

**BOARD OF EDUCATION
UPPER SADDLE RIVER, NEW JERSEY
REGULAR MEETING (VIRTUAL MEETING)
Monday, May 11, 2020, 8:00 p.m.**

Agenda

This is a virtual regular meeting 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.

Two opportunities are 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.

Members of the public may access the meeting and submit any questions or comments during the portions of the meeting reserved for comments. Persons wishing to comment should identify themselves by name and address; the commenter should direct his/her remarks to the presiding officer. Comments shall be limited to school-related issues and each commenter will limit his/her remarks to three minutes. No person may comment again until all those who wish to comment 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.

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| I. | Call to order and roll call | Mrs. Johnston |
| II. | Flag salute and Pledge of Allegiance | Mrs. Johnston |
| III. | Opening statement by presiding officer | Mrs. Johnston |
| IV. | BOARD CANDIDATE INTERVIEWS | Full Board |
| V. | 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 discusses 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. No action will be taken.

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| VI. | OATH OF OFFICE | Mrs. Imbasciani |
| VII. | REPORTS | |
| A. | Superintendent's Report | Dr. Siegel |
| B. | Board Secretary's Report | Mrs. Imbasciani |
| C. | Board President's Report | Mrs. Johnston |
| D. | Committee Reports | Chairpersons |
| E. | PTO Report | Mrs. Degenars & Mrs. Apostolou |
| F. | USREF Report | Mrs. Mueller |

VIII. **PRESENTATIONS**

- 1. **Report on District Assessment Goal and Modifications to School Report Cards** USR Administrative Team
- 2. **Internet Safety and Security** Mr. Cazes

IX. **PUBLIC COMMENT (for Agenda Items only)**

X. **ADMINISTRATION** Dr. Siegel

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

A. Second reading and adoption of the following Policies and Regulation:

- Policy 1642 Earned Sick Leave Law (new)
- Policy 5240 Tardiness (revised)
- Policy 8601 Student Supervision After School Dismissal (revised)
- Regulation 1642 Earned Sick Leave Law (new)

B. First reading of the following Policies and Regulations:

- Policy 1581 Domestic Violence (revised)
- Policy 2422 Health and Physical Education (revised)
- Policy 5330 Administration of Medication (revised)
- Policy 7243 Supervision of Construction (revised)
- Policy 8210 School Year (revised)
- Policy 8220 School Day (revised)
- Policy 8462 Reporting Potentially Missing or Abused Children (revised)
- Regulation 1581 Domestic Violence (revised)
- Regulation 5330 Administration of Medication (revised)

C. Approve the revised 2019/2020 school calendar.

D. Approve the Upper Saddle River Public Health-Related School Closure Plan.

E. Approve the following Resolution:

**APPROVE THE REVISED SHARED SERVICES AGREEMENT AMONG
UPPER SADDLE RIVER BOARD OF EDUCATION, ALLENDALE BOARD OF EDUCATION
AND HO-HO-KUS BOARD OF EDUCATION INITIALLY APPROVED ON MARCH 16, 2020.**

BE IT RESOLVED that upon the recommendation of the Superintendent of Schools, the Upper Saddle River Board of Education hereby approves the Revised Shared Services Agreement initially approved on March 16, 2020 with the Allendale Board of Education and the Ho-Ho-Kus Board of Education for the purpose of operating a consolidated extended school year program to be attended by students from each of the school districts upon the terms and conditions set forth in the Shared Services Agreement from March 16, 2020 to March 16, 2023.

F. Approve the continued use of the Marshall System for certificated staff evaluations in accordance with the requirements as set forth by AchieveNJ and in collaboration with the District Evaluation Advisory Committee (DEAC) and the School Improvement Panel (SciP) for the 2020/21 school year.

