

**BOARD OF EDUCATION
UPPER SADDLE RIVER, NEW JERSEY
SPECIAL MEETING – VIRTUAL BOARD MINI-RETREAT
THURSDAY, SEPTEMBER 24, 2020
8:30 A.M. TO 10:30 A.M.**

AGENDA

This is a Special Meeting – Virtual Board Mini-Retreat of the Upper Saddle River Board of Education and appropriate notice has been provided to the designated newspapers, the Borough Clerk and all interested parties requesting such notice.

One opportunity is provided at this meeting for citizens to make comments. The Board values and welcomes comments and opinions from the residents of Upper Saddle River as long as remarks are not personal or discourteous. Public comment allows the Board to listen to community members and to hear their opinions on school policy and operations.

Members of the public may access the meeting and submit questions or comments during the portions of the meeting reserved for comments. Persons wishing to comment should identify themselves by name and address; the commenter should direct his/her remarks to the presiding officer. Comments shall be limited to school-related issues and each commenter will limit his/her remarks to three minutes. No person may comment again until all those who wish to comment have had an opportunity and as long as time allows. If, in the judgment of the presiding officer, the total time devoted to public comment becomes excessive, the presiding officer may indicate the Board has time for one more speaker and will so notify the public.

Call to order and roll call

Mrs. Johnston

Opening statement by Presiding Officer

Mrs. Johnston

DISCUSSION ITEMS:

- Policy Update
- Phase 1/Phase 2 Review
- Communication Strategy

PERSONNEL

Dr. Siegel

This motion will be one motion that encompasses Items A through D and will be voted on at this meeting. This motion has been recommended for approval by the Superintendent.

A. Appointment

1. Appoint Kristen Foelsch to the position of team member in the After Care Experience program \$22.00/hour for the 2020/21 school year.
2. Appoint Linda Miller to the position of team member in the After Care Experience program \$27.50/hour for the 2020/21 school year.
3. Appoint Jaclyn Schreiber to the position of Lunch Aide at Bogert School, effective on or about September 25, 2020, subject to the satisfactory completion of the criminal history records check required by law.

B. Leaves

1. Approve paid medical leave and unpaid FMLA/FLA for Lauren Foca, L.D.T.C., effective on or about November 9, 2020 through approximately March 30, 2021.

2. Approve paid medical leave for Scott Kirsch, Custodian, effective September 9, 2020 through approximately October 14, 2020.
 3. Approve paid medical leave and unpaid FMLA/FLA for Julie Spirko Truppi, 3rd Grade Classroom Teacher, effective December 21, 2020 through approximately April 23, 2021.
 4. Approve a leave of absence for Elizabeth Waldt, PE/Health Teacher, under the Emergency Paid Sick Leave Act (EPSLA), effective October 5, 2020 through October 16, 2020 and the Emergency Family and Medical Leave Expansion Act (EFMLEA), effective October 19, 2020 through December 23, 2020. Payment will be in accordance with the Emergency FMLA Expansion Act.
 5. Approve unpaid FMLA for Susan Wei, Paraprofessional, effective October 1, 2020 through October 31, 2020.
- C. Substitutes/Consultants/Interns/Student Teachers
1. Approve Noelle Ghiorso as a student teacher at Bogert School for the 2020/21 school year from September 2020 through May 2021.
- D. Other
1. Approve the Superintendent's 2020/21 Merit Goals as follows:

Quantitative Goal # 1: Facilitate 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 will conduct a minimum of four site visits to observe the interactions and collaboration occurring through the Regional Curriculum Office. The superintendent will meet at least one time per month with the Regional Curriculum Coordinator and neighboring K-8 district superintendents to develop, support and enhance the articulation of staff and curricular development in the region. Each meeting will have an agenda with key issues to discuss and time allotted for mentoring/growth. The superintendent will report back to the Board of Education about the progress of the coordination with new personnel. 3.33%

Quantitative Goal # 2: Organize, plan and facilitate the development of 10 parent wellness academy sessions delivered through virtual platforms to provide families with relevant content to guide children in conjunction with the district's wellness initiatives. A parent wellness academy program brochure will be developed by the superintendent for distribution by October 15, 2020. Programs will run throughout the course of the school year on a monthly (or twice monthly) basis. 3.33%

Quantitative Goal # 3: Institute 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 will provide an opportunity to review themes and issues that surface within the district. The superintendent will create an online calendar that will keep track of monthly meetings. Each meeting with each administrator will include a specific agenda with notes maintained. These documents will inform the summative evaluation process for each administrator. 3.33%

Qualitative Goal # 4: Research, develop and implement a comprehensive district-wide communication plan that encompasses a clear, consistent, deliberate and efficient process

for parents to obtain school-related information at every point of communication. The development of a communication plan will occur through meetings with various stakeholders and communication experts. The plan will be reviewed by the Administrative Team and Board of Education subcommittees before it is launched for the 2021/22 school year. 2.50%

Qualitative Goal # 5: Review, model and guide BOE members, staff members, parents and students on the “Community Circle” approach to social-emotional learning, as the district launches this platform to teach social development, communication skills, emotional regulation and citizenship. Throughout the school year, the superintendent will facilitate numerous meetings with various stakeholder groups. The superintendent will regularly begin to incorporate an age- and subject-appropriate “Community Circle” activity into scheduled meetings so that our various groups become familiar with the common language, themes and methods that are used to teach students social-emotional learning skills daily. This program, too, will assist in navigating a challenging school culture with COVID-19 and hybrid/remote learning. 2.50%

FINANCE

Mrs. Imbasciani

This motion will be voted on at this meeting. This motion has been recommended for approval by the Superintendent.

- A. Accept funding for the NJDOE 2020 Coronavirus Relief Fund Grant in the amount of \$27,159.00.

PUBLIC COMMENT

ADJOURNMENT

Mrs. Johnston