

**Board of Education
Upper Saddle River, New Jersey
Regular Meeting
Monday, May 9, 2022, 8:00 p.m.**

Minutes

This Regular Session of the Upper Saddle River Board of Education was held in the Cavallini Media Center 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. Ginsberg, Mrs. Gray, Mr. Quagliani, Dr. Verducci, Mrs. Wenberg

Members absent: Mrs. Johnston

Also present: Dr. Siegel, Mrs. Imbasciani

CONFIDENTIAL SESSION

Dr. Verducci made a motion, seconded by Mrs. Gray to convene into Executive Session at 7:30 p.m. Mrs. Gandara then read the following statement:

WHEREAS, the members of the Upper Saddle River Board of Education deem necessary to discuss personnel and 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 minutes of the meeting will be made public when the need for privacy no longer exists. Action may be taken.

Mrs. Gray made a motion, seconded by Mrs. Ginsberg to adjourn Executive Session at 7:55 p.m.

Mrs. Ginsberg made a motion, seconded by Dr. Verducci to convene into Regular Session at 8:00 p.m.

OPENING STATEMENT:

Mrs. Gandara

Mrs. Gandara welcomed the public.

SUPERINTENDENT'S REPORT:

Dr. Siegel

Highlights of Dr. Siegel's report are as follows:

- Dr. Siegel reported on the New Jersey Performance Report results. (Note: the information is from the 2018/19 school year.)
- Dr. Siegel will be hosting a Superintendent's Forum on May 17, 2022. The main topics will be traffic and transportation.

BOARD SECRETARY'S REPORT: None

Mrs. Imbasciani

BOARD PRESIDENT'S REPORT: None

Mrs. Gandara

COMMITTEE REPORTS: None

PTO REPORT:**Mrs. DeFrino/Mrs. McGovern**

Mrs. McGovern announced the following:

- 8th Grade Salsa Dancing Event at Cavallini was held on May 6.
- There will be a Mom's Kitchen to Go Fund Raiser on Thursday, May 12.
- There will be a Pretzel Factory Fund Raiser on May 16.
- The USRPTO is preparing for the following:
 - 2nd Grade Clap Out
 - 5th Grade Barbecue
 - 8th Grade Graduation

USREF Report: None**Mrs. Mueller****PRESENTATIONS:****8th Grade Student-Driven Elective Experience****Mrs. D'Ambola/Mr. McCusker**

8th grade students, Jacob Berin, Cruz Canariato, Emily Friis, Edward Kang, Eric Levinsohn, Taylor Phillips, and Emily Pushnya, described their personal and unique experiences with the new 8th grade electives. The students showcased their projects from Personal Finance, Multimedia Production, Imagine, Design, Create, Beyond the Classroom, and Passion Projects. The students captured the vision of the courses by describing their process of learning, expansion of their creative process and their ability to think reflectively about interdisciplinary experiences.

COMMENT:

- Mrs. Gandara said she thought the program was amazing and the kids were fabulous. She said Mrs. D'Ambola, Mr. McCusker and the teachers did a great job bringing this program to life.

K – 8 Enrichment Program**Mrs. D'Ambola/Mr. DeSocio**

Mr. DeSocio and Mrs. D'Ambola provided an update on the district goal addressing the enrichment experiences of all students. This work included a new tiered system of support, which includes whole class enrichment, targeted instruction based on students' interests and needs, and pull-out programs for students formally identified as gifted and talented. Specific considerations include additional assessment of 1st grade students, an enhanced communication plan, and ongoing professional development in support of this multi-year goal.

COMMENTS:

- Dr. Siegel reminded the public that reform of the Enrichment Program is a district goal.
- Dr. Verducci visited Discovery Day at Bogert and was really impressed with the program and the parents and family members who shared their passions and hobbies with the students.
- Mrs. Gandara said the scope and ability to push in and touch more students is fantastic.
- Mrs. Ginsberg thanked Mr. DeSocio and Mrs. D'Ambola for the presentation.

Annual Internet Safety and State of Technology**Mr. Cazes**

Mr. Cazes explained the District's internet safety plans which highlighted how proactive he and the Technology Department staff are at maintaining a safe online environment for our school community. Highlights included:

- Education
 - Digital Citizenship
 - Learning Management Systems
 - Staff Training

- Hardware
 - Watchguard VTM Firewall
 - iBoss Content Filter
- Software
 - Bark for Schools
 - Sophos Endpoint Protection
 - Google Workspace for Education Plus
 - DYKnow

Mr. Cazes then explained the District's current infrastructure set up. Highlights included:

- Network Backbone
- Phone, ISP and communications
- Servers
- Wireless
- Clients
- Classroom Presentation Systems

COMMENTS:

- Mrs. Gandara thanked Mr. Cazes for the presentation and said technology is what keeps us going. It kept us running through the Pandemic.
- Dr. Siegel said that it is evident that Mr. Cazes has planned for everything. We are in good hands.

