

**Board of Education
Upper Saddle River, New Jersey
Regular Session
Monday, April 15, 2024, 8:00 p.m.**

Minutes

This Regular Session of the Upper Saddle River Board of Education was held in the Gymnasium of the Bogert School of the Upper Saddle River Schools beginning at 8:00 p.m. Mrs. Gandara opened the meeting and stated that the meeting was being held in compliance with PL 1975, Chapter 232 and appropriate notice had been provided to the designated newspapers, the Borough Clerk and all interested parties requesting such notification.

Members present: Mrs. Gandara, Mrs. Gray, Mrs. Ginsberg, Mr. Mehegan, Mr. Quagliani, Dr. Verducci, Mrs. Wenberg

Members absent: None

Also present: Dr. Siegel, Mrs. Imbasciani

REGULAR SESSION

Mrs. Gray made a motion, seconded by Mr. Mehegan to convene into Regular Session at 8:00 p.m.

OPENING STATEMENT:

Mrs. Gandara

Mrs. Gandara welcomed the public.

SUPERINTENDENT'S REPORT:

Dr. Siegel

Dr. Siegel reported on the following:

- State testing will be the week of April 30th and the week of May 13th.
- April 24-26 – Fifteen representatives from the Tri-State Consortium will visit the district. He thanked the administrators, staff, parents and students that will be involved in the visit for their time.

BOARD SECRETARY'S REPORT:

Mrs. Imbasciani

Mrs. Imbasciani reported on the following:

- Public Hearing on the 2024/25 budget will be Wednesday, May 1, at 7:00 p.m. in the Bogert Gym
- Boiler Replacement (ROD Grant)
- ICS Reciprocal Deposit with Capital One Bank
- Summer work projects:
 - Flooring in all three schools
 - Replacement of RTU-10 unit in Cavallini Auditorium

BOARD PRESIDENT'S REPORT: None

Mrs. Gandara

COMMITTEE REPORTS:

Committee Chairpersons

Personnel Committee:

Dr. Verducci

Dr. Verducci reported the Committee is continuing the review of programming and staffing needs for September.

STUDENT REPRESENTATIVE REPORT

Miss Noye Lozada

Miss Noye Lozada reported:

- The second pep rally of the year was held today in Cavallini. It was created and led by the 8th graders and highlighted winter sports.
- Student Government met last week. They are creating a new program which will allow students to bring topics, with suggested solutions, to the student government. This will increase student involvement and give the students a greater voice.

PTO REPORT:**Mrs. McGovern**

Mrs. Imbasciani reported the following on behalf of Mrs. McGovern:

- May 9th is Family Fun Day. Presale wristbands, tickets and sponsorships can be purchased online at www.usrpto.com
- 8th Grade graduation lawn signs are for sale. They can be ordered through the PTO website.

USREF Report:**Mrs. Tedd**

Mr. Batla reported that the USREF is working on scheduling the Bogert Kickball Tournament. The date is TBD.

PUBLIC COMMENT:

- Mrs. Collins asked how the students and parents that are participating in the Tri-State visit were selected. She then asked the status of the behavior incidents that were communicated via email to parents prior to the April break. She expressed her concern that Juneteenth is not reflected in the 2024/25 school calendar.
- Mrs. Simon expressed her disappointment over the multiple resignations at Cavallini – especially French. She asked the Board to not cancel the French Program.

ADMINISTRATION:**Dr. Siegel**

A motion was made by Mrs. Gray and seconded by Mrs. Wenberg to approve Administration Consent Agenda Items A through F and was approved by all in attendance.

- A. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #260039***02092024 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 #261144***02272024 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 #261490***03012024 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 Strategic Educational Advantage to provide Superintendent Search Services at a cost not to exceed \$20,900.00.
- E. Approve the School Bus Emergency Evacuation Drill Reports (in accordance with N.J.A.C. 6A:27-11.2) as follows:
 1. On April 11, 2024, between 9:30 a.m. and 10:15 a.m. all students in the Reynolds Elementary School, 391 West Saddle River Road, Upper Saddle River, New Jersey, participated in school bus emergency evacuation drills. The drills took place in front of the school and included

Routes 1, 2, 3, 4 and 5. Mrs. Devin Severs, Reynolds School Principal and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.

