

**BOARD OF EDUCATION
UPPER SADDLE RIVER, NEW JERSEY
SPECIAL MEETING – BOARD RETREAT
FRIDAY, JANUARY 12, 2024
8:30 – 11:30 A.M.
BOGERT SCHOOL QUAD ROOM #63
391 WEST SADDLE RIVER ROAD
UPPER SADDLE RIVER, NJ 07458**

AGENDA

This is a Special Meeting – Board Retreat of the Upper Saddle River Board of Education and appropriate notice has been provided to the designated newspapers, the Borough Clerk and all interested parties requesting such notice.

One opportunity is provided at this meeting for citizens to make comments. The Board values and welcomes comments and opinions from the residents of Upper Saddle River as long as remarks are not personal or discourteous. Public comment allows the Board to listen to community members and to hear their opinions on school policy and operations.

Upon being recognized, persons wishing to speak should stand and identify themselves by name and address; the speaker should direct his/her remarks to the presiding officer. Comments shall be limited to issues and each speaker will limit his/her remarks to three minutes. If personal or discourteous statements are made, the presiding officer shall require the speaker to stop. No speaker may comment again until all those who wish to speak have had an opportunity and as long as time allows. If, in the judgment of the presiding officer, the total time devoted to public comment becomes excessive, the presiding officer may indicate the Board has time for one more speaker and will so notify the public.

Call to order and roll call

Mrs. Gandara

Opening statement by Presiding Officer

Mrs. Gandara

CONFIDENTIAL SESSION

Board Members Only

WHEREAS, the members of the Upper Saddle River Board of Education deem it necessary to discuss legal matters, and

WHEREAS, the topics to be discussed are within the exemptions which are permitted to be discussed and acted upon in confidential session pursuant to PL 1975, Chapter 231,

NOW, THEREFORE, BE IT RESOLVED that the members of the Upper Saddle River Board of Education deem it necessary to exclude the public from the discussion, and

BE IT FURTHER RESOLVED that the minutes of the meeting will be made public when the need for privacy no longer exists. Action will not be taken.

DISCUSSION ITEMS:

Dr. Siegel

- District Status Update
- Education/Academic Review
- Board of Education Student Success Committee Update
- Staffing Updates
- Process and Results of Board Evaluation
- Policy

PUBLIC COMMENT

ADMINISTRATION

Dr. Siegel

This motion will be one motion that encompasses Items A through K and will be voted on at this meeting. This motion has been recommended for approval by the Superintendent.

A. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation

#253894***10252023 is not an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).

- B. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #254699***110620232 is not an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).
- C. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #255094***11152023 is not an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).
- D. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #255096***11152023 is not an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).
- E. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #255248***11172023 is not an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).
- F. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #255433***11212023 is an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).
- G. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #255434***11212023 is not an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).
- H. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #255498***11212023 is not an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).
- I. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #255945***12012023 is not an incident as defined under HIB Policy #5512. The Superintendent shall notify the parents and/or guardians of the Board's decision in writing in accordance with Board Policy and N.J.S.A. 18A:37-15(e).
- J. Approve the revised 2023/2024 School Calendar, as attached.
- K. Approve the 2024/2025 School Calendar, as attached.

PERSONNEL

Dr. Siegel

This motion will be one motion that encompasses Items A through D and will be voted on at this meeting.
This motion has been recommended for approval by the Superintendent.

A. Create/Abolish:

1. Abolish one 1.0 FTE paraprofessional position at Cavallini Middle School effective January 2, 2024.

B. Leaves:

1. Approve a paid leave and unpaid FMLA/NJFLA leave for Employee #1703, effective on or about April 22, 2024 through approximately October 31, 2024.
2. Approve a paid leave and unpaid FMLA leave for Employee #2196, effective December 13, 2023 through approximately January 19, 2024.

C. Appointments:

1. Appoint Carol Krebs to the position of ABA Paraprofessional, effective on or about January 16, 2024, Step 10, prorated, plus ABA stipend prorated, subject to the satisfactory completion of the criminal history records check required by law.

D. Change in Assignment:

1. Approve the transfer of Denise Casella from ABA Paraprofessional leave replacement to Lunch aide position at Reynolds School, effective January 2, 2024.
2. Approve the transfer of Donna Reilly from Paraprofessional at Cavallini to ABA Paraprofessional at Reynolds, effective January 2, 2024.

FINANCE

Mrs. Imbasciani

This motion will be one motion that encompasses Items A and B and will be voted on at this meeting. This motion has been recommended for approval by the Superintendent.

- A. Approve Dr. Kerry Magro to present a Special Education Workshop on the professional development day, January 15, 2024 at a cost of \$4,500.00.