PUBLIC COMMENT:

- A parent thanked the Board and the Administrators for the tiered approach and asked how the quieter children in Reynolds are identified.
- Mrs. Wallack said her son loved The Amazing Race and she would like to see more enrichment at Reynolds.
- Mr. Aburoumi commended the Enrichment Program. He suggested the schools apply for additional grants to get more money for Special Education students.
- Mr. Ginsberg thanked Mrs. D'Ambola and Mr. DeSocio for the thorough presentation.
- Mr. Aburoumi asked why the school district doesn't run student emails through our own in-house server.

ADMINISTRATION:

Dr. Siegel

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

- 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 2022/23 school year.
- B. Approve the teacher evaluation rubrics for the 2022/23 school year.
- C. Approve the adoption of the Self-Directed Growth Plan (SDGP) Summative Rubric for certificated staff for the 2022/23 school year.
- D. Approve the New Jersey Principal Evaluation for Professional Learning (NJPEPL) Observation Instrument for district administrators for the 2022/23 school year.
- E. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #***041822001 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 Settlement Agreement and Release between the Upper Saddle River Board of Education and Employee #0929. A copy of the agreement is on file in the Board of Education Office.

PERSONNEL:

Dr. Siegel

A motion was made by Dr. Verducci and seconded by Mrs. Gray to approve Personnel Consent Agenda Items A through G and was approved by all in attendance.

- A. Create/Abolish (not applicable)
- B. Resignations
1. Accept the resignation of Connie Decandia-Pook, Campus Aide at Bogert School, effective July 1, 2022.
- C. Leaves
1. Approve an intermittent unpaid FMLA/NJFLA leave for Employee ID #1000 for the 2021/22 school year.
 2. Revise the effective date of the unpaid FMLA/NJFLA leave for Employee ID #1024 to begin May 2, 2022 through approximately June 30, 2022.
- D. Change in Assignment (not applicable)
- E. Appointments
1. Approve the reappointment of contractual bargaining unit non-certificated staff for the 2022/23 school year, as per attached.
 2. Approve the reappointment of non-bargaining staff for the 2022/23 school year, as per attached.
 3. Approve the following stipend position:

LUNCH DUTY: Teachers - \$22/day/ Paraprofessionals & Secretaries, Hourly Rate, Not to Exceed \$22/day		
Jodi Costa		

4. Approve the following staff for 2022 ESY:

Special Education Teacher	(\$50/hour)	
Lauren Foca		
ABA Paraprofessional	(\$25/hour)	
Roni Ann Jansen		

5. Appoint Patricia Garcia to the position of School Secretary at Reynolds School, Step 9, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
6. Revise the appointment of Catherine Morrone to the position of Mathematics Teacher at Cavallini Middle School, from MA, Step 5 to MA, Step 6, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law and receipt of the required NJDOE Teaching Certificate.

7. Appoint Holly Nachmany to the position of Lunch Aide at Reynolds School, effective on or about May 10, 2022, subject to the satisfactory completion of the criminal history records history records check required by law.
8. Appoint Dyonna Pagliocca to the position of Kindergarten Teacher, MA, Step 1, effective September 1, 2022 through June 30, 2023, subject to the satisfactory completion of the criminal history records check required by law.
- * 9. Appoint Abby Reicher to the position of Aftercare Program Team Member for the 2021/23 school year. \$16/hour
10. Appoint Margaret Smith to the position of .40 Registered Nurse, effective September 1, 2022 through November 30, 2022.

11. Appoint Summer Help as follows:

Name	Hourly Rate	Start Date	Position
*Jason Alba	\$14.00	6/22/22	Custodial
*John Belasic	\$14.00	6/22/22	Custodial
*Paul Belasic	\$14.00	6/22/22	Custodial
Jared Cohen	\$14.00	6/22/22	Custodial
Anthony DeGiglio	\$14.00	6/22/22	Custodial
*Ryan Dunn	\$14.00	6/22/22	Custodial
Griffin O'Hea	\$14.00	6/22/22	Custodial

12. Approve the following 11 faculty members, one school nurse and three administrators to be eligible to be chaperones on the 8th Grade Overnight Trip to Washington, D.C. on June 1 through June 3, 2022. 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	Christine Cipollini	Megan Conners	Allison Iodice
Rosemarie Malloy	Nicole Mascetti	Robyn Ranges	Caroline Read
Erik Schlemm	Marguerite Soojian	Catherine Teehan	Eileen Tyburczy
Administrators			
James McCusker	Gianna Apicella	Amy D'Ambola	

F. Substitutes/Consultants/Volunteers

1. Approve Anthony DeGiglio as a substitute custodian for the 2021/22 school year.
2. Approve Patricia Garcia as a substitute secretary, effective August 1, 2022 through August 31, 2022.
3. Approve Regina McElroy as a substitute teacher/paraprofessional for the 2021/22 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. McElroy holds a NJ Substitute Teaching Certificate.
4. Approve Maureen Mulhern as a substitute teacher/paraprofessional for the 2021/22 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. Mulhern holds a NJ Substitute Teaching Certificate.

