have a contractor lined up as a proactive bid. In a flood event, we should be moving pretty fast for repair. The physician's letter that came out in September talks about other districts using it, but he did not see the physician's opinion on the exact issues that were raised in the Mount Sinai letter. That letter looked more like a letter to justify existing high school fields that talks about geese and flood water on the turf field. It does not talk about building a new turf field at BF.

Mr. Dani's added two more questions as follow up questions to the Facilities Committee:

1. The minutes mentioned that we have hired a solar consultant. What will they be doing? What is their charge and what are we paying.
    - Mr. Mathews replied that we did not have a full understanding on how to read the meters. We set up a meeting with DCO, Verterra to go through our invoices and match the invoices with the usage with what was coming up on the screens and from that we were able to ascertain that the numbers that we're getting on our invoices were right.
2. For the Glen and Ridge projects, have we submitted reimbursements for the money we have spent so far?
    - Mr. Matthews replied that we were going to do just one, we've changed the course of action. We are going to do one pretty soon and will do two requests for our money.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 02:24:54.

X. 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. Brogan
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Ms. Micale, Ms. Brogan
NAYS: none
Absent: Mr. Mahmoud

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 Revised Policies and Regulations

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

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

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

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**.

*Dr. Schwarz noted an edit to Attachment B for the total costs of trips.

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

NAYS: none
Absent: Mr. Mahmoud

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 #
Administrator						
Galizia, Virginia	Interim Administrator	BFMS	01/13/25-06/30/26 **revision**	Standard Principal	$650 Per Diem Rate	11-000-240-103-08-000
***ADDENDUM ADDED**						
Cardillo, JoAnn	Substitute Principal	District	01/30/26-06/30/26	Standard Principal	$700 Per Diem	11-000-240-103-02-000
Teacher						
Bridges, Kristin	LOA Grade 5 (non-tenure track)	Willard	04/16/26-05/18/26	Standard Elementary School Teacher	$68,151 BA, 1	11-120-100-101-07-000
Calamita, Lauren	Teacher Special Education	Orchard	02/02/26-06/30/26 **revision**	Standard Teacher P-3 CE Teacher of Students with Disabilities	$76,101 BA30, 5	11-000-219-104-24-000
Walsh, Paige	LOA Grade 1 (non-tenure track)	Orchard	08/27/25-02/04/26 **revision**	Standard Elementary School Teacher K-6	$68,151 BA, 1	11-120-100-101-03-000
Secretarial						
Bergel, Susan	Secretary 10 Lead Math/Science	RHS	01/27/26-06/30/26	N/A	$44,438 AS10, 4	11-000-222-105-22-000
Support						
Cleary, Patricia	Confidential Administrative Asst. to Business Administrator	Ed Center	03/30/26-06/30/26	N/A	$82,000	11-000-251-100-40-000
***ADDENDUM ADDED**						
Trent,	Maintenance -	Ed Center	02/02/26-	HVAC Certification	$70,000	11-000-261-100-42-000

Robert	HVAC		06/30/26			

i-b. 2025-2026 School Year Paraprofessionals

Name	Assignment	Location	Salary	Effective Date	Account #
Demko, Mevlana	.77 FTE ABA Non-Certified	BFMS	$24,455	12/10/25-06/30/26 **revision**	11-209-100-106-08-209
Gonzalez, Soraya	.77 FTE ABA Non-Certified	BFMS	$24,455	12/10/25-06/30/26 **revision**	11-209-100-106-08-209
Jaquez, Eileen	.77 FTE Pre-K Inclusion	Glen	$21,215	01/27/26-06/30-26	11-190-100-106-01-216
Kubasek, Marta	.77 FTE Resource	Orchard	$21,215	10/30/25-03/31/26 **revision**	11-213-100-106-03-000
Refaie, Mona	.77 FTE ABA Non-Certified	Ridge	$24,455	01/27/26-06/30/26	11-212-100-106-04-213
Wilson, Darrell	.77 FTE ABA Non-Certified	Ridge	$24,455	02/02/2026-06/30/26	11-212-100-106-04-213
Yearwood Kennedy, July	.77 FTE ABA Non-Certified	Ridge	$24,455	02/02/26-06/30/26	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 #
Grullon, Michael	Lunchroom Aide	Orchard	2	5	$19.00	01/09/26-06/23/26 **revision**	11-000-262-107-23-000
Johnson, Shavon **rescind**	Lunchroom Aide	Travell	2	5	$19.00	01/05/26-06/23/26	11-000-262-107-23-000

i-d. 2025-2026 School Year Field Placements

Name	College/ University	Placement	Supervisor	Location	Effective Date
Brodarzon, Isabella	William Paterson	Phys Ed/ Health Observation	Craig Mahler	BFMS	01/27/26-05/13/26
Doyle, Christine	Fairleigh Dickinson	Pre-K Observation	Janel Nese	Glen	02/02/26-02/06/26
Esposito, Gabrielle	West Bergen	Elementary Observation	Jennifer Perry	Orchard/Ridge/Willard	01/27/26-05/13/26
Liebowitz, Erika	TCNJ	Elementary Observation	Shauna Stovell	Hawes	01/27/26-05/08/26 **revised**
Mele, Bobbie Magee	West Bergen	Elementary Observation	Jennifer Perry	Hawes/Somerville/ Travell	01/27/26-05/13/26
Petzold, Jake	Manhattan University	Practicum School Counselor	Michael Mullin	GWMS	09/11/25-05/13/26 **revised**
Stahl, Ava	Montclair State	Student Athletic	Nikitas	RHS	01/27/26-05/13/26

