

**BOARD OF EDUCATION  
UPPER SADDLE RIVER, NEW JERSEY  
REGULAR MEETING  
Monday, May 13, 2024, 8:00 p.m.  
Bogert School Gymnasium  
391 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.

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.

- |      |   |                            |
|------|---|----------------------------|
| I.   | Call to order and roll call                   | Mrs. Gandara               |
| II.  | Flag salute and Pledge of Allegiance          | Mrs. Gandara               |
| III. | Opening statement by presiding officer        | Mrs. Gandara               |
| IV.  | <b>REPORTS</b>                                |                            |
| A.   | Superintendent's Report                       | Dr. Siegel                 |
| B.   | Board Secretary's Report                      | Mrs. Imbasciani            |
| C.   | Board President's Report                      | Mrs. Gandara               |
| D.   | Committee Reports                             |                            |
|      | Education                                     | Mr. Quagliani              |
|      | Finance/Negotiations                          | Mrs. Wenberg               |
|      | Infrastructure                                | Mr. Mehegan                |
|      | Personnel                                     | Dr. Verducci               |
|      | Policy/Governance                             | Mrs. Ginsberg              |
|      | Student Success                               | Mrs. Gandara               |
|      | School Boards Liaison                         | Dr. Verducci               |
| E.   | Student Representative's Report               | Miss Noye Lozada           |
| F.   | PTO Report                                    | Mrs. DeFrino/Mrs. McGovern |
| G.   | USREF Report                                  | Mrs. Tedd                  |
| V.   | <b>PUBLIC COMMENT (for Agenda Items only)</b> |                            |

VI. **ADMINISTRATION**

**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 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 2024/25 school year.
- B. Approve the teacher evaluation rubrics for the 2024/25 school year.
- C. Approve the adoption of the Self-Directed Growth Plan (SDGP) Summative Rubric for certificated staff for the 2024/25 school year.
- D. Approve the New Jersey Principal Evaluation for Professional Learning (NJPEPL) Observation Instrument for district administrators for the 2024/25 school year.
- E. Approve the submission of the 2023/24 Statement of Assurance (SOA) for Testing and Reporting of Lead in School Drinking Water.
- F. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #261984\*\*\*03082024 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 #261689\*\*\*03052024 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 #262724\*\*\*03192024 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).

VII. **PERSONNEL**

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. Create/Abolish (not applicable)
- B. Job Description (not applicable)
- C. Resignations
  - 1. Accept the resignation of Katherine Kaldawi, Social Studies Teacher at Cavallini Middle School, effective July 1, 2024.
- D. Leaves (not applicable)
- E. Appointments
  - 1. Approve the reappointment of contractual bargaining unit non-certificated staff for the 2024/25 school year, as per attached.
  - 2. Approve the reappointment of non-bargaining staff for the 2024/25 school year, as per attached.

3. Appoint Jill Bruno to the position of Lunch Aide at Reynolds School, effective May 14, 2024.
4. Appoint Jacqueline Ferrero to the position of School Secretary at Bogert School, Step 11, prorated, effective August 5, 2024.
5. 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, 2024 and ending on June 30, 2025.

**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 Administrator/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.

6. Appoint Margaret Maquet to the position of French Teacher at Cavallini Middle School, MA, Step 20, effective September 1, 2024, subject to the criminal history records check required by law.
7. Appoint Maximus Tripodi to the position of Music Teacher at Cavallini Middle School, BA, Step 1, effective September 1, 2024, subject to the Criminal history records check required by law and receipt of required NJDOE Teaching Certificate.
8. Approve the following staff member for the position listed below for the 2023/24 school year:

Reynolds Lunch Duty: \$22/hour		
Kimberly Szabo		

9. Approve the following 16 faculty members, one school nurse and two administrators to be eligible to be chaperones on the 8<sup>th</sup> Grade Overnight Trip to Washington, D.C. on May 29 through May 31, 2024. The faculty members and one school nurse will be utilized and paid according to Article 29 E of the Agreement Between the Upper Saddle River Education Association and the Upper Saddle River Board of Education.

