

**Board of Education  
Upper Saddle River, New Jersey  
Regular Session  
Monday, September 12, 2022, 8:00 p.m.**

**Minutes**

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

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

Members absent: None

Also present: Dr. Siegel, Mrs. Imbasciani

**REGULAR SESSION**

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

**OPENING STATEMENT:**

**Mrs. Johnston**

Mrs. Johnston welcomed the public.

**SUPERINTENDENT'S REPORT:**

**Dr. Siegel**

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

- Introduced New Staff
- Recognized staff that reached milestones this year
- Reviewed the proposed District Goals
- Updated the Board on the status of the traffic report

**BOARD SECRETARY'S REPORT:**

**Mrs. Imbasciani**

Mrs. Imbasciani updated the Board on:

- Status of Window Project at Reynolds
- Status of Septic Project at Bogert

**BOARD PRESIDENT'S REPORT:**

**Mrs. Johnston**

Mrs. Johnston thanked the Administrative Team for bringing the new hires to Upper Saddle River and welcomed the new hires. She thanked them for supporting, caring and educating our children.

**COMMITTEE REPORTS:**

**School Boards Liaison**

**Dr. Verducci**

Dr. Verducci reported that this year's School Boards Convention will be held on October 24 to 26, 2022.

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

Mrs. DeFrino and Mrs. McGovern reported the following:

- PTO Lunches start the week of September 19
- First General Meeting will be September 21 in the Cavallini Multi-Purpose Room

**USREF Report:****Mrs. Tedd**

Mrs. Tedd announced the following:

- First USREF Meeting will be held on October 7 at 9:00 a.m. with a Welcome Breakfast
- USREF and the USRPTO will co-host the Annual Trunk or Treat in October
- The Annual Town Night Out Gala will be held on March 10, 2023

**PUBLIC COMMENT:**

- Dr. Grosselfinger thanked the Board for keeping Cavallini Middle School so beautiful. Emil Cavallini was her uncle. She suggested the Board consider renaming the building to honor a more recent local "hero."
- Mr. Cassese asked about the Board's policy on teachers soliciting information from students and what happens when staff act independently of school policy.
- Mr. Wiederholz asked about the effectiveness of opting out of sex ed classes if those same gender identity concepts will be woven into other parts of the curriculum.
- Mrs. Simon asked about the traffic report that the Board received.

**PRESENTATION:****District Technology Update****Mr. Cazes**

Mr. Cazes gave an update on District Technology during which he reviewed the parent interface to the Upper Saddle River Board of Education app.

**COMMENTS:**

- Dr. Verducci asked if the app was a one-time log in.
- A parent commented that he doesn't see the advantage of this app over what has previously been done. He said there were too many ways of communicating.
- Mrs. Tedd, USREF President, said she loves the option to see the students' assignments.

**ADMINISTRATION:****Dr. Siegel**

**A motion was made by Dr. Verducci and seconded by Mrs. Wenberg to approve Administration Consent Agenda Items A through M and was approved by all in attendance.**

- A. Approve the updated Guide for Standard Operating Procedures and Internal Controls.
- B. Approve the following Resolution:

**RESOLUTION****Submission of Comprehensive Maintenance Plan**

**WHEREAS**, the Department of Education requires New Jersey School Districts to submit three year maintenance plans documenting "required" maintenance activities for each of its public school facilities; and

**WHEREAS**, the required maintenance activities as listed in the attached document for the various school facilities of the Upper Saddle River School District are consistent with these requirements; and

**WHEREAS**, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid;

**NOW, THEREFORE, BE IT RESOLVED** that the Upper Saddle River Schools hereby authorizes the school business administrator to submit the attached Comprehensive Maintenance Plan for the Upper Saddle River School District in compliance with Department of Education requirements.

C. Approve the following Resolution:

The District's required maintenance activities are reasonable to keep a school facility open and safe for use in its original condition in order to maintain the validity of their warranties.

D. Approve the Health and Safety Evaluation of School Buildings Checklist Statement of Assurance for the 2022/23 school year.

E. Approve the AchieveNJ Equivalency Application to meet the Administrative Code 6A:10-4.4(c), while implementing the Marshall's Teacher Evaluation System in a more efficient manner.

F. Approve the District Goals for the 2022/23 school year:

1. Evaluate and refine practices with district personnel to increase capacity and support toward recruitment, hiring, and retention of a diminished educational labor force.
2. Use existing data and information to guide a well-balanced approach to support staff members and students on matters related to behavior, mental health, and issues complicated by internal and external challenges of schools today.
3. Enhance the school, classroom, and district culture to promote the individual and unifying dimensions of identity, shared values, diversity, and community through refinement to classroom practices, school facilities/environment, and leadership
4. Evaluate and create opportunities for student voice and input into the appropriate matters related to classroom learning, curricula/programs, school culture/environment, and governance.

G. Approve all K-8 course proficiencies for the 2022/23 school year for the following content areas:

1. Community Circles
2. Science
3. Mathematics
4. Visual and Performing Arts
5. Health/PE
6. ELA
7. Social Studies
8. World Language

H. Approve the School Parent Compact for the FY23 Title 1 Grant.

I. Authorize the Board of Education to suspend the rules of Bylaw 0131 and adopt the following Policies:

- |                 |   |
|-----------------|---|
| Policy 1648.13  | Vaccination Mandate (Abolished)                               |
| Policy 2415     | Every Student Succeeds Act (M) (Revised)                      |
| Policy 2425     | Emergency Virtual or Remote Instruction Program (M) (Revised) |
| Policy 3232     | Tutoring Services (Revised)                                   |
| Regulation 2425 | Emergency Virtual or Remote Instruction Program (M) (New)     |