		Trainer	Nicholaides		
Quimby, Joseph	William Paterson	Phys Ed/Health Observation	Daniel Kilday	RHS	01/27/26-05/13/26

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

Name	Assignment	Location	Hours per day	Days per week	Hourly Rate	Effective Date	Account #
Damstra, Jamie	Teacher Assistant, Step 1	ITDC	8	5	$18.00	02/02/2026	62-990-100-106-62-100

i-f. 2025-2026 Additional Fall Coaching Assignment

Step II Assistant Fall Cheer Coach

- Arnold, Tierney Egan, total stipend $3980 - 11-402-100-100-11-100

i-g. 2025-2026 Additional Winter Coaching Assignment-

Step IV Assistant Indoor Track Coach

- Witham, Lynne, total stipend $6965 - 11-402-100-100-11-100

i-h. 2025-2026 Winter Sports Site Managers

Name	# of Hours per person	Hourly Rate per person	Total not to exceed per person	Account #
Beyer, James	40	$41.47	$1659.20	11-402-100-100-11-100
Montelbano, Dean	40	$41.47	$1659.20	11-402-100-100-11-100

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

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

Alhaj Mansour, Yasmeen	Ghousia, Mariam	Tagliabue, Alana
Carman, Christopher	Klion, Emily*	Walsh, Paige
Galasso, Patricia	Schwenker, Abigail	Yoo, Victoria

Nurses-$200 Per Diem - 11-000-213-100-23-101

Maloney, Sharon

Paraprofessionals-$120 Per Diem - 11-190-100-106-23-101

Gocer, Dilangul

Secretaries-$18.50 Per Hour - 11-000-240-105-23-101 or 11-000-251-100-23-101

Smith, Virginia

Aide Sub $50 Per Diem - 11-190-100-106-23-101

Westervelt, Jennifer	Wolchock, Seth

***Related to staff member**

ii. 2025-2026 School Year 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						
Krsnak, Kate	1.0 FTE Grade 6 Science BFMS	$86,851 MA, 9	1.40 FTE Grade 6 Science BFMS	$121,591 MA, 9	02/27/26-06/30/26	11-130-100-101-08-000
Mixon, Karla	1.0 FTE Grade 7 Science BFMS	$112,491 ($110,891 + $1600 longevity) MA, 18	1.20 FTE Grade 7 Science BFMS	$134,669 ($133,069 + $1600 longevity) MA, 18	02/27/26-04/11/26	11-130-100-101-08-000
Nizza, Amber	1.0 FTE Grade 7 English BFMS	$122,341 ($120,541 + $300 CP + $1,500 longevity) MA+45, 18	1.20 FTE Grade 7 English BFMS	$146,449 ($144,649 + $300 CP + $1500 longevity) MA+45, 18	02/02/26-06/30/26	11-130-100-101-08-000
Porod, Jason	1.0 FTE Grade 6-8 Math/Science BFMS	$122,441 ($120,541 + $300 CP + $1,600 longevity) MA+45, 18	1.20 FTE Grade 6-8 Math/Science BFMS	$122,441 ($120,541 + $300 CP + $1,600 longevity) MA+45, 18	02/27/26-06/30/26	11-130-100-101-08-000
Rosolanko, Kristen	1.0 FTE Grade 7 Math BFMS	$122,441 ($120,541 + $300 CP + $1600 longevity) MA+45, 18	1.20 FTE Grade 7 Math BFMS	$146,549 ($144,649 + $300 CP + $1600 longevity) MA+45, 18	04/13/26-06/30/26	11-130-100-101-08-000
Bellmer, Jake	Teacher PE Glen/Hawes/ Orchard/Travell	No Change	Teacher PE Hawes/Orchard/ Travell	No Change	01/21/26-06/30/26	11-120-100-101-XX-000
Dodd, Stephanie	Teacher PE/Health Orchard/Ridge	No Change	Teacher PE/Health Glen/Ridge	No Change	01/21/26-06/30/26	11-120-100-101-XX-000
Mackenzie, Ian	Teacher PE/Health Hawes	No Change	Teacher PE/Health Glen/Hawes	No Change	01/21/26-06/30/26	11-120-100-101-XX-000
Kadus, Christopher	1.00 FTE Grade 8 English GWMS	$122,341 ($120,541 + $300 CP + $1500 longevity) MA+45, 18	1.20 FTE Grade 8 English GWMS	$146,449 ($144,649 + $300 CP + $1500 longevity) MA+45, 18	11/11/26-01/30/26	11-130-100-101-09-000
Baron, Britney	1.0 FTE Spec Ed LLD GWMS	$69,151 BA, 3	1.20 FTE Spec Ed LLD GWMS	$82,981 BA, 3	10/6/25-10/21/25 11/17/25-11/28/25 **revision**	11-204-100-101-09-000

