

**BOARD OF EDUCATION  
UPPER SADDLE RIVER, NEW JERSEY  
REGULAR MEETING  
Monday, May 13, 2019, 8:00 p.m.  
Media Center, Cavallini Middle School  
392 West Saddle River Road**

**Agenda**

This is a 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.

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 school-related 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.

- |      |   |                             |
|------|---|-----------------------------|
| 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.  | <b>REPORTS</b>                                |                             |
|      | 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. Layne/Mrs. Mazzola     |
|      | F. USREF Report                               | Mrs. Mueller                |
| V.   | <b>PRESENTATIONS</b>                          |                             |
|      | 1. Bogert and Cavallini Musicals Highlights   | Mr. Kaplan and Mr. McCusker |
| VI.  | <b>PUBLIC COMMENT (for Agenda Items only)</b> |                             |
| VII. | <b>ADMINISTRATION</b>                         | Dr. Siegel                  |

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

- A. Approve the following Resolution:

**BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #031119001 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. Approve the following Resolution:

**BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #032919001 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).

- C. Approve the following Resolution:

**BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #040419001(1) 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).

- D. Approve the following Resolution:

**BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #040419001(2) 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).

- E. Approve the following Resolution:

**BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #040919001 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).

- 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 2019/20 school year.

- G. Approve the staff evaluation rubrics for the 2019/20 school year.

- H. Approve the submission of the three-year 2019-2022 Comprehensive Equity Plan to the New Jersey Department of Education, Bergen County Office.

VIII. **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

1. Approve paid disability leave and unpaid statutory leave, for Catherine Merritt, Paraprofessional effective May 14, 2019 through approximately June 30, 2019.
2. Approve unpaid FMLA leave for Christine Stewart, Paraprofessional at Bogert, effective May 14, 2019 through May 31, 2019.

- C. Resignations

1. Accept the resignation for the purpose of retirement of Ada Gagliano, Lunch Aide at Reynolds, effective July 1, 2019.

2. Accept the resignation of Artlind Kortoci, Computer/Network Technician Level 1, effective June 10, 2019.
3. Accept the resignation of Joy Kim, Language Arts Teacher and Basic Skills Instructor at Cavallini, effective July 1, 2019.
4. Accept the resignation for the purpose of disability retirement of Christine Stewart, Paraprofessional at Bogert, effective June 1, 2019.

D. Appointments

1. Approve the reappointment of contractual bargaining unit non-certificated staff, as per attached.
2. Approve the reappointment of non-bargaining staff, as per attached.
3. Appoint Nadia Balsamo to the position of long-term leave replacement 5<sup>th</sup> Grade Classroom Teacher, Step 2, BA + 30, effective September 1, 2019 through June 30, 2020, salary to be determined upon Contract settlement.
4. Reappoint Daniel Cazes to the position of Director of Technology, effective July 1, 2019 through June 30, 2020.
5. Appoint Brian Haines to the position of long-term leave replacement Physical Education and Health Teacher, Step 1, BA, effective September 1, 2019 through June 30, 2020, salary to be determined upon Contract settlement.
6. Approve the following Resolution:

**BE IT RESOLVED** that the Upper Saddle River Board of Education (hereinafter referred to as the "Board") appoints Dana Imbasciani as the Business Administrator/ Board Secretary for the Upper Saddle River School District for the period beginning on July 1, 2019 and ending on June 30, 2020.

**BE IT FURTHER RESOLVED** that this Employment Agreement has been submitted to and approved by the Executive County Superintendent, according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18a:7-8(j).

**BE IT FURTHER RESOLVED** that the Board approves the Employment Agreement with Dana Imbasciani for the position of Business Administration/Board Secretary for the foregoing period of appointment, which Employment Agreement is attached to this Resolution and made a part hereof.

**BE IT FURTHER RESOLVED** that the Board hereby authorizes the Board President and the Superintendent to execute, on behalf of the Board, the Employment Agreement by and between the Board and Dana Imbasciani.

7. Appoint Jennifer A. Kruter to the position of English/Language Arts Teacher at Cavallini, Step 6, BA + 30, effective September 1, 2019, subject to the satisfactory completion of the criminal history records check required by law, salary to be determined upon Contract settlement.

