

**Board of Education
Upper Saddle River, New Jersey
Regular Session
Monday, June 10, 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, Dr. Verducci, Mrs. Wenberg

Members absent: Mr. Quagliani

Also present: Dr. Siegel, Mrs. Imbasciani, Miss Noye Lozada (Student Representative)

REGULAR SESSION

Mrs. Gray made a motion, seconded by Mrs. Wenberg 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 spoke about the year-end activities and wished everyone a happy summer.

BOARD SECRETARY’S REPORT: None Mrs. Imbasciani

BOARD PRESIDENT’S REPORT: Mrs. Gandara

Mrs. Gandara thanked Dr. Siegel for all he has done for the district and wished him well in his future endeavors.

COMMITTEE REPORTS: Committee Chairpersons

Infrastructure Committee: Mr. Mehegan

Mr. Mehegan reported the Committee met on June 3rd and discussed upcoming summer projects.

Student Success Committee Mrs. Gandara

Mrs. Gandara reported the Committee met this morning, June 10th. Having the input from students has been valuable. It is interesting to acquire the students’ perspectives on curriculum and student activities.

STUDENT REPRESENTATIVE REPORT Miss Noye Lozada

Miss Noye Lozada said she was grateful and honored for being the first student representative. Everyone has made her feel very supportive and welcome. She said this position has helped her feel more connected to each school. She thanked the Principals and Board Members for this unique opportunity and her parents for driving her to the Board meetings. Miss Noye Lozada wished Miss Batla much luck and hopes she enjoys her time as Student Rep as much as she did.

PTO REPORT:**Mrs. McGovern**

Mrs. McGovern announced the slate of officers for 2024 – 2026:

President: Cheryl McGovern
 Reynolds VP's: Wendy Behrens & Amina Blake-Foreman
 Bogert VP's: Maya Law & Anson Tang
 Cavallini VP's: Sherika Medina
 Treasurer: Shilpi Gauba
 Secretary: Alison Burns
 Membership: Ranita Fooks
 Fund Raising: Blair Gordon

She reminded everyone that the 2024/25 membership opened today. She then discussed PTO contributions to the recent and upcoming events:

- Torch Run
- Kindergarten Orientation
- 2nd Grade Clap Out
- Bogert Luau
- Bogert Memory Book
- Cavallini Washington DC Trip
- 8th Grade Awards – 16 total
- 7th Grade – “Shakespeare Live”
- 6th Grade – Buehler Center
- Broadway Night at Cavallini
- Field Day
- Co-sponsoring Outdoor Day on June 13

COMMENT:

- Mrs. Gandara thanked the PTO for their many contributions and ongoing generosity. She also thanked them for creating special memories for the students.

USREF Report: None

Mrs. Tedd**PRESENTATIONS:****1. The Rocketeers: 2nd Grade Leadership Program****Mrs. Slacin/Ms. Titunick**

The Rocketeer Program is a new 2nd grade leadership program that highlights role model students. The Rocketeers have a variety of responsibilities that promote helping the students and staff while creating a positive school climate for Reynolds School. Five of our current Rocketeers: Celine, Franki, Noah, Parker and Ben explained the program and their experiences this year.

COMMENT:

- Dr. Siegel commended the Rocketeers for the great job they've done all year. He also thanked Mrs. Slacin and Ms. Titunick for creating this program and Mrs. Severs for her support of the program.

2. Mathematics Curriculum Update**Mrs. D'Ambola**

Mrs. D'Ambola, the Director of Curriculum, provided a comprehensive update on the district's goal of conducting a thorough review of the K-8 Mathematics Curriculum. In collaboration with our Quad-District colleagues, the District Math Committee engaged in extensive research, conducted classroom

observations, participated in student focus groups, and analyzed district performance data.

The Committee's key recommendations include:

1. **Instructional Shifts:** Aligning teaching methods with new content standards and processes that support multiple representations of mathematical concepts.
2. **Enhanced Math Discussions:** Fostering richer and more in-depth mathematical discussions among students.
3. **Assessment Revisions:** Updating and revising assessments to better measure student understanding and progress.
4. **Diversification of Resources:** Supplementing existing programs with diverse resources to support both elementary and middle school students.

Additionally, the district will continue to explore how students' mindsets about Math influence their habits, dispositions and overall performance. This ongoing study aims to better understand and support students' attitudes and approaches to learning Mathematics.

3. Recognition of Student Board of Education Representative for the 2024/25 school year: Zoya Batla.

Dr. Siegel reflected on Katarina's tenure as Student Representative to the Board and thanked Mrs. Wenberg for mentoring her this year.

Mrs. Gandara commended Miss Noye Lozada on stepping into this new role and acting as a voice for the student body. She wished her much luck in the future.

Dr. Siegel then introduced the 2024/25 Student Representative, Zoya Batla, and wished her much luck.

PUBLIC COMMENT:

- Mrs. Robles asked if there is an opportunity for parents to contribute to the Math programs.

ADMINISTRATION:

Dr. Siegel

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

- A. Authorize the Interim Superintendent and/or Superintendent of Schools to make personnel decisions on new hires and offer contracts in consultation with the Board President during the summer for the 2024/25 school year and to be affirmed at the September 16, 2024 Board Meeting.
- B. Authorize the Board President to approve the preliminary draft of the June meeting minutes.
- C. Authorize the Board President to approve the preliminary report for any HIB investigations that take place during the summer.
- E. Approve the submission of the revised LEA Plan for Safe Return to In-Person Instruction and Continuity of Services Pursuant to the Federal American Rescue Plan Act, Section 2001 (i) for the 2024/25 school year.
- F. Approve the Security Drill Statement of Assurance certifying that, pursuant to 18A:41-1, all requirements have been met relating to the practicing of school security drills, for the 2024/25 school year.
- G. Approve the 2024/25 District Mentor Plan after review for fiscal impact.

- H. Approve the 2024/25 Quad District Professional Development Plan after review for fiscal impact.
- I. Approve the NJ School Board Association's Superintendent Annual Performance Report Instrument for the 2024/25 school year.
- J. Approve the Intervention and Referral Services Plan for the 2024/25 school year.
- K. Approve the Tools of the Mind Preschool Curriculum for the 2024/25 school year.
- L. Approve the following Resolution:

WHEREAS, the Upper Saddle River Board of Education approves Grades K – 8 Curriculum in the below disciplines to reflect the adoption and unit alignment of the 2020 New Jersey Student Learning Standards:

This includes:

- Career Readiness, Life Literacies and Key Skills
- Comprehensive Health and Physical Education
- Computer Science and Design Thinking
- Science
- Social Studies
- Visual and Performing Arts
- World Languages
- Infusion of legislatively mandated topics embedded in curriculum documents:
 - Holocaust and Genocide (K-12)
 - Amistad (K-12)
 - Contributions of LGBTQ+ and Individuals with Disabilities (middle grades and high school)
 - Contributions of Asian Americans and Pacific Islanders (AAPI) in Social Studies curriculum (K-12)
 - Diversity, Equity and Inclusion (K-12)

- M. Approve the following Resolution:

**APPROVE SHARED SERVICES AGREEMENT AMONG UPPER SADDLE RIVER
BOARD OF EDUCATION, ALLENDALE BOARD OF EDUCATION, NORTHERN HIGHLANDS
BOARD OF EDUCATION AND HO-HO-KUS BOARD OF EDUCATION**

BE IT RESOLVED that upon the recommendation of the Superintendent of Schools, the Upper Saddle River Board of Education hereby approves the Shared Service Agreement Quad Office of Curriculum, Instruction and Assessment with the Allendale Board of Education, the Northern Highlands Regional High School Board of Education, and the Ho-Ho-Kus Board of Education for the purpose of establishing a shared office of Curriculum, Instruction and Assessment that would provide support to the districts and create a shared vision for Curriculum, Instruction and Assessment for students from pre-kindergarten through grade twelve upon the terms and conditions set forth in the Shared Services Agreement beginning July 1, 2024.

- N. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #263123***03252024 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).
- O. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #264151***04172024 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).

P. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #264190***04172024 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).

Q. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #264519***04232024 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).

PERSONNEL:

Dr. Siegel

A motion was made by Mrs. Ginsberg and seconded by Mrs. Wenberg to approve Personnel Consent Agenda Items A through I and was approved by all in attendance.

A. Job Descriptions (not applicable)

B. Create/Abolish

1. Create one 1.0 FTE Paraprofessional at Cavallini Middle School, effective September 1, 2024.

C. Resignations (not applicable)

D. Leaves (not applicable)

E. Change in Assignment

1. Approve the transfer of DeShawn Frazier from the position of .50 FTE Night Custodian to the position of 1.00 FTE Night Custodian at Bogert School, effective July 1, 2024.

F. Appointments

1. Appoint Dana Imbasciani as the Qualified Purchasing Agent for the district to exercise the duties of a purchasing agent pursuant to N.J.S.A. 18A:18A-2b, with specific relevance to the authority, responsibility, and accountability of the purchasing activity of the Board of Education.