Baron, Britney	1.2 FTE Spec Ed LLD GWMS	$82,981 BA, 3	1.40 FTE Spec Ed LLD GWMS	$96,811 BA, 3	12/01/25-12/31/25	11-204-100-101-09-000
Betrus, Robert	1.0 FTE Grade 8 Math GWMS	$117,521 ($117,221 + $300 CP) MA+30, 18	1.20 FTE Grade 8 Math GWMS	$140,965 ($140,665 + $300 CP) MA+30, 18	11/17/25-12/31/25	11-130-100-101-09-000
Distefano, Alissa	1.0 FTE Spec Ed INCL GWMS	$110,011 ($109,711 + $300 CP) MA+30, 18	1.2 FTE Spec Ed INCL GWMS	$141,325 (141,025 + $300 CP) MA+30, 18	11/11/25-11/16/25	11-213-100-101-09-000
Distefano, Alissa	1.2 FTE Spec Ed INCL GWMS	$141,325 (141,025 + $300 CP) MA+30, 18	1.40 FTE Spec Ed INCL GWMS	$154,315 ($154,015 + $300 CP) MA+30, 18	11/17/25-12/31/25	11-213-100-101-09-000
Distefano, Alissa	1.4 FTE Spec Ed INCL GWMS	$154,315 ($154,015 + $300 CP) MA+30, 18	1.20 FTE Spec Ed INCL GWMS	$141,325 (141,025 + $300 CP) MA+30, 18	01/05/26-06/30/26	11-213-100-101-09-000
Donohue, Maria Cristina	1.0 FTE Grade 6 Math GWMS	107,601 MA+ 30, 16	1.20 FTE Grade 6 Math GWMS	$129,121 MA+30, 16	11/17/25-12/31//25	11-130-100-101-09-000
Walker, Christine	1.0 FTE Grade 6 Math GWMS	$122,341 ($120,541 + $300 CP + $1500 longevity) MA+ 45, 18	1.20 FTE Grade 6 Math GWMS	$146,449 ($144,649 + $300 CP + $1500 longevity) MA+45, 18	11/17/25-12/31//25	11-130-100-101-09-000
Chung, Jane	1.0 FTE Science GWMS	$84,451 MA, 8	1.20 FTE Science GWMS	$101,341 MA, 8	02/02/26-06/30/26	11-130-100-101-09-000
Cinella, Lynne	1.0 FTE Grade 6-8 Science GWMS	$97,000 MA+45, 10	1.20 FTE Grade 6-8 Science GWMS	$116,400 MA+4, 10	02/02/26-06/30/26	11-130-100-101-09-000
Williams, Katie	1.0 FTE Grade 6 Science GWMS	$93,351 MA, 11	1.40 FTE Grade 6 Science GWMS	$130,691 MA, 11	02/02/26-06/30/26	11-130-100-101-09-000
Appel, Charles	1.0 FTE Social Studies RHS	$112,997 ($106,601 + $6,396 ratio) MA, 17	1.20 FTE Social Studies RHS	$134,317 ($127,921 + $6,396 ratio) MA, 17	01/05/26 - 03/27/26	11-140-100-101-10-000
Doris, Michelle	1.0 FTE Math RHS	$122,341 ($120,541 + $300 CP + $1500 longevity) MA+45, 18	1.20 FTE Math RHS	$146,449 ($144,649 + $300 CP + $1500 longevity) MA+45, 18	01/05/26-03/27/26	11-140-100-101-10-000
Hastie, Robert	1.0 FTE Math RHS	$76,251 MA, 3	1.20 FTE Math RHS	$91,501 MA, 3	01/05/26-03/27/26	11-140-100-101-10-000
Scevola, Adam	1.0 FTE Math RHS	$106,561 ($106,261 + $300 CP)	1.20 FTE Math RHS	$127,813 ($127,513 + $300 CP)	01/05/26-03/27/26	11-140-100-101-10-000

		MA+45, 14		MA+45, 14		
Smith, Richard	1.0 FTE Math RHS	$106,261 MA+45, 14	1.20 FTE Math RHS	$127,513 MA+45, 14	01/05/26-03/27/26	11-140-100-101-10-000
Driscoll, Samantha	1.0 FTE Spec. Ed Math RHS	$95,451 MA, 12	1.20 FTE Spec. Ed Math RHS	$114,541 MA, 12	01/20/26-03/04/26	11-213-100-101-10-000
Gordon, Julie	1.2 FTE Spec Ed. English RHS	$133,069 MA, 18	1.40 FTE Spec. Ed English RHS	$155,247 MA, 18	01/20/26-03/04/26	11-213-100-101-10-000
Rosenfeld, Lauren	1.0 FTE Spec. Ed Math RHS	$120,841 ($120,541 + $300 CP) MA+45, 18	1.20 FTE Spec. Ed Math RHS	$144,949 ($144,649 + $300 CP) MA+45, 18	01/20/26-03/04/26	11-213-100-101-10-000
Minichini, Gina	1.0 FTE Spec Ed Math RHS	$82,551 ($82,251 + $300 CP) MA, 7	1.20 FTE Spec Ed Math RHS	$99,001 ($98,701 + $300 CP) MA, 7	01/05/26-06/30/26	11-213-100-101-10-000
Marchioni-McGrath, Alicen	1.0 FTE Spec Ed Res/Incl Somerville	$95,451 MA, 12	1.20 FTE Spec Ed Res/Incl Somerville	$114,541 MA, 12	10/21/25-01/16/26 **revision**	11-213-100-101-05-000
Driscoll, Kerry	1.0 FTE Spec Ed Incl Somerville	$122,441 ($120,541 + $300 CP + $1600 longevity) MA +45, 18	1.20 FTE Spec Ed Incl Somerville	$146,549 ($144,649 + $300 CP + $1,600 longevity) MA+45, 18	02/02/26-06/30/26	11-213-100-101-05-000
Support						
Pollick, Amy	Confidential Administrative Asst. to Business Administrator	$71,400	Confidential Administrative Asst. to Asst. Superintendent	$71,400	03/30/26-06/30/26	11-000-230-100-100-22-000
Valere, Neil	Tech Coord K-8 BFMS	$84,290	Tech Coord K-8 BFMS	Board approved salary, plus $500 a week	10/21/25-02/13/26 **revision**	11-000-222-177-31-000
Paraprofessional						
Westervelt, Jennifer	ABA Non-certified ~~Ridge~~ RHS	$24,455	ABA Certified ~~Ridge~~ RHS	$28,257	11/25/25-06/30/26	11-212-100-106-04-213

