

**Board of Education
Upper Saddle River, New Jersey
Regular Meeting
Monday, May 10, 2021, 8:00 p.m.**

Minutes

This Regular Session of the Upper Saddle River Board of Education convened 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

Mrs. Wenberg made a motion, seconded by Mrs. Gray 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 included the following:

2020/21 School Performance Report

- Dr. Siegel shared the 2020/21 School Performance Report with the Board of Education and the public. With a disrupted school year due to COVID-19, the Department of Education postponed its year-end standardized tests. As a result, the district's School Performance Report from 2019/20 was reissued and is available to view on the district website. It is important for readers to know that there are no other updates for our district.

Internal District Assessment

- Internal district assessment is being done. Results will be shared at a later date.

Parent Forums

- May 6 Parent Forums – 3 sessions were held with a total of 175 in attendance. Current state of health plans, end of year plans and expectations for the next school year were discussed.

BOARD SECRETARY'S REPORT:

Mrs. Imbasciani

Mrs. Imbasciani discussed the status of the window renovation projects.

BOARD PRESIDENT'S REPORT: None

Mrs. Johnston

COMMITTEE REPORTS:

Policy Committee

Mrs. Gandara

The Policy Committee met on May 4 with a follow-up meeting scheduled for June 8. The Committee reviewed the tutoring policy and guidelines, non-resident tuition for staff members, and masks and vaccination policies.

Personnel Committee**Dr. Verducci**

The Personnel Committee reviewed and evaluated overall staffing, to address enrollment and curricular needs.

Finance Committee**Mr. Quagliani**

The Finance Committee discussed the future of busing for students over the two mile radius.

PTO REPORT:**Mrs. Apostolou/Mrs. Degenaaars**

Mrs. Imbasciani spoke on behalf of Mrs. Apostolou and Mrs. Degenaaars. Highlights of the PTO Report included:

- In late April, the USRPTO sent in breakfast and lunch for the entire custodial staff to show the appreciation for all they have done to have the schools ready for the ever changing phases.
- This past Friday, May 7, lunch was sent in for Teacher Appreciation Week.
- Membership for the 2021/22 school year is now open and available on the PTO website. Class parent forms will be available sometime next week.
- There will not be a May general meeting. The next and final meeting of this school year will be June 9 at 9:15 a.m.

USREF Report:**Mrs. Mueller**

Highlights of the USREF Report included:

- Part 1 of the Spring Fund Raiser, the 50/50 Raffle and the Honoree Reception have been completed. Special thanks to Alex Alba, Custodian, for his help.
- Part 2 of the Spring Fund Raiser, a Drive in Movie at Demarest Farms, will be held on June 11. Tickets will go on sale next week.
- Elections for 2021/22 will be held in June.

PRESENTATIONS:**Bogert Library Renovation****Mr. Kaplan/Mr. Padilla**

Mr. Kaplan and Mr. Padilla shared an overview of the renovations that will be made to the Bogert Library this summer. Highlights included:

- The Need
- The Vision
- The Process
- The Timeline

COMMENTS:

- Dr. Verducci asked what the original space was.
- Mrs. Gandara said she loves how the project is bringing the outdoors in. She asked if they have thought of new creative things that can be done in the space.

- Mrs. Johnston thanked Mr. Kaplan and Mr. Padilla and extended a special thank you to the USREF.

PUBLIC COMMENT: None

ADMINISTRATION:

