

**Board of Education  
Upper Saddle River, New Jersey  
Regular Session  
Monday, June 12, 2023, 8:00 p.m.**

**Minutes**

This Regular Session of the Upper Saddle River Board of Education was held in the Cavallini Middle School Auditorium 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

**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 discussed getting ready for the end of the school year and upcoming events:

- PreK Graduation
- 2<sup>nd</sup> Grade Clap Out
- 5<sup>th</sup> Grade Move Up Ceremony
- 8<sup>th</sup> Grade Graduation

Dr. Siegel thanked the Board, Administrators and staff for another successful year and said he is looking forward to 2023/24.

**BOARD SECRETARY'S REPORT:**

Mrs. Imbasciani

Mrs. Imbasciani explained the various housekeeping items that are being approved on this evenings agenda.

**BOARD PRESIDENT'S REPORT: None**

Mrs. Gandara

**COMMITTEE REPORTS: None**

**PTO REPORT:**

Mrs. DeFrino/Mrs. McGovern

Mrs. Imbasciani read the following statement on behalf of the USRPTO:

"We've officially made it to June! It's been incredibly busy for us.

The PTO sponsored the 5<sup>th</sup> Grade Luau on June 5. It was fabulous.

The PTO also sponsored the 2<sup>nd</sup> Grade Pizza Party/Kona Ice Truck on June 9. Kids had a blast.

The PTO also provided water for the Torch Run on June 9.

Congratulations to our Reynolds 2<sup>nd</sup> Graders as they blast off to Bogert and our Bogert 5<sup>th</sup> Graders as they head to Cavallini.

Thank you to all of our volunteers that have helped the PTO this school year. It is because of YOU that we are able to run events for our students, families and faculty.

Thank you to Scott (Kirsch) and Eric (Smith) and the entire custodial staff for always being there for us all for all of our events.

Our auctions for the 2023-24 School Year Parking Spot and the 8<sup>th</sup> Grade Cavallini Graduation Package are now live and will close Tuesday, June 13 at 11:59 p.m. (winner will be contacted and announced at the PTO General Meeting on Wednesday, June 14).

School Tool Box information will be out shortly.

Sign-ups for membership, lunch volunteering and class parent are all available through our website: [www.usrpto.com](http://www.usrpto.com)

#### **USREF Report:**

**Mrs. Tedd**

Mrs. Tedd provided an overview of the Spring Grants being approved tonight:

- Reynolds School:
  - Zoom to the Moon Assembly (S. Maginnis) - \$1,155
  - Smarty Plants Assembly (K. Whitmore & C. Thies) – \$1,200
  - Soft Open Play Toys (J. King) - \$160
  - What's the Matter Assembly (K. Whitmore & C. Thies) - \$1,200
  - Rainforest Butterflies Assembly (K. Biglin) - \$550
- Bogert School:
  - Interactive Theatre – Journey of an Irish Immigrant (J. Drucker) - \$900
- Cavallini Middle School:
  - Shakespeare in Action (J. Kruter) - \$2,500

**PUBLIC COMMENT: None**

#### **ADMINISTRATION:**

**Dr. Siegel**

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

- A. Authorize Dr. Brad Siegel to make personnel decisions on new hires and offer contracts in consultation with the Board President during the summer for the 2023/24 school year and to be affirmed at the September 11, 2023 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.
- D. Second Reading and Adoption of the following Policies and Regulations::

Policy 0144	Board Member Orientation and Training (Revised)
Policy 2520	Instructional Supplies (M) (Revised)
Policy 3217	Use of Corporal Punishment (Revised)
Policy 4217	Use of Corporal Punishment (New)
Policy 5305	Health Services Personnel (M) (Revised)
Policy 5308	Student Health Records (M) (Revised)
Policy 5310	Health Services (M) (Revised)



Policy 6112	Reimbursement of Federal and Other Grant Expenditures (M) (Revised)
Policy 6115.04	Federal Funds – Duplication of Benefits (M) (New)
Policy 6311	Contracts for Goods or Services Funded by Federal Grants (M) (Revised)
Policy 7440	School District Security (M) (Revised)
Policy 9140	Citizens Advisory Committees (Revised)
Regulation 5308	Student Health Records (M) (Revised)
Regulation 5310	Health Services (M) (Revised)
Regulation 6115.01	Federal Awards/Funds Internal Controls – Allowability of Costs (M) (New)

- 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 2023/24 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 2023/24 school year.
- G. Approve the 2023/24 District Mentor Plan after review for fiscal impact.
- H. Approve the 2023/24 Quad District Professional Development Plan after review for fiscal impact.
- I. Approve the Intervention and Referral Services Plan for the 2023/24 school year.
- J. Approve the Tools of the Mind Preschool Curriculum for the 2023/24 school year.
- K. 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

Readoption of the 2016 NJ Student Learning Standards:

- Mathematics
- English/Language Arts

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)

- L. Approve the NJ School Board Association's Superintendent Annual Performance Report Instrument for the 2023/24 school year.
- 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, 2023.

- N. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #246943\_\*\*\*\_04182023 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. Gandara and seconded by Dr. Verducci to approve Personnel Consent Agenda Items A through I and was approved by all in attendance.

A. Job Descriptions

Approve the following Job Descriptions:

1. Campus Aide, effective September 1, 2023 (Revised)
2. Director of Curriculum and Instruction, effective July 1, 2023 (Revised)
3. Director of Technology, effective July 1, 2023 (Revised)
4. Grs. 6-8 Library/Media Services Teacher, effective September 1, 2023 (New)
5. Pre-K - 8 Assistant Principal, effective July 1, 2023 (Revised)
6. Registered Nurse, effective September 1, 2023 (Revised)
7. Retired Police Officer, effective September 1, 2023 (Revised)
8. School Library Media Specialist, effective September 1, 2023 (Revised)
9. Supervisor of Personnel and Staff Development, effective July 1, 2023 (Revised)

B. Create/Abolish (not applicable)

C. Resignations

1. Accept the resignation of Sheila Barry, LDT-C, effective July 1, 2023.
2. Accept the resignation of Michael DeSocio, Assistant Principal, effective July 10, 2023.
3. Accept the resignation of Kristen Travers, Spanish Teacher, effective July 1, 2023.