G. Approve the teacher evaluation rubrics for the 2020/21 school year.

XI. **PERSONNEL**

Dr. Siegel

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

- A. Create/Abolish (not applicable)
- B. Leaves (not applicable)
- C. Resignations (not applicable)
- D. Appointments
 - 1. Approve the reappointment of contractual bargaining unit non-certificated staff for the 2020/21 school year, as per attached.
 - 2. Approve the reappointment of non-bargaining staff for the 2020/21 school year, as per attached.
 - 3. Appoint Katherine Kaldawi to the position of Social Studies Teacher at Cavallini, MA, Step 1, effective September 1, 2020, subject to the satisfactory completion of the criminal history records check required by law and receipt of the required NJ teaching certificate.
 - 4. Appoint Jillian Menendez to the position of K-2 ABA Special Education Teacher at Reynolds, MA, Step 8, effective September 1, 2020, subject to the satisfactory completion of the criminal history records check required by law.
 - 5. Appoint Christine Moon to the position .50 FTE Special Education Teacher at Bogert, MA, Step 1, effective September 1, 2020.
 - 6. Appoint Julia Shea to the position of Special Education Teacher at Cavallini, MA, Step 1, effective September 1, 2020.
 - 7. Approve the following staff for ESY:

BCBA	\$90/hour	TBD
Non-BCBA/Behaviorist	\$50/hour	TBD
Special Education Teachers	\$50/hour:	
Savannah Heimall	Kaitlin Reilly	Kelsey Byrnes
Alex Byrne	Cayla Casey	Christine Cipollini
Dorothy Fox	Cathy Mende	Linda Ho
Nicole Melbrech	Mary Lavelle	
Preschool Teacher	\$4,000 Stipend:	
Amanda Feijo		
ABA Teacher	\$4,000 Stipend:	
James Dunn	Laura Pinto	Jillian Menendez
General Education and MSI Teachers	\$50/hour	
Danielle Larsen	Peggy Dobrinski	Chelsea Chillini Bargas
Marci Titunik	Cynthia Stawecki	Mary Kate Probert
Alex Byrne		
Counselor	\$50/hour:	
Brigette Uzar		

ABA/Pull Out Speech Therapists	\$50/30 minute session	(\$100/hour)
Leah Fand	Kimbo Hintz	
Integrated Speech Therapist	\$70/hour	
Cathy Biebrich		
OT	\$50/30 minute session	(\$100/hour)
Elana Rosenbaum		
PT	\$50/30 minute session	(\$100/hour)
Sheli Dansky		
Substitute Teachers	\$50/hour:	
Mary Kate Probert	Cathy Mende	Cynthia Stawecki
Joan Pilkington	Kristen Bialosky	
Integrated Paraprofessionals	\$21/hour:	
Elizabeth MacFarran	Kristin Younger	Elizabeth Cunningham
Anne Lahart	Anna Marie Bell	Chelsea Chillini Bargas
Danielle Hoffman	Heather Balji	Sara Khalessi
Michelle Carucci	Gaile Gunhus	Cathy Mende
Kristin Bialosky	Laura Fox	Pam Flynn
Joan Pilkington	Linda Ho	
School Nurse	\$50/hour:	
Kate Cinquegrana		
ABA Paraprofessionals	\$25/hour	
Kristin Younger	Antenette Lam	Elyssa Mark
Elaina Reinke	Lisa Wachino	Simona DiFranco
Sue Messina	Linda Ho	

E. Substitutes/Consultants (not applicable)

F. Change in Assignment (not applicable)

G. Salaries

1. Approve the 2020/21 salaries of all non-bargaining staff as follows:

Cunningham, Lisa	Lunch Aide
Easer, Robert	Lunch Aide
Forzono, Diane	Lunch Aide
Lefebvre, Lisa	Lunch Aide
Martini, Jeanna	Lunch Aide
Neumann, Gail	Lunch Aide
Palmerini, Patricia	Lunch Aide
Woodhouse, Lisa	Lunch Aide
Pfohl, Jennifer	Treasurer of School Monies
Betz-Radleigh, Susan	Campus Aide
Decandia-Pook, Connie	Campus Aide
Dolan, Janine	Campus Aide
Mahon, Edward	Campus Aide
Meller, Joan	Campus Aide
Taylor, Thomas	Campus Aide
Wagner, Joanne	Campus Aide