J. First Reading of the following Policies and Regulations:

Policy 0163	Quorum (Revised)
Policy 1511	Board of Education Website Accessibility (M) (Revised)
Policy 2432	School Sponsored Publications (Abolished)
Policy 3216	Dress and Grooming (Revised)
Policy 3230	Outside Activities (Revised)
Policy 3270	Professional Responsibilities (Revised)
Policy 4216	Dress and Grooming (New)
Policy 5513	Care of School Property (M) (Revised)
Policy 5722	Student Journalism (M) (New)
Regulation 5513	Care of School Property (M) (Revised)

K. Second reading of the following Policies and Regulations:

Policy 1648.14	Safety Plan for Healthcare Settings in School Buildings – COVID-19 (M) (Abolished)
Policy 1648.15	Recordkeeping for Healthcare Settings in School Buildings – COVID-19 (M) (New)
Policy 2415.04	Title I District–School Parent and Family Engagement (M) (Revised)
Policy 2415.04a	Title 1 School Parental Involvement Policy (Abolished)
Policy 2417	Student Intervention and Referral Services (M) (Revised)
Policy 3161	Examination for Cause (Revised)
Policy 4161	Examination for Cause (Revised)
Policy 7410	Maintenance and Repair (M) (Revised)
Policy 8420	Emergency and Crisis Situations (M) (Revised)
Policy 9320	Cooperation with Law Enforcement Agencies (M) (Revised)
Regulation 7410.01	Facilities Maintenance, Repair Scheduling, and Accounting (M) (Revised)
Regulation 9320	Cooperation with Law Enforcement Agencies (M) (Revised)

L. Approve the submission of the Emergency Virtual or Remote Instructional Plan and Attestation for the 2022/23 School Year to the New Jersey Department of Education.

M. Approve the Nursing Plan for the 2022/23 school year.

**PERSONNEL:**

**Dr. Siegel**

**A motion was made by Mr. Quagliani and seconded by Mrs. Gandara to formalize Items A through H at this meeting. These items have been approved by the Superintendent as per the June 13, 2022 resolution authorizing “the Superintendent to make personnel decisions on new hires and offer contracts in consultation with the Board President during the summer for the 2022/23 school year.”**

A. Create/Abolish

1. Create one 1.0 FTE Retired Police Officer position, effective September 1, 2022.
2. Create one 1.0 FTE Paraprofessional position at Bogert School, effective September 1, 2022.

B. Job Description

1. Retired Police Officer, effective September 1, 2022.

C. Resignations

1. Accept the resignation of Jessica Bollenbach, Special Education Teacher at Cavallini Middle School, effective September 1, 2022.
2. Accept the resignation of Simona Georgali DiFranco, ABA Paraprofessional, effective September 1, 2022.

3. Accept the resignation of Caitlin Fitzpatrick, Paraprofessional at Cavallini, effective September 1, 2022.
4. Accept the resignation for the purpose of retirement of Linda Miller, Confidential Secretary/ Payroll Coordinator, effective September 1, 2022.
5. Accept the resignation for purposes of retirement of Lynne Radicke, Paraprofessional, effective September 1, 2022.
6. Accept the resignation of Christa Rauch, ABA Preschool Paraprofessional, effective September 1, 2022.

D. Leaves

1. Approve a paid medical leave and unpaid FMLA leave for Employee #1000, effective August 22, 2022 through approximately November 25, 2022.

E. Appointments

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1. Appoint Justin Alba to the position of Campus Aide at Bogert School, effective September 16, 2022, subject to the satisfactory completion of the criminal history records check required by law.
  2. Appoint Nicholas Apollo to the position of Retired Police Officer, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
  3. Appoint Madelyn Barrow to the position of per diem 5<sup>th</sup> grade leave replacement Classroom Teacher at Bogert School, BA, Step 1, effective on or about September 1, 2022 through November 25, 2022, subject to the satisfactory completion of the criminal history records check required by law and receipt of the required NJ DOE teaching certificate.
  4. Appoint Lucia Cardona to the position of per diem Music Teacher leave replacement at Cavallini Middle School, MA, Step 9, effective September 1, 2022 through approximately October 14, 2022, subject to the satisfactory completion of the criminal history records check required by law.
  5. Appoint Paul Cirone to the position of English/Language Arts Teacher at Cavallini Middle School, effective September 1, 2022, MA + 30, Step 13, per year, subject to the satisfactory completion of the criminal history records check required by law.
  6. Appoint Samantha Dabal to the position of ABA Preschool Paraprofessional, Step 2, plus ABA stipend, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
  7. Appoint Cara Dellagatta to the position of ABA Preschool Paraprofessional, Step 12, plus ABA stipend, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
  8. Appoint Alexis Garcia to the position of long term 4<sup>th</sup> grade leave replacement Classroom Teacher at Bogert School, MA, Step 1, prorated, effective September 1, 2022 through November 25, 2022, subject to the satisfactory completion of the criminal history records check required by law.

9. Appoint Alexis Garcia to the position of long term 4<sup>th</sup> grade leave replacement Classroom Teacher at Bogert School, MA, Step 1, prorated, effective November 28, 2022 through approximately March 20, 2023, subject to the satisfactory completion of the criminal history records check required by law.
10. Appoint Shaelynn Guilfoyle to the position of long term Special Education leave replacement Teacher at Bogert School, MA, Step 1, prorated, effective September 1, 2022 through November 25, 2022, subject to the satisfactory completion of the criminal history records check required by law and receipt of the required NJDOE teaching certificates.
11. Appoint Shaelynn Guilfoyle to the position of long term Special Education leave replacement Teacher at Bogert School, MA, Step 1, prorated, effective November 28, 2022 through June 30, 2023, subject to the satisfactory completion of the criminal history records check required by law and receipt of the required NJDOE teaching certificates.
12. Appoint Alexis Inguaggiato to the position of Art Teacher at Cavallini Middle School, effective September 1, 2022, BA, Step 4, subject to the satisfactory completion of the criminal history records check required by law.
13. Appoint Lisa Jenney to the position of ABA Paraprofessional at Reynolds, Step 12, plus ABA stipend, prorated, effective on or about September 14, 2022, subject to the satisfactory completion of the criminal history records check required by law.
14. Appoint Anamarie Massaro to the position of Spanish Teacher at Bogert School, effective September 1, 2022, BA, Step 3, per year, subject to the satisfactory completion of the criminal history records check required by law and receipt of the required NJ DOE Teaching Certificate.
15. Appoint Alexandra McCreight to the position of Paraprofessional at Bogert School, Step 10, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
16. Appoint Rudin Nergjoni to the position of Night Custodian at Cavallini Middle School, Step 1, plus night person stipend, prorated, effective August 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
17. Approve Carlos Ramirez, PE/Health Teacher, as an administrative intern in Reynolds School for the 2022/23 school year.
18. Appoint Donna Reilly to the position of Paraprofessional at Cavallini, Step 2, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
19. Appoint Johanna San Antonio to the position of School Secretary at Cavallini Middle School Step 5, prorated, effective September 19, 2022, subject to the satisfactory completion of the criminal history records check required by law.
20. Appoint Marlene Sanchez to the position of Lunch Aide at Reynolds School, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
21. Appoint Nancy Schondorf to the position of Paraprofessional at Bogert School, Step 6, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
- \* 22. Appoint Sarah Soojian to the position of ABA Preschool Paraprofessional at Reynolds,

