

**BOARD OF EDUCATION  
UPPER SADDLE RIVER, NEW JERSEY  
REGULAR MEETING  
Monday, November 14, 2022, 8:00 p.m.  
Auditorium, Cavallini Middle School  
392 West Saddle River Road**

**AGENDA**

This is a regular meeting 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.

Two opportunities are 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.

Upon being recognized, persons wishing to speak should stand and identify themselves by name and address; the speaker should direct his/her remarks to the presiding officer. Comments shall be limited to school-related issues and each speaker will limit his/her remarks to three minutes. If personal or discourteous statements are made, the presiding officer shall require the speaker to stop. No speaker may comment again until all those who wish to speak 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.

- I. Call to order and roll call Mrs. Johnston
- II. Flag salute and Pledge of Allegiance Mrs. Johnston
- III. Opening statement by presiding officer Mrs. Johnston
- IV. **REPORTS**
  - A. Superintendent’s Report Dr. Siegel
  - B. Board Secretary’s Report Mrs. Imbasciani
  - C. Board President’s Report Mrs. Johnston
  - D. Committee Reports Chairpersons
  - E. PTO Report Mrs. DeFrino & Mrs. McGovern
  - F. USREF Report Mrs. Tedd
- V. **PUBLIC COMMENT** (limited to comments on agenda items only)
- VI. **ADMINISTRATION** Dr. Siegel

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

- A. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #236015\_\*\*\*\_10132022 is 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).
- B. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #236017\_\*\*\*\_10132022 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).

- C. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #236684\_\*\*\*\_10212022 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).
- D. **BE IT RESOLVED** that the Board affirms the Superintendent's decision that investigation #236686\_\*\*\*\_10212022 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).
- E. Approve the Sidebar Agreement between the Upper Saddle River Board of Education and Upper Saddle River Education Association revising Article 29, *Miscellaneous Teacher Compensation*, and Article 32, *Teaching Hours and Teaching Load*. A fully executed copy of the Sidebar Agreement is on file at the Board Office.
- F. Approve the School Safety and Security Plan Annual Review Statement of Assurance for the 2022/23 school year.

VII. **PERSONNEL**

Dr. Siegel

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

- A. Create/Abolish (not applicable)
- B. Resignations
  - 1. Accept the resignation of Linda Haggerty, ABA Paraprofessional, effective November 23, 2022.
  - 2. Accept the resignation of Stephanie Pirsos, Grs. 3-5 Instructional Support Teacher, effective January 12, 2023.
  - 3. Accept the resignation of Mariah Valentin, Paraprofessional, effective November 7, 2022.
- C. Leaves (not applicable)
- D. Appointments
  - 1. Appoint Robin Cody to the position of per diem PE/Health leave replacement teacher at Reynolds School, effective January 3, 2023 through March 24, 2023, subject to the criminal history records check required by law.
  - 2. Revise the appointment of Philip D'Anna to the position of 5th grade Classroom Teacher at Bogert School, from MA, Step 7 to BA+60/MA+30, Step 7, effective September 1, 2022.
  - 3. Appoint Melanie Katz to the position of Instructional Support Teacher at Cavallini Middle School, BA, Step 1, prorated, effective on or about November 15, 2022 through June 30, 2023, subject to the satisfactory completion of the criminal history records check required by law.
  - 4. Appoint Charles Slaybaugh to the position of per diem PE/Health leave replacement teacher at Cavallini Middle School, effective January 3, 2023 through March 24, 2023, subject to the criminal history records check required by law and receipt of the required NJDOE PE/Health teaching certificate.