Dr. Siegel

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

- A. Approve the continued use of the Marshall System for certificated staff evaluations in accordance with the requirements as set forth by AchieveNJ and in collaboration with the District Evaluation Advisory Committee (DEAC) and the School Improvement Panel (SciP) for the 2021/22 school year.
- B. Approve the teacher evaluation rubrics for the 2021/22 school year.
- C. First Reading of the following Policies and Regulations:
- | | |
|--------------------|--|
| Policy 0145 | Board Member Resignation and Removal (M) (Revised) |
| Policy 1643 | Family Leave (M) (New) |
| Policy 2415 | Every Student Succeeds Act (M) (Revised) |
| Policy 2415.01 | Academic Standards, Academic Assessments, and Accountability (M) (Abolished) |
| Policy 2415.02 | Title 1 – Fiscal Responsibilities (M) (Revised) |
| Policy 2415.03 | Highly Qualified Teachers (M) Abolished |
| Policy 2415.05 | Student Surveys, Analysis, and/or Evaluations (M) (Revised) |
| Policy 2415.20 | Every Student Succeeds Act Complaints (M) (Revised) |
| Policy 3431.1 | Family Leave (Abolished) |
| Policy 4125 | Employment of Support Staff Members (M) (Revised) |
| Policy 4431.1 | Family Leave (Abolished) |
| Policy 5330.01 | Administration of Medical Cannabis (M) Revised |
| Policy 6360 | Political Contributions (M) (Revised) |
| Policy 7425 | Lead Testing of Water in Schools (M) (Revised) |
| Policy 7430 | School Safety (M) (Abolished) |
| Policy 8330 | Student Records (M) (Revised) |
| Policy 9713 | Recruitment by Special Interest Groups (M) (Revised) |
| Regulation 1642 | Earned Sick Leave Law (M) (Revised) |
| Regulation 2415.20 | Every Student Succeeds Act Complaints (M) (Revised) |
| Regulation 5330.01 | Administration of Medical Cannabis (M) (Revised) |
| Regulation 7425 | Lead Testing of Water in Schools (M) (New) |
| Regulation 7430 | School Safety (M) (Abolished) |
- D. Approve the School Bus Emergency Evacuation Drill Reports (in accordance with N.J.A.C. 6A:27-11.2) as follows:
1. On May 4, 2021, between 9:30 a.m. and 10:45 a.m., all students in the Reynolds Elementary School, 391 West Saddle River Road, Upper Saddle River, New Jersey, participated in bus emergency evacuation drills. The drills took place in front of the school and included Routes 1, 2 and 3. Mrs. Devin Severs, Reynolds School Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.
 2. On May 4, 2021, between 10:45 a.m. and 11:45 a.m., all students in the Bogert Elementary School, 391 West Saddle River Road, Upper Saddle River, New Jersey, participated in bus emergency evacuation drills. The drills took place in front of the school and included Routes 1, 2 and 3. Mr. David Kaplan Bogert School Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.

3. On May 5, 2021, between 9:30 a.m. and 10:45 a.m., all students in the Cavallini Middle School, 392 West Saddle River Road, Upper Saddle River, New Jersey, participated in bus emergency evacuation drills. The drills took place in front of the school and included Routes 1, 2 and 3. Mr. Michael DeSocio, Cavallini Assistant Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.

PERSONNEL:

Dr. Siegel

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

- A. Create/Abolish (not applicable)
- B. Resignations
 1. Accept the resignation of Joan Meller, Campus Aide, effective July 1, 2021.
 2. Accept the resignation for purpose of retirement of Suzanne Mignone, Paraprofessional, effective July 1, 2021.
 3. Accept the resignation of Patricia Palmerini, Lunch Aide, effective May 1, 2021.
 4. Accept the resignation for the purpose of retirement of Kathryn Pedrani, Paraprofessional, effective July 1, 2021.
 5. Accept the resignation of Noelle Vosseler, Mathematics Teacher at Cavallini, effective July 1, 2021.
- C. Leaves
 1. Approve a paid medical leave and unpaid FMLA/NJFLA leave for Employee ID #0799, effective September 1, 2021 through approximately November 26, 2021.
 2. Approve a paid medical leave for Employee ID# 0837, effective May 3, 2021 through June 30, 2021.
- D. Change in Assignment (not applicable)
- E. Appointments
 1. Approve the reappointment of contractual bargaining unit non-certificated staff for the 2021/22 school year, as per attached.
 2. Approve the reappointment of non-bargaining staff for the 2021/22 school year, as per attached.
 3. Appoint Angelina Aragona to the position of long term Grades 3-5 Elementary Classroom Teacher, BA, Step 1, effective September 1, 2021 through approximately November 26, 2021, subject to receipt of the required NJ teaching certificate.
 4. Appoint Jessica Pike to the position of Mathematics Teacher at Cavallini Middle School, BA, Step 1, effective September 1, 2021, subject to the receipt of the required NJ teaching certificate.
- F. Substitutes/Consultants/Volunteers
 1. Approve Sophia Faraz as a substitute teacher/paraprofessional for the 2020/2021 school year subject to the satisfactory completion of the criminal history records check required by law. Ms. Faraz's substitute teacher's certificate is pending.
- G. Salaries

1. Approve the 2021/22 salaries of all non-bargaining staff as follows:

Cunningham, Lisa	Lunch Aide
Forzono, Diane	Lunch Aide
Lefebvre, Lisa	Lunch Aide
Neumann, Gail	Lunch Aide
Roskamp Maimone, Laura	Lunch Aide
Schreiber, Jaclyn	Lunch Aide
Woodhouse, Lisa	Lunch Aide
Pfohl, Jennifer	Treasurer of School Monies
Betz-Radleigh, Susan	Campus Aide
Decandia-Pook, Connie	Campus Aide
Eraiba, Dean	Campus Aide
Dolan, Janine	Campus Aide
Taylor, Thomas	Campus Aide
Wagner, Joanne	Campus Aide
Ranges, Robyn	Registered Nurse
Ruffilo, Melissa	Registered Nurse
Wierzbicki, Kelley	Registered Nurse
Pinto, Laura	Behaviorist
Dunn, Colette	Confidential Secretary
Griffin, Angela	Confidential Secretary
Kreger, Sandra	Confidential Secretary
McGovern, Ann	Confidential Secretary
Miller, Linda	Confidential Secretary
Leka, Nijazi	Supervisor, Buildings & Grounds
Newman, Scott	Network Technician

