

**Board of Education  
Upper Saddle River, New Jersey  
Electronic Regular Meeting  
Monday, December 7, 2020, 8:00 p.m.**

**Minutes**

This Electronic 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, Mr. Amano, Mrs. Gandara, Mrs. Ginsberg,  
Mrs. Gray, Mr. Quagliani, Dr. Verducci

Members absent: None

Also present: Dr. Siegel, Mrs. Imbasciani

**CONFIDENTIAL SESSION**

Mr. Quagliani made a motion, seconded by Dr. Verducci to convene into Executive Session at 7:30 p.m. Mrs. Johnston then read the following statement:

**WHEREAS**, the members of the Upper Saddle River Board of Education deem necessary to discuss personnel and legal matters, and

**WHEREAS**, the topics to be discussed are within the exemptions which are permitted to be discussed and acted upon in confidential session pursuant to PL 1975, Chapter 231,

**NOW, THEREFORE, BE IT RESOLVED** that the minutes of the meeting will be made public when the need for privacy no longer exists. Action may be taken.

Mr. Amano made a motion, seconded by Dr. Verducci to adjourn Executive Session at 8:00 p.m.

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

**OPENING STATEMENT:**

**Mrs. Johnston**

Mrs. Johnston welcomed the public.

**SUPERINTENDENT'S REPORT:**

**Dr. Siegel**

- Dr. Siegel conveyed his and the Board's feelings on behalf of Mr. Kenneth Amano and thanked him for his 10 years of service, dedication and commitment to the Board.
- Dr. Siegel spoke of the passing of former Board of Education member, Dr. Jill Stoller.

**BOARD SECRETARY'S REPORT: None**

**Mrs. Imbasciani**

**BOARD PRESIDENT'S REPORT:**

**Mrs. Johnston**

- Mrs. Johnston expressed her thanks to Mr. Amano for his counsel, insight, leadership and commitment over the past 10 years. He was a driving force behind budgets and negotiations and he will be missed. She thanked him for always putting the children of Upper Saddle River first.

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

- Dr. Verducci reported that the committee is working on the ongoing staffing process.

**Policy Committee****Mrs. Gandara**

- Mrs. Gandara reported that new policy alerts are being evaluated and updated.

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

- Mrs. Wenberg reported:
  - The USREF is now accepting nominations for its 2021 Award for Excellence. This year, we will be honoring USR Community Champions and are seeking to honor individuals who have made a significant impact in our community, especially during the past year. The nomination application and additional information can be found on our website: [www.usref.org](http://www.usref.org)
  - Tonight, we are very excited to announce the school grants that will be funded during the 2020/21 school year. We would like to thank the teachers and administrators for their innovative grant proposals and look forward to offering these programs to the children in our school district.
  - Finally, the USREF would like to wish the teachers, staff, administrators and their families a happy and healthy holiday season!"

**PRESENTATION:****1. Passion Project – Wellness for Students****Mr. McCusker/Mr. Harvey/Mrs. Henry**

Mr. McCusker, Mr. Harvey and Mrs. Henry updated the Board of Education on a new 8<sup>th</sup> grade elective course entitled Passion Projects. In addition to a description of the launch, 8<sup>th</sup> grade students, Mahika Chaturvedi and Sanjna Limaye, shared their project as an exemplar. The students detailed their motivation and process, as well as their advice for future students enrolled in the course.

**COMMENTS:**

- Mrs. Johnston thanked Sanjna and Mahika for sharing their interesting, well thought out and executed project. She asked Mrs. Henry and Mr. Harvey how COVID-19 impacted this project and asked what they will work on and improve in the future.
- Mrs. Ginsberg commended them all on a fantastic project.
- Mrs. Gandara said that they did a great job and should be very proud. She asked the girls if they will continue with the podcast now that the class is over.
- Dr. Verducci commented that the podcast seemed carefree and asked if it was scripted.
- Dr. Siegel said "You are the leaders/pioneers of this project. Thank you on doing such a great job." He said that this is the tip of the iceberg and there is more to come with these electives.

## 2. Communication Strategy Update

Dr. Siegel

Dr. Siegel provided an update on the Community Plan for the district. Highlights of his presentation included:

- Four Cornerstones: Access, Consistency, Efficiency and Quality
- Stakeholder Analysis
- Goals:
  - Goal # 1 (BOE) – Create vehicles for Board members to access information among trustees and for the public to access information from the Board
  - Goal # 2 (Administration B/T Staff) – Identify specific communication points and determine strategies to make practices more consistent
  - Goal # 3 (Families) – Institutionalize and enhance family communication practices utilized during global pandemic to increase access and quality
  - Goal # 4 (Community) – Develop access line to communication between district and community members who do not have direct involvement in schools
- District Communication Plan

### COMMENT:

- Mrs. Johnston commended Dr. Siegel on his various methods of communication during COVID-19.