iii. Resignation for the Purpose of Retirement

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

Name	Assignment	Location	Effective Date
Teacher			
Cigolini, Lucille	Grade 6 English	BFMS	07/01/26
~~DiOrio~~ Diorio, Linda	Library Media Specialist	Willard	07/01/26

McCoy, Lydia	Grade 4	Willard	07/01/26

iv. 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
Secretarial			
DeLucca, Brianne	Secretary 10 General	Travell	02/16/26 **revision**
Lunchroom Aide			
Storms, Theresa	Lunchroom Aide	Orchard	12/22/25
Paraprofessional			
Urena, Anthony	ABA Certified	RHS	02/02/26

v. Leave of Absence

The Ridgewood Board of Education, upon the recommendation of the 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
Broggi, Lauren	Kindergarten	Hawes	Medical/ Family	New	03/16/26-04/17/26	04/20/26-06/30/26	N/A	08/26/26
Carroll, Wendy	Kindergarten	Ridge	Medical	New	01/22/26-03/19/26	N/A	N/A	03/23/26
DeRoche, Andrew	Support Tech	Hawes Somerville Travell	Medical	Revision	N/A	10/21/25-02/13/26	N/A	02/18/26
Faccone, Jamie	Sec 10 School Counselor/CST	Somerville RHS	Medical/ Family	New	03/13/26-04/17/26	04/20/26-09/30/26	N/A	10/01/26
Giordano, Nicole	Grade 8 Science	BF	Medical/ Family	New	02/27/26-05/01/26	05/04/26-09/30/26	N/A	10/01/26
Halter, Wesley	Grade 5	Willard	Family	New	N/A	04/16/26-05/15/26	N/A	05/18/26
Harney, Kevin	Paraprofessional	Orchard	Medical	Revision	N/A	N/A	09/03/25-03/31/26	04/06/26
Hopper, Ann	Paraprofessional	Ridge	Medical	New	N/A	N/A	01/07/26-03/27/26	04/06/26
Lee, Brian	English	RHS	Medical	Revision	10/17/25-11/26/25	12/01/25-01/19/26	N/A	01/20/26

Limon-Martinez, Montserrat	Paraprofessional	RHS	Medical	New	N/A	N/A	01/06/26-01/30/26	02/02/26
Liu, Dylan	Science/ Biology	RHS	Family	New	N/A	04/17/26-05/22/26	N/A	05/26/26
Montelbano, Tara	Permanent Substitute	Travell	Medical	New	10/23/25-10/28/25	N/A	10/29/25-02/27/26	03/02/26
Primavera, Michelle	Grade 6-8 English	GW	Medical	Revision	09/04/25-01/23/26	N/A	N/A	01/26/26
Smith, Kaitlin	Spec Ed Inclusion	Hawes	Medical/ Family	New	02/18/26-03/06/26	03/09/26-06/30/26	N/A	08/26/26
Villarosa, Marystelle	Paraprofessional	Hawes	Medical	New	N/A	N/A	02/03/26-05/01/26	05/04/26

vi. 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.

vi-a. Additional: 2025-2026 School Year Elementary, Middle School and High School Clubs/ Activities

Name	Club	Category	Ratio	Divide by	# of hours per person	Hourly rate per person	Total not to exceed per person	Account #
BFMS								
Fischer, Susan	Chorus	N/A	N/A	N/A	2	$21.61	$43.22	11-401-100-100-08-100
Kim, Sung Hui	Chorus	N/A	N/A	N/A	2	$28.71	$57.42	11-401-100-100-08-100
Mahoney, Marisa **revision**	Meditation Advisor	N/A	N/A	N/A	10	$41.48	$414.80	11-401-100-100-08-100
Ran, Benjamin	Chess	N/A	N/A	N/A	13	$41.48	$539.24	11-401-100-100-08-100
Quinn, Thomas	Dungeons and Dragons	N/A	N/A	N/A	10	$26.78	$267.80	11-401-100-100-08-100
Hawes Elementary School								
Downing, Melanie	Drama	N/A	N/A	N/A	44	$41.18	$1825.12	11-401-100-100-02-100
Knight, Shelly	Drama	N/A	N/A	N/A	66	$41.48	$2737.68	11-401-100-100-02-100
Vehmas, Christopher	Drama	N/A	N/A	N/A	37	$41.48	$1534.39	11-401-100-100-02-100