5. The following staff members are recommended for the positions listed below for the 2022/23 school year:

<b>CAVALLINI ADVISORS</b>		
<b>Art Club (Level A)</b>	Alexis Inguaggiato	\$1,650.00
<b>Board Game Club (Level A)</b>	Stephanie Chamberlin	\$825.00
<b>" (Split)</b>	Allison Au	\$825.00
<b>Cavallini Greenies (Level A)</b>	Maria Bevia	\$825.00
<b>" (Split)</b>	Katherine Kaldawi	\$825.00
<b>CTV Morning Show (Level A)</b>	Bruce Reicher	\$825.00
<b>" (Split)</b>	Jonathan Kulhawy	\$825.00
<b>Head Asst. Musical Director (Level A)</b>	TBD	\$1,650.00
<b>Homework Club (Level A)</b>	Aimee Aslanian	\$825.00
<b>" (Split)</b>	Margaret Donnelly	\$825.00
<b>Math Club (Level A)</b>	Danielle Dorn	\$825.00
<b>" (Split)</b>	Rosemarie Malloy	\$825.00
<b>TREP\$ (Level A)</b>	Lauren Foca	\$1,650.00
<b>Yearbook (Level A)</b>	Allison Iodice	\$1,650.00
<b>Battle of the Books (Level B)</b>	Elizabeth Ullrich	\$630.00
<b>" (Split)</b>	Stephanie Chamberlin	\$300.00
<b>Cavallini Cares (Level B)</b>	TBD	\$930.00
<b>Harry Potter Club (Level B)</b>	Elizabeth Ullrich	\$930.00
<b>Sportscasting Club (Level B)</b>	Bruce Reicher	\$930.00
<b>Stage Crew Advisor (Level B)</b>	Cynthia Haas	\$465.00
<b>" (Split)</b>	Jonathan Kulhawy	\$465.00
<b>TREP\$ Co-Advisor (Level B)</b>	TBD	\$930.00
<b>Musical Director</b>	TBD	\$3,000.00
<b>Assistant Musical Director</b>	TBD	\$1,500.00
<b>COACHES</b>		
<b>Baseball</b>	Erik Schlemm	\$1,500.00
<b>" (Split)</b>	TBD	\$1,500.00
<b>Basketball - Boys</b>	Jason Dates	\$3,000.00
<b>Basketball - Girls</b>	Brian Walis	\$3,000.00
<b>Fitness</b>	Erika Blumenfeld (Medical Clearance Required)	\$1,500.00
<b>" (Split)</b>	Caroline Read (Medical Clearance Required)	\$1,500.00
<b>Intramurals</b>	Erik Schlemm	\$3,000.00
<b>Softball</b>	Catherine Gonzales	\$1,500.00
<b>" (Split)</b>	Samantha Smith	\$1,500.00
<b>Track Head Coach</b>	TBD	\$3,000.00
<b>Track Assistant</b>	TBD	\$1,500.00
<b>Track Assistant</b>	TBD	\$1,500.00
<b>Track Assistant</b>	TBD	\$1,500.00
<b>Track Assistant</b>	TBD	\$1,500.00
<b>Track Assistant</b>	TBD	\$1,500.00
<b>Track Assistant</b>	TBD	\$1,500.00
<b>Track Assistant</b>	TBD	\$1,500.00
<b>Bogert Lunch Duty - \$22/day</b>		
	Sarah Soojian	

E. Change in Assignment

1. Approve the transfer of Lucia Cardona from the non-tenure track Grades 6-8 Instructional Support Teacher position to the tenure-track Music Teacher position at Cavallini Middle School, MA, Step 9, prorated, effective, December 1, 2022.

F. Lateral Guide Moves

- 1. Approve a lateral guide move for Rachel Squiccimarrri, 1<sup>st</sup> grade classroom teacher, from BA to MA, effective September 1, 2022, payable in the 2023/24 school year.

G. Substitutes/Consultants/Volunteers/Interns

- 1. Approve Jennifer Bukovec 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. Bukovec holds a NJ Standard Teaching Certificate.
- 2. Approve Belinda Campos 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. Campos holds a NJ Standard Teaching Certificate
- 3. Approve Maxwell Witt 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. Mr. Witt’s NJ Substitute Teaching Certificate is pending.

H. Salary Guide

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

I. Approve the following Resolution:

**WHEREAS**, on November 3, 2022 through November 14, 2022, Employee #0777 of the Upper Saddle River Board of Education (hereinafter referred to as the “Board”), was notified by the Superintendent of Schools that Employee #0777 was to be placed on administrative leave with pay pursuant to N.J.S.A. 18A:25-6.

VIII. **FINANCE**

Mrs. Imbasciani

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

A. Approve the Minutes of Board Meeting:

October 17, 2022

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

10	General Current Expense	\$80,957.17
11	General Current Expense	\$1,903,116.54
20	Special Revenue Funds	\$61,509.93
60	Enterprise Fund	\$26,010.26
	Total	\$2,071,593.90

C. Approve the Transfers for October 2022.

D. Approve the Board Secretary and Treasurer’s Reports dated September and October 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.

E. Approve the purchase of Web-based Employee Human Resources Portal from Computer Solutions, Inc. for the 2022/23 school year. There is a one-time item cost of \$3,500.00 and then a monthly support fee of \$75.00.