Ranges, Robyn	Registered Nurse
Travers, Rosemary	Registered Nurse
Wierzbicki, Kelley	Registered Nurse
Pinto, Laura	Behaviorist
Dunn, Colette	Confidential Secretary
Griffin, Angela	Confidential Secretary
Kreger, Sandra	Confidential Secretary
McGovern, Ann	Confidential Secretary
Miller, Linda	Confidential Secretary
Leka, Nijazi	Supervisor, Buildings & Grounds
Newman, Scott	Network Technician – Level 2

XIII. **FINANCE**

Mrs. Imbasciani

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

- A. Approve the Minutes of Board Meeting:

April 27, 2020

- B. Approve the Bills List for April 2020 as follows:

10	General Current Expense	\$72,421.28
11	General Current Expense	\$1,983,319.26
12	Capital Outlay	\$38,209.00
20	Special Revenue Funds	\$31,435.56
50	Milk	\$205.25
	Total	\$2,125,590.35

- C. Approve the Transfers for April 2020.
- D. Approve the Board Secretary and Treasurer’s Reports dated April 2020 and to certify that after review of these reports and upon consultation with appropriate district officials, as to the best of our knowledge, no major account or fund has been over expended in violation of NJAC 6A:23-2.11 and that sufficient funds are available to meet the district’s financial obligation for the remainder of the year.
- E. Approve the submission of the 2019/20 Application for Extraordinary Special Education Aid (EXAID).
- F. Approve Change Order # 1 in the amount of -\$30,000.00 from Panoramic Window & Doors Systems, Inc. for unused allowances associated with the Window Replacement Project (Phase 1) at Reynolds School. This reduces the total contract price to \$279,000.00.
- G. Approve Application for Payment # 2 in the amount of \$41,177.00 for Panoramic Window & Doors Systems, Inc. This is the final payment for the Window Replacement Project (Phase 1) at Reynolds School.
- H. Approve Melanie Struble and Jennifer Kraft of Body Positive Works, to present “The Impact of Quarantining on Our Relationship to Mind, Body and Food,” on May 8, and May 15, 2020, at a total cost of \$500.
- I. Approve Jessica Lahey, a national level speaker, to present “The Gift of Failure” as part of the Parent Wellness Series, on November 9, 2020 at a cost of \$12,500 plus contracted expenses.