*Related to Staff Member

5. Approve Griffin O'Hea as a substitute custodian for the 2021/22 school year.
6. Approve Abby Reicher as a substitute teacher/paraprofessional for the 2021/22 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. Reicher holds a NJ Substitute Teaching Certificate.
7. Approve Julia Targove as a substitute teacher/paraprofessional for the 2021/22 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. Targove's NJ Substitute Teaching Certificate is pending.

G. Salaries

1. Approve the 2022/23 salaries of all non-bargaining staff as follows:

Cunningham, Lisa	Lunch Aide
Forzono, Diane	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
Woodhouse, Lisa	Lunch Aide
Pfohl, Jennifer	Treasurer of School Monies
Alba, Jason	Campus Aide
Betz Radleigh, Susan	Campus Aide
Dolan, Janine	Campus Aide
Levenson, Susan	Campus Aide
Taylor, Thomas	Campus Aide
Wagner, Joanne	Campus Aide
Ranges, Robyn	Registered Nurse
Ruffilo, Melissa	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
Schweighart, Derek	Network Technician – Level 1

FINANCE :

Mrs. Imbasciani

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

- A. Approve the Minutes of Board Meeting:

April 25, 2022

- B. Approve the Bills List for April 2022 as follows:

10	General Current Expense	\$77,406.90
11	General Current Expense	\$2,084,013.06
12	Capital Outlay	\$7,870.50
20	Special Revenue Funds	\$35,503.22
60	Enterprise Fund	\$21,840.87
	Total	\$2,226,634.55

- C. Approve the Transfers for April 2022.
- D. Approve the Board Secretary and Treasurer's Reports dated April 2022 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 FY22 Application for Extraordinary Special Education Aid (EXAID).
- F. Approve JMTK LLC/Rand Plumbing to repair the roof drain that runs through Cavallini Middle School Room #26 at a total cost of \$7,150.00 (Pricing as per Hunterdon County Coop – Plumbing Services HCES-Ser-20C) (22/23 Budget)
- G. Approve Pesh-E-Lectric, Inc. to install all of the equipment purchased by Griffin Greenhouse Supplies, Inc. in the greenhouse at a total cost of \$14,262.00.
- H. Approve the Agreement for Consultant Services with Gravity Goldberg, LLC for 16 days of literacy professional development for the period August 1, 2022 through June 30, 2023 at a rate of \$2,200.00 per day, not to exceed \$35,200.00 (22/23 Budget)
- I. Approve Picture Vocabulary Assessment for ELL Learners training provided by Dr. Ortiz from Multi Health Systems on May 27, 2022 at a cost of \$1,500.00.
- J. Approve the Agreement for Consultant Services with Carla Shalaby for one 60 minute virtual Keynote presentation in September, 2022 and in-person visits and meetings for 2.5 days in October, 2022, at a total cost of \$15,000.00 and reasonable travel expenses.
- K. Approve the removal of the following items from inventory. They are old and no longer being used.

NEC M282X Projectors			
USR Tag #	USR Tag #	USR Tag #	USR Tag #
7571	7581	7704	7995
7996	8018	8066	8068
8103	8105	8211	8312

SMART Boards	
Item #	Item #
6065-V2	6075

- L. Approve the donation from Bogert Student Council to Autism Speaks in the amount of \$718.00 which was raised during the Student Council's donut sale.

M. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fees	Travel Cost
Climate Change and the New Jersey State Learning Standards for Science Bloomfield, NJ	May 13, 2022	Shea Darienzo Kasie Falato Elizabeth Samimi	\$175.00 \$175.00 \$175.00	\$0.00 \$0.00 \$0.00
BCASSP Meeting – Cybersecurity Paramus, NJ	June 1, 2022	Daniel Cazes	\$0.00	\$9.03
Orton Gillingham Training (Online)	June 20-July 1, 2022	Rachel Nagy	\$1,275.00	\$0.00
UConn's Confratute - Summer Institute of Enrichment and Differentiated Teaching (Online)	July 11-13, 2022	Rosemarie Malloy	\$299.00	\$0.00

PUBLIC COMMENT:

ADJOURNMENT

Mrs. Gandara

A motion to adjourn was made by Mrs. Ginsberg and seconded by Mrs. Gray at 9:57 p.m.