2. Approve David Kaplan as the School Safety Specialist for the 2024/25 school year.

3. Appoint Gianna Apicella as Affirmative Action Officer for the 2024/25 school year.

4. Appoint Gianna Apicella as the 504 District Coordinator for the 2024/25 school year.

5. Appoint Gianna Apicella as the ADA District Coordinator for the 2024/25 school year.

6. Approve the Affirmative Action Team for the 2024/25 school year:

Gianna Apicella
Stefanie Slacin

Nadia Balsamo
Brigette Uzar

Colette Dunn

7. Appoint the ESSER Committee for the 2024/25 school years as follows:

Gianna Apicella

Amy D'Ambola

Dana Imbasciani

8. Appoint the 504 Officers for the 2024/25 school year as follows:

Reynolds School	Stefanie Slacin
Bogert School	Sara Senger
Cavallini Middle School	Margaret Donnelly
Cavallini Middle School	Brigette Uzar

9. Appoint the H.I.B. Specialists for the 2024/25 school year as follows:

Anti-Bullying Specialist/Reynolds	Stefanie Slacin
Anti-Bullying Specialist/Bogert	Sara Senger
Anti-Bullying Specialist/Cavallini	Brigette Uzar

10. Approve the Student Support Team staff members for the 2024/25 school year as follows:

Gianna Apicella	Katherine Baker	Emily Cooper
Meghan Ennis	Julie Fallon	Lauren Foca
Kristen Groen	David Kaplan	Rosemarie Malloy
James McCusker	Sean O'Connor	Carlos Ramirez
Stacy Schiff	Erik Schlemm	Devin Severs
Stefanie Slacin	Alison Vanasse	Brian Walis
Alexis Yotka		

11. Appoint Katherine Baker as Attendance Officer for the 2024/25 school year.

12. Appoint Katherine Baker as Homeless Liaison for the 2024/25 school year.

13. Appoint Nijazi Leka as Integrated Pest Management (IPM) Coordinator for the 2024/25 school year.

14. Appoint Summer Help as follows:

Name	Hourly Rate	Start Date	Position
*John Belasic	\$16.00	June 24, 2024	Custodial
*Paul Belasic	\$16.00	June 24, 2024	Custodial
Kreshnik Boci	\$16.00	June 24, 2024	Custodial

15. Approve the following Child Study Team staff members to provide evaluations for up to 15 students who are scheduled to be evaluated during Summer 2024. No more than five (5) hours per student for completion of evaluation process:

Hourly rate

Meredith Ardito	Kim Casey	Kelly Diverio
Nicole Fennell	Lauren Foca	Kristen Groen
Carolyn Lane	Rachel Leonard	Elayne Stern
Alexis Yotka		

16. Approve the following teachers to attend initial eligibility meetings for up to 15 students being evaluated by the Child Study Team during Summer 2024:

Hourly rate

Julie Fallon	Amanda Feijo	Caitlin Gervasio
Stacy Schiff	Julia Shea	Christine Thies
Lindsey Walker		

17. Approve Robyn Ranges, RN, to provide Summer Duties including Athletic Forms, Physicals, New Students, Transferring Students and the like during Summer 2024 for up to 30 hours.

Hourly rate

18. Approve the following staff for 2024 ESY:

ABA Paraprofessionals: \$25/hour		
Erin Smith		
Integrated Paraprofessionals: \$21/hour		
Erin Smith		

19. Approve the following staff as facilitators for the Summer 2024 Virtual Book Clubs at a rate of \$500 per club. These clubs will be funded 100% by the ESSER III Grant.:

Name	Number of Clubs	Stipend
Amy Caravela	1	\$500
Jamie Drucker	1	\$500
Jennifer Gareffa	2	\$1,000
Tracy Goodman	2	\$1,000
Carey Goralski	2	\$1,000
Janelle Klos	2	\$1,000
Kristin Martin	1	\$500
Jennifer Moss	1	\$500
Tracy Nussman	2	\$1,000
Jaclyn Passanante	2	\$1,000
Brian Walis	2	\$1,000
Jason Weinstein	2	\$1,000
Emily Whitman	2	\$1,000

20. Approve the following staff for the Summer 2024 Curriculum Project Work. These projects will be funded by the ARP Accelerated Learning Coaching and Educators Support Grant and the NJTSS Mental Health Grant.

Summer 2024 Curriculum Projects (\$48/hour)		
Alexandra Alberta	Angelina Aragona	Allison Au
Katherine Baker	Amy Caravela	Stephanie Chamberlin
Chelsea Chiellini	Jamie Drucker	Carey Goralski
Caitlin Graf	Amanda Iannaccone	Mary Lavelle
Sarah Maginnis	Kristin Martin	Tracy Nussman
Dyonna Pagliocca	Sara Senger	Stefanie Slacin
Rachel Squicciarri	Catherine Teehan	Christine Thies
Leigh Ann Weil	Erika Zeccardi	

21. Appoint Ann McGovern, Confidential Secretary/Accounts Payable, to the stipend position of ACE Coordinator for the 2024/25 school year. \$26,500.00
22. Appoint Susan Doherty, Payroll Coordinator/Confidential Secretary to the stipend position of ACE Co-Coordinator for the 2024/25 school year. \$16,000.00

23.	Appoint Robyn Ranges, Cavallini Registered Nurse, to the stipend position of ACE Site Coordinator on Mondays for the 2024/25 school year.	\$6,000.00
24.	Appoint Tracy Nussman, 2nd Grade Teacher, to the stipend position of ACE Site Coordinator on Tuesdays for the 2024/25 school year.	\$6,000.00
25.	Appoint Sarah Maginnis, 1st Grade Teacher, to the stipend position of ACE Site Coordinator on Wednesdays for the 2024/25 school year.	\$6,000.00
26.	Appoint Michelle Carucci, Paraprofessional, to the stipend position of ACE Site Coordinator on Thursdays for the 2024/25 school year.	\$6,000.00
27.	Appoint Stacy Schiff, Preschool Teacher, to the stipend position of ACE Site Coordinator on Fridays for the 2024/25 school year.	\$6,000.00
28.	Appoint Fatimah Alsaleem to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
29.	Appoint Callista Apicella to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
30.	Appoint Constantina Apostolou to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
31.	Appoint Mara Bunting to the position of ACE Team Member for the 2024/25 school year.	\$27.50/hr
32.	Appoint Michelle Carucci to the position of Substitute ACE Team Member for the 2024/25 school year.	\$30.00/hr
33.	Appoint Michelle Carucci to the position of Substitute ACE Site Coordinator for the 2024/25 school year.	\$35.00/hr
34.	Appoint Jadwiga Cieslar to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
35.	Appoint Jodi Costa to the position of ACE Team Member for the 2024/25 school year.	\$27.50/hr
36.	Appoint Lisa Cunningham to the position of ACE Team Member for the 2024/25 school year.	\$24.00/hr
37.	Appoint William Daub to the position of ACE Team Member for the 2024/25 school year.	\$21.00/hr
38.	Appoint Amanda Davis to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
39.	Appoint Darya DeAngelo to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
40.	Appoint Annalisa Deraco to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
41.	Appoint Carmelina Deraco to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
42.	Appoint Maria Deraco to the position of ACE Team Member for the 2024/25 school year.	\$21.00/hr
43.	Appoint Heather Federico to the position of ACE Team Member for the 2024/25 school year.	\$30.00/hr
44.	Appoint Amanda Feijo to the position of ACE Team Member for the 2024/25 school year.	\$30.00/hr
45.	Appoint Laura Fox to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr

46.	Appoint Stella Freeberg to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
47.	Appoint Angela Griffin to the position of ACE Team Member for the 2024/25 school year.	\$30.00/hr
48.	Appoint John Griffith to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
49.	Appoint Jake Halperin to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
50.	Appoint Tyler Halperin to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
51.	Appoint Lisa Heins to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
52.	Appoint Joseph Hull to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
53.	Appoint Averie Katz to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
54.	Appoint Elizabeth Keslo to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
55.	Appoint Hakeem Kinard to the position of ACE Team Member for the 2024/25 school year.	\$21.00/hr
56.	Appoint Isha Korgaonkar to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
57.	Appoint Carol Krebs to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
58.	Appoint Mary Lavelle to the position of ACE Team Member for the 2024/25 school year.	\$24.00/hr
59.	Appoint Sarah Maginnis to the position of Substitute ACE Team Member for the 2024/25 school year.	\$30.00/hr
60.	Appoint Sarah Maginnis to the position of Substitute ACE Site Coordinator for the 2024/25 school year.	\$35.00/hr
61.	Appoint Laura Maimone Rosskamp to the position of ACE Team Member for 2024/25 school year.	\$22.00/hr
62.	Appoint Kevin Maphis to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
63.	Appoint Elissa Mark to the position of ACE Team Member for the 2024/25 school year.	\$27.50/hr
64.	Appoint Catherine Merritt to the position of ACE Team Member for the 2024/25 school year.	\$30.00/hr
65.	Appoint Gabriella Mundy to the position of ACE Team Member for the 2024/25 school year.	\$21.00/hr
66.	Appoint Gianna Mundy to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
67.	Appoint Holly Nachmany to the position of ACE Team Member for the 2024/25 school year.	\$24.00/hr
68.	Appoint Tracy Nussman to the position of Substitute ACE Team Member for the 2024/25 school year.	\$30.00/hr
69.	Appoint Tracy Nussman to the position of Substitute ACE Site Coordinator for the 2024/25 school year.	\$35.00/hr
70.	Appoint Brook Phillips to the position of ACE Team Member for the 2024/25 school year.	\$20.00/hr