- J. Approve A.N.A. Painting Corp. to prep, prime and paint the Cavallini Media Center at a total cost of \$6,275.00. (Pricing as per NJ State Contract # A15451)
- K. Approve the purchase of one (1) auto scrubber from Atra Janitorial Supply Co., Inc. in the amount of \$7,600.00. (Pricing as per ESCNJ # 18/19-35)
- L. Approve J & J Gym Floors to recoat the gym and multipurpose room floors at Reynolds, Bogert and Cavallini and add a logo to the Reynolds gym floor at a total cost of \$7,640.00.
- M. Approve the purchase and installation of a projector for the Travers Multi-Purpose Room from Keyboard Consultants at a total cost of \$13,245.10. (Pricing based on NJ State Contract: School and Library Equipment, Supplies and Services 17-Food-00026617DPP00111, 8/31/17 to 8/30/21 and EDS Bid # 8572 titled MSRP Tech/AV/Computer/Interactive Whiteboards extended to December 2019 – Vendor # 6346)
- N. Approve Morris B. Moving, Inc. to dismantle all existing furniture, shelving, counters, etc. in the Cavallini Media Center to the dumpster at a cost of \$2,950.00.
- O. Approve Pro Libra Associates Inc. to furnish boxes, pack and unpack the current book contents of the Cavallini Media Center at a cost of \$4,800.00.
- P. Approve RFS Commercial to supply and install new carpet for the Cavallini Media Center at a cost of \$31,012.79. (Pricing based on NJ State Contract/Mannington State Contract Pricing # A81751)
- Q. Approve RFS Commercial Inc. to abate existing VAT tile, skim coat and prep subfloor, supply and install new VCT flooring for Cavallini Middle School Room # 31, at a cost of \$10,011.11. (Pricing based on NJ State Contract/Mannington State Contract Pricing # A81751)
- R. Approve RFS Commercial Inc. to abate existing VAT tile, skim coat and prep subfloor, supply and install new VCT flooring for Cavallini Middle School Room # 32, at a cost of \$10,011.11. (Pricing based on NJ State Contract/Mannington State Contract Pricing # A81751)
- S. Approve RFS Commercial Inc. remove existing carpet, scratch and patch subfloor, supply and install new carpet tile for Reynolds School main office suite at a cost of \$8,461.29. (Pricing based on NJ State Contract/Manning State Contract Pricing # A81751)
- T. Approve RFS Commercial Inc. to abate existing VAT tile, skim coat and prep subfloor, supply and install new VCT flooring for Reynolds School room # 113 at a cost of \$11, 911.94. (Pricing based on NJ State Contract/Mannington State Contract Pricing # A81751)
- U. Approve RFS Commercial Inc. to abate existing VAT tile, skim coat and prep subfloor, supply and install new VCT flooring for Reynolds School room # 114 at a cost of \$15,300.00. (Pricing based on NJ State Contract/Mannington State Contract Pricing # A81751)
- V. Approve RFS Commercial Inc. to supply and install new flooring for Bogert School room # 1 at a cost of \$6,214.19. (Pricing based on NJ State Contract/Mannington State Contract # A81751)
- W. Approve RFS Commercial Inc. to supply and install new flooring for Bogert School room # 33 at a cost of \$6,859.16 (Pricing based on NJ State Contract/Mannington State Contract # A81751)
- X. Approve RFS Commercial Inc. to supply and install new flooring for Bogert School room # 34 at a cost of \$6,905.48. (Pricing based on NJ State Contract/Mannington State Contract # A81751)
- Y. Accept the very generous donation of \$100,000.00 for the Cavallini Tech Media Renovation Project from the Upper Saddle River Educational Foundation (USREF).

Z. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fees	Travel Cost
Teachers College Advanced Writing Institute (Online)	June 22-26, 2020	James Dunn	\$850.00	\$0.00
Teachers College Writing Institute (Online)	August 3-7, 2020	Amanda Iannoconne	\$850.00	\$0.00
Teachers College Reading Institute (Online)	August 10-14, 2020	Kelsey Byrnes Amanda Iannoconne	\$850.00 \$850.00	\$0.00 \$0.00

XIV. **PUBLIC COMMENT**

XV. **ADJOURNMENT**

Mrs. Johnston

Non-Bargaining Appointments

May 11, 2020

Name	Tenured	Category
Dunn, Colette	Y	Confidential Secretaries
Griffin, Angela	Y	Confidential Secretaries
Kreger, Sandra	Y	Confidential Secretaries
McGovern, Ann	Y	Confidential Secretaries
Miller, Linda	Y	Confidential Secretaries
Leka, Nijazi	N	Buildings & Grouds Supervisor
Cunningham, Lisa	N	Lunch Aide
Easer, Robert	N	Lunch Aide
Forzono, Diane	N	Lunch Aide
Lefebvre, Lisa	N	Lunch Aide
Martini, Jeanna	N	Lunch Aide
Neumann, Gail	N	Lunch Aide
Palmerini, Patricia	N	Lunch Aide
Woodhouse, Lisa	N	Lunch Aide
Betz Radleigh, Susan	N	Campus Aide
Decandia-Pook, Connie	N	Campus Aide
Dolan, Janine	N	Campus Aide
Mahon, Edward	N	Campus Aide
Meller, Joan	N	Campus Aide
Taylor, Thomas	N	Campus Aide
Wagner, Joanne	N	Campus Aide
Newman, Scott	N	Network Tech.
Pinto, Laura	N	Behaviorist
Pfohl, Jennifer	N	Treasurer
Ranges, Robyn	N	Registered Nurse
Travers, Rosemary	N	Registered Nurse
Wierzbicki, Kelley	N	Registered Nurse