- F. Approve a 1:1 Aide for a student, whose name is on file in the Board Office and is attending Bleshman School, for the 2022/23 school year.
- G. Approve Dr. Richard Hahn to conduct psychiatric evaluations for students, as needed, at a rate of \$1,000.00 per evaluation and district staff at a rate of \$2,000.00 per evaluation for the 2022/23 school year.
- H. Approve Integrated Speech Pathology, LLC to conduct augmentative and alternative communication evaluations for students as needed at a rate of \$1,350.00 per evaluation for the 2022/23 school year.
- I. Approve Pirelli Clinical and Forensic Psychology to conduct evaluations for students and district staff as needed at a rate of \$3,000.00 per evaluation for the 2022/23 school year.
- J. Approve Dr. Sameh Ragheb, LLC to conduct psychiatric evaluations for students and district staff as needed at a rate of \$750.00 per evaluation for the 2022/23 school year..
- K. Approve Barbra Seltzer of Access Communication and Therapy to conduct augmentative and alternative communication evaluations for students, as needed, at a rate of \$1,250.00 per evaluation for the 2022/23 school year.
- L. Approve the disposal of the old firewall, USR Tag number 03094. This item has been replaced.
- M. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Cost	Travel Cost
McKinney-Vento Homeless Liaison Training (Online)	TBD	Alexis Yotka	\$0.00	\$0.00
Everyday Math Roundtable Forum: Productive Discourse in a Mathematics Classroom Mahwah, NJ	November 16, 2022	Heather Walker	\$0.00	\$0.00
New Jersey State Jazz Conference Newark, NJ	November 18, 2022	Cynthia Haas Jonathan Kulhawy	\$75.00 \$75.00	\$0.00 \$0.00
Dyslexia Early Intervention: Practical Strategies for Intercepting & Correcting Reading Difficulties (Online)	December 1, 2022	Peggy Dobrinski Valerie Kersting	\$279.00 \$279.00	\$0.00 \$0.00
NJ Association of School Psychologists Winter Conference East Windsor, NJ	December 2, 2022	Rachel Leonard	\$180.00	\$180.00
National Council for the Social Studies Convention Philadelphia, PA	December 2-4, 2022	Katherine Kaldawi	\$350.00	\$611.30
Tri-State Consortium Rye, NY	December 5-6, 2022	Suzanne Cook Amanda Iannaccone Mary Lavelle	\$0.00 \$0.00 \$0.00	\$79.36 \$81.32 \$48.42
School Climate for Adults - It Matters Now More Than Ever (Online)	December 6, 2022	Margaret Donnelly	\$100.00	\$0.00
NJ Department of Education - School Behavioral Threat Assessment & Management Training (Online)	December 8, 2022	Gianna Apicella	\$0.00	\$0.00
2022 TV & Film Education Conference Allendale, NJ	December 9, 2022	Bruce Reicher	\$0.00	\$0.00
The Zones of Regulation Comprehensive Training (Online)	December 14, 2022	Jillian Menendez Lindsey Welch	\$220.00 \$220.00	\$0.00 \$0.00
Mental Health First Aid for Youth Hackensack, NJ	December 14, 2022	Margaret Donnelly	\$0.00	\$0.00
RTI: Best Intervention Strategies & Resources to Support Your Struggling Readers (Online)	January 13, 2023	Peggy Dobrinski	\$279.00	\$0.00

Early Intervention Strategies to Help Young Children with Developmental Delays and Challenging Behaviors (Pre-K - Kindergarten) (Online)	January 18, 2023	Amanda Feijo	\$279.00	\$0.00
NJ Department of Education - School Behavioral Threat Assessment & Management Training (Online)	January 26, 2023	Devin Severs	\$0.00	\$0.00

IX. **PUBLIC COMMENT**

X. **ADJOURNMENT**

Mrs. Johnston

**2022-2023 Substitute Rates/Payroll Calculations  
Upper Saddle River Schools**

§SUBSTITUTE TEACHERS/PARAPROFESSIONALS <i>(Substitutes holding a NJ State or county substitute teaching certificate)</i>	\$125\$140/day <u>(Effective 11/15/2022)</u>
§SUBSTITUTE PARAPROFESSIONALS <i>(Substitute paraprofessionals NOT holding a NJ State or county substitute teaching certificate)</i>	\$90/day
#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

**DRAFT**

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- # Must hold a state or county school nurse teaching certificate and RN license.  
~Must hold a state teaching certificate.

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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 13, 2022; Revised: September 12, 2022; \*Revised November 14, 2022