

**BOARD OF EDUCATION
UPPER SADDLE RIVER, NEW JERSEY
REGULAR PUBLIC MEETING (VIRTUAL MEETING)
Monday, July 20, 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. | 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. Apostolou & Mrs. Degenaaars |
| F. | USREF Report | Mrs. Mueller |
| V. | PUBLIC COMMENT (limited to comments on agenda items only) | |
| VI. | ADMINISTRATION | Dr. Siegel |

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

- | | | |
|----|-----------------------------------------------------------------------------------------------------|--|
| A. | Approve the revised calendar for the 2020/21 school year, as per attached. | |
| B. | Authorize the Board of Education to suspend the rules of Bylaw 0131 and adopt the following policy: | |

Policy 1649 Federal Families First Coronavirus (COVID-19) Response Act

- C. Approve the submission of the AchieveNJ Equivalency Application to meet the Administrative Codes, 6A:10-4.4(c), while implementing the Marshall's Teacher Evaluation System in a more efficient manner.

VII. **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

1. Create one (1) Aftercare Program Director stipend position (\$12,000.00/stipend), effective September 1, 2020.
2. Create five (5) Aftercare Site Coordinator stipend positions (\$5,000/stipend), for one day per week of site coordination, effective September 1, 2020.

B. Job Descriptions

Approve the following Job Descriptions as of September 1, 2020:

1. Middle School Special Education Coordinator (stipend)
2. Family and Community Engagement Coordinator (stipend)
3. District Curriculum Coordinator Chairperson (stipend)
4. Aftercare Program Director (stipend)
5. Aftercare Program Site Director (stipend)
6. Aftercare Program Teaching Staff

C. Resignations

1. Accept the resignation of Ursula Dalton, Paraprofessional, effective July 1, 2020.

D. Leaves (not applicable)

E. Appointments

1. Appoint Nicole Christensen to the position of Paraprofessional at Reynolds School, Step 5, effective September 1, 2020, subject to the satisfactory completion of the criminal history records check required by law.
2. Appoint Jessica Molinaro to the position of .50 FTE ESL Teacher, BA, Step 1, effective September 1, 2020, subject to the satisfactory completion of the criminal history records check as required by law and receipt of required New Jersey Teaching Certificate.
3. Appoint Christine Cipollini, Cavallini Mathematics Teacher, to the stipend position of Aftercare Program Director for the 2020/21 school year. \$12,000.00
4. Appoint Robyn Ranges, Cavallini Registered Nurse, to the stipend position of Aftercare Program Site Coordinator on Mondays for the 2020/21 school year. \$5,000.00

5. Appoint Tracy Nussman, 2nd Grade Classroom Teacher, to the stipend position of Aftercare Program Site Coordinator on Tuesdays for the 2020/21 school year. \$5,000.00
6. Appoint Sara Maginnis, 1st Grade Classroom Teacher, to the stipend position of Aftercare Program Site Coordinator on Wednesdays for the 2020/21 school year. \$5,000.00
7. Appoint James Dunn, Cavallini Special Education Teacher, to the stipend position of Aftercare Program Site Coordinator on Thursdays for the 2020/21 school year. \$5,000.00
8. Appoint Cayla Casey, 3rd Grade Classroom Teacher, to the stipend position of Aftercare Program Site Coordinator on Fridays for the 2020/21 school year. \$5,000.00
9. Approval the following Summer Explorations list (workshop instructors will be compensated \$1,000 per workshop):