D. Leaves

1. Approve an unpaid intermittent FMLA/NJFLA leave for employee ID #1450, effective May 1, 2023 through June 30, 2023.

E. Change in Assignment (not applicable)

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. Rescind the following motion that was approved on May 15, 2023:

Appoint Maria Gomez to the position of Grades K-4 Instructional Support Teacher, BA, Step 1, effective September 1, 2023 through June 30, 2024, subject to the satisfactory completion of the criminal history records check required by law and receipt of the required NJDOE Teaching Certificate.

3. Rescind the following motion approved on May 1, 2023.

Appoint Shaelynn Guilfoyle to the position of long-term leave replacement special education teacher at Bogert School, MA, Step 2, effective September 1, 2023 through June 30 2024.

4. Approve the following motion:

Appoint Shaelynn Guilfoyle to the position of Special Education Teacher at Bogert School, MA, Step 2, effective September 1, 2023. \$59,908.00

5. Appoint Shyret Murati to the position of French Teacher at Cavallini Middle School, BA+60/MA+30, Step 20, effective September 1, 2023, subject to the satisfactory completion of the criminal history records check required by law.
6. Appoint Thomas Pisciotta to the position of per diem leave replacement Science Teacher at Cavallini Middle School, (MA, Step 5), effective September 1, 2023 through approximately January 5, 2024, subject to the satisfactory completion of the criminal history records check required by law.
7. Rescind the following motion that was approved on March 13, 2023:
- Appoint Meltem Spicer to the position of French Teacher at Cavallini Middle School, effective September 1, 2023, MA, Step 8-9, subject to the satisfactory completion of the criminal history records check required by law.
8. Appoint Eric Van Hoven to the position of Music Teacher at Cavallini Middle School, BA, Step 1, effective September 1, 2023, subject to the completion of the criminal history records required by law and issuance of the required NJDOE Music Teaching Certificate.
9. Approve David Kaplan as the School Safety Specialist for the 2023/24 school year.
10. Appoint Gianna Apicella as Affirmative Action Officer for the 2023/24 school year.
11. Appoint Gianna Apicella as the 504 District Coordinator for the 2023/24 school year.
12. Appoint Gianna Apicella as the ADA District Coordinator for the 2023/24 school year.
13. Approve the Affirmative Action Team for the 2023/24 school year:

Gianna Apicella	Nadia Balsamo	Colette Dunn
Marci Titunick	Brigitte Uzar	

14. Appoint the ESSER Committee for the 2021/22 - 2023/24 school years as follows:

Gianna Apicella	Amy D'Ambola
Dana Imbasciani	Brad Siegel

15. Appoint the 504 Officers for the 2023/24 school year as follows:

Reynolds School	Stefanie Slacin
Bogert School	Sara Senger

Cavallini Middle School  
Cavallini Middle School

Margaret Donnelly  
Brigette Uzar

16. Appoint the H.I.B. Specialists for the 2023/24 school year as follows:

H.I.B. District Coordinator	Christine Cipollini
Anti-Bullying Specialist/Reynolds	Stefanie Slacin
Anti-Bullying Specialist/Bogert	Sara Senger
Anti-Bullying Specialist/Cavallini	Brigette Uzar

17. Appoint Katherine Baker as Attendance Officer for the 2023/24 school year.
18. Appoint Alexis Yotka as Homeless Liaison for the 2023/24 school year.
19. Appoint Christine Cipollini as the Title IX Coordinator for the 2023/24 school year.
20. 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, 2023 and ending on June 30, 2024.

**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.

21. Appoint Nijazi Leka as Integrated Pest Management (IPM) Coordinator for the 2023/24 school year.
22. Appoint Dr. Sarah Lupu as the School Doctor for the 2023/24 school year. \$5,000.00
23. Approve the following staff member for the position listed below for the 2022/23 school year:

Bogert Lunch Duty (\$22/hour)		
Kevin Maphis		

24. Approve the following Child Study Team staff members to provide evaluations for up to 15 students who are scheduled to be evaluated during Summer 2023. No more than five (5) hours per student for completion of evaluation process: Hourly rate

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

25. Approve the following teachers to attend initial eligibility meetings for students being evaluated by the Child Study Team during Summer 2023: Hourly rate



Julie Fallon  
Caitlin Gervasio  
Christine Thies

Anthony Farinacci  
Stacy Schiff  
Lyndsey Welch

Amanda Feijo  
Julia Shea

26. Approve the following staff for 2023 ESY:

<b>Integrated Paraprofessionals</b>	<b>\$21/hour</b>	
Inna Moor	Elizabeth Walsh	
<b>ABA Paraprofessionals</b>	<b>\$25/hour:</b>	
Cara Dellagatta	Inna Moor	Cynthia Stawecki
Elizabeth Walsh		
<b>Substitute Integrated Paraprofessional</b>	<b>\$21/hour</b>	
Lisa Wachino		
<b>Substitute ABA Paraprofessional</b>	<b>\$25/hour</b>	
Lisa Wachino		
<b>Substitute Teacher</b>	<b>\$50/hour</b>	
Lisa Wachino		

27. Approve the following staff for the Summer 2023 Curriculum Project Work. These projects will be funded by the ARP Accelerated Learning Coaching and Educators Support Grant.