2. On April 11, 2024, between 10:15 a.m. and 11:00 a.m., all students in the Bogert Elementary School, 391 West Saddle River Road, Upper Saddle River, New Jersey, participated in school bus emergency evacuation drills. The drills took place in front of the school and included Routes 1, 2, 3, 4 and 5. Mr. David Kaplan, Bogert School Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.
3. On April 15, 2024, between 11:15 a.m. and 12:45 p.m., all students in the Cavallini Middle School, 392 West Saddle River Road, Upper Saddle River, New Jersey, participated in school bus emergency evacuation drills. The drills took place in front of the school and included Routes 1, 2, 3, 4 and 5. Mr. James McCusker, Cavallini Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.

F. Second Reading of the following Policies and Regulations:

Policy 0164	Conduct of Board Meeting (Revised)
Policy 1140	Educational Equity Policies/Affirmative Action (M) (Revised)
Policy 1523	Comprehensive Equity Plan (M) (Revised)
Policy 1530	Equal Employment Opportunities (M) (Revised)
Policy 1550	Equal Employment/Anti-Discrimination Practices (M) (Revised)
Policy 2260	Equity in School and Classroom Practices (M) (Revised)
Policy 2411	Guidance Counseling (M) (Revised)
Policy 2423	Bilingual Education (M) (Revised)
Policy 2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries (M) (Revised)
Policy 3211	Code of Ethics (Revised)
Policy 5337	Service Animals (Revised)
Policy 5570	Sportsmanship (Revised)
Policy 5750	Equitable Educational Opportunity (M) (Revised)
Policy 5755	Equity in Educational Programs and Services (M) (Abolished)
Policy 5842	Equal Access of Student Organizations (Revised)
Policy 7610	Vandalism (Revised)
Policy 8461	Reporting Violence, Vandalism, HIB, Alcohol and Other Offenses (M) (Revised)
Policy 9323	Notification of Juvenile Offender Case Disposition (Revised)
Regulation 2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries (M) (Revised)

PERSONNEL:

Dr. Siegel

A motion was made by Mrs. Gray and seconded by Dr. Verducci to approve Personnel Consent Agenda Items A through H and was approved by all but Mrs. Ginsberg, who voted "No."

- A. Create/Abolish (not applicable)
- B. Job Descriptions (not applicable)
- C. Resignations
 1. Accept the resignation of Shyret Murati, French Teacher at Cavallini Middle School effective July 1, 2024.
 2. Accept the resignation of Louis Napolitano, Multimedia/Computer Applications Teacher at Cavallini Middle School, effective July 1, 2024.
 3. Accept the resignation, for purposes of retirement, of Annette Perrucci, Bogert School Secretary, effective August 2, 2024.
 4. Accept the resignation of Eric Van Hoven, Music Teacher at Cavallini Middle School, effective July 1, 2024.

D. Leaves

1. Approve a paid leave of absence for Employee #0095, effective May 13, 2024 through June 30, 2024.
2. Approve a paid medical leave for Employee ID #1546, effective April 9, 2024 through approximately April 26, 2024.
3. Terminate contractual child care leave for Employee ID #1850, effective July 1, 2024.
4. Approve a paid medical leave and unpaid FMLA/NJFLA leave for Employee ID #2187, effective on or about September 1, 2024 through November 25, 2024.

E. Lateral Guide Moves (not applicable)

F. Appointments

1. Approve the reappointment of non-tenured contractual Bargaining Unit certificated staff for the 2024/25 school year, as per attached.
2. Approve the reappointment of tenured contractual Bargaining Unit certificated staff for the 2024/25 school year.
3. Appoint Madelyn Barrow to the position of Special Education Teacher at Bogert School, BA, Step 3, effective September 1, 2024.
- * 4. Appoint John Griffith to the position of PE/Health Teacher at Bogert School, BA, Step 2, effective September 1, 2024, subject to the receipt of the required NJDOE Teaching Certificate.
5. Appoint Alyssa Padilla to the position of K-2 Classroom Teacher at Reynolds School, BA, Step 1, effective September 1, 2024, subject to the receipt of the required NJDOE Teaching Certificate.
6. Appoint Dyonna Pagliocca to the position of 4th Grade Classroom Teacher, MA, Step 4, effective September 1, 2024.
7. The following student teachers are recommended for the positions listed below for the 2023/24 school year:

Coaches:		
Head Coach - Softball	James D'Arecca	\$3,000.00
Assistant Coach - Softball	Nick Annese	\$1,500.00
Assistant Coach - Baseball	Raymond McDowell	\$1,500.00

- * 8. Approve the following staff for 2024 ESY:

Host District Bookkeeping	\$5,000 stipend	
Colette Dunn		
Host District Payroll	\$5,000 stipend	
Susan Doherty		
OT	\$50/30 minute session	(\$100/hour)
Rachel Romanoff	Elana Rosenbaum	
PT	\$50/30 minute session	(\$100/hour)
Sheli Dansky		