Course Name	Grade Level	Date	Instructor
Jingle Writing!	1 - 8	July 6 - 9, 2020	Susan Jarvis
Art & Science Collide!	1 - 8	July 6 - 9, 2020	Stephanie Wassmer
Math in the Kitchen	3 - 5	July 6 - 9, 2020	Danielle Andersen
Dance and Choreography in Motion	4 - 6	July 6 - 9, 2020	Sarah Samuels
Channeling Creativity; One Story at a Time	6 - 8	July 6 - 9, 2020	Melissa Brause
Super Hero Strong	1 - 5	July 13 - 16, 2020	Brian Walis
Mathematical Mania: Mixing Math with Arts	3 - 5	July 13 - 16, 2020	Sarah Samuels
Lego Landmarks	2 - 4	July 13 - 16, 2020	Valerie Kersting
Did Hollywood Get It Right?	6 - 8	July 13 - 16, 2020	Melissa Brause
International Film Festival	6 - 8	July 13 - 16, 2020	Desiree Lascarro Nicole Mascetti
Lights! Camera! Action!	1 - 5	July 20 - 23, 2020	Tracy Nussman
Summer Social Butterflies	1 - 3	July 20 - 23, 2020	Stefanie Slacin
Fun in the Sun Fitness	2 - 5	July 20 - 23, 2020	Carlos Ramirez
Culture and Cuisine!	6 - 8	July 20 - 23, 2020	Colleen Moran
Creating Artisanal Art: Step Back in Time and Create Art Like the "Old Masters"	1 - 5	July 27 - 30, 2020	Annamarie Zimmerman
Staycation Around the World	1 - 3	July 27 - 30, 2020	Jacqueline Valdes
Shark Tank	4 - 8	July 27 - 30, 2020	Jonathan Harvey
Let's Get Looming!	5 - 8	July 27 - 30, 2020	Jennifer Moss
Jump Start Instrumental Music Lessons and Repertoire Workshops	5 - 8	July 27 - 30, 2020	Jonathan Kulhawy
Storybook STEAM	3 - 8	August 3 - 6, 2020	Christine Cipollini
Backyard Olympics	1 - 8	August 3 - 6, 2020	Brian Walis
Yoga for the Young Mind	3 - 6	August 3 - 6, 2020	Danielle Larsen
Upcycling as an Art	6 - 8	August 3 - 6, 2020	Stephanie Wassmer
Mindful Writing	6 - 8	August 3 - 6, 2020	Jennifer Kruter

10. Approve the following Resolution:

WHEREAS, on or about September 23, 2019, the Upper Saddle River Board of Education (hereinafter referred to as the “Board”) approved merit bonus goals for the Superintendent for the 2019-2020 school year consisting of two (2) quantitative merit criteria and one (1) qualitative merit criteria and submitted same to the Executive County Superintendent for approval in accordance with N.J.A.C. 6A:23A-3.1(e)10(ii) (hereinafter referred to as “Merit Bonus Goals”); and

WHEREAS, on or about September 30, 2019, the Executive County Superintendent approved said Merit Bonus Goals, thereby authorizing the Board to evaluate and award merit bonus increases to the Superintendent upon achievement of each objective; and

WHEREAS, on June 15, 2020, the Board formally approved merit pay for the successful completion of each objective.

WHEREAS, on June 30, 2020, the Executive county Superintendent has determined that the quantitative and qualitative merit criteria for each Board assessed objective has been satisfied for the payment of such merit bonus.

Merit Goal 1: WHEREAS, the Superintendent of Schools prepared for long term strategic planning. He organized, facilitated and evaluated results of three online discussions/surveys using a new online platform. The superintendent managed the online platform and provided multiple reports on the results to the community and Board of Education, thereby entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$5,817.14; and

Merit Goal 2: WHEREAS, the Superintendent of Schools organized and facilitated a 15-parent committee and received feedback and advice on the district’s work with wellness. The Parent committee reported to the Board of Education under guidance and leadership of the superintendent. The superintendent also led one book study on the topics of empathy and resilience and involved the committee in the evaluation of social-emotional learning curricula for K-5, and organized two family workshops on evening of November 19, 2019, co-planned between the district and the parent committee, thereby entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$5,817.14; and

Merit Goal 3: WHEREAS, the Superintendent of Schools conducted a review, analysis, and plan for a full ESY program, including preschool, elementary LLD, and elementary archways (ABA) to be run completely in district with shared management by the two K-8 districts in the quad. Meetings were held with Quad K-8 superintendents and an ESY Shared Services Agreement from March 16, 2020 to March 16, 2023 was adopted by the Board of Education on March 16, 2020, thereby entitling him to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$4,367.22; and

NOW, THEREFORE, BE IT RESOLVED that the Board hereby approves a non-pensionable merit bonus in the amount of 9.16% of the Superintendent’s annual salary in the amount of \$16,001.50 for the 2019-2020 school year and approval was received by the Executive County Superintendent that the quantitative and qualitative merit criteria for each of the Board assessed objectives have been satisfied for the payment of such merit bonus.

F. Substitutes/Consultants/Volunteers/Student Teachers

1. Approve Jennifer Amoroso as a student teacher at Reynolds School from September 2020 through December 2020.

2. Approve Shea Brennan as a student teacher at Reynolds School from September 2020 through April 2021.
3. Approve Lauren D’Imperio as a student teacher at Bogert School from September 2020 through December 2020.
4. Approve Rachel Squiccimarri as a student teacher at Reynolds School from September 2020 through December 2020.