E. Substitutes/Consultants

1. Appoint summer help as follows:

Name	Hourly Rate	Start Date	Position
Antonio Carollo	\$12.00	7/1/19	Custodial
*Ryan Dunn	\$12.00	7/1/19	Custodial
*Thomas Dunn	\$12.00	7/1/19	Custodial
Dean Erabia	\$12.00	7/1/19	Custodial
Mitchell Milarch	\$12.00	7/1/19	Custodial
*Jared Miller	\$12.00	7/1/19	Custodial
*Richard Reinke	\$12.00	7/1/19	Custodial
*James Stawecki	\$12.00	7/1/19	Custodial

F. Change in Assignment (not applicable)

G. Salaries

1. Approve the 2019/20 salaries of all non-bargaining staff as follows:

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
Ye, Yimin	Lunch Aide
Pfohl, Jennifer	Treasurer of School Monies
Betz Radleigh, Susan	Campus Aide
Dolan, Janine	Campus Aide
Federico, Heather	Campus Aide
Lolacono, Anthony	Campus Aide
Meller, Joan	Campus Aide
Taylor, Thomas	Campus Aide
Wagner, Joanne	Campus Aide
Ranges, Robyn	Registered Nurse
Travers, Rosemary	Registered Nurse
Wierzicki, 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

IX. FINANCE

Mrs. Imbasciani

**This motion will be one motion that encompasses items A through DD 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 29, 2019

B. Approve the Bills List for April 2019 as follows:

10	General Current Expense	\$71,334.26
11	General Current Expense	\$2,027,887.82
20	Special Revenue Funds	\$37,692.07
50	Milk	\$235.43
60	Trust Fund	\$31,697.25
Total		\$2,168,846.83

C. Approve the Transfers for April 2019.

- D. Approve the Board Secretary and Treasurer's Reports dated April 2019 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. Accept the donation of one (1) installed Phase 2 Pre-K Playground Unit for Reynolds School from the USR PTO at a cost not to exceed \$19,797.00.
- F. Accept the donation of one (1) Epson G Series Projector and Da-Lite Screen for the Bogert School Gym from the USR PTO at a cost of \$17,416.00.
- G. Approve C & M Door Controls, Incorporated to remove, provide and install four (4) replacement doors at Bogert School and six (6) replacement doors at Cavallini Middle School at a total cost of \$21,870.00.
- H. Approve Eastern Datacomm to provide and install a Mitel Phone System for Reynolds School, Bogert School, Cavallini Middle School and the Board Office at a total cost of \$133,634.00. (Pricing based on WSCA-NASPO Contract #88132)
- I. Approve Eastern Datacomm to provide and install a Lockdown Emergency Notification (LENS) for Reynolds, Bogert and Cavallini Schools at a total cost of \$95,893.00. (Pricing based on ESCNJ 18/19-16 #65 MCESCCPS)
- J. Approve Eastern Datacomm to provide and install a Paging Head End System for Reynolds, Bogert and Cavallini Schools at a total cost of \$25,871.00. (Pricing based on ESCNJ 18/19-16 #65 MCESCCPS)
- K. Approve Eastern Datacomm to provide and install Wireless Clocks and Bell Controllers for Reynolds, Bogert and Cavallini Schools at a total cost of \$34,188.00. (Pricing based on ESCNJ 18/19-16 MCESCCPS)
- L. Approve Generations Services Inc. to furnish and install lighting upgrades in the gyms, multipurpose room, stages, exterior perimeters and parking lots at Reynolds/Bogert Schools at a total cost of \$78,000.00. (Pricing based on HCESC Bid #HCESC-SER-12B)
- M. Approve Generations Services Inc. to furnish and install lighting upgrades in the gym, exterior perimeter and parking lots at Cavallini Middle School at a total cost of \$41,110.00. (Pricing based on HCESC Bid #HCESC-SER-12B)
- N. Approve the purchase of one (1) Phase 2 Pre-K Playground Unit for Reynolds School from George Ely Associates at a cost not to exceed \$13,672.00. (Pricing based on KPN Buying Network 201409-02-A)
- O. Approve J & J Gym Floors to recoat the gym, stage and multipurpose room floors at Reynolds, Bogert and Cavallini at a total cost of \$7,640.00.
- P. Approve Johnson Controls Inc. to supply and install two (2) Nesbitt unit ventilators in the main office and Principal's office in Cavallini Middle School at a total cost of \$16,511.58.