## 3. 2020/21 USREF Fall Grants

Mrs. Wenberg

Mrs. Wenberg announced the recipients of the 2020/21 USREF Fall Grants. Highlights of her presentation included:

- **Grant Objectives:**  
To promote innovation, creativity and excellence in the Upper Saddle River Schools by supporting and enhancing the curriculum of Pre-K through 8<sup>th</sup> grades while benefitting the broadest number of children.
- **Explanation of the Grant Calendar and Process**
- **Grant Committee:** USREF Trustees Sonia Chadha Agarwal, Traci Altman, Joan Carrion, Debbie Cinquemani, Barbara Lobo, Marc Lo Schiavo, Diana Missaghieh, Karen Mueller, Ellen Ginsberg Simon and Brooke Young. Dr. David Verducci serves as an advisor and non-voting member of the committee.
- **Ten Fall Grants (\$12,190) were awarded:**
  - Reynolds School:**
    - Artist Visit with Michael Albert (C. Santos, C. Cucci) – Kdg. - \$900
    - Tom Chapin Virtual Concert (S. Jarvis) – K-2 - \$2,000
    - TeachTown Program (J. Menendez, L. Pinto) – K - 2 - \$1,308
  - Bogert School:**
    - Kahoot Premium Plus Subscription (M. DeBoer, D. Larsen, C. Moon, A. Byrne, S. Samuels, K. Miros, K. Law) – 4<sup>th</sup> Grade - \$507
    - Weather Assembly & Weather Monitor, John Marshall, Meteorologist – (C. Casey) 3<sup>rd</sup> grade - \$2,095

- o Flamenco Assembly - (E. Capollari) – 3<sup>rd</sup> Grade - \$800
  - o Zoom Assembly on Bird Adaptations – (C. Casey) – 4<sup>th</sup> grade - \$480
- Cavallini Middle School:**
- o Marc Aronson - Author in Residence (C. Teehan) – 8<sup>th</sup> Grade - \$2,000
  - o Engineers Teaching Algebra (D. Dorn, N. Vosseler) – 8<sup>th</sup> grade - \$1,200
  - o Leo Club (recurring grant) (J. McCusker) – All Grades - \$900

**COMMENTS:**

- Mrs. Johnston thanked the USREF for all the work they do. She said these are the things that make our schools fantastic and expressed her heartfelt appreciation for pivoting to address the virtual aspect of instruction delivery this year.

**PUBLIC COMMENT: None**

**ADMINISTRATION:**

**Dr. Siegel**

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

**A. Second reading and adoption of the following Policies and Regulations:**

Policy 2270	Religion in Schools (revised)
Policy 2431.3	Heat Participation Policy for Student-Athlete Safety (revised)
Policy 2464	Gifted and Talented Students (revised)
Policy 2622	Student Assessment (revised)
Policy 5111	Eligibility of Resident/Nonresident Students (revised)
Policy 5200	Attendance (revised)
Policy 5320	Immunization (revised)
Policy 5330.04	Administering an Opioid Antidote (revised)
Policy 5610	Suspension (revised)
Policy 5620	Expulsion (revised)
Policy 8320	Personnel Records (revised)
Reg. 5111	Eligibility of Resident/Nonresident Students (revised)
Reg. 5200	Attendance (revised)
Reg. 5330.04	Administering and Opioid Antidote (revised)
Reg. 5610	Suspension Procedures (revised)
Reg. 8320	Personnel Records (revised)

**B. Approve the following Resolution:**

**BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #\*\*100920001 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 Mr. Quagliani to approve Personnel Consent Agenda Items A through G and was approved by all in attendance.**