Step 2, plus ABA stipend, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.

- \* 23. Appoint Katie Stevens to the position of ABA K-2 Paraprofessional, Step 4, plus ABA stipend effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
24. Appoint Thomas Vitulano to the position of .50 FTE night custodian at Reynolds School, Step 7, plus night person stipend, prorated, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
25. Appoint Denise Weakland to the position of Lunch Aide at Reynolds School, effective September 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
26. Appoint Ibraim Zhaku to the position of custodian at Cavallini Middle School, Step 7, plus \$1,000.00 maintenance stipend and \$1,000.00 groundskeeper stipend, effective August 1, 2022, subject to the satisfactory completion of the criminal history records check required by law.
27. Appoint Joshua Bravo to the position of ACE Team Member for the 2022/23 school year, subject to the satisfactory completion of the criminal history records check required by law. \$18.00/hr
28. Appoint Anamika Choudhary to the position of ACE Team Member for the 2022/23 school year. \$16.00/hr
29. Appoint Stella Freedberg to the position of ACE Team Member for the 2022/23 school year, subject to the satisfactory completion of the criminal history records check required by law. \$16.00/hr
30. Appoint Alexis Garcia to the position of ACE Team Member for the 2022/23 school year, subject to the satisfactory completion of the criminal history records check required by law. \$24.00/hr
31. Appoint Shaelynn Guilfoyle to the position of ACE Team Member for the 2022/23 school year, subject to the satisfactory completion of the criminal history records check required by law. \$24.00/hr
32. Appoint Leah Levitt to the position of ACE Team Member for the 2022/2023 school year subject to the satisfactory completion of the criminal history records check required by law. \$16.00/hr
33. Appoint Anamarie Massaro to the position of ACE Team Member for the 2022/2023 school year, subject to the satisfactory completion of the criminal history records check required by law. \$24.00/hr
34. Appoint Gabriella Mundy to the position of ACE Team Member for the 2022/2023 school year, subject to the satisfactory completion of the criminal history records check required by law. \$16.00/hr
35. Appoint Emma Piazza to the position of ACE Team Member for the 2022/2023 school year. \$24.00/hr
36. Appoint Alexa Smith to the position of ACE Team Member for the 2022/2023 school year, subject to the satisfactory completion of the criminal history records check required by law. \$18.00/hr
37. Appoint Katie Stevens to the position of ACE Team Member for the 2022/2023 school year, subject to the satisfactory completion of the criminal history records check required by law. \$22.00/hr

\*Related to Staff Member

40. Appoint Lisa Wachino to the position of ACE Team Member for the 2022/2023 school year. \$27.50/hr

41. Appoint Denise Weakland to the position of ACE Team Member for the 2022/2023 school year, subject to the satisfactory completion of the criminal history records check required by law. \$22.00/hr

42. Appoint Michele Weinberg to the position of ACE Team Member for the 2022/2023 school year. \$22.00/hr

43. Approve the following staff for 2022 ESY:

ABA Paraprofessionals	\$25/hour
Lisa Wachino	

F. Change in Assignment:

1. Approve the transfer of Susan Doherty from School Secretary at Cavallini Middle School to Confidential Secretary/Payroll Coordinator, effective September 1, 2022.

G. Lateral Guide Move

1. Approve a lateral guide move for Angelina Aragona, 4th grade Classroom Teacher, from BA to MA, effective September 1, 2022.

H. Substitutes/Consultants/Interns/Student Teachers/Volunteers

1. Approve Madelyn Barrow as a substitute teacher/paraprofessional for the 2022/23 school year, subject to the completion of the criminal history records check required by law. Ms. Barrow's NJ teaching certificate is pending.

2. Approve Samantha Dabal as a substitute teacher/paraprofessional for the 2022/23 school year. Ms. Dabal's NJ Substitute Teaching Certificate is pending.

3. Approve Cara Dellagatta as a substitute teacher/paraprofessional for the 2022/23 school year. Ms. Dellagatta holds a NJ Substitute Teaching Certificate.

4. Approve John Griffith as a substitute teacher/paraprofessional for the 2022/2023 school year subject to the completion of the criminal history records check required by law. Mr. Griffith holds a NJ Substitute Teaching Certificate.

5. Approve Donna Reilly as a substitute teacher/paraprofessional for the 2022/2023 school year subject to the completion of the criminal history records check required by law. Ms. Reilly's NJ Substitute Teaching Certificate is pending.

6. Approve Nancy Schondorf as a substitute teacher/paraprofessional for the 2022/2023 school year subject to the completion of the criminal history records check required by law. Ms. Schondorf's NJ Substitute Teaching Certificate is pending.