- B. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fee	Travel Cost
Gravity Goldberg's Reflection on "Next Steps in Literary Education" (Online)	January 8, 2024	Jacqueline King	\$0.00	\$0.00
Tri-States Assistant Principal Study Group Rye, NY	January 10, 2024	Christine Cipollini	\$0.00	\$49.44
Orton Plus Training (Online in the evenings)	January 10, 17, 24, 31, 2024 February 7, 14, 21, 28, 2024 March 6 & 13, 2024	Christina Cucci	\$1,500.00	\$0.00

ADJOURNMENT

Mrs. Gandara

2023-2024 Upper Saddle River Schools

July						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

July

4 Independence Day

DRAFT

January (21) (22)
 1 New Year's Day
 2 Schools Reopen
 15 Martin Luther King Day &
 Staff PD Day
 -No School for Students
 -Full Day for Staff Only

January						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August

February (18) (18)
 19 Winter Recess Begins
 22 Schools Reopen

February						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

September						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September (17) (19)

1 Teachers' Staff Meetings
 4 Labor Day
 5 Teachers' Staff Meetings
 6 First Day of Classes for Students
 -Student Early Dismissal
 25 Yom Kippur
 14 Bogert Back to School Night
 21 Reynolds Back to School Night
 28 Cavallini Back to School Night

March (20) (20)
 29 Good Friday
 28 Early Dismissal for Students
 -Full Day for Staff
 -Staff PD

March						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

October (21) (22)

9. Columbus Day/PD Day
 -No School for Students
 -Full Day for Staff Only
 10 Early Dismissal for Students
 -Full Day for Staff/PD

April (17) (17)

1 Spring Recess Begins
 8 Schools Reopen
 Spring recess will be shortened to make up snow/emergency days, if more than 3 days are used, starting with April 5.

April						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

November (17) (18)

2 Fall Parent Conference Day
 Rey/Bog Conferences
 -No school for Students
 -Full day for staff only
 9-10 NJEA Conference
 22 Thanksgiving Recess Begins
 -Staff & Student Early Dismissal

May (19) (19)

27 Memorial Day
 If school is closed for snow/emergency reasons, days will be made up in the following order:
 Thursday, May 23/ Friday, May 24/ Tuesday, May 28 (See page 2)

May						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

December (16) (16)

22 Winter Recess Begins
 -Staff & Student Early Dismissal

- No School
- Minimum Day
- Teachers in Only

June (14) (15)
 18-20 Student Early Dismissal
 20 Last Day for Students
 -Student Early Dismissal
 21 Last Day for Teachers
 -Full Day for Staff

June						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

No Snow Days Used

Result:
May: 19 student days & 19 teacher days

May						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

One Snow Day Used

Result:
May: 20 student days & 20 teacher days

May						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Two Snow Days Used

Result:
May: 21 student days & 21 teacher days

May						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Three Snow Days Used

Result:
May: 22 student days & 22 teacher days

May						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

UPPER SADDLE RIVER SCHOOLS

2024-2025

2	Schools Closed - Labor Day	September (19) (20)				
3	Teachers' Staff Meetings	M	T	W	T	F
4	First Day of School for Students Minimum Day for Students	2	3	4	5	6
		9	10	11	12	13
12	Bogert Back to School Night	16	17	18	19	20
19	Cavallini Back to School Night	23	24	25	26	27
26	Reynolds Back to School Night	30				

March (21) (21)					DRAFT
M	T	W	T	F	
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					

3	Schools Closed - Rosh Hashanah	October (20) (22)				
14-15	Professional Development No School for Students	M	T	W	T	F
			1	2	3	4
		7	8	9	10	11
		14	15	16	17	18
		21	22	23	24	25
		28	29	30	31	

April (17) (17)					14-18 Schools Closed (Spring Recess)
M	T	W	T	F	
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30			

7-8	Schools Closed (NJEA)	November (16) (17)				
15	Fall Parent Conference Day No School for Students	M	T	W	T	F
						1
27	Minimum Day - Students & Staff	4	5	6	7	8
28-29	Schools Closed (Thanksgiving)	11	12	13	14	15
		18	19	20	21	22
		25	26	27	28	29

May (19) (19)					23 Minimum Day for Students & Staff 26 Schools Closed (Memorial Day) 27-28 Schools Closed * If school is closed for emergency reasons, days will be made up in the following order: Wednesday, May 28/ Tuesday, May 27. *
M	T	W	T	F	
			1	2	
5	6	7	8	9	
12	13	14	15	16	
19	20	21	22	23	
26	27	28	29	30	

23-31	Schools Closed (Winter Recess)	December (15) (15)				
		M	T	W	T	F
		2	3	4	5	6
		9	10	11	12	13
		16	17	18	19	20
		23	24	25	26	27
		30	31			

June (14) (15)					17-18 Minimum Days for Students 19 Last Day of School for Students Minimum Day for Students 20 Last Day for Teachers
M	T	W	T	F	
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30					

1	Schools Closed (New Years Day)	January (21) (22)				
20	Professional Development/ Martin Luther King Jr. Day No School for Students	M	T	W	T	F
				1	2	3
		6	7	8	9	10
		13	14	15	16	17
		20	21	22	23	24
		27	28	29	30	31

DAY TYPE LEGEND	
Schools Closed for Students and Staff	
Minimum Day	
PD Day (Schools Closed for Students)	
<p>The length of the school year will be no fewer than 180 days for students.</p> <p>*If more than 2 emergency closing days are used, then make-up days will be taken from Spring Recess, beginning with April 14, or the school year may be extended in June.</p> <p>Board of Education Approval: January 12, 2024</p>	

17-18	Schools Closed (February Recess)	February (18) (18)				
		M	T	W	T	F
		3	4	5	6	7
		10	11	12	13	14
		17	18	19	20	21
		24	25	26	27	28