Sincerely,

Dana Imbasciani, Board Secretary

Contractual Appointments

May 9, 2022

Last Name	First Name	Title/Position	Tenured	FTE
Doherty	Susan	Secretary	Y	
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	
Hakrama	Shefik	Custodian - Night	N	
Kirsch	Scott	Custodian	N	
Kykta	Ivan	Custodian - Maintenance	N	
Lala	Pietro	Custodian	N	
Oswald	Allen	Custodian - Night	N	.50
Smith	Eric	Custodian - Night	N	
Taveras Luna	Francisco	Custodian - Night	N	
Vargas	Jose	Custodian - Night	N	
Aldali	Manar	Paraprofessional	N	
Asta	Jacquelyn	Paraprofessional	N	
Aufiero	Joan	Paraprofessional	N	
Balji	Heather	Paraprofessional	N	
Carucci	Michelle	Paraprofessional Ages 3-5	N	
Christensen	Nicole	Paraprofessional	N	
Costa	Jodi	Paraprofessional	N	
Fitzpatrick	Caitlin	Paraprofessional	N	
Georgali DiFranco	Simona	Paraprofessional ABA	N	
Griffith	Josephine	Paraprofessional	N	
Ho	Linda	Paraprofessional	N	
Hoffman	Danielle	Paraprofessional	N	
Holder	Jacqueline	Paraprofessional	N	
Kasnia Flood	Susan	Paraprofessional	N	
Khalessi	Saghar	Paraprofessional ABA	N	
Kleinman	Helaine	Paraprofessional	N	
Mark	Elissa	Paraprofessional ABA Ages 3-5 PSH	N	
Martino	Adriana	Paraprofessional	N	
Merritt	Catherine A	Paraprofessional	N	
Murphy	Justina	Paraprofessional	N	
O'Connor	Sean	Paraprofessional	N	
Paxos Brandt	Stamatia	Paraprofessional ABA Ages 3-5 PSH	N	
Popeil	Mora	Paraprofessional	N	
Princiotta	Deborah	Paraprofessional	N	

Contractual Appointments

May 9, 2022

Last Name	First Name	Title/Position	Tenured	FTE
Quinones	April	Paraprofessional ABA	N	
Radicke	Lynne	Paraprofessional	N	
Ragazzo	Francene	Paraprofessional	N	
Rauch	Christa	Paraprofessional ABA Ages 3-5 PSH	N	
Rodas	Deborah	Paraprofessional ABA Ages 3-5 PSH	N	
Rohdieck	Kristen	Paraprofessional ABA	N	
Scotti	Karin	Paraprofessional	N	
Sokoli	Aurela	Paraprofessional ABA PSH	N	
Stevens	Carol	Paraprofessional	N	
Vido	Christine	Paraprofessional ABA Ages 3-5 PSH	N	
Wachino	Lisa	Paraprofessional	N	
Wehrle	Jennifer	Paraprofessional ABA	N	
Yuhas	Renee	Paraprofessional	N	
Zumbano	Carol	Paraprofessional Ages 3-5	N	

Non-Bargaining Appointments
May 9, 2022

Last Name	First Name	Title/Position	Tenured	FTE
Dunn	Colette	Confidential Secretaries	Y	
Griffin	Angela	Confidential Secretaries	Y	
Kreger	Sandra	Confidential Secretaries	Y	
McGovern	Ann	Confidential Secretaries	Y	
Miller	Linda	Confidential Secretaries	Y	
Leka	Nijazi	Buildings & Grounds Supervisor	N	
Lefebvre	Lisa	Lunch Aide	N	
Cunningham	Lisa	Lunch Aide	N	
Forzono	Diane	Lunch Aide	N	
Sheth	Payal	Lunch Aide	N	
Martini	Jeanna	Lunch Aide	N	
Neumann	Gail	Lunch Aide	N	
Schreiber	Jaclyn	Lunch Aide	N	
Woodhouse	Lisa	Lunch Aide	N	
Alba	Jason	Campus Aide	N	
Betz Radleigh	Susan	Campus Aide	N	
Dolan	Janine	Campus Aide	N	
Levenson	Susan	Campus Aide	N	
Taylor	Thomas	Campus Aide	N	
Wagner	Joanne	Campus Aide	N	
Pinto	Laura	Behaviorist	N	
Pfohl	Jennifer	Treasurer	N	
Newman	Scott	Network Tech.	N	
Schweighart	Derek	Network Tech.	N	
Ruffilo	Melissa	Registered Nurse	N	
Ranges	Robyn	Registered Nurse	N	