71.	Appoint Adrianna Ramtahal to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
72.	Appoint Robyn Ranges to the position of Substitute ACE Team Member for the 2024/25 school year.	\$30.00/hr
73.	Appoint Robyn Ranges to the position of Substitute ACE Site Coordinator for the 2024/25 school year.	\$35.00/hr
74.	Appoint Brooke Reissman to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
75.	Appoint Kristen Rohdieck to the position of ACE Team Member for the 2024/25 school year.	\$27.50/hr
76.	Appoint Gianna Ruggieri to the position of ACE Team Member for the 2024/25 school year.	\$20.00/hr
77.	Appoint Stacy Schiff to the position of Substitute ACE Team Member for the 2024/25 school year.	\$30.00/hr
78.	Appoint Stacy Schiff to the position of Substitute ACE Site Coordinator for the 2024/25 school year.	\$35.00/hr
79.	Appoint Payal Sheth to the position of ACE Team Member for the 2024/25 school year.	\$27.50/hr
80.	Appoint Ellie Shrier to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
81.	Appoint Sienna Shrier to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr
82.	Appoint Sab Skenderi to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
83.	Appoint Alexa Smith to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
84.	Appoint Aurela Sokoli to the position of ACE Team Member for the 2024/25 school year.	\$24.00/hr
85.	Appoint Elayne Stern to the position of ACE Team Member for the 2024/25 school year.	\$30.00/hr
86.	Appoint Katie Stevens to the position of ACE Team Member for the 2024/25 school year.	\$24.00/hr
87.	Appoint Molly Swift to the position of ACE Team Member for the 2024/25 school year.	\$22.00/hr
88.	Appoint Kilee Swofford to the position of ACE Team Member for the 2024/25 school year.	\$20.00/hr
89.	Appoint Maureen Van Blarcom to the position of ACE Team Member for the 2024/25 school year.	\$27.50/hr
90.	Appoint Lisa Wachino to the position of ACE Team Member for the 2024/25 school year.	\$27.50/hr
91.	Appoint Brian Walis to the position of ACE Team Member for the 2024/25 school year.	\$30.00/hr
92.	Appoint Denise Weakland to the position of ACE Team Member for the 2024/25 school year.	\$24.00/hr
93.	Appoint Michele Weinberg to the position of ACE Team Member for the 2024/25 school year.	\$24.00/hr
94.	Appoint Lorelei Wiederholz to the position of ACE Team Member for the 2024/25 school year.	\$16.00/hr

95. Appoint Alexis Yotka to the position of ACE Team Member for the 2024/25 school year. \$24.00/hr
96. Appoint Anna Zimmermann to the position of ACE Team Member for the 2024/25 school year. \$22.00/hr
97. Approve the following staff members to be Risk Assessment Providers for the ACE Program, at a rate of \$175 per assessment, for the 2024/25 school year:
- | | |
|-----------------|--------------|
| Katherine Baker | Sara Senger |
| Brigette Uzar | Alexis Yotka |
98. Approve Jennifer Ranges as a 1-1 Aide to assist a Bogert student during After School Chorus not to exceed five hours. Hourly rate
- G. Lateral Guide Moves (not applicable)
- H. Substitutes/Consultants/Volunteers
1. Approve the reappointment of substitutes for the 2024/25 school year, as per attached.
 2. Approve the reappointment of consultants for the 2024/25 school year, as per attached.
 3. Approve Ryan Hickey as a substitute teacher/paraprofessional for the 2023/24 school year, subject to the satisfactory completion of the criminal history records check required by law. Mr. Hickey holds a NJ Elementary K-6 and Middle School Mathematics teaching certificate.
 4. Approve Jennifer Wehrle as a Behavior Consultant for the district for the 2024/25 school year, at a rate of \$80/hour (BCBA Consultant rate) and \$90/hour (BCBA rate pending completion of certification).
- I. Salary Guide
1. Approve the 2024/25 Substitute Rate/Payroll Calculations Guide, as per attached.
 2. Approve the ACE Hourly Rate Schedule for the 2024/25 school year, as per attached.

FINANCE:

A motion was made by Mrs. Gray and seconded by Wenberg to approve Finance Consent Agenda Items A through BBBB and was approved by all except for Dr. Verducci who abstained from Motion B, check # 59326.

- A. Approve the Minutes of Board Meeting:

May 1 and May 13, 2024

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

10	General Current Expense	\$85,054.27
11	General Current Expense	\$2,330,571.70
20	Special Revenue Funds	\$41,537.18
50	Milk	\$318.79
60	Enterprise Fund	\$29,225.92
Total		\$2,486,707.86

- C. Approve the Transfers for May 2024.
- D. Approve the Board Secretary and Treasurer's Reports dated May 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 staff as facilitators for the Summer 2024 Virtual Book Clubs at a rate of \$500 per club. These clubs will be funded 100% by the ESSER III Grant.:

Name	Number of Clubs	Stipend
Amy Caravela	1	\$500
Jamie Drucker	1	\$500
Jennifer Gareffa	1	\$500
Tracy Goodman	2	\$1,000
Carey Goralski	2	\$1,000
Janelle Klos	2	\$1,000
Kristin Martin	1	\$500
Jennifer Moss	1	\$500
Tracy Nussman	2	\$1,000
Jaclyn Passanante	2	\$1,000
Brian Walis	2	\$1,000
Jason Weinstein	2	\$1,000
Emily Whitman	2	\$1,000

- F. Approve the renewal for Toilet Room Facilities for Kindergarten Classrooms in Reynolds School, rooms 99, 100, 101, 102, 103 and 104, for the 2024/25 school year.
- G. Approve the Application for Dual Use of Educational Space for Bogert School room 11, for the 2024/25 school year.
- H. Approve the Application for Dual Use of Educational Space for Cavallini Middle School room 12, for the 2024/25 school year.
- I. Authorize the Business Administrator/Board Secretary to pay bills during the months of July and August 2024. These payments will be approved at the September 16, 2024 Board Meeting.
- J. Authorize the Board Secretary or, as an alternate, the Treasurer, to make wire transfers to/from all the authorized accounts.
- K. Approve the following Resolution:

WHEREAS, N.J.A.S.A. 18A:21-2, NJSA 18A:7G-31, and NJSA 18A:7F-41 permit a Board of Education to establish and/or deposit into certain reserve accounts at year end; and

WHEREAS, the aforementioned statutes authorize procedures, under the authority of the Commissioner of Education, which permit a Board of Education to transfer unanticipated excess current revenue or unexpended appropriations into reserve accounts during the month of June by Board Resolution; and

WHEREAS, the Upper Saddle River Board of Education wishes to transfer unanticipated excess current year revenue or unexpended appropriations from the general fund into a Capital Reserve account at year end, and

WHEREAS, the Upper Saddle River Board of Education has determined that an amount not to exceed \$1,000,000 is available for such purpose of transfer;

NOW, THEREFORE BE IT RESOLVED, by the Upper Saddle River Board of Education that it hereby authorizes the district's School Business Administrator to make this transfer consistent with all applicable laws and regulations.

- L. Approve FY24 ARP Accelerated Learning, Coaching and Educator Support Grant and NJTSS Mental Health Grant expenditures for Summer 2024 Curriculum Project work as follows:

Summer 2024 Curriculum Projects (\$48/hour)		
Alexandra Alberta	Angelina Aragona	Allison Au
Katherine Baker	Amy Caravela	Stephanie Chamberlin
Chelsea Chiellini	Jamie Drucker	Carey Goralski
Caitlin Graf	Amanda Iannaccone	Mary Lavelle
Sarah Maginnis	Kristin Martin	Tracy Nussman
Dyonna Pagliocca	Sara Senger	Stefanie Slacin
Rachel Squicimarri	Catherine Teehan	Christine Thies
Leigh Ann Weil	Erika Zeccardi	

- M. Appoint Lerch, Vinci and Bliss LLC as the district's auditors for the June 30, 2025 audit in the amount of \$27,000.00.