- Q. Approve On Time Solutions to install the Phase 2 Pre-K Playground Unit for Reynolds School at a cost not to exceed \$6,125.00. (Pricing based on KPN Buying Network 201409-02-A)
- R. Approve the purchase of a Promethean interactive flat panel display for the Basic Skills classroom in Reynolds School from Keyboard Consultants at a total cost of \$3,812.62. (Pricing based on EDS Bid #8572 titled MSRP Tech/AV/Computer/Interactive Whitebds extended to December 2019 – Vendor #6346)
- S. Approve the purchase and installation of a projection and sound system for the Reynolds Gym from Keyboard Consultants at a total cost of \$23,098.14. (Pricing based on NJ State Contract: School and Library Equipment, Supplies and Services 17-Food-0026617DPP00111, 8/31/17 to 8/30/21 and EDS Bid #8572 titled MSRP Tech/AV/Computer/Interactive Whitebds extended to December 2019 – Vendor #6346)
- T. Approve the purchase and installation of a projector and screen for the Bogert Gym from Keyboard Consultants at a total cost of \$17,416.00 (Pricing based on NJ State Contract: School and Library Equipment, Supplies and Services 17-Food-0026617DPP00111, 8/31/17 to 8/30/21 and EDS Bid #8572 titled MSRP Tech/AV/Computer/Interactive Whitebds extended to December 2019 – Vendor #6346)
- U. Approve the purchase and installation of a projector and screen for the Cavallini Multi-Purpose Room from Keyboard Consultants at a total cost of \$7,425.00 (Pricing based on NJ State Contract: School and Library Equipment, Supplies and Services 17-Good-0026617DPP00111, 8/31/17 to 8/30/21 and EDS Bid #8572 titled MSRP Tech/AV/Computer/Interactive Whitebds extended to December 2019 – Vendor #6346).
- V. Approve N.A.S. Security Systems Inc. to supply and install nine (9) new digital 3MP CCTV cameras (including backboxes and intercom stations where necessary) and provide the necessary Exaca Server licenses for all cameras throughout the district at a total cost of \$21,759.63.
- W. Approve RFS Commercial Inc. to remove existing carpet and VCT flooring, scratch and patch subfloor, supply and install new VCT flooring for Reynolds School room # 52 and pod # 51 at a cost of \$8,104.68. (Pricing based on NJ State Contract/Mannington State Contract Pricing #A81751)
- X. Approve RFS Commercial Inc. to abate existing VAT tile and carpeting, scratch and patch subfloor, supply and install new VCT flooring for Reynolds School room # 114 at a cost of \$12,177.18. (Pricing based on NJ State Contract/Mannington State Contract Pricing #A81751)
- Y. Approve RFS Commercial Inc. to supply and install new flooring for Bogert School room #35 at a cost of \$4,707.53. (Pricing based on NJ State Contract/Mannington State Contract Pricing #A81751)
- Z. Approve RFS Commercial Inc. to abate existing VAT tile, scrape and patch subfloor, supply and install new VCT flooring in four (4) entrance ways to bathrooms in the 8<sup>th</sup> grade wing, art wing and one (1) kitchen in the Cavallini Middle School at a cost of \$5,031.89. (Pricing based on NJ State Contract/Mannington State Contract Pricing #A81751)
- AA. Approve RFS Commercial Inc. to abate existing VAT tile, scrape and patch subfloor, supply and install new VCT flooring for Cavallini Middle School Room # 27 at a cost of \$9,499.95. (Pricing based on NJ State Contract/Mannington State Contract Pricing #A81751)
- BB. Approve RFS Commercial Inc. to abate existing VAT tile, scrape and patch subfloor, supply and install new VCT flooring for Cavallini Middle School room # 28 at a cost of \$9,499.95. (Pricing based on NJ State Contract/Mannington State Contract Pricing #A81751)
- CC. Approve Trane to supply twelve (12) VAV Round (Retrofit) Terminal Units for Bogert/Reynolds classrooms at a cost of \$7,888.01. (Pricing base on US Communities Cooperative Quote #28-221317-19-001, Trane Contract #USC-15-JLP-023)

DD. Approve the disposal of the following old Macbooks that are no longer used by the District:

Bar Code	Bar Code	Bar Code
5390	5692	5425

X. **PUBLIC COMMENT**

XI. **ADJOURNMENT**

Mrs. Johnston

Contractual Appointments

May 13, 2019

<b>Name</b>	<b>Category</b>	<b>Tenured</b>	<b>FTE</b>
Doherty, Susan	Secretary	N	
Donadio, Patricia	Secretary	Y	
Finn, Carol	Secretary	Y	
Musumeci, Geraldine	Secretary	Y	
Perrucci, Annette	Secretary	Y	
Van Blarcom, Maureen	Secretary	Y	
Alba, Alex	Custodian - Night	N	
Belasic, Zeljko	Custodian - Grounds	N	
Caputo, Nicholas	Custodian - Night	N	
Cuni, Hamdi	Custodian	N	
Grigoryan, Simon	Custodian - Night	N	
Hakrama, Shefik	Custodian - Night	N	
Kirsch, Scott	Custodian	N	
Kykta, Ivan	Custodian - Night	N	
Lala, Pietro	Custodian	N	
Oswald, Allen	Custodian - Night	N	.50
Smith, Eric	Custodian	N	
Taveras Luna, Francisco	Custodian	N	
Turner, Colin	Custodian - Maintenance	N	
Vargas, Jose	Custodian - Night	N	
Asta, Jacquelyn	Paraprofessional	N	
Aufiero, Joan	Paraprofessional	N	
Baijal, Shivani	Paraprofessional	N	
Balji, Heather	Paraprofessional	N	
Blaikie, Denise	Paraprofessional	N	
Carucci, Michelle	Paraprofessional Ages 3-5	N	
Dalton, Ursula	Paraprofessional	N	
Griffith, Josephine	Paraprofessional	N	
Ho, Linda	Paraprofessional	N	
Hoffman, Danielle	Paraprofessional	N	
Holder, Jacqueline	Paraprofessional	N	
Kasnia Flood, Susan	Paraprofessional	N	
Khalessi, Saghar	ABA Instructor	N	
Kleinman, Helaine	Paraprofessional	N	
Koppenaar, Jeanne	Paraprofessional	N	
Lam, Antenette	ABA Instructor	N	
LiPuma, Maureen	Paraprofessional	N	
Macri, Gail	Paraprofessional	N	



<b>Name</b>	<b>Category</b>	<b>Tenured</b>	<b>FTE</b>
Mark, Elissa	ABA Instructor	N	
Martino, Adriana	Paraprofessional	N	
Merritt, Catherine A	Paraprofessional	N	
Mignone, Suzanne	Paraprofessional	N	
O'Connor, Sean	Paraprofessional	N	
Pedrani, Kathryn	Paraprofessional	N	
Popeil, Mora	Paraprofessional	N	
Princiotto, Deborah	Paraprofessional	N	
Radicke, Lynne	Paraprofessional	N	
Reinke, Elaina	ABA Instructor	N	
Rohdieck, Kristen	ABA Instructor	N	
Wei, Susan	Paraprofessional	N	
Yuhas, Renee	Paraprofessional	N	
Zumbano, Carol	Paraprofessional Ages 3-5	N	

Non-Bargaining Appointments  
May 13, 2019

Name	Category	Tenured
Dunn, Colette	Confidential Secretary	Y
Griffin, Angela	Confidential Secretary	Y
Kreger, Sandra	Confidential Secretary	Y
Leka, Nijazi	Buildings & Grounds Supervisor	N
McGovern, Ann	Confidential Secretary	Y
Miller, Linda	Confidential Secretary	Y
Easer, Robert	Lunch Aide	N
Forzono, Diane	Lunch Aide	N
Lefebvre, Lisa	Lunch Aide	N
Palmerini, Patricia	Lunch Aide	N
Martini, Jeanna	Lunch Aide	N
Neumann, Gail	Lunch Aide	N
Woodhouse, Lisa	Lunch Aide	N
Ye, Yimin	Lunch Aide	N
Dolan, Janine	Campus Aide	N
Wagner, Joanne	Campus Aide	N
Federico, Heather	Campus Aide	N
Meller, Joan	Campus Aide	N
Betz Radleigh, Susan	Campus Aide	N
Taylor, Thomas	Campus Aide	N
Lolacono, Anthony	Campus Aide	N
Newman, Scott	Network Tech. Level 2	N
Pinto, Laura	Behaviorist	N
Pfohl, Jennifer	Treasurer	N
Travers, Rosemary	Registered Nurse	N
Ranges, Robyn	Registered Nurse	N
Wierzbicki, Kelley	Registered Nurse	N