**A. Create/Abolish**

1. Abolish one 1.0 FTE 3<sup>rd</sup> Grade Teacher position.

2. Abolish one .50 FTE Grades 3-5 Special Education Teacher position.
  3. Create one 1.0 FTE Grades 3-5 Classroom Teacher/Special Education Teacher position.
  4. Create one .50 FTE Grades 3-5 Classroom Teacher position.
- B. Job Descriptions (not applicable)
- C. Resignations
1. Accept the resignation of Dawn LoPiccolo, Special Education Teacher, effective February 2, 2021.
- D. Leaves
1. Approve an unpaid leave of absence for Claudia Campagna, Paraprofessional, under the Family and Medical Leave Act, effective December 2, 2020 through January 12, 2021.
  2. Approve a paid and unpaid leave of absence for Lisa Cunningham, Lunch Aide, effective November 30, 2020 through approximately January 12, 2021.
  3. Approve a leave of absence for Janelle Klos, 3<sup>rd</sup> Grade Teacher, under the Emergency Family and Medical Leave Expansion Act (EFMLEA), for three days, December 7, December 9 and December 11, 2020. Payment will be in accordance with the Emergency FMLA Expansion Act.
  4. Approve a leave of absence for Jennifer Moss, Special Education Teacher at Cavallini, under the Emergency Family and Medical Leave Expansion Act (EFMLEA), effective December 1, 2020 through December 23, 2020. Payment will be in accordance with the Emergency FMLA Expansion Act.
  5. Approve unpaid child care leave for Krystallyn Whitmore, effective January 1, 2021 through February 28, 2021.
  6. Approve employee I.D. #0313, whose name is on file in the Superintendent's Office, under the Emergency Paid Sick Leave Act, effective November 25, 2020 through approximately December 10, 2020 (10 days). Payment will be in accordance with the FFCRA Emergency Paid Sick Leave.
  7. Approve employee I.D. #0860 whose name is on file in the Superintendent's Office, under the Emergency Paid Sick Leave Act, effective December 2, 2020 through approximately December 15, 2020 (10 days). Payment will be in accordance with the FFCRA Emergency Paid Sick Leave.
- E. Appointments
1. Appoint Mary Lavelle to the position of team member in the After Care Experience program \$30/hour for the 2020/21 school year.
- F. Termination (not applicable)
- G. Substitutes/Consultants/Volunteers/Interns (not applicable)

**FINANCE :****Mrs. Imbasciani**

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

**A. Approve the Minutes of Board Meeting:**

November 16, 2020

**B. Approve the Bills List for November 2020 as follows:**

10	General Current Expense	\$72,834.44
11	General Current Expense	\$2,189,722.97
12	Capital Outlay	\$167,622.00
20	Special Revenue Funds	\$39,282.53
60	Enterprise Fund	\$7,027.77
	Total	\$2,476,489.71

**C. Approve the Transfers for November 2020.****D. Approve the Board Secretary and Treasurer's Reports dated June, July, August, September, October and November 2020 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 design development, construction documents (architectural and structural), bidding and contract administration professional services fees associated with the Partial Window Replacement Project at the Reynolds School – Phase 3, by DI Cara Rubino, at a cost of \$82,000.00 (not including reimbursable expenses which will be billed separately).****F. Accept one (1) tuition student, whose name is on file in the Board Office, for the 2020/21 school year.****G. Accept the donation of three (3) grants for Reynolds School from the Upper Saddle River Educational Foundation (USREF) in the amount of \$4,208.****H. Accept the donation of four (4) grants for Bogert School from the Upper Saddle River Educational Foundation (USREF) in the amount of \$3,882.****I. Accept the donation of three (3) grants two (2) new grants and one (1) recurring grant for Cavallini Middle School from the Upper Saddle River Educational Foundation (USREF) in the amount of \$4,100.****J. Accept the donation of 2,000 masks to be used by the staff and students from Mr. and Mrs. Jordan Wright, parents of students attending Reynolds and Bogert.****K. Approve the following Travel Expenses:**

Program Name	Date	Employee	Registration Fee	Travel Cost
Orton Gillingham Training (Online)	January 5, 2021	Christine Moon	\$1,275.00	\$0.00
	January 12, 2021			
	January 19, 2021			
	January 26, 2021			
	February 2, 2021			

Legal Issues Pertaining to Student Vaccinations and Schools (Online)	January 21, 2021	Ailish Fillis	\$100.00	\$0.00
Keeping the Brain in Mind! Effective Strategies for Excellent Instruction (Online)	January 28, 2021	Sheila Barry	\$149.00	\$0.00
PROMPT Institute Webinars (4) (Online)	February 12, 2021	Kelly Diverio	\$94.97	\$0.00

**PUBLIC COMMENT: None**

**ADJOURNMENT**

A motion to adjourn was made by Mr. Quagliani and seconded by Mrs. Gandara at 9:06 p.m.

Sincerely,

Dana Imbasciani, Board Secretary