- N. Reaffirm the following Resolution:

**RESOLUTION TO CONTINUE MEMBERSHIP IN THE NORTHEAST BERGEN
COUNTY SCHOOL BOARD INSURANCE GROUP**

WHEREAS, a number of Boards of Education in Bergen County have joined together to form a Joint Insurance GROUP as permitted by N.J. Title 18A:18B; and

WHEREAS, said GROUP was approved effective July 1, 1985 by the New Jersey Commissioner of Insurance and has been in operation since that date; and

WHEREAS, the Bylaws and regulations governing the creation and operation of this Insurance GROUP contain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a GROUP; and

WHEREAS, the Board of Education of Upper Saddle River has determined that membership in the NORTHEAST BERGEN COUNTY SCHOOL BOARD INSURANCE GROUP is in the best interest of the District;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of Upper Saddle River does hereby agree to renew membership in the NORTHEAST BERGEN COUNTY SCHOOL BOARD INSURANCE GROUP and hereby accept the Bylaws as approved and adopted. The renewal term is from July 1, 2022 to June 30, 2025.

BE IT FURTHER RESOLVED that the Board Secretary/Business Administrator is authorized to execute the application for membership and the accompanying certification on behalf of the District, and

BE IT FURTHER RESOLVED that the Board Secretary/Business Administrator is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the GROUP as are required by the Group's Bylaws and to deliver the same to the Executive Director.

- O. Reaffirm the following Resolution:

WHEREAS, the Upper Saddle River Board of Education is a member of the Northeast School Board Insurance Group (NESBIG);

WHEREAS, the bylaws of the NESBIG require that each Board appoint a Risk Management Consultant to perform various professional services pursuant to agreement attached hereto; and

WHEREAS, the bylaws for NESBIG indicate a minimum fee equal to 6% of the Board's assessment which expenditures represent reasonable compensation for the services required and is included in the Board's assessment; and

WHEREAS, the Board authorizes NESBIG to pay this amount directly to the Risk Management Consultant; and

WHEREAS, the judgmental nature of the Risk Management Consultant's duties renders comparative bidding impractical;

NOW, THEREFORE, BE IT RESOLVED by the Upper Saddle River Board of Education that the Vozza Agency is hereby appointed Risk Management Consultant in accordance with the Fund's bylaws for the period July 1, 2022 to June 30, 2025; and

BE IT FURTHER RESOLVED that the Board Secretary and Business Administrator are hereby authorized and directed to execute the Consultant's agreement annexed hereto.

- P. Authorize the Business Administrator/Board Secretary to enter into a Cooperative Pricing Agreement with the Bergen County Cooperative for the purchase of goods and services for the 2024/25 school year.
- Q. Authorize the Business Administrator/Board Secretary to enter into a Cooperative Pricing Agreement with the Educational Services Commission of New Jersey (ESCNJ) for the purchase of goods and services for the 2024/25 school year.
- R. Authorize the Business Administrator/Board Secretary to enter into a Cooperative Pricing Agreement with the Hunterdon County Educational Services Commission (HCESC) for the purchase of goods and services for the 2024/25 school year.
- S. Authorize the Business Administrator/Board Secretary to enter into a Cooperative Pricing Agreement with Sourcewell for the purchase of competitively solicited contracts for the 2024/25 school year. (Member #8560)
- T. Authorize the Business Administrator/Board Secretary to enter into a Cooperative Pricing Agreement with OMNIA Partners for the purchase of goods and services for Trane for the 2024/25 school year.
- U. Approve the following Resolution:

A RESOLUTION OF THE BOARD OF EDUCATION OF THE UPPER SADDLE RIVER SCHOOL DISTRICT IN UPPER SADDLE RIVER, NEW JERSEY, APPROVING THE TERMS AND CONDITIONS OF THE INTERLOCAL AGREEMENT BETWEEN REGION 4 EDUCATION SERVICE CENTER, LEAD AGENCY FOR THE COOPERATIVE PURCHASING NETWORK (TCPN), PROVIDING FOR A COOPERATIVE PURCHASING PROGRAM FOR GOODS AND SERVICES; DESIGNATING DANA IMBASCIANI, BUSINESS ADMINISTRATOR/BOARD SECRETARY, AS OFFICIAL REPRESENTATIVE OF THE UPPER SADDLE RIVER SCHOOL DISTRICT RELATING TO THE PROGRAM

WHEREAS, the Board of Education of the Upper Saddle River School District has been presented a proposed Interlocal Agreement by and between the Region 4 Education Service Center, lead agency for The Cooperative Purchasing Network (TCPN), and the Upper Saddle River School District found to be acceptable and in the best interests of the Upper Saddle River School District and its citizens, are hereby in all things approved.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE UPPER SADDLE RIVER SCHOOL DISTRICT, UPPER SADDLE RIVER, NEW JERSEY

Section I. The Terms and Conditions of the agreement having been reviewed by the Board of Education of the Upper Saddle River School District and found to be acceptable and in the best interests of the Upper Saddle River School District and its citizens are hereby in all things approved.

Section II. The Business Administrator/Board Secretary, Dana Imbasciani, of the Upper Saddle River School District under the direction of the Board of Education of the Upper Saddle River School District is hereby designated to act for the Upper Saddle River School District in all matters relating to The Cooperative Purchasing Network including the designation of specific contracts in which the Upper Saddle River School District desires to participate.

Section III. This Resolution shall become effective from and after its passage.

V. Approve the following Resolution:

**A RESOLUTION OF THE BOARD OF EDUCATION OF THE UPPER SADDLE RIVER SCHOOL DISTRICT
IN UPPER SADDLE RIVER, NEW JERSEY, APPROVING THE TERMS AND CONDITIONS OF
THE INTERLOCAL AGREEMENT BETWEEN REGION 14 EDUCATION SERVICE CENTER,
LEAD AGENCY FOR NCPA, PROVIDING FOR A COOPERATIVE PURCHASING PROGRAM FOR GOODS
AND SERVICES; DESIGNATING DANA IMBASCIANI, BUSINESS ADMINISTRATOR/BOARD SECRETARY,
AS OFFICIAL REPRESENTATIVE OF THE UPPER SADDLE RIVER SCHOOL DISTRICT
RELATING TO THE PROGRAM**

WHEREAS, the Board of Education of the Upper Saddle River School District has been presented a proposed Interlocal Agreement by and between the Region 14 Education Service Center, lead agency for NCPA, and the Upper Saddle River School District found to be acceptable and in the best interests of the Upper Saddle River School District and its citizens, are hereby in all things approved.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE UPPER SADDLE RIVER SCHOOL DISTRICT, UPPER SADDLE RIVER, NEW JERSEY

Section I. The Terms and Conditions of the agreement having been reviewed by the Board of Education of the Upper Saddle River School District and found to be acceptable and in the best interests of the Upper Saddle River School District and its citizens are hereby in all things approved.

Section II. The Business Administrator/Board Secretary, Dana Imbasciani, of the Upper Saddle River School District under the direction of the Board of Education of the Upper Saddle River School District is hereby designated to act for the Upper Saddle River School District in all matters relating to NCPA including the designation of specific contracts in which the Upper Saddle River School District desires to participate.

Section III. This Resolution shall become effective from and after its passage.

W. Approve the following Resolution:

Pursuant to PL 2015, Chapter 47, the Upper Saddle River Board of Education intends to renew, award or permit

to expire the following contracts previously awarded by the Board of Education. These contracts are, have been and will continue to be in full compliance with all state and federal statutes and regulations; in particular, New Jersey Title 18A:18. et. seq., NJAC Chapter 23, and Federal Uniform Administrative Requirements 2CFR, Part 200.317 et. Seq.:

Alliance for Competitive Telecommunications with ESCNJ
 Atlantic Business Products
 Bergen County Special Services
 Centris Group
 Delta Dental
 DiCara Rubino Architects
 Educational Data Services (Ed-Data)
 Gente
 KDP Developers
 Laumar Roofing Company, Inc.
 Lightpath
 McCloskey Mechanical Contractors, Inc
 NJ State Health Benefits Program
 Northeast Bergen County School Board Insurance Group (NESBIG)
 Pine Hill Tree Services LLC
 Region 1/Mahwah Board of Education
 Scholastic Bus Company

X. Approve the following Resolution:

BE IT RESOLVED BY THE UPPER SADDLE RIVER BOARD OF EDUCATION that the Board authorizes the procurement of goods and services through the state agency for the 2024/25 school year as follows:

WHEREAS, Title 18A:18A-10 provides that the Board of Education without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, and

WHEREAS, The Upper Saddle River School District has the need, on a timely basis, to procure goods and services utilizing state contracts, and

WHEREAS, the Upper Saddle River Board of Education desires to authorize its purchasing agent for the 2024/25 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year.