<b>Summer 2023 Curriculum Projects (\$48/hour)</b>		
Angelina Aragona	Katherine Baker	Nadia Balsamo
Ilene Brovender	Alana Capogrosso	Amy Caravela
Chelsea Chiellini	Paul Cirone	Edie Carmilani
Christina Cucci	Mary Dixon	Megan Conners
Danielle Dorn	Peggy Dobrinski	Jamie Drucker
Kasie Falato	Alexis Garcia	Caitlin Gervasio
Catherine Gonzales	Carey Goralski	Linda Ho
Marissa Hopson	Amanda Iannacone	Devon Joy
Valerie Kersting	Desiree Lascarro	Mary Lavelle
Jessica McFaul	Jennifer Moss	Kerry Murphy
Kristen Nicholas	Tracy Nussman	Jill Powers
Bina Rivard	Sara Senger	Julia Shea
Sarah Shetsen	Rachel Squicciarri	Cindy Stawecki
Christine Thies	Marci Titunick	Brigette Uzar
Helen Vega	Heather Walker	Jason Weinstein
Leigh Ann Weil	Anna Zimmermann	

28. Appoint Fatimah Alsaleem to the position of ACE Team Member for the 2023/24 school year. \$16.00/hr
29. Appoint Erika Blumenfeld to the position of ACE Team Member for the 2023/24 school year. \$27.50/hr
30. Appoint Joshua Bravo to the position of ACE Team Member for the 2023/24 school year. \$21.00/hr
31. Appoint Mara Bunting to the position of ACE Team Member for the 2023/24 school year. \$27.50/hr
32. Appoint Michelle Carucci to the position of Substitute ACE Team Member for the 2023/24 school year. \$27.50/hr
33. Appoint Michelle Carucci to the position of Substitute ACE Site Coordinator for the 2023/24 school year. \$35.00/hr

34.	Appoint Megan Conners to the position of ACE Team Member for the 2023/24 school year.	\$30.00/hr
35.	Appoint Jodi Costa to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
36.	Appoint Lisa Cunningham to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
37.	Appoint Philip D'Anna to the position of ACE Team Member for the 2023/24 school year.	\$24.00/hr
38.	Appoint Darya DeAngelo to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
39.	Appoint Cara Dellagatta to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
40.	Appoint Meghan Ennis to the position of ACE Team Member for the 2023/24 school year.	\$30.00/hr
41.	Appoint Heather Federico to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
42.	Appoint Amanda Feijo to the position of ACE Team Member for the 2023/24 school year.	\$30.00/hr
43.	Appoint Pamela Flynnne to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
44.	Appoint Laura Fox to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
45.	Appoint Stella Freeberg to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
46.	Appoint Angela Griffin to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
47.	Appoint Shaelynn Guilfoyle to the position of ACE Team Member for the 2023/24 school year.	\$24.00/hr
48.	Appoint Jake Halperin to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
49.	Appoint Katherine Kaldawi to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
50.	Appoint Elizabeth Keslo to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
51.	Appoint Isha Korgaonkar to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
52.	Appoint Gari Lenkowsky to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
53.	Appoint Leah Levitt to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
54.	Appoint Sarah Maginnis to the position of Substitute ACE Team Member for the 2023/24 school year.	\$30.00/hr
55.	Appoint Sarah Maginnis to the position of Substitute ACE Site Coordinator for the 2023/24 school year.	\$35.00/hr
56.	Appoint Laura Maimone Rosskamp to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
57.	Appoint Kevin Maphis to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
58.	Appoint Elissa Mark to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr



59.	Appoint Anamarie Massaro to the position of ACE Team Member for the 2023/24 school year.	\$24.00/hr
60.	Appoint Catherine Merritt to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
61.	Appoint Gianna Mundy to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
62.	Appoint Holly Nachmany to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
63.	Appoint Melissa Ng to the position of substitute ACE Team Member for the 2023/24 school year.	\$22.00/hr
64.	Appoint Tracy Nussman to the position of Substitute ACE Team Member for the 2023/24 school year.	\$30.00/hr
65.	Appoint Tracy Nussman to the position of Substitute ACE Site Coordinator for the 2023/24 school year.	\$35.00/hr
66.	Appoint Peter Petrow to the position of ACE Team Member for the 2023/24 school year.	\$30.00/hr
67.	Appoint Brooke Phillips to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
68.	Appoint Emma Piazza to the position of ACE Team Member for the 2023/24 school year.	\$24.00/hr
69.	Appoint Robyn Ranges to the position of Substitute ACE Team Member for the 2023/24 school year.	\$27.50/hr
70.	Appoint Robyn Ranges to the position of Substitute ACE Site Coordinator for the 2023/24 school year.	\$35.00/hr
71.	Appoint Eileen Rodda to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
72.	Appoint Kristen Rohdieck to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
73.	Appoint Stacy Schiff to the position of Substitute ACE Team Member for the 2023/24 school year.	\$30.00/hr
74.	Appoint Stacy Schiff to the position of Substitute ACE Site Coordinator for the 2023/24 school year.	\$35.00/hr
75.	Appoint Karen Scotti to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
76.	Appoint Payal Sheth to the position of ACE Team Member for the 2023/24 school year.	\$27.50/hr
77.	Appoint Ellie Shrier to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
78.	Appoint Sienna Shrier to the position of ACE Team Member for the 2023/24 school year.	\$16.00/hr
79.	Appoint Sab Skenderi to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
80.	Appoint Alexa Smith to the position of ACE Team Member for the 2023/24 school year.	\$21.00/hr
81.	Appoint Aurela Sokoli to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
82.	Appoint Sarah Soojian to the position of ACE Team Member for the 2023/24 school year.	\$22.00/hr
83.	Appoint Elayne Stern to the position of ACE Team Member for the 2023/24 school year.	\$30.00/hr