\* 7. Approve Katie Stevens as a substitute teacher/paraprofessional for the 2022/2023 school year subject to the completion of the criminal history records check required by law. Ms. Stevens' NJ Substitute Teaching Certificate is pending.

**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. Create/Abolish (not applicable)

\*Related to Staff Member

B. Job Description (not applicable)

## C. Resignations (not applicable)

## D. Leaves

1. Approve a paid medical leave, unpaid FMLA/NJFLA leave and unpaid contractual childcare leave for Employee #1230, effective on or about November 18, 2022 through June 30, 2023.
2. Approve an unpaid FMLA/NJFLA leave for Employee #1756, effective January 2, 2023 through March 24, 2023.
3. Approve a paid medical leave and unpaid FMLA/NJFLA for Employee #1937, effective on or about November 21, 2022 through approximately March 20, 2023
4. Approve a paid medical leave and unpaid FMLA/NJFLA leave for Employee #2066, effective on or about October 17, 2022 through approximately March 1, 2023.

## E. Appointments

1. Appoint the following QSAC Committee for the 2022/2023 school year:

Gianna Apicella	Amy D'Ambola	Dana Imbasciani	Carlos Ramirez
Daniel Cazes	Michael DeSocio	Jennifer Johnston	Brad Siegel
Christine Cipollini	Susan Gandara	Nijazi Leka	Heather Walker

2. Appoint the following DEAC Committee for the 2022/2023 school year, as of June 16, 2022:

Katherine Baker	James McCusker	Kristen Nichoolas	Marci Titunick
Amy D'Ambola	Roemarie Malloy	Devin Severs	Emily Whitman
Christine Cipollini	Kerry Murphy	Elayne Stern	Krystal Whitmore
Tracy Goodman			

3. Appoint the following SCiP Committee for the 2022/2023 school year, as of June 16, 2022:

Eda-Marie Carmilani	Ailish Fillis	Jessica McFaul	Stefanie Slacin
Christine Cipollini	David Kaplan	Sarah Maginnis	Cathleen Teehan
Suzanne Cook	Jennifer Kruter	Stephanie Pirsos	Marci Titunick
Michael DeSocio	James McCusker	Devin Severs	Heather Walker

4. Approve Manar Aldali, Paraprofessional, to assist with the Bogert Chorus, two days a week      Hourly Rate for the 2022/2023 school year.
5. The following staff members are recommended for the positions listed below for the 2022/23 school year:

GRADE	DEPT. CHAIRPERSON	STIPEND
Kindergarten	Devon Joy	\$1,500.00
" (Split)	Cynthia Stawecki	\$1,500.00
Grade One	Sarah Maginnis	\$1,500.00
" (Split)	Jacqueline King	\$1,500.00
Grade Two	Christine Thies	\$1,500.00
" (Split)	Jaclyn Passanante	\$1,500.00
Grade Three	Elizabeth Samimi	\$3,000.00
Grade Four	Amanda Iannaccone (30%)	\$900.00
" (Split)	Jamie Drucker (70%)	\$2,100.00
Grade Five	Heather Walker	\$3,000.00
Grade Six	Stephanie Chamberlin	\$3,000.00
Grade Seven	Aimee Aslanian	\$3,000.00
Grade Eight	Danielle Dorn (30%)	\$900.00

" (Split)	Lyndsey Stickerling (70%)	\$2,100.00
<b>SPECIAL TEACHERS</b>		
Specialist K-2	Christina Cucci	\$1,500.00
" (Split)	Valerie Kersting	\$1,500.00
Specialist 3-5	Anna Zimmermann	\$1,500.00
" (Split)	Kristin Law	\$1,500.00
Certified School Nurse	Ailish Fillis	\$3,000.00
Unified Arts	Bruce Reicher	\$3,000.00
<b>ADVISORS</b>		
District Curriculum Coordinator Chairperson	Erika Zeccardi	\$7,000.00
Family and Community Engagement Coordinator	Katherine Baker	\$7,000.00
Middle School Special Education Coordinator	Lauren Foca	\$12,000.00
Reynolds Community Service	Marci Titunick	\$930.00
Bogert Art Club (Level A)	Anna Zimmermann	\$1,650.00
Bobcat Buddies (Level A) (To be Reimbursed by YGC)	Sara Senger	\$825.00
" (Split)	Janelle Klos	\$825.00
Bogert Chorus (Level A)	Philip Chen	\$1,650.00
Bogert Environmental Club (Level B)	Kristen Nicholas	\$930.00
Bogert Musical Director (PTO Donation)	Philip Chen	\$3,000.00
Bogert Asst. Musical Director (PTO Donation)	Angelina Aragona	\$750.00
" (Split)	Melissa Ruffilo	\$750.00
Bogert Newspaper (Level A)	Jamie Drucker	\$825.00
" (Split)	Alana Capogrosso	\$825.00
Bogert Running Club (Level B)	Shea Darienzo	\$465.00
" (Split)	Maura Telfer	\$465.00
Bogert School Store (Level B)	Alana Capogrosso	\$465.00
" (Split)	Amanda Iannaccone	\$465.00
Bogert Student Council (Level A)	Jamie Drucker	\$825.00
" (Split)	Sarah Samuels	\$825.00
Cavallini TBD (Level A)	TBD	\$1,650.00
Cavallini TBD (Level A)	TBD	\$1,650.00
Cavallini TBD (Level A)	TBD	\$1,650.00
Cavallini TBD (Level A)	TBD	\$1,650.00
Cavallini TBD (Level A)	TBD	\$1,650.00
Cavallini TBD (Level A)	TBD	\$1,650.00
Cavallini TBD (Level A)	TBD	\$1,650.00
Cavallini TBD (Level A)	TBD	\$1,650.00
Cavallini TBD (Level A )	TBD	\$1,650.00
Cavallini TBD (Level B)	TBD	\$930.00
Cavallini TBD (Level B)	TBD	\$930.00
Cavallini TBD (Level B)	TBD	\$930.00
Cavallini TBD (Level B)	TBD	\$930.00
Cavallini TBD (Level B)	TBD	\$930.00
Cavallini TBD (Level B)	TBD	\$930.00
Cavallini TBD (Level B)	TBD	\$930.00
Cavallini Musical Director	TBD	\$3,000.00
Cavallini Assistant Musical Director	TBD	\$1,500.00
Cavallini Leo Club (USREF Grant)	TBD	\$930.00
<b>COACHES</b>		
Athletic Director	Erik Schlemm	\$3,000.00
Boys' Baseball	TBD	\$1,500.00
" (Split)	TBD	\$1,500.00
Boys' Basketball	TBD	\$3,000.00
Girls' Basketball	TBD	\$3,000.00
Cross Country	Caroline Read	\$1,500.00