NOW, THEREFORE, BE IT RESOLVED, that the Upper Saddle River Board of Education does hereby authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the State of the Division of Purchase and Property utilizing various vendors as listed:

Vendor	Purchasing Consortium	Ed Data	Item/Services
AME Inc.		11645	HVAC Equipment & Services
A.N.A. Painting	A15451-State Contract		Painting
Apple		12158	Educational Products
Aspire Technologies		11075	Technology
Atlantic Tomorrow's Office	40467-State Contract		Document Management Services
Blick Materials	QD20EDS-NJ-23	QD20EDS-NJ-24	Art Supplies
Butler Water Corrections		X262	Water Treatment
Cablevision Lightpath	ESCNJ 23/24-19		Telecommunications
Cascade School Supplies		51549	Fine Art Supplies

Cascade School Supplies		51554	Library Supplies
Cascade School Supplies		51555	Teaching Aids
CDWG	ESCNJ/AEPA-22G		Tech Supplies Services
Charles J Becker		12279	Special Needs
Charles J Becker		12280	Teaching Aids
Combustion Service Corp.		12191	Heating
D & L Paving Contractors		10980	Paving
Discount School Supply		12280	Teaching Aids
DEMCO		C80901	Library Supplies
Direct Energy	ESCNJ 22/23-26		Gas
Downes Tree Service Co.		12217	Tree Service
EAI Education		12304	Elementary Science Grade Level
EAI Education		12305	Elementary Science Supplies
EAI Education		12282	Math Supplies
EAI Education		12248	Science Supplies
EAI Education		12280	Teaching Aids
Eastern Datacomm	ESCNJ 22/23-09		Communications Systems
Finalite	NCPA-01-03		Communications Systems
Frontline Technologies	NCPA 01-102		Cloud Administrative Solutions
Generation Technologies		12197	Lighting
Grainger		12225	Custodial Supplies
Johnson Controls Inc.	NCPA 02-90		HVAC Equipment & Services
Keyboard Consultants		12297-23	Tech/AV/Computer
Kurtz Brothers		E0252B/2023	Teaching Aids
Lakeshore		12280	Teaching Aids
Lakeshore		12288	Furniture
Mason, W.B.		12569	Copy Duplicator Supplies
Mason, W.B.		12270	Fine Art Supplies
Mason, W.B.		12288WBM	Furniture
Mason, W.B.		0301	Custodial Supplies
McCloskey	HCESC-SER-21C-Boiler		Boilers
Media Technologies	ESCNJ 22/23-08		Soyka Smith Design
Midwest Technologies		2140638	Rocketry
Midwest Technologies		2140551	Technology Supplies
Nickerson	ESCNJ 23/24-20		Bleachers
Nickerson	ESCNJ 21/22-10	11762	Athletic Equipment/Supplies
Open Systems	PT68842		Fire Alarms
Pitsco Education		800320	Rocketry
Pitsco Education		800316	Tech Supplies
Pitsco Education		800308	Elementary Science Supplies
Pro Academy Furniture		EDNJ092023	Furniture
Puresan Holdings		12286	Custodial Supplies
Really Good Stuff		12280	Teaching Aids
RFS Commercial		A81751	Carpet
RFS Commercial	Interface-22-FOOD-47763		Concrete Repair Systems
RFS Commercial	#34 HUNCCP		Floor Covering
S & S Worldwide		12277-24PE	Physical Ed Supplies
S & S Worldwide		12279-24SN	Special Needs
S & S Worldwide		12280-24TA	Teaching Aids
School Health Corp.		4256158	Health & Trainer Supplies
School Health Corp.		5584895	Physical Ed Supplies
School Health Corp		4260687	Special Needs
School Specialty Inc.		Q-242483	General Classroom Supplies
School Specialty Inc.		Q-378228	Elementary Science Supplies
School Specialty Inc.		Q-378298	Fine Arts Supplies
School Specialty Inc.		Q-411622	Physical Ed Supplies
School Specialty Inc.		Q-380689	Teaching Aids
Scoles Floorshine		12195	Equipment Repairs
SHI	E-8801-ACESCPS		Computer Equipment/Devices
Staples		SPLS12330	Office/Toner Supplies
Teacher's Discovery		12280	Teaching Aids
Teacher's Discovery		12598	World Languages

Trane U.S. Inc.	OMNIA #3341		HVAC Equipment
Tri-State Folding Partitions		1,220,212,214	Gym Equipment
United Supply Corp.		NJ12340AS	Athletic Supplies
United Supply Corp.		NJ1228MS	Math Supplies
United Supply Corp.		NJ12305ESS	Elementary Science Supplies
United Supply Corp.		NJ12225CS	Custodial Supplies
United Supply Corp.		NJ12277PES	Physical Ed Supplies
United Supply Corp.		NJ12269TS	Technology Supplies
United Supply Corp.		NJ12280TA	Teaching Aids
United Supply Corp.		NJ12279SN	Special Needs
United Supply Corp.		NJH12271FCSS	Family Consumer Sciences

- Y. Authorize the Business Administrator/Board Secretary to establish petty cash accounts for the 2024/25 school year in accordance with Board Policy # 6620 as follows:

Location	Amount	Per Incident Amount*
Board Office	\$500.00	\$50.00
Reynolds School	\$500.00	\$50.00
Bogert School	\$500.00	\$50.00
Cavallini Middle School	\$500.00	\$50.00

* No individual purchase shall exceed the per incident amounts indicated above.

- Z. Approve a rate of \$15,000.00 per child for non-resident tuition students and a rate of \$550.00 per child to a maximum of \$900.00 per year for a family for professional courtesy tuition students for the 2024/25 school year.
- AA. Approve a rate of \$3,750.00 per child for the Integrated Pre-School for the 2024/25 school year.
- BB. Accept sixteen (16) tuition students, whose names are on file in the Board Office, for the 2024/25 school year.
- CC. Accept eight (8) professional courtesy tuition students, whose names are on file in the Board Office, for the 2024/25 school year.
- DD. Accept twelve (12) Integrated Pre-School tuition students, whose names are on file in the Board Office, for the 2024/25 school year.
- EE. Approve the following list of School Clearance Risk Assessment Vendors for the 2024/25 school year:
- Bergen County Special Services CAPE Resource Center
 - Bergen's Promise
 - CarePlus NJ, Inc.
 - Christian Health Care Center
 - Comprehensive Behavioral Healthcare, Inc.
 - Pediatric Neuropsychology and Therapy
 - Special Child Health Services-Case Management
 - The Center for Psychological Enhancement
 - West Bergen Center for Children and Youth
 - West Bergen Counseling Center
 - West Bergen Mental Healthcare
- FF. Approve the contract with Bergen County Special Services School District, Educational Enterprises Division for the provision of Audiological Services, not to exceed \$3,760.00, for four students whose names are on file in the Board Office for the 2024/25 school year.
- GG. Approve the placement of the following Special Education students, whose names are on file in the Board Office, in extended year summer programs in accordance with Individual Education Plans:

Two students	CTC Academy
One student	Midland Park HIP - BCSSD
One student	Washington Elementary - BCSSD

- HH. Approve the placement of twenty-five (25) Special Education students, whose names are on file in the Board Office, in the Quad Extended School Year Program.
- II. Approve the placement of the following Special Education students, whose names are on file in the Board Office, in accordance with their Individual Education Plans for the 2024/25 school year:
- | | |
|--------------|-------------------------------|
| One student | Banyan Elementary School |
| Two students | CTC Academy |
| One student | Midland Park HIP - BCSSD |
| One student | New Milford School District |
| One student | Washington Elementary - BCSSD |
| One student | The Windward School |
- JJ. Decline participation in the Special Milk Program sponsored by the New Jersey Department of Agriculture for the 2024/25 school year.
- KK. Approve the agreement for scanning and digitally storing payroll and personnel records with Accuscan, in an amount not to exceed \$6,550.00 for the 2024/25 school year. (Pricing based on NJ State Approved Co-op # 65 MCESCCPS RFP#ESCNJ 22/23-11 Bid Term 7/1/2022 – 6/30/2024; Extended 06/30/2025)
- LL. Approve the agreement with Alarm & Communication Technologies for preventive maintenance and fire alarm monitoring at Reynolds and Bogert Schools in the amount of \$948.00 for the 2024/25 school year.
- MM. Approve the agreement with AM Consultants to provide fixed assets inventory for the 2024/25 school year in the amount of \$1,500.00.
- NN. Approve the agreement with A.M.E. Inc. for System Pneumatic Maintenance in the amount of \$16,800.00 for the 2024/25 school year.
- OO. Approve the agreement with Automatic Suppression & Alarm Systems, Inc. for the Cavallini Middle School fire alarm system testing, preventive maintenance and remote central monitoring in the amount of \$3,400.00 for the 2024/25 school year.
- PP. Approve the contract with Brightly Software Inc. for Maintenance Direct Service and MySchoolDude in the amount of \$3,052.91 for the 2024/25 school year.
- QQ. Approve the contract with Brightly Software Inc. for Technology Essentials (Incident) Service in the amount of \$1,696.85 for the 2024/25 school year.
- R. Approve the maintenance contract with Butler Water Corrections for boiler water treatment services in the amount of \$3,050.00 for the period October 2023 through March 2024.
- SS. Approve the contract with Combustion Service Corp. for boiler cleaning, inspection and efficiency testing in the amount of \$5620.
- TT. Approve the contract with CommonLit Inc. for the 2024/25 school year in the amount of \$5,000.00.
- UU. Approve the service agreement with Computer Solutions, Inc., in the amount of \$10,224.00, for the 2024/25 school year.
- VV. Approve the contract with Cream-O-Land Dairies with an increase not to exceed five cents (\$.05) in the

monthly 'Class 1' increased or decreased marginal price per half-pint as announced by the Federal Market Administrator for the 2024/25 school year.