ABA/Pull Out Speech Therapist	\$50/30 min session	\$100/hour
Leah Fand	Kimbro Hintz	
Certified School Nurse	\$75/hour	
Kate Cinquegrana	Ailish Fillis	
School Nurse	\$75/hour	
Robyn Ranges		
Integrated Speech Therapist	\$70/hour	
Cathy Biebrich		
ABA Teacher	\$50/hour	
Meghan Ennis	Gianna Milordo	Stacy Schiff
Alison Vanasse		
Special Education Teacher	\$50/hour	
Madelyn Barrow	Mara Bunting	Meghan Ennis
Elissa Gacevic	Caitlin Gervasio	Casey Herlihy
Mary Lavelle	Tara Reilly	Julia Shea
Lindsey Walker	Luke Zottoli	
MSI Teacher	\$50/hour	
Meghan Ennis	Elissa Gacevic	Caitlin Gervasio
Casey Herlihy	Mary Lavelle	Tara Reilly
Julia Shea	Lindsey Walker	Luke Zottoli
LLD Teacher	\$50/hour	
Madelyn Barrow	Mara Bunting	
Preschool Teacher	\$50/hour	
Amanda Feijo		
Social Worker	\$50/hour	
Alexis Yotka		
ABA Paraprofessionals	\$25/hour	
Kristen Byrne	Michelle Carucci	Jadwiga Cieslar
Ashley Clark	Jodi Costa	Michaela Dolak
Laura Fox	Mathew Franklin	Carol Krebs
Elizabeth Lambousis	Kevin Maphis	Susanne Messina
Elissa Mark	Joan Pilkington	Donna Reilly
Deborah Rodas	*Sophia Rosenthal	Patricia Shortway
Dana Sileo	Sabaudin Skenderi	Aurela Sokoli
Cindy Stawecki	Katie Stevens	Deanine Sumner
Lisa Wachino	Denise Weakland	Michele Weinberg
Integrated Paraprofessionals	\$21/hour	
Jadwiga Cieslar	Elizabeth Lambousis	Susanne Messina
Patricia Shortway	Deanine Sumner	

G. Change in Assignment

1. Approve the transfer of Allison Zakrzewski from Kindergarten Teacher at Reynolds School to Basic Skills Instructor at Bogert School, effective September 1, 2024.

H. Substitutes/Consultants/Volunteers

- * 1. Appoint high school student, Emma Cazes, to work as a volunteer with the Bogert School Musical for the 2023/24 school year.

DISCUSSION:

- Mrs. Ginsberg shared her disappointment with the multiple resignations and hoped that the French program will not be discontinued.

FINANCE:

A motion was made by Mr. Mehegani and seconded by Mrs. Gray to approve Finance Consent Agenda Items A through O and was approved by all in attendance.

A. Approve the Minutes of Board Meeting:

March 18 and March 28 (Special Meeting), 2024

B. Approve the Bills List for March 2024 as follows:

10	General Current Expense	\$85,403.18
11	General Current Expense	\$2,386,504.40
20	Special Revenue Funds	\$45,836.84
50	Milk	\$183.56
60	Enterprise Fund	\$31,628.95
Total		\$2,549,556.93

C. Approve the Transfers for March 2024.

D. Approve the Board Secretary and Treasurer's Reports dated March 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. Motion to approve the investment of \$8,000,000 of the Board of Education's General Fund into an ICS Reciprocal Deposit with Capital One Bank at an initial interest rate of 4.75%.

F. Approve McCloskey Mechanical Contractors, Inc. to supply and install four (4) PK Module-Fire, Model N2000MFD, Gas-Fired Near Condensing Boilers at Cavallini Middle School at a total cost of \$311,000.00. (Pricing as per HCESC-SER-21C Boiler Service; ROD Grant # G5-6912/SDA Project #5330-050-23-G5TO)

G. Approve D&L Paving to furnish all equipment, labor, and materials necessary to install an additional 225 square foot section of brick pavers by the Buddy Bench area at Reynolds School at a total cost of \$5,256.00 (Pricing as per Ed-Data Bid #10980)

H. Approve RFS Commercial Inc. to supply and install new VCT for Reynolds School Room #68, Storage and Kiln Room at a cost of \$12,868.75 (Pricing based on #34 HUNCCP Commercial Floor Covering & Related Services #215)

I. Approve RFS Commercial Inc. to supply and install new LVT for Reynolds School Room #78 at a cost of \$3,684.01 (Pricing based on #34 HUNCCP Commercial Floor Covering & Related Services #215)