Ridgewood High School								
Cuevas, Robert	Winter Color Guard	3	N/A	1	N/A	N/A	$2786	11-401-100-100-10-100
Montanaro, Jake	Winter Color Guard	3	N/A	2	N/A	N/A	$1393	11-401-100-100-10-100
Williams, Kai	Winter Color Guard	3	N/A	2	N/A	N/A	$1393	11-401-100-100-10-100
Sheeley, Colin	Winter Twirlers	3	N/A	1	N/A	N/A	$2786	11-401-100-100-10-100
Somerville								
Middleton, Sarah	Crafting	N/A	N/A	N/A	9	$41.48	$373.32	11-401-100-100-05-100
Travell Elementary School								
Alexander, Ellianne	Drama	N/A	N/A	N/A	30	$41.48	$1244.40	11-401-100-100-06-100
Briggs, Amy	Drama	3.1	.039	1	N/A	N/A	$3881	11-401-100-100-06-100
Stoelker, Cait	Drama	N/A	N/A	N/A	50	$41.48	$2074	11-401-100-100-06-100
Lee, Alina	Drama	N/A	N/A	N/A	50	$41.48	$2074	11-401-100-100-06-100
Paduano, Nicole	Drama	N/A	N/A	N/A	50	$41.48	$2074	11-401-100-100-06-100
Polanin, Stephen	Drama	N/A	N/A	N/A	20	$41.48	$830	11-401-100-100-06-100
Willard Elementary School								
Cunningham, Carol	Drama	N/A	N/A	N/A	5	$41.48	$207.40	11-401-100-100-07-100
Lovera, Lindsay	Drama	N/A	N/A	N/A	10	$41.48	$414.80	11-401-100-100-07-100
Neilson, Margaret	Drama	N/A	N/A	N/A	5	$21.84	$109.20	11-401-100-100-07-100

vi-b. 2025-2026 School Year 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							
Curcio, Jason	7th & 8th Grade Chorus	02/13/26	N/A	2	$41.48	$82.96	11-401-100-100-08-100
Strafaci, Denise	7th & 8th Grade Chorus	02/13/26	N/A	2	$32.17	$64.34	11-401-100-100-08-100

Ridge School							
Barzelatto, Daniel	Circus Performance	02/06/26	N/A	2	$26.78	$53.56	11-401-100-100-04-100
Dodd, Stephanie Tobin, Deirdre	Circus Performance	02/06/26	N/A	5	$41.48	$207.40	11-401-100-100-04-100
Romas, Robert Coppola, Michelle Tarulli, Matthew	Circus Performance	02/06/26	N/A	2	$41.48	$82.96	11-401-100-100-04-100
Ridgewood High School							
Cook, Keith Cronk, Paul Mendez, Karen Strucke, Mallory	Adv Marketing Florida	02/05/26-02/08/26	3	4	$200	$800	11-401-100-100-10-100
Galasso, Patricia	Spain	02/12/26-02/21/26	9	N/A	$200	$1,800	11-401-100-100-10-100

vi-c. 2025-2026 School Year NJSLA Testing BFMS- Administrative Planning & Coordination

Name	# of Hours Per Person	Hourly Rate	Total Not to Exceed Per Person	Account #
Pieroni, Emily	30	$59.03	$1770.90	11-130-100-101-08-100

vi-d. Additional: Unified Sports - 2025-2026 School Year

Name	Location	Position	Hourly Rate	Total Stipend not to Exceed	Account #
Martell, Marisa	District	Head Coach	N/A	$1050	11-421-100-101-24-100
Nagy, Zsuzanna	District	Event Support Staff	$41.48	$1250	11-421-100-101-24-100

vi-e. Additional: Targeted Academic Intervention and Support Ridgewood High School:
Ridgewood High School for the 2025-2026 School Year effective September 3, 2025, through June 23, 2026. Hours determined as needed, total not to exceed $20,000, inclusive of all staff.

Name	Hourly Rate	Account #
Dawson, Ryan	$62.28	11-140-100-101-10-100
Doris, Michelle	$67.97	11-140-100-101-10-100
Marzloff, Scott	$61.61	11-140-100-101-10-100

vi-f. Additional: 2025-2026 Lunch Time Supervision

Name	# Days Per Week	# Hours	Hourly Rate	Account #
Orchard Elementary School				
Mazzurco, Elizabeth	N/A	As needed basis **revision**	$30.25	11-120-100-101-03-100
Ridge School				
Pascual, Athena	N/A	As needed basis	$19.00	11-120-100-101-04-100

vi-g. Additional: 2025-2026 Home Instruction for Special Education Students, on an as needed basis