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| 84. | Appoint Carol Stevens to the position of ACE Team Member for the 2023/24 school year.  | \$27.50/hr   |
| 85. | Appoint Katie Stevens to the position of ACE Team Member for the 2023/24 school year.  | \$22.00/hr   |
| 86. | Appoint Denise Weakland to the position of ACE Team Member for the 2023/24 school year.  | \$22.00/hr   |
| 87. | Appoint Maureen Van Blarcom to the position of ACE Team Member for the 2023/24 school year.  | \$27.50/hr   |
| 88. | Appoint Lisa Wachino to the position of ACE Team Member for the 2023/24 school year.   | \$27.50/hr   |
| 89. | Appoint Brian Walis to the position of ACE Team Member for the 2023/24 school year.  | \$30.00/hr   |
| 90. | Appoint Michele Weinberg to the position of ACE Team Member for the 2023/24 school year.   | \$22.00/hr   |
| 91. | Appoint Alexis Yotka to the position of ACE Team Member for the 2023/24 school year.   | \$24.00/hr   |
| 92. | Approve the following staff members to be Risk Assessment Providers for the ACE Program, at a rate of \$175 per assessment, for the 2023/24 school year: |              |
|     | Katherine Baker  | Sara Senger  |
|     | Brigette Uzar  | Alexis Yotka |

G. Lateral Guide Moves

1. Approve a lateral guide move for Kerri Parelhoff, Library Media Specialist, from MA to BA + 60, effective September 1, 2023.

H. Substitutes/Consultants/Volunteers

1. Approve the reappointment of substitutes for the 2023/24 school year, as per attached.
2. Approve the reappointment of consultants for the 2023/24 school year, as per attached.
3. Approve Lauren Bergrin, LDT-C, to provide evaluations for up to 15 students who are scheduled to be evaluated during Summer 2023. No more than five (5) hours per evaluation. \$55/hour
4. Approve Leah Fand as a substitute Speech and Language Pathologist to provide speech and language therapy four (4) times for 30 minutes each for a student as per the ESY Program. \$50/session
5. Approve Michelle Weinberg as a home instructor for a student whose name is on file in the Board Office, July 1 - August 15, 2023, up to 10 hours/week if the student is unable to attend school based upon current medical needs. \$40/hour
6. Approve Michelle Weinberg as a home instructor for the ESY Program for a student whose name is on file in the Board Office, who is unable to be transported to the program in Allendale, from July 5 to July 28, 2023 for two (2) hours per day. \$40/hour
7. Approve Randi Andersen as a student intern at Reynolds School for the 2023/24 school year.
8. Approve Peter Hunter as a student intern at Bogert School for the 2023/24 school year.
9. Approve Tyler Kaplan as a summer custodial volunteer, not to exceed 50 hours.
10. Approve Alexandra Soluri as a student intern at Reynolds School for the 2023/24 school year.



11. Approve Carri Wrobel 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. Ms. Wrobel holds a NJ Standard Elementary School Teacher certificate.

I. Salary Guide

1. Approve the 2023/24 Substitute Rate/Payroll Calculations Guide, as per attached.
2. Approve the ACE Hourly Rate Schedule for the 2023/24 school year, as per attached.

**FINANCE :**

**Mrs. Imbasciani**

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

- A. Approve the Minutes of Board Meeting:

May 1, May 15 and May 19, 2023

- B. Approve the Bills List for May 2023 as follows:

10	General Current Expense	\$82,888.15
11	General Current Expense	\$2,223,881.87
20	Special Revenue Funds	\$66,152.38
50	Milk	\$127.70
60	Enterprise Fund	\$22,590.35
Total		\$2,395,640.45

- C. Approve the Transfers for May 2023.
- D. Approve the Board Secretary and Treasurer's Reports dated May 2023 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 renewal for Toilet Room Facilities for Kindergarten Classrooms in Reynolds School, rooms 99, 100, 101, 102, 103 and 104, for the 2023/24 school year.
- F. Approve the Application for Dual Use of Educational Space for Bogert School room 11, for the 2023/24 school year.
- G. Authorize the Business Administrator/Board Secretary to pay bills during the months of July and August 2023. These payments will be approved at the next regularly scheduled meeting.
- H. Authorize the Board Secretary or, as an alternate, the Treasurer, to make wire transfers to/from all the authorized accounts.
- I. Approve the following Resolution:

**WHEREAS**, NJASA 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.

- J. Accept the donation of five (5) Spring 2023 Grants for Reynolds School from the Upper Saddle River River Educational Foundation (USREF) in the amount of \$4,265.00.
- K. Accept the donation of one (1) 2023 Spring Grant for Bogert School from the Upper Saddle River Educational Foundation (USREF) in the amount of \$900.00.
- L. Accept the donation of one (1) 2023 Spring Grant for Cavallini Middle School from the Upper Saddle River Educational Foundation (USREF) in the amount of \$2,500.00.
- M. Approve the submission of the FY24 ESEA Grant application.
- N. Accept funding for the FY24 ESEA Grant as follows:
 

Title I Part A	\$34,727
Title IIA	\$15,251
Title IV	\$10,000
- O. Refuse FY24 ESEA Title III monies.
- P. Approve the submission of the FY24 IDEA Basic and IDEA Preschool Grant applications.
- Q. Approve FY24 ARP Accelerated Learning, Coaching and Educator Support Grant expenditures for Summer 2023 Curriculum Project work as follows:

Summer 2023 Curriculum Projects (\$48/hour)		
Angelina Aragona	Katherine Baker	Nadia Balsamo
Ilene Brovender	Alana Capogrosso	Amy Caravela
Chelsea Chiellini	Paul Cirone	Edie Carmilani
Christina Cucci	Mary Dixon	Megan Conners
Danielle Dorn	Peggy Dobrinski	Jamie Drucker
Kasie Falato	Alexis Garcia	Caitlin Gervasio
Catherine Gonzales	Carey Goralski	Linda Ho
Marissa Hopson	Amanda Iannacone	Devon Joy
Valerie Kersting	Desiree Lascarro	Mary Lavelle
Jessica McFaul	Jennifer Moss	Kerry Murphy
Kristen Nicholas	Tracy Nussman	Jill Powers
Bina Rivard	Sara Senger	Julia Shea
Sarah Shetsen	Rachel Squicciarri	Cindy Stawecki
Christine Thies	Marci Titunick	Brigette Uzar
Helen Vega	Heather Walker	Jason Weinstein
Leigh Ann Weil	Anna Zimmermann	

- R. Appoint Lerch, Vinci and Bliss LLC as the district's auditors for the June 30, 2024 audit in the amount of \$26,000.00.