- WW. Approve the contract with Delta Dental with no increase for the 2024/25 school year.
- XX. Approve the contract with Discovery Ed. for the 2024/25 school year in the amount of \$9,250.37.
- YY. Approve the services agreement with Editorial Projects in Education, Inc. in the amount of \$2,050.00 for the 2024/25 school year.
- ZZ. Approve the licensing and maintenance agreement with Educational Data Services, Inc. in the amount of \$4,270.00 for the 2024/25 school year.
- AAA. Approve the agreement for Cooperative Skills Trade Compliance Services and Ancillary Bids Services with Educational Data Services, Inc. in the amount of \$2,100.00 for the 2024/25 school year.
- BBB. Approve the contract renewal with Finalsight (formerly Blackboard) for the 2024/25 school year in the amount of \$14,201.00.
- CCC. Approve the service agreements with Frontline Technologies for the 2024/25 school year for the following:
- | | |
|-------------------|-------------|
| AESOP | \$10,589.06 |
| Applitrack System | \$3,854.06 |
| IEP-Direct | \$19,013.95 |
| 504 | \$949.82 |
- DDD. Approve the service agreement with Genesis Educational Services Student Information System in the amount of \$13,187.00 for the 2024/25 school year.
- EEE. Approve the service agreement with Genserve in the amount of \$2,000.00 for Bogert/Reynolds Schools for the 2024/25 school year.
- FFF. Approve the contract with Gente for the 2024/25 school year for FSA and Vision administration services.
- GGG. Approve the Annual Employee Assistance Contract with Good Samaritan Hospital in an amount not to exceed \$4,000.00, for the 2024/25 school year.
- HHH. Rescind the following motion approved December 18, 2023:
- Approve the purchase of a security system upgrade for Reynolds, Bogert and Cavallini, from CDW-G, at a total cost of \$207,358.91. (Pricing as per ESCNJ/AEPA-22G)
- III. Approve the purchase of security system upgrade equipment for Reynolds, Bogert and Cavallini, from Gold Type Business Machines, Inc, at a total cost of \$207,000.00. (Pricing as per BC-BID-23-17 Situational Awareness Equip & Accessories)
- JJJ. Approve Gold Type Business Machines, Inc to provide the labor to install security system upgrade equipment for Reynolds, Bogert and Cavallini, at a total cost of \$127,632.90. (Pricing as per BC-BID-23-17 Situational Awareness Equip & Accessories)
- KKK. Approve the planned maintenance contract renewal with HandiLift in the amount of \$1,174.00 for Bogert/Reynolds for the 2024/25 school year.
- LLL. Approve J&J Gym Floors to recoat the floors in Reynolds Gym, Bogert Gym, Travers Multipurpose Room, Cavallini Gym, and Cavallini Multipurpose Room at a total cost of \$7,550.00.

- MMM. Approve the agreement for comprehensive environmental services from Karl and Associates in the amount of \$5,900.00 for the 2024/25 school year.
- NNN. Approve the agreement with N.A.S. Security Systems, Inc. for central station monitoring and 24-hour test for the District at a total cost of \$1,476.00 for the 2024/25 school year.
- OOO. Approve the renewal with Newsela Inc. in the amount of \$18,991.91 for the 2024/25 school year.
- PPP. Approve the services agreement with njschooljobs.com in the amount of \$2,000.00 for the 2024/25 school year.
- QQQ. Approve the service agreement for On Scene Technologies in the amount of \$4,860.00 for the 2024/25 school year.
- RRR. Approve the maintenance agreement for annual inspections with Open Systems Metro in the amount of \$2,395.00 for the 2024/25 school year.
- SSS. Approve Quest Diagnostics to provide Substance Abuse Lab-Based Testing and Services for the 2024/25 school year, on a per person basis, as follows:
- | | |
|--------------------|---------|
| COC Collection Fee | \$11.90 |
| COC Collection Fee | \$16.75 |
| SAP 5-50 W/NIT | \$21.65 |
- TTT. Approve the service agreement with Stewart & Stevenson Power Products LLC (Atlantic Division) in the amount of \$5,367.00 for the 2024/25 school year.
- UUU. Approve the agreement for policy alert and support system annual maintenance with Strauss Esmay Associates, LLP in the amount of \$4,965.00 for the 2024/25 school year.
- VVV. Approve the service contract renewal with Trane in the amount of \$51,167.00 for the 2024/25 school year. (Pricing as per OMNIA Partners Contract #3341)
- WWW. Approve the following Resolution:

RESOLUTION

A Resolution to authorize participation in the State Health Benefits Program and/or School Employees' Health Benefits Program of the State of New Jersey

BE IT RESOLVED that the Upper Saddle River Board of Education (hereinafter referred to as "the Board"), SSS ID # 22-600-2357, hereby elects to participate in the Health Program provided by the New Jersey State Health Benefits Act of the State of New Jersey (N.J.S.A. 52:14-17.26 and N.J.S.A. 52:14-17.46.2) and to authorize coverage for all the employees and their dependents thereunder in accordance with the statute and regulations adopted by the State Health Benefits Commission and/or School Employees' Health Benefits Commission.

WHEREAS the Board will not have a stand-alone prescription drug plan and understands that prescription drug coverage will be provided based on the medical plan chosen by the subscriber.

WHEREAS the Board will be maintaining Delta Dental as its dental plan.

WHEREAS the Board elects 30 hours per week (average) as the minimum requirement for full time status in accordance with N.J.A.C. 17:9-4.6.

WHEREAS the Board, as a participating employer, will remit to the State Treasury all charges due on account of employee and dependent coverage and periodic charges in accordance with the requirements of the statute and the rules and regulations duly promulgated thereunder.

WHEREAS Susan Doherty, Confidential Secretary and Payroll & Benefits is appointed to act as Certifying Officer in the administration of this program.

NOW, THEREFORE, BE IT RESOLVED that this Resolution shall take effect immediately and coverage shall be effective as of July 1, 2024 or as soon thereafter as it may be effectuated pursuant to the statutes and regulations (can be no less than 75 or 90 days pursuant to the provisions of N.J.S.A. 17:9-1.4).

XXX. Approve the following Resolution:

WHEREAS, the Upper Saddle River Board of Education (hereinafter referred to as the "Board") recognizes that, in the course of performing regular school district business, the Superintendent, the Business Administrator/Board Secretary, the Administrators and the Board Office Secretaries, must engage in travel activities; and

WHEREAS, employees who incur travel expenses in the course of regular school district business should be reimbursed; and

WHEREAS, regular business travel shall be defined as all official business travel, including attendance at meetings, conferences and any other gatherings which are not training functions, training seminars, conventions or conferences in which the primary purpose of employee attendance is the development of new skills and knowledge or the reinforcement of these skills and knowledge in a particular field related to school district operations; and

WHEREAS, the Board desires to approve an annual maximum amount per employee for regular business travel for which Board approval is not necessary prior to reimbursement; and

WHEREAS, the Board believes \$600 is the appropriate annual maximum amount per employee for regular business travel.

NOW THEREFORE BE IT RESOLVED, that, subject to the applicable restrictions and requirements set forth in the New Jersey travel payment guidelines as established by the Department of the Treasury, as well as those guidelines established by the Office of Management and Budget, except to the extent that said guidelines conflict with the provisions of Title 18A of the New Jersey Statutes, the Board hereby approves \$600 as the annual maximum amount per employee (as listed above) for regular business travel.

YYY. Approve the following Resolution:

WHEREAS, the Upper Saddle River Board of Education (hereinafter referred to as the "Board") recognizes that, in the course of performing regular school district business, the Child Study Team staff, must engage in travel activities; and

WHEREAS, employees who incur travel expenses in the course of regular school district business should be reimbursed; and

WHEREAS, regular business travel shall be defined as all official business travel, including attendance at meetings, conferences and any other gatherings which are not training functions, training seminars, conventions or conferences in which the primary purpose of employee attendance is the development of new skills and knowledge or the reinforcement of these skills and knowledge in a particular field related to school district operations; and

WHEREAS, the Board desires to approve an annual maximum amount per employee for regular

business travel for which Board approval is not necessary prior to reimbursement; and

WHEREAS, the Board believes \$600 is the appropriate annual maximum amount per employee for regular business travel.

NOW THEREFORE BE IT RESOLVED, that, subject to the applicable restrictions and requirements set forth in the New Jersey travel payment guidelines as established by the Department of the Treasury, as well as those guidelines established by the Office of Management and Budget, except to the extent that said guidelines conflict with the provisions of Title 18A of the New Jersey Statutes, the Board hereby approves \$600 as the annual maximum amount per Child Study Team employee for regular business travel.