Name	Location	Hourly Rate	Account #
Contreras, Colleen	GWMS	$59.97	11-219-100-101-24-100
D'Elia, Susan	GWMS	$61.28	11-219-100-101-24-100
McKinnon, Evelyn	GWMS	$61.28	11-219-100-101-24-100
Brandsness, Ashley	Ridge	$59.97	11-219-100-101-24-100

vi-h. 2025-2026 IEP Counseling Services

Name	# of Hours	Hourly Rate	Total not to exceed	Account #
Byrne, Erin	5.5	$46.70 **revision**	$256.85	11-000-219-100-104-24-100

vi-i. Additional: IEP Portfolio-based Assessments for Special Education Students at RHS

Name	# of hours	Hourly Rate	Total not to exceed	Account #
Dunn, Lisa	8	$63.76	$510.08	11-000-219-100-104-24-100
Kirtane, Medha	8	$67.97	$543.76	11-000-219-100-104-24-100
Zaino, Gregory	8	$61.12	$488.96	11-000-219-100-104-24-100

vi-j. Facilities Department - Maintenance Overtime for emergencies and special projects, not to exceed $6,000 in total, effective January 1,2026 , through March 31, 2026, (if time and a half applies, payroll will adjust the hourly rate accordingly). Prior authorization is required from the Director of Facilities.

- Beqiri, Mustaf, Maintenance - HVAC, at an hourly rate of $44.64.
- Castillo-Leon, Rosanna, Administrative Assistant, at an hourly rate of $37.42.
- Gonzalez, Julio, Maintenance - Plumber, at an hourly rate of $47.92.
- Griffith, Roger, District General Maintenance Skilled, at an hourly rate of $38.69.
- Kenton, Dave, District General Maintenance, at an hourly rate of $38.69.
- Morris, Durauin, Maintenance - Electrician, at an hourly rate of $49.11.

- Ortez, Jose, Maintenance - Electrician, at an hourly rate of $46.73.
- Schram, James, Maintenance - HVAC, at an hourly rate of $41.67.
- Wedderburn, Ryan, Maintenance - Field, at an hourly rate of $35.71.

Account # 11-000-261-100-42-100

vii. Withholding of Increment

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, withholds Employee Number 5676 salary and adjustment increment for the 2026-2027 school year based upon poor teaching performance.

***with the Addendums to Resolution 1a. and the audible corrections as edited.**

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

E. FINANCE

i. <u>Acceptance of Restricted Donations:</u>

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**
Hawes Home and School Association	$1,368 (gift in kind)	A gift in kind of library books for Hawes Elementary School.	N/A
Hawes Home and School Association	$20,000	To be used to pay for Hawes Elementary School Fields trips.	20-000-100-800-02
RHS Alpine Race Team Inc	$9,105	To be used to pay the salary for the Alpine Race Head Coach.	20-000-100-101-11-000 20-000-200-200-11-000
Travell Home and School Association	$650 (gift in kind)	A gift in kind of a school assembly: Penguin Pointers.	N/A
Willard Home and School Association	$5,006.85	To be used to purchase a 15-20 foot Red Oak Tree for Willard Elementary School.	20-000-400-730-07 -000
Somerville Home and School Association	$10,185 (gift in kind)	A gift in kind of preparation services for renovations at Somerville Elementary School	N/A

ii. Approval: Budget Appropriation Transfers

The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves transfers for **November 2026** 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

iii. Approval: Secretary's Line Item Certification

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

WHEREAS, the Board of Education has received the Report of the Secretary for the month of **November 2026**,

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

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

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

WHEREAS, the Board of Education has received the report of the Secretary and Treasurer for the month of **November 2026;** 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.

v. Approval: Budgeted Regular and Extended School Year Out-of-District Placement 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 C .**

vi. Approval: Community School 2026 Summer Programs
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves the Community School Programs for Summer 2026, as listed on **Attachment D**.

vii. Approval: Agreement SE4/2025-20026
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, approves Agreement SE#4/2025-2026 between the parents and the Ridgewood Board of Education. The Board has received background information.

MOTION by: Ms. Handy **SECOND** by: Ms. Micale
ROLL CALL
AYES: Mr. Dani- all except vi., Ms. Handy, Ms. Micale, Ms. Brogan
NAYS: none
ABSENT: Mr. Mahmoud
ABSTAIN: Mr. Dani - resolution vi.

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

XI. RESOLUTIONS AND MOTIONS NOT INCLUDED IN CONSENT AGENDA Dr. Schwarz

ADDENDUM

Approval: Affirmation of the Decision of the Superintendent Pursuant to N.J.S.A. 18A:37-15(b)(6)(e)

The Ridgewood Board of Education after due hearing of the parents, student id 815214, hereby affirms the determination of the Superintendent of Schools as to HIB #300972_HES_12102025.

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

A. Approval of Award of Contract – Commercial Realtor of Record – Resubmission – RFP No. 03-26
The Ridgewood Board of Education, upon the recommendation of the Superintendent of Schools, awards the contract for Commercial Realtor of Record – Resubmission to Tarvin Realtors, 37 W. Ridgewood Ave., Ridgewood, NJ 07450. Tarvin Realtors was the sole respondent.

Purpose of Contract
To provide commercial real estate services for the sale, purchase, or lease of district-owned properties.