Faculty Members			
Allison Au	Paul Cirone	Mary Dixon	Caitlin Graf
Jennifer Haveman	Lauren Larco	Desiree Lascarro	Kristin Martin
Nicole Mascetti	Catherine Merritt	Louis Napolitano	Robyn Ranges
Erik Schlemm	Julia Shea	Samantha Smith	Lyndsey Stickerling
Eileen Tyburczy			
Administrators			
James McCusker	Christine Cipollini		

10. Approve the following staff for 2024 ESY:

<b>ABA Paraprofessionals: \$25/hour</b>		
Jennifer Ranges		
<b>Integrated Paraprofessionals: \$21/hour</b>		
Jennifer Ranges		

F. Change in Assignment

Approve the transfer of Denise Casella from a per diem long term ABA Paraprofessional to the position of 1.0 FTE ABA Preschool Paraprofessional, Step 5 per year, prorated, effective May 14, 2024.

G. Substitutes/Consultants/Volunteers (not applicable)

1. Approve Nicholas Napolitano as a substitute teacher/paraprofessional for the 2023/24 school year, subject to the criminal history records check required by law. Mr. Napolitano's NJ Substitute Teaching certificate is pending.

H. Salaries

1. Approve the 2024/25 salaries of all non-bargaining staff as follows:

Bruno, Jill	Lunch Aide
Cunningham, Lisa	Lunch Aide
Lefebvre, Lisa	Lunch Aide
Martini, Jeanna	Lunch Aide
Nachmany, Holly	Lunch Aide
Neumann, Gail	Lunch Aide
Schreiber, Jaclyn	Lunch Aide
Sheth, Payal	Lunch Aide
Swift, Molly	Lunch Aide
Woodhouse, Lisa	Lunch Aide
Pfohl, Jennifer	Treasurer of School Monies
Apollo, Nicholas	Retired Police Officer (RPO)
Arber, Mary	Campus Aide
Betz Radleigh, Susan	Campus Aide
Cieslar, Jadwiga	Campus Aide
Dolan, Janine	Campus Aide
Taylor, Thomas	Campus Aide
Wagner, Joanne	Campus Aide
Ranges, Robyn	Registered Nurse
Ruffilo, Melissa	Registered Nurse

Smith, Margaret	Registered Nurse
Doherty, Susan	Confidential Secretary
Dunn, Colette	Confidential Secretary
Griffin, Angela	Confidential Secretary
Kreger, Sandra	Confidential Secretary
McGovern, Ann	Confidential Secretary
Cooper, Emily	Behaviorist
Leka, Nijazi	Supervisor, Buildings & Grounds
Newman, Scott	Network Technician – Level 2
Schweighart, Derek	Network Technician – Level 1

VIII. **FINANCE**

Mrs. Imbasciani

**This motion which encompasses Items A through O 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 15, 2024

- B. Approve the Bills List for April 2024 as follows:

10	General Current Expense	\$84,932.73
11	General Current Expense	\$2,309,708.90
12	Capital Outlay	\$3,503.60
20	Special Revenue Funds	\$63,673.67
50	Milk	\$244.40
60	Enterprise Fund	\$21,425.07
Total		\$2,483,488.37

- C. Approve the Transfers for April 2024.

- D. Approve the Board Secretary and Treasurer's Reports dated April 2024 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 following Resolution:

**Resolution**

**WHEREAS**, the Upper Saddle River Board of Education advertised for bids regarding the Septic Field Replacement at Edith Bogert Elementary School ("Project");

**WHEREAS**, on April 26, 2024, the Board received and publicly opened one bid for the Project;

**WHEREAS**, KDP Developers, Inc. (KDP) submitted the apparent lowest responsible bid, with a base bid in the amount of \$774,400; and

**WHEREAS**, the Board is desirous of awarding the contract for the Project to KDP for a total amount of \$774,400;

**BE IT RESOLVED** that the Board awards the contract for the Project to KDP in the amount set forth above. This award is expressly conditioned upon the contractor furnishing the requisite insurance certificate and labor and materials/performance bond as required in the project specifications, together with an AA201-Project Manning Report, and an executed A-101, Standard Form of Agreement Between Owner and Contractor, and an A-201, General Conditions of the Contract for Construction, as prepared by the Board Attorney and/or Architect, within ten days of the date hereof.