Contractual Appointments
May 11, 2020

Name	Tenured	Category	FTE
Doherty, Susan	N	Secretary	
Donadio, Patricia	Y	Secretary	
Finn, Carol	Y	Secretary	
Musumeci, Geraldine	Y	Secretary	
Perrucci, Annette	Y	Secretary	
Van Blarcom, Maureen	Y	Secretary	
Abazi, Erion	N	Custodian - Night	
Alba, Alex	N	Custodian - Night	
Belasic, Zeljko	N	Grounds Custodian	
Caputo, Nicholas	N	Custodian - Night	
Cuni, Hamdi	N	Custodian	
Hakrama, Shefik	N	Custodian - Night	
Kirsch, Scott	N	Custodian	
Kykta, Ivan	N	Maintenance	
Lala, Pietro	N	Custodian	
Milarck, Mitchell	N	Custodian - Night	
Oswald, Allen	N	Custodian - Night	.50
Smith, Eric	N	Custodian	
Taveras Luna, Francisco	N	Custodian	
Vargas, Jose	N	Custodian - Night	
Asta, Jacquelyn	N	Paraprofessional	
Aufiero, Joan	N	Paraprofessional	
Balji, Heather	N	Paraprofessional	
Blaikie, Denise	N	Paraprofessional	
Campagna, Claudia	N	Paraprofessional/ABA Instructor/PSH	
Carucci, Michelle	N	Paraprofessional 3-5 PSH	
Chiellini, Chelsea	N	Paraprofessional	
Dalton, Ursula	N	Paraprofessional	
Georgali DiFranco, Simona	N	Paraprofessional/ABA Instructor	
Griffith, Josephine	N	Paraprofessional	
Ho, Linda	N	Paraprofessional	
Hoffman, Danielle	N	Paraprofessional	
Holder, Jacqueline	N	Paraprofessional	
Kasnia Flood, Susan	N	Paraprofessional	
Khalessi, Saghar	N	Paraprofessional/ABA Instructor	
Kleinman, Helaine	N	Paraprofessional	
Koppenaal, Jeanne	N	Paraprofessional	
Lam, Antenette	N	Paraprofessional/ABA Instructor/PSH	
LiPuma, Maureen	N	Paraprofessional	
Macri, Gail	N	Paraprofessional	
Mark, Elissa	N	Paraprofessional/ABA Instructor	
Martino, Adriana	N	Paraprofessional	
Merritt, Catherine A	N	Paraprofessional	
Mignone, Suzanne	N	Paraprofessional	
O'Connor, Sean	N	Paraprofessional	

Contractual Appointments
May 11, 2020

Name	Tenured	Category	FTE
Pedrani, Kathryn	N	Paraprofessional	
Popeil, Mora	N	Paraprofessional	
Princiotto, Deborah	N	Paraprofessional	
Quinones, April	N	Paraprofessional/ABA Instructor	
Radicke, Lynne	N	Paraprofessional	
Reinke, Elaina	N	Paraprofessional/ABA Instructor	
Rohdieck, Kristen	N	Paraprofessional/ABA Instructor	
Scotti, Karin	N	Paraprofessional	
Vido, Christine	N	Paraprofessional/ABA Instructor/PSH	
Wachino, Lisa	N	Paraprofessional/ABA Instructor	
Wei, Susan	N	Paraprofessional	
Yuhas, Renee	N	Paraprofessional	
Zumbano, Carol	N	Paraprofessional 3-5 PSH	