" (Split)	Erika Blumenfeld	\$1,500.00
Intramurals	TBD	\$3,000.00
Boys' Soccer	Jason Dates	\$3,000.00
Girls' Soccer	Samantha Smith	\$3,000.00
Girls' Softball	TBD	\$3,000.00
Girls' Volleyball	Julia Shea	\$1,500.00
" (Split)	Katherine Kaldawi	\$1,500.00
Boys' Wrestling	TBD	\$3,000.00
Track & Field Head Coach	TBD	\$3,000.00
Track & Field Assistant	TBD	\$1,125.00
" (Split)	TBD	\$1,125.00
" (Split)	TBD	\$1,125.00
" (Split)	TBD	\$1,125.00
<b>HEAD CUSTODIANS</b>		
Reynolds	Scott Kirsch	\$3,600.00
Bogert	Scott Kirsch	\$3,600.00
Cavallini	Pietro Lala	\$3,600.00
<b>HALL DUTY/CROSSING GUARDS</b>		
Reynolds Hall Duty	Jacqueline Asta	\$1,030.00
Reynolds Hall Duty	Nicole Christensen	\$1,030.00
Reynolds Hall Duty	Josephine Griffith	\$1,030.00
Reynolds Hall Duty	Jacqueline Holder	\$1,030.00
Reynolds Hall Duty	Edie Carmilani	\$1,030.00
Reynolds Hall Duty	Renee Yuhas	\$1,030.00
Bogert Hall Duty	Joan Aufiero	\$1,030.00
Bogert Hall Duty	Susan Kasnia-Flood	\$1,030.00
Bogert Hall Duty	Sean O'Connor	\$1,030.00
Bogert Hall Duty	Nancy Shondorf	\$1,030.00
Reynolds Crossing Guard Duty (a.m.)	Brian Walis	\$2,700.00
Reynolds Crossing Guard Duty (p.m.)	TBD	\$1,240.00
Bogert Crossing Guard Duty (a.m.)	Jodi Costa	\$2,700.00
Cavallini Hall Duty	Maria Bevia	\$1,030.00
Cavallini Hall Duty	Helaine Kleinman	\$1,030.00
Cavallini Hall Duty	Catherine Merritt	\$1,030.00
Cavallini Hall Duty	Francene Ragazzo	\$1,030.00
<b>LUNCH DUTY - \$22/day</b>		
<b>Reynolds</b>		
Carey Goralski	Josephine Griffith	Tracy Nussman
Kristen Rohdieck (1 on 1)	Maureen VanBlarcom	Renee Yuhas
<b>Substitutes for Reynolds Lunch Duty</b>		
Alexandra Alberta	Meredith Ardito	Jacquelyn Asta
Heather Balji	Stacy Brandt	Edie Carmilani
Michelle Carucci	Nicole Christensen	Suzanne Cook
Christina Cucci	Cara Dellagatta	Simona DiFranco
Kelly Diverio	Peggy Dobrinski	Anthony Farinacci
Nicole Fennell	Josephine Griffith	Kristen Groen
Danielle Hoffman	Jacqueline Holder	Valerie Kersting
Sarah Khalessi	Carolyn Lane	Mary Lavelle
Elissa Mark	Jillian Menendez	Tina Murphy
Rachel Nagy	Laura Pinto	April Quinones
Carlos Ramirez	Bina Rivard	Heidi Rockwell
Stefanie Slacin	Aurela Sokoli	Sarah Soojian
Elayne Stern	Katie Stevens	Marci Titunick
Christine Vido	Lindsey Welch	Alexis Yotka

Renee Yuhas	Carol Zumbano	
<b>Bogert</b>		
Manar Aldali	Erika Blumenfeld	Philip Chen
Jodi Costa	Philip D'Anna	Kasie Falato
Julie Fallon	Janelle Klos	Kerry Murphy
Sean O'Connor	Elayne Stern	Carol Stevens
Emily Whitman	Anna Zimmermann	

F. Change in Assignment: (not applicable)

1. Approve the transfer of Linda Ho from Paraprofessional at Cavallini Middle School to Special Education Teacher at Cavallini Middle School, MA, Step 7, prorated, effective September 13, 2022.

G. Lateral Guide Moves

1. Approve a lateral guide move for Erika Blumenfeld, PE/Health Teacher at Bogert School, from MA to MA + 30, effective September 1, 2022.

H. Substitutes/Consultants/Volunteers/Interns

1. Approve Isabella Bussanich as a substitute teacher/paraprofessional for the 2022/23 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. Bussanich holds a NJ Substitute Teaching Certificate.
2. Approve Shaye Calderon as a student teacher at Cavallini Middle School for the 2022/23 school year.
3. Approve Cheryl Kreindel as a substitute teacher/paraprofessional for the 2022/23 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. Kreindel holds a NJ Elementary School Teaching Certificate.
4. Approve Alexandra McCreight as a substitute teacher/paraprofessional for the 2022/23 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. McCreight holds a NJ Elementary K-6 Teaching Certificate.
5. Approve Phoebe Shields as a substitute teacher/paraprofessional for the 2022/23 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. Shields holds a NJ Substitute Teaching Certificate.
6. Approve Erin Violetti as a substitute teacher/paraprofessional for the 2022/2023 school year subject to the satisfactory completion of the criminal history background check required by law. Ms. Violetti holds a NJ Substitute Teaching Certificate.
7. Approve Nicole Wallack as a substitute teacher/paraprofessional for the 2022/23 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. Wallack holds a NJ Substitute Teaching Certificate.
8. Approve Thomas Vitulano as a substitute retired police officer for the 2022/23 school year.