S. 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.

T. 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.

U. Approve the Joint Purchasing Agreement between the Region V Council for Special Education/River Edge Board of Education and the Upper Saddle River Board of Education for providing the joint purchase of direct services and evaluations in the following areas: Occupational, Physical, Speech Therapist Audiologist, Behaviorist, Learning Disabilities Teacher Consultant, Psychologist, Social Worker, Teacher of the Deaf, Assistive Technology, Transition Services, Reading Specialists, Nursing, Certified Health Aides, 1-1 Aides,



Home Instructor, Home Supports, Parent Training (POP), Translators, Educational Equipment and other educational services on an as-needed basis throughout the year, effective July 1, 2023 to June 30, 2024.

- V. 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 2023/24 school year.
- W. 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 2023/24 school year.
- X. Authorize the Business Administrator/Board Secretary to enter into a Cooperative Pricing Agreement with Sourcewell for the purchase of competitively solicited contracts for the 2023/24 school year. (Member #8560)
- Y. 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 2023/24 school year.
- Z. 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.

- AA. 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.

BB. 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
- Calderone Enterprises LLC
- Centris Group
- Delta Dental
- DiCara Rubino Architects
- Educational Data Services (Ed-Data)
- Gente
- Lightpath
- NJ State Health Benefits Program
- Northeast Bergen County School Board Insurance Group (NESBIG)
- Panoramic Windows and Door Systems, Inc.
- Premier Group, Inc.
- Region 1/Mahwah Board of Education
- Scholastic Bus Company

CC. 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 2023/24 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 2023/24 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
A.N.A. Painting	A15451-State Contract		Painting
Apple	ESCNJ 18/19-67		Educational Products
Aspire Technologies		11075	Technology
Atlantic Tomorrow's Office	400467-State Contract		Document Management Services
ATRA Janitorial Supply Co.		090320GREEN	Custodial Green Products
ATRA Janitorial Supply Co.		090320MSRP	Custodial Supplies
Blackboard, Inc.	NCPA 01-03		Digital Media Management
Blick Materials	QD20EDS-NJ-23		Art Supplies
Butler Water Corrections	T-0154-State Contract		Water Treatment
Cablevision Lightpath	ESCNJ 19/20-30		Telecommunications
Cascade School Supplies		99248	Fine Art Supplies
Cascade School Supplies		99247	Library Supplies
Cascade School Supplies		99249	Teaching Aids
CDWG	ESCNJAEPA-22G		Tech Supplies Services
Charles J Becker		11722	Special Needs
Charles J Becker		11713	Teaching Aids
Combustion Service Corp.		10392	Heating
D & L Paving Contractors		10980	Paving
Discount School Supply		11713	Teaching Aids
DEMCO		C80901	Library Supplies
Direct Energy	ESCNJ 20/21-11		Gas
Downes Tree Service Co.		11585	Tree Service
EAI Education		11716	Elementary Science Grade Level
EAI Education		11717	Elementary Science Supplies
EAI Education		11705	Math Supplies
EAI Education		11687	Science Supplies
EAI Education		11713	Teaching Aids
Eastern Datacomm	ESCNJ 18/19-16		Communications Systems
Frontline Technologies	NCPA 01-102		Cloud Administrative Solutions
Generation Technologies		11651/11665	Lighting
Grainger		11725	Custodial Supplies
Johnson Controls	NCPA 02-90		HVAC Equipment and Services
Keyboard Consultants		EDDATA2020	Tech/AV/Computer
Kurtz Brothers		E02528/2022	Teaching Aids
Lakeshore		11713	Teaching Aids
Lakeshore		11762	Furniture
Mason, W.B.		EDS-NJ-N#12021	Copy Duplicator Supplies
Mason, W.B.		NJ-FA#11707	Fine Art Supplies
Mason, W.B.		11762	Furniture
Mason, W.B.		0300	Custodial Supplies
Midwest Technologies		2132326	Rocketry
Midwest Technologies		2132169	Technology Supplies
Nickerson	ESCNJ22/23-06		Partitions
Nickerson		11762	Furniture
Open Systems	PT68842-State Contract		Fire Alarms
Pitsco Education		800181	Rocketry
Pitsco Education		800179	Tech Supplies
Pitsco Education		800180	Elementary Science Supplies



Pro Academy Furniture		ED09272022	Furniture
Really Good Stuff		11713	Teaching Aids
RFS Commercial		A81751	Carpet
RFS Commercial	SHAW23-FOOD-18184		Concrete Repair SystemS
RFS Commercial	#34 HUNCCP		Floor Covering
RIS Construction Corp.	HCESC-SER-20F		Time and Materials
S & S Worldwide		11708-23PE	Physical Ed Supplies
S & S Worldwide		11722-22	Special Needs
S & S Worldwide		11713-22	Teaching Aids
School Health Corp.		4112983	Health & Trainer Supplies
School Health Corp.		5561371	Physical Ed Supplies
School Health Corp.		41179093	Special Needs
School Specialty Inc.		Q-242483	General Classroom Supplies
School Specialty Inc.		Q-236017	Elementary Science Supplies
School Specialty Inc.		Q-235757	Fine Arts Supplies
School Specialty Inc.		Q-234975	Physical Ed Supplies
School Specialty Inc.		Q-238756	Teaching Aids
SHI	E-8801-ACESCPs		Computer Equipment/Devices
Staples		SPLS11440	Copy/Duplicator Supplies
Staples		SPLS11711	Office/Computer Supplies
Staples		SPLS10430	Furniture
Staples		11725	Custodial Supplies
Teacher's Discovery		11713	Teaching Aids
Teacher's Discovery		11749	World Languages
Trane U.S. Inc.	OMNIA #3341		HVAC Equipment
Tri-State Folding Partitions		10401	Gym Equipment
United Supply Corp.		NJ11783AS	Athletic Supplies
United Supply Corp.		NJ11715LS	Library Supplies
United Supply Corp.		NJ11705MS	Math Supplies
United Supply Corp.		NJ11714AVS	A/V Supplies
United Supply Corp.		NJ11707FINEART	Fine Art Supplies
United Supply Corp.		NJ11717ESS	Elementary Science Supplies
United Supply Corp.		NJ11725CS	Custodial Supplies
White Rock Corp.	BC-BID-21-68		Roof Repairs, Replacement
White Rock Corp.	CK04-BERGEN		Roof Repairs, Replacement
White Rock Corp.	11BECCPRES1032-211		Roof Repairs/Replacement

- DD. Authorize the Business Administrator/Board Secretary to establish petty cash accounts for the 2023/24 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.