G. Change in Assignment (not applicable)

VIII. FINANCE

Mrs. Imbasciani

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 Minutes of Board Meeting:

June 3 (retreat) and June 15, 2020

B. Approve the Bills List for June 2020 as follows:

10	General Current Expense	\$74,255.39
11	General Current Expense	\$2,568,313.09
12	Capital Outlay	\$7,600.00
20	Special Revenue Funds	\$31,012.13
40	Debt Service Funds	\$1,154.78
Total		\$2,682,335.39

C. Approve the Transfers for June 2020.

D. Approve the Toilet Room Facilities for Early Intervention, Pre-Kindergarten and Kindergarten Classrooms for the 2020 – 2021 School Year, for room # 59 in Reynolds School.

E. Approve a professional courtesy tuition student, whose name is on file in the Board Office, for the 2020/21 school year.

F. Approve three tuition students, whose names are on file in the Board Office, for the 2020/21 school year.

G. Approve the contract with the Commission for the Blind and Visually Impaired for the 2020/21 school year.

H. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fees	Travel Cost
Distance Learning: Strengthening Your Online Instruction with Second Grade Students (Online)	July 27, 2020	Helen Vega	\$279.00	\$0.00
Teachers College Grade 8 Reading Units of Study Conference Day Bundle (Online)	July 27, 2020 October 2, 2020 December 7, 2020 February 2, 2021	Catherine Teehan	\$300.00	\$0.00
Teachers College Grade 8 Writing Units of Study Conference Day Bundle (Online)	July 28, 2020 September 29, 2020 December 14, 2020 January 27, 2021	Catherine Teehan	\$300.00	\$0.00

Gifted 360 (Online)	August 1, 2020	Jonathan Harvey	\$59.00	\$0.00
Your Management Obligations, Part 1 (Online)	August 5, 2020	Dana Imbasciani	\$50.00	\$0.00
Your Management Obligations, Part 2 (Online)	August 12, 2020	Dana Imbasciani	\$50.00	\$0.00

IX. **PUBLIC COMMENT**

X. **ADJOURNMENT**

Mrs. Johnston

2020-2021 Upper Saddle River Schools

*****This calendar is for Phase 1 Opening Only. Sept. 1 thru Oct. 16*****

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

- 3 Independence Day Observed
- 4 Independence Day

Draft

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

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 (16 18 19) (20)

- 1-4 Teachers' Staff Meetings
- 3-2 First Day of Classes for Students
- Student Early Dismissal
- 7 Labor Day
- 8 First Day of Classes for Students
- 17 Reynolds Back to School Night
- 24 Bogert Back to School Night
- 28 Yom Kippur

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 (22 24) (22)

- 1 Cavallini Back to School Night
- 12 Columbus Day/PD Day
- No School for Students
- Full Day for Staff Only

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 (16) (17)

- 3 Election Day & Fall Parent Conference Day
- No School for Students
- Full Day for Staff Only
- 5-6 NJEA Conference
- 25 Thanksgiving Recess Begins
- Staff & Student Early Dismissal

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 (17) (17)

- 23 Winter Recess Begins
- Staff & Student Early Dismissal

- No School
- △ Minimum Day
- Teachers in Only

January (19) (19 20)

- 1 New Year's Day
- 4 Schools Reopen
- 18 Martin Luther King Day

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						

February (17) (17)

- 15 Winter Recess Begins
- 18 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						

March (23) (23)

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			

April (16) (16)

- 2 Good Friday
- 5 Spring Recess Begins
- 12 Schools Reopen
- Spring recess will be shortened to make up snow days, if necessary, starting with April 9.

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	

May (20) (20)

- 31 Memorial Day

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					

June (16) (17 18)

- 22 Last Day for Students
- Student Early Dismissal
- 24 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			

The ending date of this school year for students and teachers will depend on the number of snow days used, varying from 0 - 2. See the possibilities below. **If more than 2 snow days are used spring recess will be shortened to make up snow days starting with April 9.**

No Snow Days Used

Result:

June: 14 student days & 15 teacher days

Last day for students 6/18/2021

Last day for teachers 6/21/2021

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			

One Snow Day Used

Result:

June: 15 student days & 16 teacher days

Last day for students 6/21/2021

Last day for teachers 6/22/2021

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			

Two Snow Days Used

Result:

June: 16 student days & 17 teacher days

Last day for students 6/22/2021

Last day for teachers 6/23/2021

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			

Three Snow Days Used

Original calendar:

Result:

June: 15 student days & 17 teacher days

Last day for students 6/21/2021

Last day for teachers 6/23/2021

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			

Four Snow Days Used

Original calendar:

Result:

June: 16 student days & 18 teacher days

Last day for students 6/22/2021

Last day for teachers 6/24/2021

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			