ZZZ. Approve the following Resolution:

WHEREAS, the Upper Saddle River Board of Education is required pursuant to NJS 18A:11-12 to adopt policy and approve travel expenditures by district employees and Board members using local, State or Federal funds to ensure that travel is educationally necessary and fiscally prudent; and

WHEREAS, the Board of Education has determined that the training and informational programs set forth below are directly related to and within the scope of Board members' duties; and

WHEREAS, the Board of Education has determined that the training and informational programs set forth below are directly related to and within the scope of the listed job title's current responsibilities and the Board's professional development plan; and

WHEREAS, the Board of Education has determined that participation in the training and informational programs set forth below requires school district travel expenditures and that this travel is critical to the instructional needs of the district and/or furthers the efficient operation of the district; and

WHEREAS, the Board of Education has determined that the school district travel expenditures are in compliance with State travel guidelines as established by the Department of the Treasury and within the guidelines established by the federal Office of Management and Budget; except as superseded by conflicting provision of Title 18A of the New Jersey Statutes; and

WHEREAS, the Board of Education finds that a mileage reimbursement rate equal to that of the state Internal Revenue Service mileage reimbursement rate of \$0.47 per mile is reasonable; and

WHEREAS, the Board of Education has determined that participation in these training and informational programs are in compliance with the district policy on travel;

THEREFORE BE IT RESOLVED, that the Board of Education hereby approves the attendance of the School Board members and district employees at the training and instructional programs, and the costs of attendance including all registration fees, and statutorily authorized travel expenditures, provided that such expenditures are within the annual maximum travel expenditure amount.

AAAA. Approve the contract with Bergen County Special Services School District for a student with a one to one aide to attend Washington Elementary School for the remainder of the 2023/24 school year, effective May 22, 2024.

BBBB. Approve the following Travel Expense:

Program Name	Date	Employee	Registration Fees	Travel Cost
Behavior University (Online)	TBD	Gianna Apicella	\$275.00	\$0.00

Best Strategies for Success During School Medical Emergencies (Online)	June 24, 2024	Ailish Fillis	\$279.00	\$0.00
HIB Law: Year in Review - Legal One/NJPSA (Online)	June 24, 2024	Rosemarie Malloy	\$125.00	\$0.00
ASCA 2024 Virtual Conference (Online)	July 13-16, 2024	Sara Senger	\$209.00	\$0.00
The Educator Wellness Institute (Online)	July 23, 2024	Alexandra Alberta	\$149.00	\$0.00

PUBLIC COMMENT:

- Miss Hannah Faraz asked the Board to recognize Eid on future school calendars.

ADJOURNMENT**Mrs. Gandara**

A motion to adjourn was made by Mr. Mehegan and seconded by Mrs. Wenberg at 9:10 p.m.

Dana Imbasciani, Board Secretary

2024/2025 Substitute List Renewal

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EXP. DATE	LAST NAME	FIRST NAME	TTL	SUBJECTS	CRT
5/1/2026	Abdulsalam	Barbara	Ms.	Teacher & Paraprofessional	C
1/26/2028	Alberta	Mia	Ms.	Teacher & Paraprofessional	C
12/22/2028	Alleva	Lauren	Ms.	Teacher & Paraprofessional	C
2/1/2027	Aminoleslami	Maryam	Ms.	Teacher & Paraprofessional	C
3/1/2026	Amodeo	Robert	Mr.	Teacher & Paraprofessional	C
	Anastos	Emily	Ms.	Teacher & Paraprofessional	S
12/10/2024	Aufiero	Joan	Ms.	Teacher & Paraprofessional	C
5/1/2026	Balji	Heather	Ms.	Teacher & Paraprofessional	C
11/3/2028	Begleiter	Karen	Ms.	Teacher & Paraprofessional	C
	Belasic	John	Mr.	Custodian	
	Belasic	Paul	Mr.	Custodian	
	Bergrin	Lauren	Ms.	LDTC/Evaluations	S
	Boci	Kreshnik	Mr.	Custodian	
2/28/2028	Borin	Michelle	Ms.	Teacher & Paraprofessional	C
	Boyev	Stacey	Ms.	Teacher & Paraprofessional	S
9/11/2028	Byrne	Kristen	Ms.	Teacher & Paraprofessional	C
1/24/2028	Calarco	Risa	Ms.	Teacher & Paraprofessional	C
1/2/2025	Canonico	Randy J.	Ms.	Teacher & Paraprofessional	C
10/5/2028	Carr	Meagan	Ms.	Teacher & Paraprofessional	C
	Carucci	Michelle	Mrs.	Teacher & Paraprofessional	S
9/12/2028	Casella	Denise	Ms.	Teacher & Paraprofessional	C
11/22/2027	Chauhan	Dipti	Ms.	Teacher & Paraprofessional	C
8/1/2025	Christensen	Nicole	Ms.	Teacher & Paraprofessional	C
	Clark	Ashley	Ms.	Teacher & Paraprofessional	S
	Cody	Robin	Ms.	Teacher & Paraprofessional	S
11/21/2027	Dabal	Samantha	Ms.	Teacher & Paraprofessional	C
11/16/2027	Daub	William	Mr.	Teacher & Paraprofessional	C
8/1/2025	DeAngelo	Darya	Ms.	Teacher & Paraprofessional	C
	DeCandia-Pook	Connie	Ms.	Secretary	
2/1/2027	Dellatorre	Patricia	Ms.	Teacher & Paraprofessional	C
4/29/2029	DeSanctis	Natalie	Ms.	Teacher & Paraprofessional	C
3/1/2026	Diamond	Rebecca	Ms.	Teacher/Para/Secretary	C
	Dixon	Andee	Mr.	Wrestling Coach	S
	Dunn	Ryan	Mr.	Custodian	
	Elsouccari	Zenab	Ms.	Teacher & Paraprofessional	S
6/1/2026	Faraz	Sophia	Ms.	Teacher & Paraprofessional	C
5/17/2029	Fink	Eric	Mr.	Teacher & paraprofessional	C
4/1/2026	Flood	Susan	Ms.	Teacher & Paraprofessional	C
	Franklin	Matthew	Mr.	Teacher & Paraprofessional	S
1/24/2028	Garber	Alan	Mr.	Teacher & Paraprofessional	C
1/1/2026	Giudice	Olimpia	Ms.	Teacher & Paraprofessional	C
5/1/2026	Gordon	Frances	Ms.	Teacher/Paraprofessional/LA	C

	Griffin	Walter	Mr.	Custodian	
2/28/2029	Gradzki	Isabella	Ms.	Teacher & Paraprofessional	C
1/13/2028	Harris	Marc	Mr.	Teacher & Paraprofessional	C
	Hayden	Joann	Ms.	Teacher & Paraprofessional	S
	Heins	Lisa	Ms.	Teacher & Paraprofessional	S
	Hickey	Ryan	Mr.	Teacher & Paraprofessional	S
	Hoffman	Danielle	Ms.	Teacher & Paraprofessional	S
8/30/2028	Hubbard	Fernanda	Ms.	Teacher/Para/Secretary/LA	C
	Jareck	Pat	Ms.	Teacher & Paraprofessional	S
3/14/2028	Jones	Samantha	Ms.	Teacher & Paraprofessional	C
6/1/2027	Khalessi	Saghar	Ms.	Teacher & Paraprofessional	C
12/1/2026	Khalid	Imtiaz	Mr.	Teacher & Paraprofessional	C
1/24/2028	Kinard	Hakeem	Mr.	Teacher & Paraprofessional	C
12/1/2024	Kleinman	Helaine	Ms.	Teacher & Paraprofessional	C
1/2/2025	Kotsopoulos	Sofia	Ms.	Teacher & Paraprofessional	C
	Kovar	Beth	Ms.	Teacher & Paraprofessional	S
	Krenicki	Christine	Ms.	Teacher & Paraprofessional	S
3/1/2027	Lindsay	Thomas	Mr.	Teacher & Paraprofessional	C
	Maphis	Kevin	Mr.	Teacher & Paraprofessional	S
6/1/2026	Mark	Elissa	Ms.	Teacher & Paraprofessional	C
1/2/2025	Martino	Adriana	Ms.	Teacher & Paraprofessional	C
	McCreight	Alexandra	Ms.	Teacher & Paraprofessional	S
11/1/2026	Medina	Sherika	Ms.	Teacher & Paraprofessional	C
8/10/2028	Memon	Sadaf	Ms.	Teacher & Paraprofessional	C
1/2/2025	Merritt	Catherine	Ms.	Teacher/Para/Secretary	C
1/1/2025	Mezzatesta	Nancy	Ms.	Teacher & Paraprofessional	C
11/11/2028	Miekhail	Maritza	Ms.	Teacher & Paraprofessional	C
1/1/2027	Milston	Rachel	Ms.	Teacher & Paraprofessional	C
11/1/2027	Morelli	Kristen	Ms.	Teacher & Paraprofessional	C
	Murphy	Justina	Ms.	Teacher & Paraprofessional	S
	Napolitano	Nicholas	Mr.	Teacher & Paraprofessional	
12/1/2025	Nelson	Maritza	Ms.	Teacher & Paraprofessional	C
3/1/2027	Ng	Melissa	Ms.	Teacher & Paraprofessional	C
12/6/2028	O'Connor	Sean	Mr.	Teacher & Paraprofessional	C
	O'Doherty	Mary Ellen	Ms.	Teacher & Paraprofessional	S
	Paxos-Brandt	Stamatia	Ms.	Teacher & Paraprofessional	S
	Pena	Jeanette	Ms.	Teacher & Paraprofessional	
	Pestronk	Isabel	Ms.	Teacher/Para/HI	S
	Pisciotta	Thomas	Mr.	Teacher & Paraprofessional	
5/1/2026	Quinones	April	Ms.	Teacher & Paraprofessional	C
1/25/2028	Ranges	Jennifer	Ms.	Teacher & Paraprofessional	C
4/1/2026	Ranges	Robyn	Ms.	Nurse	C
8/8/2027	Reilly	Donna	Ms.	Teacher & Paraprofessional	C
2/1/2027	Richardson	Nadege	Ms.	Teacher & Paraprofessional	C
	Rodas	Deborah	Ms.	Teacher & Paraprofessional	S