- EE. 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 2023/24 school year.
- FF. Approve a rate of \$3,750.00 per child for the Integrated Pre-School for the 2023/24 school year.
- GG. Accept nineteen (19) tuition students, whose names are on file in the Board Office, for the 2023/24 school year.
- HH. Accept nine (9) professional courtesy tuition students, whose names are on file in the Board Office, for the 2023/24 school year.

- II. Accept eighteen (18) Integrated Pre-School tuition students, whose names are on file in the Board Office, for the 2023/24 school year.
- JJ. Approve the following list of School Clearance Risk Assessment Vendors for the 2023/24 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
- KK. 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 2023/24 school year.
- LL. 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:
- |             |                              |
|-------------|------------------------------|
| One student | Banyan Elementary School     |
| One student | Bleshman Regional Day School |
| One student | CTC Academy                  |
| One student | Midland Park HIP - BCSSD     |
| One student | New Milford School District  |
- MM. Approve the placement of thirty-two (32) Special Education students, whose names are on file in the Board Office, in the Quad Extended School Year Program.
- NN. 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 2023/24 school year:
- |              |                              |
|--------------|------------------------------|
| One student  | Al-Ghazaly Jr/Sr High School |
| Two students | Banyan Elementary School     |
| One student  | Bleshman Regional Day School |
| One student  | CTC Academy                  |
| One student  | Midland Park HIP - BCSSD     |
| One student  | New Milford School District  |
| One student  | The Windward School          |
- OO. Approve LearnWell Education to provide 10 hours of educational services per week at a rate of \$44.75 per hour, beginning on May 23, 2023, for a student whose name is on file in the Board Office.
- PP. Approve American School Counselor Association (ASCA) to provide the following workshops (full-day, in-person) conducted by ASCA Certified Training, Onna Holland, in the amount of \$3,500.00 per workshop:
- School Counseling Program Assessment & How-To's Workshop (September 29, 2023)
  - Data-Informed School Counseling Workshop (date TBD)
  - Get Started with the ASCA National Model Workshop (date TBD)
- QQ. Decline participation in the Special Milk Program sponsored by the New Jersey Department of Agriculture for the 2023/24 school year.



- RR. Approve the agreement for scanning and digitally storing payroll and personnel records with Accuscan, in an amount not to exceed \$2,500.00 for the 2023/24 school year. (Pricing based on NJ State Approved Co-op # 65 MCESCCPS RFP#ESCJ 16/17-48 Bid Term 7/1/2017 – 6/30/2020; Extended 06/30/2022)
- SS. 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 2023/24 school year.
- TT. Approve the agreement with AM Consultants to provide fixed assets inventory for the 2023/24 school year in the amount of \$2,145.00.
- UU. 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 \$2,000.00 for the 2023/24 school year.
- VV. Approve the contract with Brightly Software Inc. for Maintenance Direct Service and MySchoolDude in the amount of \$3,392.12 for the 2023/24 school year.
- WW. Approve the contract with Brightly Software Inc. for Technology Essentials (Incident) Service in the amount of \$1,885.39 for the 2023/24 school year.
- XX. Approve the maintenance contract with Butler Water Corrections for boiler water treatment services in the amount of \$2,950.00 for the period October 2023 through March 2024.
- YY. Approve the contract with Combustion Service Corp. for boiler cleaning, inspection and efficiency testing in the amount of \$10,040.00.
- ZZ. Approve the service agreement with Computer Solutions, Inc., in the amount of \$10,044.00, for the 2023/24 school year.
- AAA. 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 2023/24 school year.
- BBB. Approve the contract with Delta Dental with no increase for the 2023/24 school year.
- CCC. Approve the contract with Discovery Ed. for the 2023/24 school year in the amount of \$8,333.67.
- DDD. Approve the licensing and maintenance agreement with Educational Data Services, Inc. in the amount of \$4,190.00 for the 2023/24 school year.
- EEE. 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 2023/24 school year.
- FFF. Approve the contract renewal with Finalsight (formerly Blackboard) for the 2023/24 school year in the amount of \$13,589.99.
- GGG. Approve Flooring Concepts to supply and install epoxy and seal coat the floors in three (3) bathrooms in Bogert at a total cost of \$7,500.00.
- HHH. Approve the service agreements with Frontline Technologies for the 2023/24 school year for the following:
- |                   |             |
|-------------------|-------------|
| AESOP             | \$9,942.78  |
| Applitrack System | \$3,618.84  |
| IEP-Direct        | \$17,853.47 |
| 504               | \$891.85    |
- III. Approve the service agreement with Genesis Educational Services Student Information System in the amount of \$12,376.00 for the 2023/24 school year.