Commission Terms
• If the District is the landlord: Tarvin receives a one-time 2.5% commission on the total lease term. If Tarvin both lists and secures the tenant, the commission is 5%. No commission is paid

for lease extensions or options.
• If selling a property: Total 5% commission, split 2.5% to Tarvin Realtors and 2.5% to the buyer's brokerage.
• If leasing a space: Same commission structure applies—5% total, based on aggregate lease payments over the initial term, split equally.
• If purchasing a property: The seller typically pays the commission. If buyer payment becomes necessary, Tarvin's fee is capped at 2.5%.

Term of Contract
January 27, 2026 – June 30, 2026

Account No.: 11-000-230-339-40-000

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

XII. APPROVAL OF BILLS

* The Ridgewood Board of Education, upon the recommendation of the ~~Superintendent of Schools,~~ **Business Administrator** approves the payment of bills as listed below and reviewed by Ms. Brogan.

DATES	DESCRIPTION	CHECK NUMBER	AMOUNTS
December 5, 2025	General	119634-119728	$987,400.76
December 5, 2025	Cafeteria	620507-620508	$55,934.78
December 12, 2025	General	119729-119837	$898,281.19
December 12, 2025	Cafeteria	620509-620510	$103,545.12
December 19, 2025	General	119838-119917	$1,141,322.34
December 19, 2025	Cafeteria	620511	$33,872.28
December 19, 2025	Unemployment	821144	$33,277.18
December 23, 2025	General	119918-119964	$773,851.24
December 23, 2025	Cafeteria	620512-620513	$64,725.57
January 5, 2026	General	119965	$100.00

January 9, 2026	General	119966-120052	$597,855.90
January 14, 2026	General	120053	$6,692.19

Addendum:

Doctrine of Necessity Resolution:

WHEREAS, the School Ethics Act, N.J.S.A. 18A:12-21 *et seq.* was enacted by the New Jersey State Legislature to ensure and preserve public confidence in school board members and school administrators, and to provide specific ethical standards to guide their conduct; and

WHEREAS, questions have arisen regarding how a Board should invoke the Doctrine of Necessity when a quorum of a Board of Education cannot be reached due to disqualifying conflicts of interest of Board Members on a matter required to be voted upon; and

WHEREAS, the School Ethics Commission has provided some guidance in Public Advisory Opinion A03-98 (April 1, 1998), but finds that there is a need to repeat and clarify its opinion; and

WHEREAS, the opinion set forth that, when it is necessary for a Board to invoke the Doctrine of Necessity, the Board should state publicly that it is doing so, the reason that such action is necessary and the specific nature of the conflicts of interest; and

WHEREAS, in keeping with the Legislative purpose as set forth in N.J.S.A. 18A:12-22(a), the School Ethics Commission views public disclosure of conflicts of interest to be paramount when it is necessary to invoke the Doctrine of Necessity;

WHEREAS, the State Department of Education promulgated N.J.A.C. 6A:23A-6.2, which also places standards and restrictions upon the ability of a Board member to vote on a particular issue; and

WHEREAS, the Board is required by law to deliberate and vote upon the Board's payment of submitted legal invoices with regard to the legal services the law firm of Cleary Giacobbe Alfieri Jacobs, LLC has offered the Board; and

WHEREAS, the Board has reviewed the State regulations and advisory decisions of the Commission and determined that board member conflicts prohibit four (4) of the total five (5) members from voting on the payment of submitted legal invoices with regard to the legal services the law firm of Cleary Giacobbe Alfieri Jacobs, LLC has offered the Board; and

WHEREAS, the Board member conflicts and/or potential conflicts identified by the School Ethics Commission are as follows:

1. *Board Members Sheila Brogan, Muhammad Mahmoud, Saurabh Dani, and Mary Micale have been named in a School Ethics Complaint filed by Mr. Colby Mulkeen. According to the School Ethics Commission, the identification of these individuals in a*

School Ethics Complaint and their required vote to issue payment of legal invoices to Cleary Giacobbe Alfieri Jacobs, LLC to resolve the same "could give rise to a reasonable perception that the Board [members] could be tempted to depart from [their] sworn duty.";

WHEREAS, the inability of the aforementioned Board members to vote as a result of their conflict(s) will result in a lack of quorum necessary to approve the aforesaid payment of legal invoices to the law firm of Cleary Giacobbe Alfieri Jacobs, LLC; and

WHEREAS, in order to deliberate and possibly take action in response to payment of legal invoices to the law firm of Cleary Giacobbe Alfieri Jacobs, LLC; the Board desires to invoke the Doctrine of Necessity, in accordance with the procedures established by the School Ethics Commission.

NOW THEREFORE BE IT RESOLVED by the Ridgewood Board of Education, County of Bergen, State of New Jersey, as follows:

1. *That the aforementioned members are prohibited from participating in voting for the payment of legal invoices to the law firm of Cleary Giacobbe Alfieri Jacobs, LLC; and*

2. *That the Board therefore invokes the Doctrine of Necessity in order to allow the full body of the Board to deliberate and possibly take action to vote for the payment of legal invoices to the law firm of Cleary Giacobbe Alfieri Jacobs, LLC, in accordance with State law; and*

3. *That this resolution shall be read at a regularly scheduled meeting of the Board and be posted on the Board's website for a minimum of thirty (30) days, as well as posted at* all school buildings; *and*

4. *That a copy of this resolution shall be forwarded to the School Ethics Commission.*