FINANCE :

Mrs. Imbasciani

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

- A. Approve the Minutes of Board Meeting:

April 26, 2021

- B. Approve the Bills List for April 2021 as follows:

10	General Current Expense	\$78,331.11
11	General Current Expense	\$2,085,475.33
12	Capital Outlay	\$291,354.00
20	Special Revenue Funds	\$27,107.87
60	Enterprise Fund	\$10,990.47
	Total	\$2,493,258.78

- C. Approve the Transfers for April 2021.
- D. Approve the Board Secretary and Treasurer's Reports dated April 2021 and to certify that after review of these reports and upon consultation with appropriate district officials, as to the best of our knowledge, no major account or fund has been over expended in violation of NJAC 6A:23-2.11 and that sufficient funds are available to meet the district's financial obligation for the remainder of the year.

- E. Approve the following Resolution:

WHEREAS, on or about September 24, 2020, the Upper Saddle River Board of Education (hereinafter referred to as the “Board”) approved merit bonus goals for the Superintendent for the 2020-2021 school year consisting of three (3) quantitative merit criteria and two (2) qualitative merit criteria and submitted the same to the Executive County Superintendent for approval in accordance with N.J.A.C. 6A:23A-3.1(e)10(ii) (hereinafter referred to as “Merit Bonus Goals”): and

WHEREAS, on or about September 29, 2020, the Executive County Superintendent approved said Merit Bonus Goals, thereby authorizing the Board to evaluate and award merit bonus increases to the Superintendent upon achievement of each objective; and

Merit Goal 1: WHEREAS, the Superintendent of Schools facilitated 10 formal meetings with our newly hired Regional Curriculum Coordinator to monitor and facilitate a successful transition with the new position following a period of restructuring in the Quad-District Curriculum Office. The superintendent conducted 4 site visits to observe the interactions and collaboration occurring through the Regional Curriculum Office thereby entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$5,817.14; and

Merit Goal 2: WHEREAS, the Superintendent of Schools organized, planned, and facilitated the development of 10 parent wellness academy sessions delivered through virtual platforms to provide families with relevant content and guide children in conjunction with the district’s wellness initiatives, thereby entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$5,817.14; and

Merit Goal 3: WHEREAS, the Superintendent of Schools instituted monthly supervisory meetings with the nine district/building administrators and two non-teaching staff members (Instructional Coach & Mental Health Social Worker) to create a consistent and common forum for review of individual goals, feedback on various professional roles, and discussions about professional growth. In general, the monthly meeting schedule provided an opportunity to review themes and issues that surface within the district, thereby entitling him to a quantitative merit bonus of 3.33% of his annual salary in the amount of \$5,817.14; and

Merit Goal 4: WHEREAS, the Superintendent of Schools researched, developed, and implemented a comprehensive districtwide communication plan that encompasses a clear, consistent, deliberate, and efficient process for parents to obtain school-related information at every point of communication, thereby entitling him to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$4,367.22; and

Merit Goal 5: WHEREAS, the Superintendent of Schools reviewed, modeled, and guided BOE members, staff members, parents, and students on the “Community Circle” approach to social-emotional learning. The district launched this platform to teach social development, communication skills, emotional regulation, and citizenship, thereby entitling him to a qualitative merit bonus of 2.5% of his annual salary in the amount of \$4,367.22; and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby approves a non-pensionable merit bonus in the amount of 14.99% of the Superintendent’s annual salary in the amount of \$26,185.86 for the 2020-2021 school year subject to approval by the Executive County Superintendent that the quantitative and qualitative merit criteria for each of the Board assessed objectives have been satisfied for the payment of such merit bonus.

- F. Approve the submission of the 2020/21 Application for Extraordinary Special Education Aid (EXAID).
- G. Accept the donation of \$500 from Dr. Gene Solomon to help create and stock a small section of books in the Cavallini Library in the name of Mr. James G. Meisterich, the first Principal of Cavallini Middle School.

H. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Fee	Travel Cost
Comprehensive IMSE Orton-Gillingham Training (Online)	June 28-July 2, 2021	Rachel Squicciarri	\$1,275.00	\$0.00
US History: A New Approach to Teaching the Reconstruction Era (Online)	August 9-12, 2021	Katherine Kaldawi	\$50.00	\$0.00

PUBLIC COMMENT: None

ADJOURNMENT

Mrs. Johnston

A motion to adjourn was made by Mrs. Wenberg and seconded by Mrs. Gandara at 8:35 p.m.

Sincerely,

Dana Imbasciani, Board Secretary