I. Salary Guide

1. Approve the revised 2022/23 Substitute Rate/Payroll Calculations Guide, as per attached.

**FINANCE :**

**Mrs. Imbasciani**

**A motion was made by Mrs. Gandara and seconded by Mrs. Wenberg to formalize Items A through N at this**

meeting. These items have been approved by the Superintendent as per the June 14, 2021 resolution authorizing “the Superintendent to make personnel decisions on new hires and offer contracts in consultation with the Board President during the summer for the 2020/21 school year.”

A. Approve the Bills List for June 2021 as follows:

10	General Current Expense	\$78,635.76
11	General Current Expense	\$2,673,752.73
12	Capital Outlay	\$509,806.50
20	Special Revenue Funds	\$71,087.46
40	Debt Service Funds	\$577.39
50	Milk	\$760.74
60	Trust Fund	\$23,026.08
	Total	\$3,357,646.66

B. Approve the Bills List for July 2022 as follows:

10	General Current Expense	\$10,233.41
11	General Current Expense	\$1,694,886.93
12	Capital Outlay	\$17,698.20
20	Special Revenue Funds	\$1,704.83
30	Capital Project Funds	\$21,560.00
40	Debt Service Funds	\$239,750.00
60	Trust Fund	\$5,107.08
	Total	\$1,990,940.45

C. Approve the Bills List for August 2022 as follows:

10	General Current Expense	\$10,231.64
11	General Current Expense	\$1,077,5096.96
12	Capital Outlay	\$2,515.96
20	Special Revenue Funds	\$32,411.82
60	Trust Fund	\$3,412.14
	Total	\$1,126,077.62

D. Approve the Transfers for June, July and August 2022.

E. Approve Application for Payment #2 for Premier Group, Inc. for the Partial Window Replacement Project (Final Phase) at Reynolds School, in the amount of \$21,560.00.

F. Approve the following Resolution:

#### **RESOLUTION**

**WHEREAS**, the Upper Saddle River Board of Education (hereinafter referred to as the "Board") advertised for bids for the On-Site Sewage Disposal System Alteration at Bogert School; and

**WHEREAS**, on July 6, 2022 the Board received one (1) bid for the Project; and

**WHEREAS**, the only bid received by the Board, in the amount of \$697,400, substantially exceeds the Board's appropriation for this work;

#### **NOW, THEREFORE, BE IT RESOLVED AS FOLLOWS:**

1. The Board hereby rejects the bid received for On-Site Sewage Disposal System Alteration at Bogert School pursuant to N.J.S.A. 18A:18A-22(b) as the lowest bid received by the Board substantially

exceeds the appropriation for this work.

**BE IT FURTHER RESOLVED**, that the Board Secretary/Business Administrator is hereby authorized to re-advertise the project consistent with the needs and desires of the school district.

- G. Approve the contract with Bergen County Special Services School District, Educational Enterprises Division for the provision of Auditory Verbal Techniques/Consultative Services for a student, whose name is on file in the Board Office, for a maximum of one (1) session weekly during the 2022/23 school year.
- H. Approve waiver to N.J.A.C. 6A:27-1.7 for a student whose name is on file in the Board Office.
- I. Approve D&L Paving to provide pavement repairs and related services at Bogert School at a cost of \$12,650.00. (Pricing based on Ed-Data Bid #10980 Macadam Service and Repair Package #24A)
- J. Approve D&L Paving to provide pavement repairs and related services at Cavallini Middle School at a cost of \$8,050.00. (Pricing based on Ed-Data Bid #10980 Macadam Service and Repair Package #24A)
- K. Approve Brian Osborne to provide executive coaching during the first semester of the 2022/23 school year at a cost of \$6,000.00 which includes a minimum of two 60-90 minute individual sessions with each administrator.
- L. Approve RIS Construction Corp. to repoint the exterior back wall around the sixth grade wing and add brick where necessary, at Cavallini Middle School, at a total cost of \$19,743.00. (Pricing based on HCESC-SER-20F).
- M. Approve the waiver to NJAC 6A:27-1.7 for a student whose name is on file in the board office.
- N. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fee	Travel Cost
William Paterson Part-Time Job Fair Wayne, NJ	September 7, 2022	Christine Cipollini	\$100.00	\$11.19
RocketPD with Kim Marshall- Rethinking Teacher Supervision, Coaching and Evaluation	9 Zoom Sessions: (9/29/22, 10/27/22, 11/17/22, 12/15/22, 1/19/23, 2/16/23, 3/16/23, 4/20/23, 5/18/23)	Christine Cipollini	\$900.00	\$0.00
Rutgers Fall Career & Internship Mega Fair Piscataway, NJ	September 15, 2022	Christine Cipollini	\$300.00	\$47.45
Orton Gillingham Training (Comprehensive) Virtual	September 19 – 30, 2022	Lisa Wachino	\$1,275.00	\$0.00

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

- A. Approve the Minutes of Board Meetings:  
  
June 13, 2022, June 27, 2022 (Retreat) and July 1, 2022
- B. Approve the unaudited Board Secretary and Treasurer's Reports dated June 2022 and to certify that after review of these reports and upon consultation with appropriate district officials, as to the best of our knowledge, no major account or fund has been over expended in violation of NJAC 6A:23-2.11 and that sufficient funds are available to meet the district's financial obligation for the remainder of the year.
- C. Approve Application for Payment #3 for Premier Group, Inc. for the Partial Window Replacement Project (Final Phase) at Reynolds School, in the amount of \$84,281.00.