- JJJ. Approve the service agreement with Genserve in the amount of \$2,000.00 for Bogert/Reynolds Schools for the 2023/24 school year.
- KKK. Approve the contract with Gente for the 2023/24 school year for FSA and Vision administration services.
- LLL. Approve the Annual Employee Assistance Contract with Good Samaritan Hospital in an amount not to exceed \$4,000.00, for the 2023/24 school year.
- MMM. Approve the planned maintenance contract renewal with HandiLift in the amount of \$1,119.00 for Bogert/Reynolds and \$1,250.00 for Cavallini for the 2023/24 school year.
- NNN. Approve the maintenance agreement with Johnson Controls, Inc. in the amount of \$22,163.00 for the 2023/24 school year.
- OOO. Approve the agreement for comprehensive environmental services from Karl and Associates in the amount of \$5,900.00 for the 2023/24 school year.
- PPP. 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 \$1,410.00 for the 2023/24 school year.
- QQQ. Approve the services agreement with njschooljobs.com in the amount of \$2,000.00 for the 2023/24 school year.
- RRR. Approve the service agreement for On Scene Technologies in the amount of \$4,500.00 for the 2023/24 school year.
- SSS. Approve the maintenance agreement for annual inspections with Open Systems Metro in the amount of \$2,195.00 for the 2023/24 school year.
- TTT. Approve RFS Commercial Inc. to supply and install the necessary materials to repair and waterproof the exterior steps by Exit 6, at Bogert School, at a cost of \$6,896.12. (Pricing based on NJ State Contract/#34 HUNCP Commercial Floor Covering & Related Services #208)
- UUU. Approve RFS Commercial Inc. to supply and install the necessary materials to repair and waterproof the exterior steps by Exit 7, at Bogert School, at a cost of \$4,835.11 (Pricing based on NJ State Contract/#34 HUNCP Commercial Floor Covering & Related Services #208)
- VVV. Approve Quest Diagnostics to provide Substance Abuse Lab-Based Testing and Services for the 2023/24 school year, on a per person basis, as follows:
- |                    |         |
|--------------------|---------|
| COC Collection Fee | \$11.55 |
| COC Collection Fee | \$16.25 |
| SAP 5-50 W/NIT     | \$21.00 |
- WWW. Approve the service agreement with Stewart & Stevenson Power Products LLC (Atlantic Division) in the amount of \$5,111.00 for the 2023/24 school year.
- XXX. 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 2023/24 school year.
- YYY. Approve the service contract renewal with Trane in the amount of \$48,500.00 for the 2023/24 school year. (Pricing as per OMNIA Partners Contract #3341)



ZZZ. 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, 2023 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).

AAAA. 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.

**BBBB. 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.

**CCCC. Approve the following Resolution:**

**WHEREAS**, the Upper Saddle River Board of Education is required pursuant to NJSA 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 \$0.35 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.

DDDD. Approve the donation of \$100 to the USRPD/Special Olympics Torch Run from the Bogert Student Council.

EEEE. Approve the donation from Reynolds Library of picture books that are being removed from circulation to Alessandra Mulvey who is partnering with Oasis NJ to promote literacy with campers as part of her Gold Award Project.

FFFF. Approve the following Travel Expense:

Program Name	Date	Employee	Registration Fees	Travel Cost
Toolbox Tuesday Mount Olive, NJ	July 11, 2023	Scott Kirsch	\$0.00	\$0.00
		Ivan Kykta	\$0.00	\$0.00
		Pietro Lala	\$0.00	\$0.00
		Nijazi Leka	\$0.00	\$0.00
ASCA 2023 Conference (Online)	July 15-18, 2023	Sara Senger	\$209.00	\$0.00

**PUBLIC COMMENT:** None

#### **ADJOURNMENT**

A motion to adjourn was made by Mrs. Gray and seconded by Mrs. Wenberg at 8:09 p.m.

Dana Imbasciani, Board Secretary

## SUBSTITUTE RENEWAL 23/24

LAST NAME	FIRST NAME	SUBJECTS	CRT
Abdulsalam	Barbara	Teacher & Paraprofessional	C
Alba	Jason	Custodian	
Alberta	Mia	Teacher & Paraprofessional	C
Alleva	Lauren	Teacher & Paraprofessional	C
Aminoleslami	Maryam	Teacher & Paraprofessional	C
Amodeo	Robert	Teacher & Paraprofessional	C
Anastos	Emily	Teacher & Paraprofessional	S
Asta	Jacqueline	Teacher & Paraprofessional	C
Aufiero	Joan	Teacher & Paraprofessional	C
Balji	Heather	Teacher & Paraprofessional	C
Barrow	Madelyn	Teacher & Paraprofessional	S
Belasic	John	Custodian	
Belasic	Paul	Custodian	
Bergrin	Lauren	LDTC/evaluations	S
Borin	Michelle	Teacher & Paraprofessional	C
Brown	Colette	Teacher & Paraprofessional	C
Calarco	Risa	Teacher & Paraprofessional	C
Canonico	Randy J.	Teacher & Paraprofessional	C
Carucci	Michelle	Teacher & Paraprofessional	S
Castricone	Samantha	Teacher & Paraprofessional	C
Chauhan	Dipti	Teacher & Paraprofessional	C
Christensen	Nicole	Teacher & Paraprofessional	C
Cody	Robin	Teacher & Paraprofessional	S
D'Angelo	Samantha	Teacher & Paraprofessional	C
Dabal	Samantha	Teacher & Paraprofessional	C
Daub	William	Teacher & Paraprofessional	C
DeAngelo	Darya	Teacher & Paraprofessional	C
DeCandia-Pook	Connie	Secretary	
DeFies	Melania	Teacher & Paraprofessional	C
DeGiglio	Anthony	Custodian	
Dellagatta	Cara	Teacher & Paraprofessional	C
Dellatorre	Patricia	Teacher & Paraprofessional	C
Deniz	Susan	Teacher & Paraprofessional	S
Diamond	Rebecca	Teacher/Para/Secretary	C
Dolan	Carly	Teacher & Paraprofessional	S
Dunn	Ryan	Custodian	
Dunn	Thomas	Custodian	
Elsouccari	Zenab	Teacher & Paraprofessional	S
Faraz	Sophia	Teacher & Paraprofessional	C
Farinacci	Anthony	Teacher & Paraprofessional	S
Fletcher	Katrina	Teacher & Paraprofessional	C
Flood	Susan	Teacher & Paraprofessional	C