**BE IT FURTHER RESOLVED** that the Board Attorney and/or Architect are hereby directed to draft the agreement with the successful bidder consistent with this Resolution and with the terms contained in the bid documents approved by the Board for the Project. The Board President and the Board Secretary are hereby authorized to execute such agreement and any other documents necessary to effectuate the terms of this Resolution.

- F. Approve the submission of the FY24 Application for Extraordinary Special Education Aid (EXAID).
- G. Renew the transportation contract with Scholastic Bus Company, Inc. for the 2024/25 school year for Routes 1, 2, 3, 4 and 5 with an additional 5.81% CPI increase, as follows:
- Route 1 - \$422.28/day
  - Route 2 - \$422.28/day
  - Route 3 - \$422.28/day
  - Route 4 - \$422.28/day
  - Route 5 - \$422.28/day
- H. Approve the purchase of five (5) MacBook Pro laptops and fifteen (15) iMac computers, all with AppleCare+, from Apple, in the amount of \$39,210.00. (Pricing as per ESC/Ed Data 12158)
- I. Approve the purchase of 285 Chromebooks, including warranties and education upgrade, from CDW-G at a total cost of \$167,129.70. (Pricing as per ESCNJ-AEPA-22G)
- J. Approve Cira Construction to paint the exterior and cap the fascia, windows and doors of the Science Center at a cost not to exceed \$16,200.00.
- K. Approve Kala Construction to renovate Cavallini Middle School Room #12 into a Life Styles Classroom for a cost not to exceed \$40,000.00.
- L. Approve Media Technologies % Soyka Smith Design Studios to supply and install cubbies and storage units for six (6) classrooms in Reynolds School at a total cost of \$96,079.16. (Pricing as per ESCNJ #65MCECCPS Bid # ESCNJ 22/23-08)
- M. Approve O. DiBella to provide and install lighting upgrades to Cavallini Auditorium and sound upgrades to Travers Multi-Purpose Room at a total cost of \$29,624.71.
- N. Approve the donation of \$85,000.00 from the Upper Saddle River Educational Foundation for Cavallini and Bogert Theater Projects.
- O. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fees	Travel Cost
Sandy Hook Promise: Say Something Violence Prevention Program Lyndhurst, NJ	May 20, 2024	David Kaplan	\$0.00	\$0.00

American Young Voices Performance with Bogert Chorus Newark, NJ	June 6, 2024	David Kaplan	\$35.00	\$48.89
Gang Awareness Training Lyndhurst, NJ	June 12, 2024	Rosemarie Malloy	\$0.00	\$19.46
NJ School Boards Convention Atlantic City, NJ	October 22-24, 2024	David Verducci Joy Wenberg	\$550.00 \$550.00	\$662.86 \$662.86

IX. **PUBLIC COMMENT**

X. **ADJOURNMENT**

Mrs. Gandara

**Contractual Appointments**  
**May 13, 2024**

<b>Last Name</b>	<b>First Name</b>	<b>Title/Position</b>	<b>Tenured</b>	<b>FTE</b>
Donadio	Patricia	Secretary	Y	
Garcia	Patricia	Secretary	N	
Jonas	Joi	Secretary	N	
Perrucci	Annette	Secretary	Y	
Van Blarcom	Maureen	Secretary	Y	
Abazi	Erion	Custodian - Night	N	
Alba	Alex	Custodian - Night	N	
Belasic	Zeljko	Custodian - Grounds	N	
Frazier	Deshawn	Custodian - Night	N	.50
Hakrama	Shefik	Custodian - Night	N	
Kirsch	Scott	Custodian	N	
Kykta	Ivan	Custodian - Maintenance	N	
Lala	Pietro	Custodian	N	
Nergjoni	Rudin	Custodian - Night	N	
Oswald	Allen	Custodian	N	
Smith	Eric	Custodian	N	
Vargas	Jose	Custodian - Night	N	
Zhaku	Ibraim	Custodian	N	
Aufiero	Joan	Paraprofessional	N	
Balji	Heather	Paraprofessional	N	
Byrne	Kristen	Paraprofessional	N	
Carucci	Michelle	Paraprofessional PSH	N	
Casella	Denise	Paraprofessional ABA PSH	N	
Christensen	Nicole	Paraprofessional	N	
Costa	Jodi	Paraprofessional	N	
Dabal	Samantha	Paraprofessional ABA	N	
Franklin	Matthew	Paraprofessional	N	
Griffith	Josephine	Paraprofessional	N	
Hayden	Joann	Paraprofessional	N	
Heins	Lisa	Paraprofessional ABA	N	
Hoffman	Danielle	Paraprofessional	N	
Holder	Jacqueline	Paraprofessional	N	
Kasnia Flood	Susan	Paraprofessional	N	
Khalessi	Saghar	Paraprofessional ABA	N	
Kleinman	Helaine	Paraprofessional	N	
Krebs	Carol	Paraprofessional ABA PSH	N	
Mark	Elissa	Paraprofessional ABA	N	
Martino	Adriana	Paraprofessional	N	