J. Approve RFS Commercial Inc. to supply and install new LVT for the IT Department Suite in Reynolds School at a cost of \$7,209.22 (Pricing based on #34 HUNCCP Commercial Floor Covering & Related Services #215)

K. Approve RFS Commercial Inc. to abate existing VAT tile, skim coat and prep subfloor, supply and install new VCT for Bogert School Room #11 at a cost of \$19,963.00 (Pricing based on #34 HUNCCP Commercial Floor Covering & Related Services #215)

L. Approve RFS Commercial Inc. to remove and dispose of existing carpeting then patch and prep existing

subfloor, and supply and install new carpeting for the Cavallini Middle School Auditorium, at a cost of \$14,285.12. (Pricing based on NJ State Contract - Interface - 22-FOOD-47763)

- M. Approve RFS Commercial Inc. to abate existing VAT tile, skim coat and prep subfloor, supply and install new VCT for Cavallini Middle School Room #35 at a cost of \$15,176.25. (Pricing based on #34 HUNCCP Commercial Floor Covering & Related Services #215)
- N. Approve Trane to provide the necessary equipment and labor to purchase and install a replacement 25 ton packaged precedent unitary rooftop unit and reinsulate all related exterior ductwork for RTU-10 at Cavallini Middle School at a total cost of \$231,069. (Pricing as per OMNIA Partners Contract Number 3341)
- O. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fee	Travel Cost
The Words That Shape Us: Bite-Sized Phrases that Transform How Kids Think, Feel and Achieve (Online)	April 25, 2024	Lyndsey Stickerling	\$150.00	\$0.00
NJAPSA Spring Conference for Special Education Directors Atlantic City, NJ	May 15-17, 2024	Gianna Apicella	\$550.00	\$583.20
Social Work Ethics (Online)	May 22, 2024	Katherine Baker	\$50.00	\$0.00
NJTESOL 2024 Spring Conference New Brunswick, NJ	May 29-30, 2024	Jacqueline Valdes	\$515.00	\$0.00

PUBLIC COMMENT:

- Mr. Batla urged the Board to keep the French program.
- Mrs. Collins questioned why the athletic programs do not have busing for away games. She then shared her concern of the culture problems and sense of belonging in the district.

CONFIDENTIAL SESSION

Board Members Only

Mrs. Gandara then read the following statement:

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.

Mr. Quagliani made a motion, seconded by Mrs. Gray to go into Executive # 2 Session at 8:32 p.m.

Dr. Verducci made a motion, seconded by Mrs. Gray to return to Regular Session at 9:25 p.m.

ADJOURNMENT

Mrs. Gandara

A motion to adjourn was made by Mrs. Wenberg and seconded by Mr. Mehegan at 9:26 p.m.

Dana Imbasciani, Board Secretary

Contractual Appointments

April 15, 2024

Last Name	First Name	Tenured	Category
Alberta	Alexandra	N	Teacher
Aragona	Angelina	N	Teacher
Berrios	Jessica	N	Teacher
Bischoff	Nathan	N	Teacher
Brovender	Ilene	N	Teacher
Bunting	Mara	N	Teacher
Casey	Kim	N	Teacher
Chiellini	Chelsea	N	Teacher
Cirone	Paul	N	Teacher
D'Anna	Philip	N	Teacher
Dariento	Shea	N	Teacher
Fallon	Julie	N	Teacher
Fennell	Nicole	N	Teacher
Gareffa	Jennifer	N	Teacher
Gervasio	Caitlin	N	Teacher
Gonzales	Catherine	N	Teacher
Graf	Caitlin	N	Teacher
Haveman	Jennifer	N	Teacher
Ho	Linda	N	Teacher
Kaldawi	Katherine	N	Teacher
Larco	Lauren	N	Teacher
LaRosa	Angela	N	Teacher
Liggio	Samantha	N	Teacher
Massaro	Anamarie	N	Teacher
Parelhoff	Kerri	N	Teacher
Phillips	Melvin	N	Teacher
Piazza	Emma	N	Teacher
Reilly	Tara	N	Teacher
Shea	Julia	N	Teacher
Squicciarri	Rachel	N	Teacher
Stearns	Erica	N	Teacher
Telfer	Maura	N	Teacher
Weil	Leigh Ann	N	Teacher
Yotka	Alexis	N	Teacher
Zakrzewski	Allison	N	Teacher

Last Name	First Name	Tenured	Category
Cipollini	Christine	N	Administrator
Malloy	Rosemarie	N	Administrator