Garber	Alan	Teacher & Paraprofessional	C
Ginsberg	Liza	Teacher & Paraprofessional	C
Giudice	Olimpia	Teacher & Paraprofessional	C
Gordon	Frances	Teacher & Paraprofessional	C
Griffin	Walter	Custodian	
Griffith	John	Teacher & Paraprofessional	C
Harris	Marc	Teacher & Paraprofessional	C
Hoffman	Danielle	Teacher & Paraprofessional	S
Hubbard	Fernanda	Teacher/Para/Secretary/LA	C
Jareck	Pat	Teacher & Paraprofessional	S
Katz	Robin	Teacher & Paraprofessional	C
Kelly Klarmann	Kathryn	Teacher & Paraprofessional	C
Khalessi	Saghar	Teacher & Paraprofessional	C
Khalid	Imtiaz	Teacher & Paraprofessional	C
Kinard	Hakeem	Teacher & Paraprofessional	C
Kleinman	Helaine	Teacher & Paraprofessional	C
Kotsopulos	Sofia	Teacher & Paraprofessional	C
Kovar	Beth	Teacher & Paraprofessional	S
Kreindel	Cheryl	Teacher & Paraprofessional	C
Krenicki	Christine	Teacher & Paraprofessional	S
Lagomarsino	Jacqueline	Teacher & Paraprofessional	C
Lieberman	Milana	Teacher & Paraprofessional	C
Lindsay	Thomas	Teacher & Paraprofessional	C
Maksoud	Jessica	Teacher & Paraprofessional	S
Manrique	Angela	Teacher & Paraprofessional	C
Maphis	Kevin	Teacher & Paraprofessional	C
Mark	Elissa	Teacher & Paraprofessional	C
Martino	Adriana	Teacher & Paraprofessional	C
McCreight	Alexandra	Teacher & Paraprofessional	S
Medina	Sherika	Teacher & Paraprofessional	C
Merritt	Catherine	Teacher/Para/Secretary	C
Mezzatesta	Nancy	Teacher & Paraprofessional	C
Miekhail	Mari	Teacher & Paraprofessional	C
Milston	Rachel	Teacher & Paraprofessional	C
Morelli	Kristen	Teacher & Paraprofessional	C
Murphy	Justina	Teacher & Paraprofessional	S
Nelson	Maritza	Teacher & Paraprofessional	C
Ng	Melissa	Teacher & Paraprofessional	C
O'Connor	Sean	Teacher & Paraprofessional	C
O'Doherty	Mary Ellen	Teacher & Paraprofessional	S
Pagliocca	Dyonna	Teacher & Paraprofessional	S
Paxos-Brandt	Stamatia	Teacher & Paraprofessional	S
Pestronk	Isabel	Teacher/Para/HI	S
Quinones	April	Teacher & Paraprofessional	C
Ranges	Jennifer	Teacher & Paraprofessional	C

Ranges	Robyn	Nurse	C
Reilly	Donna	Teacher & Paraprofessional	C
Richardson	Nadege	Teacher & Paraprofessional	C
Rodas	Deborah	Teacher & Paraprofessional	S
Rodda	Eileen	Teacher & Paraprofessional	S
Rohdieck	Kristen	Teacher & Paraprofessional	C
Rybak	Kelly	Teacher & Paraprofessional	S
Salvatore	Kristen	Teacher & Paraprofessional	C
Schondorf	Nancy	Teacher & Paraprofessional	C
Scotti	Karen	Teacher & Paraprofessional	C
Shenouda	Ghada	Teacher & Paraprofessional	C
Shields	Phoebe	Teacher & Paraprofessional	C
Simpson	Tyler	Teacher & Paraprofessional	C
Slaybaugh	Charles	Teacher & Paraprofessional	S
Soojian	Sarah	Teacher & Paraprofessional	C
Stevens	Carol	Teacher & Paraprofessional	S
Stevens	Katie	Teacher & Paraprofessional	C
Stone	Howard	Teacher & Paraprofessional	C
Sullivan	Susan	Teacher & Paraprofessional	C
Targove	Julia	Teacher & Paraprofessional	C
Vehmas	Heidi	Teacher & Paraprofessional	C
Wachino	Lisa	Teacher & Paraprofessional	C
Waldbaum	Jennifer	Teacher & Paraprofessional	S
Waldt	Elizabeth	Teacher & Paraprofessional	S
Wallack	Nicole	Teacher & Paraprofessional	C
Warsoff	Michelle	Teacher & Paraprofessional	C
Wehrle	Jennifer	Teacher & Paraprofessional	C
Weinberg	Michele	Teacher/Para/Home Instruction	S
Weinberger	Jack	Teacher & Paraprofessional	C
Witt	Maxwell	Teacher & Paraprofessional	C
Wrobel	Carri	Teacher & Paraprofessional	S
Yahas	Renee	Teacher & Paraprofessional	C



## CONSULTANT RENEWALS FOR 2023/2024

Name	Type of Service
Above and Beyond	ABA Therapist
Altman, Jennifer	SEL PD Consultant
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)
Levine, Mary A.	LEAP Co-Coordinator
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
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
Silverman, Anne	LEAP Co-Coordinator
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
Weinberg, Michelle	Targeted Instruction
Widmer, Kirsten	Curriculum Consultant (works w/ teachers only)
Willis, Dawn	ABA Therapist
Younger, Kristen	ABA Therapist

**2023-2024 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      \$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      \$15/hour

SUBSTITUTE LUNCH AIDE      \$10/hour

§SUBSTITUTE CUSTODIAN      \$15/hour

SUBSTITUTE RETIRED POLICE OFFICER      \$150/day

**DRAFT**

# 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 2022/2023

Approved: June 12, 2023



**ACE PAY SCHEDULE  
FOR HOURLY EMPLOYEES  
(EFFECTIVE SEPTEMBER 1, 2023)**

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

\*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.