**Contractual Appointments**  
**May 13, 2024**

<b>Last Name</b>	<b>First Name</b>	<b>Title/Position</b>	<b>Tenured</b>	<b>FTE</b>
McCreight	Alexandra	Paraprofessional	N	
Merritt	Catherine A	Paraprofessional	N	
Murphy	Justina	Paraprofessional	N	
O'Connor	Sean	Paraprofessional	N	
Paxos Brandt	Stamatia	Paraprofessional	N	
Popeil	Mora	Paraprofessional	N	
Princiotto	Deborah	Paraprofessional	N	
Quinones	April	Paraprofessional ABA	N	
Ranges	Jennifer	Paraprofessional	N	
Reilly	Donna	Paraprofessional ABA	N	
Rodas	Deborah	Paraprofessional ABA	N	
Rohdieck	Kristen	Paraprofessional ABA PSH	N	
Schondorf	Nancy	Paraprofessional	N	
Scotti	Karin	Paraprofessional	N	
Sileo	Dana	Paraprofessional ABA	N	
Sokoli	Aurela	Paraprofessional ABA	N	
Soojian	Sarah	Paraprofessional ABA	N	
Stevens	Carol	Paraprofessional	N	
Stevens	Katie	Paraprofessional ABA	N	
Szabo	Kimberly	Paraprofessional ABA	N	
Vido	Christine	Paraprofessional ABA PSH	N	
Wachino	Lisa	Paraprofessional	N	
Yuhas	Renee	Paraprofessional	N	
Zumbano	Carol	Paraprofessional PSH	N	

## Non-Bargaining Appointments

May 13, 2024

Last Name	First Name	Position/Title	Tenured
Doherty	Susan	Confidential Secretary	Y
Dunn	Colette	Confidential Secretary	Y
Griffin	Angela	Confidential Secretary	Y
Kreger	Sandra	Confidential Secretary	Y
McGovern	Ann	Confidential Secretary	Y
Leka	Nijazi	B & G Supervisor	N
Bruno	Jill	Lunch Aide	N
Cunningham	Lisa	Lunch Aide	N
Lefebvre	Lisa	Lunch Aide	N
Martini	Jeanna	Lunch Aide	N
Nachmany	Holly	Lunch Aide	N
Neumann	Gail	Lunch Aide	N
Schreiber	Jaclyn	Lunch Aide	N
Sheth	Payal	Lunch Aide	N
Swift	Molly	Lunch Aide	N
Woodhouse	Lisa	Lunch Aide	N
Apollo	Nicholas	Retired Police Officer (RPO)	N
Cooper	Emily	Behaviorist	N
Arber	Mary	Campus Aide	N
Betz Radleigh	Susan	Campus Aide	N
Cieslar	Jadwiga	Campus Aide	N
Dolan	Janine	Campus Aide	N
Taylor	Thomas	Campus Aide	N
Wagner	Joanne	Campus Aide	N
Newman	Scott	Network Tech./Level 2	N
Schweighart	Derek	Network Tech./Level 1	N
Ranges	Robyn	Registered Nurse	N
Ruffilo	Melissa	Registered Nurse	N
Smith	Margaret	Registered Nurse	N
Pfohl	Jennifer	Treasurer	N