	Rodda	Eileen	Ms.	Teacher & Paraprofessional	S
12/23/2025	Rohdieck	Kristen	Ms.	Teacher & Paraprofessional	C
	Rosenzweig	Wendy	Ms.	Teacher & Paraprofessional	S
9/11/2028	Rosenthal	Sophia	Ms.	Teacher & Paraprofessional	C
10/12/2027	Schondorf	Nancy	Ms.	Teacher & Paraprofessional	C
6/1/2027	Scotti	Karen	Ms.	Teacher & Paraprofessional	C
10/31/2026	Shields	Phoebe	Ms.	Teacher & Paraprofessional	C
9/1/2028	Sileo	Dana	Ms.	Teacher & Paraprofessional	C
8/1/2026	Simpson	Tyler	Mr.	Teacher & Paraprofessional	C
1/11/2028	Soluri	Alexandra	Ms.	Teacher & Paraprofessional	C
1/1/2027	Soojian	Sarah	Ms.	Teacher & Paraprofessional	C
	Stevens	Carol	Ms.	Teacher & Paraprofessional	S
10/14/2027	Stevens	Katie	Ms.	Teacher & Paraprofessional	C
7/1/2027	Stone	Howard	Mr.	Teacher & Paraprofessional	C
11/20/2028	Sullivan	Susan	Ms.	Teacher & Paraprofessional	C
4/3/2029	Swofford	Kilee	Ms.	Teacher & Paraprofessional	C
10/17/2028	Szabo	Kimberly	Ms.	Teacher & Paraprofessional	C
12/5/2027	Vehmas	Heidi	Ms.	Teacher & Paraprofessional	C
7/1/2024	Wachino	Lisa	Ms.	Teacher & Paraprofessional	C
	Waldbaum	Jennifer	Ms.	Teacher & Paraprofessional	S
	Waldt	Elizabeth	Ms.	Teacher & Paraprofessional	S
6/1/2027	Wallack	Nicole	Ms.	Teacher & Paraprofessional	C
	Weinberg	Michele	Ms.	Teacher/Para/Home Instruction	S
6/3/2025	Yahas	Renee	Ms.	Teacher & Paraprofessional	C

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Name	Type of Service
Above and Beyond	ABA Therapist
Altman, Jennifer	SEL PD Consultant
Arena, Katherine	Psychological Evaluations
Bayada Home Health Care, Inc.	Nursing Services
Behavior Therapy Associates P.A.	(works with teachers only)
Chalemian, Dr. Bliss A.	Psychiatrist
Communications Therapy	Speech (Janet Krebs and Deborah Roberts)
Dansky, Sheli	PT / ESY
Developmental Behavioral Pediatrics	Evaluations (Dr. Lisa Nalven)
Doran, Patricia	ABA Therapist
Dries, Carlea	Psychological-educational evaluations
Educational Enterprises	B.C. Special Services
Fand, Leah	Speech Therapist / ESY
Fennelly, Bryan	Psychiatrist
Garden State AAC Specialists, LLC	Professional Development Consultant (works w/teachers only)
Goldberg Gravity	Professional Development Consultant
Hahn, Dr. Richard	Psychiatrist
Hanna, Dr. Mohab	Psychiatrist
Hertler, Steven	Psychological-educational evaluations
Hintz, Kimbro	Speech Therapist / ESY
Huntington, Jodi	Psychological evaluations
Invo Healthcare Associates	OT
Kostenko, Christian	Targeted Instruction
Kotler, Lisa	Psychiatrist
Lagatta, Christine	Curriculum Consultant (works w/ teachers only)
Lupu, Sarah	School Doctor
Nagy, Leslie	Psychiatrist
New Jersey Educational Services Alliance	Psychological and Educational evaluations
O'Sullivan, Joanne	ABA Therapist
Patel, Poorvi	Evaluations
Professional Education Services	Home Instruction
Ragheb, Dr. Sameh	Psychiatrist
Rickard Rehabilitation Services	Occupational/Physical/Speech Therapy
Romanoff, Rachel	OT / ESY
Rojas, Veronica	Psychiatrist
Rosenbaum, Elana	OT / ESY
Russell, Christopher	TVI (Teacher of the Visually Impaired)
Schmuler, Kira	Russian Speaking Evaluations
Shalaby, Carla	Professional Development Consultant
Slater, Jonathan	Psychiatrist
Speech and Hearing Assoc	Evaluations
St. Joseph's Child Development Ctr.	Evaluations (Dr. Nancy Holahan, Dr. Joseph Holahan, Dr. Aparna Mallik)
Tancer, Nancy Kaplan	Psychiatrist
Wehrle, Jennifer	Behaviorist
Weinberg, Michelle	Targeted Instruction
Widmer, Kirsten	Curriculum Consultant (works w/ teachers only)
Willis, Dawn	ABA Therapist
Younger, Kristen	ABA Therapist

2024-2025 Substitute Rates/Payroll Calculations
Upper Saddle River Schools

SUBSTITUTE TEACHERS/PARAPROFESSIONALS \$140/day
(Substitutes holding a NJ State or county substitute teaching certificate)

§SUBSTITUTE PARAPROFESSIONALS \$~~105~~90/day
(Substitute paraprofessionals NOT holding a NJ State or county substitute teaching certificate)

#School Nurse \$150/day

~HOME INSTRUCTION TEACHERS \$40/hour

§SUBSTITUTE SEC/CLERICAL \$~~16~~15/hour

§SUBSTITUTE LUNCH AIDE \$~~15.25~~10/hour

§SUBSTITUTE CUSTODIAN \$~~16~~15/hour

SUBSTITUTE RETIRED POLICE OFFICER \$150/day

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Must hold a state or county school nurse teaching certificate and RN license.

~ Must hold a state teaching certificate.

The following data is to be used to calculate payroll. Lunch is included in hours per day.

Teachers/School Nurse	186 days	7.67 hours/day	1,426 hours/year
RN	185 days	7.5 hours/day	1,387.5 hours/year
Behaviorist	186 days	7.67 hours/day	1,426 hours/year
Paraprofessionals	182 days	6.92 hours/day	1,259.44 hours/year
ABA Instructors	182 days	7.67 hours/day	1,395.94 hours/year
Campus Aides	182 days	4.5 hours/day	819 hours/year
Lunchroom Aides	180 days	2.25 hours/day	405 hours/year
Secretaries/Clerical/District Administrative Staff (12 month)	260 days	7.5 hours/day	1,950 hours/year
Custodians/Network Techs.	260 days	8 hours/day	2,080 hours/year
Retired Police Officer	186 days	8 hours/day	1,488 hours/year

§Change from 2023/2024

To Be Approved: June 10, 2024

**ACE PAY SCHEDULE
FOR HOURLY EMPLOYEES
(EFFECTIVE SEPTEMBER 1, 2024)**

	# of YEARS IN ACE	HOURLY RATE
IN DISTRICT		
(Employee of USRBOE)		
	1	\$22
	2	\$22
	3	\$24
	4	\$26
	5 or more	\$30
OUT OF DISTRICT		
(Not an Employee of USR)		
	1	\$20
	2	\$21
	3 or more	\$22
HIGH SCHOOL STUDENTS		\$16
SUBSTITUTE SITE COORDINATOR		\$35
1:1 PARA		\$32

*THESE RATES APPLY TO ALL STAFF HIRED AFTER JUNE 1, 2023.
EMPLOYEES HIRED BEFORE JUNE 1, 2023 WILL BE
GRANDFATHERED IN AT THEIR CURRENT RATE.