

**Board of Education
Upper Saddle River, New Jersey
Regular Session
Monday, May 13, 2019, 8:00 p.m.**

Minutes

This Regular Session of the Upper Saddle River Board of Education was held in the Cavallini School Media Center of the Upper Saddle River Schools beginning at 8:00 p.m. Mrs. Johnston 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. Johnston, Mr. Amano, Mrs. Gandara, Mrs. Gray, Mr. Quagliani, Dr. Verducci

Members absent: Mrs. Pittman

Also present: Dr. Siegel, Mrs. Imbasciani

CONFIDENTIAL SESSION

Mrs. Gandara made a motion, seconded by Mrs. Gray to convene into Executive Session at 7:40 p.m. Mrs. Johnston 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. Gandara made a motion, seconded by Mr. Quagliani to adjourn Executive Session at 8:00 p.m.

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

OPENING STATEMENT:

Mrs. Johnston

Mrs. Johnston welcomed the public to the meeting.

SUPERINTENDENT'S REPORT:

Dr. Siegel

Dr. Siegel reported that over the past three months, he has attended many wellness programs. He has decided to bring together a group of parents next year to advise wellness initiatives throughout the school year. This group will then report their findings to the Board.

BOARD SECRETARY'S REPORT:

Mrs. Imbasciani

Mrs. Imbasciani reported that there are many summer projects being approved this evening. She thanked the PTO for their very generous donation of the Phase 2 Pre-K Playground equipment. She also thanked Mr. Cazes and Mr. Leka for getting the quotes together for all of these projects in a timely manner.

BOARD PRESIDENT'S REPORT: None

Mrs. Johnston

COMMITTEE REPORT:**Personnel Committee****Dr. Verducci**

- Dr. Verducci reported that the Committee is continuing to discuss staffing needs for 2019/20.

PTO REPORT: None**Mrs. Apostolou/Mrs. Degenars****USREF Report:****Mrs. Wenberg**

- Mrs. Wenberg reported on the Annual USREF Gala held on April 6th. She said there was a tremendous response and the Gala was enormously successful. She thanked the Administrators for their support.
- Mrs. Wenberg said the USREF is looking forward to another successful year and that the recurring grants will be approved in June.

COMMENT:

- Mrs. Johnston thanked the USREF in advance for all the wonderful things they make possible throughout the year.

PRESENTATION:**Bogert and Cavallini Musicals Highlights****Mr. Kaplan/Mr. McCusker**

- Mr. McCusker spoke about the Cavallini Musical, *Mary Poppins Jr.* and a little snippet of the production was played for the Board. He explained that there were 11 stage crew, 30 student actors, a 13 member artistic team, eight high school helpers and 10 parent volunteers. All in all, 13% of the student body was involved in this musical.
- Mr. Kaplan described Bogert's first musical, *Annie Jr.* He said that he didn't know what to expect and the children exceeded expectations. This rounded out a very strong music program at Bogert – Band, Strings and, now, Musical Theater. This allowed children to realize talents they didn't know they had. Mr. Kaplan said this show was one of his most proud moments as Principal. He then played a short montage of this musical. Mr. Kaplan reported that the acting was done by 35 members of the 5th grade and the 4th grade provided 15 to 20 students as stage crew. He thanked Mr. McCusker for lending the props and also thanked the Art Teacher and parents for their help.

PUBLIC COMMENT: None**ADMINISTRATION:****Dr. Siegel**

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

- 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.

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. 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 5th 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
Wierzbicki, 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

*Related to Staff Member

FINANCE:**Mrs. Imbasciani**

A motion was made by Mrs. Gandara and seconded by Mr. Quagliani to approve Finance Consent Agenda Items A through CC was approved by all in attendance.

- 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) 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 MCESSCCPS)

- 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 MCESSCCPS)

- 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 MCESSCCPS)

- 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 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)
 - R. 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)
 - S. 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)
 - T. 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.
 - U. 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.
 - V. 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)
 - 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 # 117 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 8th 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 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)
- CC. 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

PUBLIC COMMENT:

- Dr. Verducci announced that the Lions Club has awarded Cavallini Middle School a Community Partner Award for its involvement in the Leo Club.

ADJOURNMENT

A motion to adjourn was made by Mrs. Gandara and seconded by Mr. Quagliani at 8:27 p.m.

Sincerely,

Dana Imbasciani, Board Secretary

Contractual Appointments

May 13, 2019

Name	Category	Tenured	FTE
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	

Name	Category	Tenured	FTE
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