- D. Approve Application for Payment #4 for Premier Group, Inc. for the Partial Window Replacement Project (Final Phase) at Reynolds School, in the amount of \$57,624.00.
- E. Approve the following Resolution:

**RESOLUTION**

**WHEREAS**, the Upper Saddle River Board of Education recognizes that the actual legal costs for the 2020/21 Fiscal Year exceeded 130% of the Statewide per pupil average; and

**WHEREAS**, the Upper Saddle River Board of Education has determined that implementation of further procedures outlined in N.J.A.C. 6A:23A-5.2(a)(3) beyond the aforementioned procedures already implemented would not significantly reduce legal costs, as evidenced by the fact that the excess legal costs incurred are the result of a litigation, grievances, protracted negotiations, and/or due process hearings initiated against the District, which the District has been compelled to defend and over which the District has no control;

**NOW, THEREFORE, BE IT RESOLVED** that the Upper Saddle River Board of Education hereby accepts the 2020/21 legal costs as meeting the criteria for controlling legal costs; and

**BE IT FURTHER RESOLVED** that the Board will look for more ways to reduce these costs should the opportunity present itself.

- F. Approve the following Resolution:

**WHEREAS**, the Board of Education has undertaken a capital project for the replacement of windows (Phase 2) at Reynolds School; and

**WHEREAS**, the project is complete;

**NOW, THEREFORE BE IT RESOLVED**, that the unexpended balance of \$13,625 for the project listed above be canceled and transferred to the Board's General Fund, Capital Reserve Account.

- G. Approve the following Resolution:

**RESOLUTION**

**Snow Removal Services Agreement Renewal**

**WHEREAS**, the Upper Saddle River Board of Education (hereinafter referred to as the "Board") desires to renew the Snow Removal Services Agreement (hereinafter referred to as the "Agreement")

that currently exists between the Board and Calderone Enterprise, LLC (hereinafter referred to as "Calderone") to provide snow removal services for The 2022-23 school year at a cost of \$60,000.00; and

**WHEREAS**, based upon its experience, Calderone is prepared to and desires to furnish snow removal services to the Board and has been performing said services in an effective and efficient manner since on or about November 16, 2020; and

**WHEREAS**, the parties are desirous of memorializing the terms of the agreement.

**NOW, THEREFORE, BE IT RESOLVED** by the Board that the terms, stipulations and conditions are established in the Agreement between the Board and Calderone which is annexed to this Resolution, are hereby adopted and approved by the Board of Education. The Board President and Business

Administrator/Board Secretary are hereby authorized and directed to execute the attached Agreement and any other documents necessary to effectuate said Agreement.

- H. Approve the following Resolution:

**RESOLUTION**

**BE IT RESOLVED** by the Upper Saddle River Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement and Release (hereinafter referred to as “Agreement”) between the Board and the Parents of a student whose name is on file in the Superintendent’s office, and which Agreement is located in the student’s file, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release, and any other documents necessary to effectuate the settlement.

- I. Rescind the following motion which was approved at the June 13, 2022 Board of Education meeting:

Approve FY23 IDEA Grant expenditures for salaries as follows:

		<b>% of Salary</b>	<b>Amount</b>
1.	<b>Preschool Handicapped</b>		
	Zumbano	59%	\$13,919
2.	<b>Part B Basic</b>		
	Aufiero	100%	\$23,845
	DiFranco	100%	\$22,840
	Ho	100%	\$22,431
	Khalessi	100%	\$23,431
	Martino	100%	\$23,845
	Popeil	100%	\$23,451
	Quinones	100%	\$23,931
	Rohdiek	100%	\$24,431
	Scotti	100%	\$23,845
	Stevens	100%	\$23,845
	Wehrle	35%	\$7,761

- J. Approve FY23 IDEA Grant expenditures for salaries as follows:

		<b>% of Salary</b>	<b>Amount</b>
1.	<b>Preschool Handicapped</b>		
	Zumbano	59%	\$13,919
2.	<b>Part B Basic</b>		
	Aufiero	100%	\$23,845
	Jenney	100%	\$26,451 (pro-rated)
	Khalessi	100%	\$23,431
	Martino	100%	\$23,845
	Popeil	100%	\$23,451
	Princiottto	96%	\$22,431
	Quinones	100%	\$23,931
	Rohdiek	100%	\$24,431
	Scotti	100%	\$23,845
	Stevens	100%	\$23,845
	Wehrle	35%	\$7,761

- K. Approve the Archways MD class for grades 3 - 5 at Bogert School beginning September 2022.

- L. Approve the LLD class for grades 6 - 8 at Cavallini Middle School beginning September 2022.

- M. Accept eleven (11) tuition students, whose names are on file in the Board Office, for the 2022/23 school year.
- N. Approve the change of placement for an Out-of-District student, whose name is on file in the Board Office, from CTC Academy to BF Gibbs School in New Milford in accordance with the Individual Education Plan for the 2022/23 school year.
- O. Approve the change of placement for an Out-of-District student, whose name is on file in the Board Office, from Banyan School to Eric S. Smith School in Ramsey, in accordance with the Individual Education Plan for the 2022/23 school year.
- P. Accept two out-of-district students from River Vale and one out-of-district student from Saddle River, whose names are on file in the Board Office, to attend the Upper Saddle River Special Education Program for the 2022/23 school year.
- Q. Approve Erika Blumenfeld as a home instructor on an as-needed basis, up to 10 hours per week at \$40 per hour.
- R. Approve the Annual Contract for Hospital Instruction with Bergen County Special Services School District (BCSS) for the 2022/23 school year.
- S. Approve the Annual Contract for Audiological Services with Bergen County Special Services School District, Educational Enterprises Division, for four students, whose names are on file in the Board Office, for the 2022/23 school year.
- T. Approve the donation of \$5,000.00 from the USR PTO to support the Bogert Musical for the 2022/23 school year. The money will be allocated as follows: \$4,350.00 towards stipends for the director and assistant director and \$650.00 will be used to purchase supplies. Additional costs will be covered by ticket revenue through the Bogert School Student Activities Account.
- U. Accept the donation of \$1,650.00 from the Youth Guidance Council to cover the cost of the advisor or advisors for the Bogert Buddies Club for the 2022/23 school year.
- V. Accept the donation of \$1,300.00 from the Youth Guidance Council (\$433.33 per school) to purchase supplies for Red Ribbon Week.
- W. Cancel the following outstanding check from the Cavallini Students Activities Account:

<u>Check #</u>	<u>Amount</u>	<u>Issue Date</u>
5096	\$35.00	6/11/2020

- X. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fees	Travel Cost
BCCTG Advisor Meeting Paramus, NJ	September 22, 2022	Rosemarie Malloy	\$0.00	\$0.00
NJPSA Council Meetings Monroe Township, NJ	September 23, 2022 December 2, 2022 March 24, 2023	David Kaplan	\$0.00	\$193.58
HIB Training Program Toms River, NJ	September 28, 2022	Michael DeSocio	\$145.00	\$94.41
Tri-State Consortium Training Rye, NY	October 3-4, 2022	Christine Cipollini Amy D'Ambola	\$0.00 \$0.00	\$85.41 \$85.41
Teach for Acquisition Monroe, Township, NJ	October 6, 2022	Marguerite Soojian	\$199.00	\$77.94
AENJ Conference Long Branch, NJ	October 12-14, 2022	Anna Zimmermann	\$200.00	\$214.87
Bergen County Association of School	October 12, 2022	David Kaplan	\$0.00	\$85.33

Security Professionals Meetings Rutherford, NJ	December 14, 2022 March 15, 2023 June 7, 2023			
2022 NJPSA/FEA/NJASCD Conference Courageous Leadership Atlantic City, NJ	October 13-14, 2022	Amy D'Ambola Christine Cipollini David Kaplan Devin Severs	\$345.00 \$345.00 \$345.00	\$254.61 \$243.32 \$251.50
Comprehensive Orton-Gillingham Plus (Online)	November 12-20, 2022	Shaelynn Guilfoyle	\$1,275.00	\$0.00

**PUBLIC COMMENT:**

- Mr. Matei made reference to Project Veritas investigative Journalism and asked what is being done to ensure the staff is not indoctrinating students about controversial/extremist issues.
- Mrs. Simon said nothing can be predicted, policies and procedures have to be in place.
- Mr. Boston asked if the district has an emergency response plan and would be prepared if an Uvalde-type event ever happened.
- The Board members made it very clear that safety is of the utmost importance.
- Ms. Berberich asked what the district is doing to commemorate 9/11.

**ADJOURNMENT**

A motion to adjourn was made by Mrs. Wenberg and seconded by Mrs. Gandara at 9:40 p.m.

Dana Imbasciani, Board Secretary

## Upper Saddle River Board of Education

County/State Code: 03 5330  
Comprehensive Maintenance Plan

### Report

Actual FY 22-- Current FY 23-- Planned FY 24

School Name	21/22 Actual		22/23 Budgeted		23/24 Planned	
<b>Reynolds Elem. School 070</b>		\$203,151		\$217,000		\$215,000
	Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, septic, and painting. Window repair, lighting replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.		Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, septic, and painting. Window repair, lighting replacement, and paving. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.		Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, septic, and painting. Window repair, lighting replacement, and paving. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.	
<b>Bogert Elementary School 060</b>		\$269,052		\$278,400		\$280,000
	Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, septic, and painting. Window repair, roof repair, lighting replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.		Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, septic, and painting. Window repair, lighting replacement, and paving. Extend network cabling and security systems. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.		Repairs to HVAC, boiler, generator, floors, master clock, ADA lift, fire detection system, plumbing, septic, and painting. Window repair, lighting replacement, and paving. Pest management. Tree removal. Snow removal. Compliance safety and environment regulations.	
<b>Cavallini Middle School 050</b>		\$240,869		\$250,000		\$260,400
	Repairs to roof, elevator, boiler, HVAC, floors, master clock, fire detection system, plumbing, septic and painting. Window repair, lighting replacement, floor tile replacement, and paving. Installation of security shades and film. Extend network cabling and security systems. Pest management. Snow removal. Compliance safety and environment regulations.		Repairs to roof, elevator, boiler, HVAC, floors, master clock, fire detection system, plumbing, septic and painting. Window repair, lighting replacement, floor tile replacement, and paving. Extend network cabling and security systems. Pest management. Snow removal. Compliance safety and environment regulations.		Repairs to roof, elevator, boiler, HVAC, floors, master clock, fire detection system, plumbing, septic and painting. Window repair, lighting replacement, floor tile replacement, and paving. Extend network cabling and security systems. Pest management. Snow removal. Compliance safety and environment regulations.	
<b>Administration Building</b>		\$36,920		\$25,000		\$35,000
	Repairs to floors & walls. Security. Pest management. Snow removal. Paving. Tree removal. Compliance safety and environment regulations.		Lighting replacement. Security system. Pest management. Snow removal. Paving. Compliance safety and environment regulations.		Window replacement. Roof repairs. Pest management. Snow removal. Paving. Compliance safety and environment regulations.	

<b>Totals All Schools</b>	<b>\$749,982</b>	<b>\$770,400</b>
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**2022-2023 Substitute Rates/Payroll Calculations**  
**Upper Saddle River Schools**

DRAFT

§SUBSTITUTE TEACHERS/PARAPROFESSIONALS      ~~\$120~~**\$125**/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      \$14/hour

SUBSTITUTE LUNCH AIDE      \$10/hour

§SUBSTITUTE CUSTODIAN      \$14/hour

**§SUBSTITUTE RETIRED POLICE OFFICER      \$150/day**

# 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
<b>§Retired Police Officer</b>	<b>186 days</b>	<b>8 hours/day</b>	<b>1,488 hours/year</b>

§Change from 2021/2022

Approved: June 13, 2022; Revised: September 12, 2022