***with the edit**

MOTION by: Ms. Brogan **SECOND** by: Ms. Handy
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Ms. Micale, Ms. Brogan (except bills from Cleary, Giacobbe, Alfieri, Jacobs, LLC)
NAYS: none
Absent: Mr. Mahmoud
ABSTAIN: Ms. Brogan - bills from Cleary Giacobbe Alfieri Jacobs, LLC

XIV. BOARD MEMBER ANNOUNCEMENTS

Ms. Micale announced:

- Jamboree is next weekend - a production that is run by parents that provides need based scholarships for seniors - February 5, 6, 7
- Our condolences to the family of Anne Robinson, who spearheaded the efforts for later start times. We gratefully acknowledge her contributions to our district, our students, and the community,

Ms. Brogan announced:

- She commended the MLK Committee for another successful MLK weekend.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 03:06:53 .

XV. DISCUSSION ITEMS

Revised Policy:

- P7513 - Recreational Use of Playgrounds/Athletic Facilities and School Property

- The policy was moved to first reading for the next Board meeting.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 03:12:10.

XIII. ACCEPTANCE OF MINUTES

- December 8, 2025 Executive Session
- December 8, 2025 Regular Public Meeting
- January 5, 2026 Reorganization Meeting

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

XIV. OTHER BUSINESS

- 2026 Board Goals

Ms. Brogan read the proposed 2026 Board Goals:

1. The Board of Education, working with Dr. Schwarz, Mr. Matthews, the facility team, and the architect and engineering firm will review and prioritize the capital project needs of the district and develop a three-to-five-year plan to fund and complete the prioritized projects.

2. The Board of Education, working with Dr. Schwarz and Mr. Matthews will develop and approve a budget for 2026-27 that meets the needs of our students and the district, funds the priorities set forth in Vision 2030, and is mindful of the property tax impact.

3. The Board of Education and Dr. Schwarz working with the Village will continue to identify and implement flood mitigation solutions for the high school fields. A clear flood contingency plan will be developed and articulated that identifies fields available on which our high school athletic teams can play and continue their seasons with minimal disruption.

4. The Board of Education will continue to support and monitor progress made on the implementation of Vision 2030.

5. The Board of Education, working with Dr. Schwarz, Board Counsel, and Strauss Esmay will review policies that have not been reviewed in the last five or more years and modify as necessary or required by law.

A discussion regarding the board goals ensued.

MOTION for Board Goal #1 by: Ms. Micale **SECOND** by: Ms. Brogan
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Ms. Micale, Ms. Brogan
NAYS: none
Absent: Mr. Mahmoud

MOTION for Board Goal #2 by: Ms. Micale **SECOND** by: Ms. Brogan
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Ms. Micale, Ms. Brogan
NAYS: none
Absent: Mr. Mahmoud

MOTION for Board Goal #3 by: Ms. Micale **SECOND** by: Ms. Brogan
ROLL CALL
AYES: Ms. Handy, Ms. Micale, Ms. Brogan
NAYS: Mr. Dani
Absent: Mr. Mahmoud

MOTION for Board Goal #4 by: Ms. Brogan **SECOND** by: Ms. Handy
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Ms. Micale, Ms. Brogan
NAYS: none
Absent: Mr. Mahmoud

MOTION for Board Goal #5 by: Ms. Handy **SECOND** by: Ms. Micale
ROLL CALL
AYES: Mr. Dani, Ms. Handy, Ms. Micale, Ms. Brogan
NAYS: none
Absent: Mr. Mahmoud

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 03:13:06 .

XV. COMMENTS FROM THE PUBLIC

Boyd A. Loving, He attended the village meeting in person this week, during that meeting Village Manager Keith Kazmark mentioned the new state regulations regarding e-bikes, scooters, etc. Mr. Loving commented during that meeting that parents need to know about this since the law has significantly changed in that you have to be fifteen years old to operate those vehicles and be licensed. He implored the village manager to make sure that he was working with the board of education, since most parents read materials that come out from the board of education more than they read social media posts from the police department or village manager's office. He thinks the village manager tended to agree with the comment and said that he was currently working with the board of education through Ms. Corliss to ensure that the message about the new ebike law did get out to parents. A portion of that law is that people have to be 15 years old now and they also have to be licensed and wear a helmet. Whenever he passes by the high

school, he sees many of these types of vehicles chained to the fence around the athletic field and he is thinking of the liability it may present to the school district if people are not licensed and are not of the proper age and who are not wearing the right safety equipment who are bringing these vehicles onto school property and perhaps have an accident and the school may be liable in some way, shape or form. He is encouraging everyone to make sure that this new law is communicated to the students and parents and if somebody is bringing one of these vehicles on school property, you are ensuring that they are of the right age and that they do possess a license, otherwise taxpayers may be shelling out some money if there are accidents or some other unfortunate incident happens.

View this portion of the Ridgewood BOE Meeting 1/29/2026 starting at 3:57:22.

XVI. MOTION TO ADJOURN and GO INTO EXECUTIVE SESSION

Ms. Brogan announced that the Board will go into Executive Session to discuss personnel and will not return to Public Session. There will be no action taken at the Executive Session.

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

- The Regular Public Meeting was adjourned at 11:00 p.m.

Respectfully Submitted,



Richard Matthews
Business Administrator/Board Secretary