

**Board of Education  
Upper Saddle River, New Jersey  
Regular Session  
Monday, October 17, 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**

Dr. Siegel announced:

- The District is being monitored by the State (QSAC) this year for compliance in the areas of Governance, Instructional Program, Fiscal Management, Operations and Personnel on January 18, 2023.
- September and October were very active months for staff training.
- Cavallini Connections was launched this month to have broader conversations with students so they feel more connected. Bogert and Reynolds have created student advisory committees as well.

**BOARD SECRETARY'S REPORT:**

**Mrs. Imbasciani**

Mrs. Imbasciani updated the Board on:

- Bogert Roof
- New Copier Lease
- PTO Playground musical instrument donation

**BOARD PRESIDENT'S REPORT: None**

**Mrs. Johnston**

**COMMITTEE REPORTS:**

**Personnel Committee**

**Dr. Verducci**

Dr. Verducci reported that the Personnel Committee continues to review staffing needs and make recommendations for hiring and staffing.

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

Mrs. DeFrino and Mrs. McGovern:

- Shared details of the musical instrument playground equipment being donated this evening
- Announced Trunk or Treat is being held on October 21
- Announced there will be a Pretzel Fundraiser on October 26

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

Mrs. Imbasciani read the following statement on behalf of Mrs. Tedd:

- The USREF and the USR PTO will be co-hosting Trunk or Treat this Friday, October 21 from 4:30 to 6:00 p.m. in the Bogert parking lot. All are welcome to attend. We are short on volunteers for trunks and would appreciate it if anyone would volunteer to be a decorated trunk. They can reach out to us at [usrtrunkortreat@gmail.com](mailto:usrtrunkortreat@gmail.com).

**PRESENTATION:****A. School Self-Assessment for Determining Grades and Report Period II****Mr. DeSocio**

Mr. DeSocio presented the Annual Schools Self-Assessment for Determining Grades for the 2021/22 school year and the Incidents, Trainings, Programs for Report Period 2 for the 2021/22 school year. Highlights of his presentation included:

**School Self-Assessment for Determining Grades: July 1, 2021 – June 30, 2022**

Out of a possible 78 points, Reynolds scored 74 points, Bogert scored 73 points and Cavallini scored 73 points. The District Grade was 73.

**Report Period 2: January 1, 2022 – June 30, 2022**

Reynolds:	Trainings – 1, Programs – 2
Bogert:	Trainings – 0, Programs – 3
Cavallini:	Trainings – 0, Programs – 4
District:	Trainings – 1, Programs – 0

Reynolds: 0 incidents of Violence, Vandalism, Substance Abuse, Weapons, HIB Confirmed, Other Incidents Leading to Removal, HIB Alleged

Bogert: 0 Incidents of Violence, Vandalism, Substance Abuse, Weapons, HIB Confirmed, Other Incidents Leading to Removal  
3 – HIB Alleged

Cavallini: 0 Incidents of Vandalism, Substance Abuse  
1 – Violence  
1 – Weapon  
4 – HIB Confirmed  
11 – Incidents Leading to Removal  
2 – HIB Alleged

This public presentation is required by the NJ Department of Education in accordance with the Anti-Bullying Bill of Rights Act.

**B. 2022 Statewide Assessments Performance Results****Mrs. D'Ambola**

Mrs. D'Ambola shared a Performance Summary of 2022 Standardized Testing, which included the results from NJSLA, Access, and DLM. This included a comparative summary of district and state performance

and demographic groups across ELA, Math and Science. The presentation included ways the district is using the data to inform curricular decisions, grade level goals, and individual interventions for students. This included ongoing benchmarking and progress monitoring alongside a tiered system of support for basic skills and enrichment.

**COMMENTS:**

- Dr. Siegel explained that our expectations are very high.
- Mrs. Gandara asked why the Science testing results for 8<sup>th</sup> Grade in the Advanced Level was so much lower than their 5<sup>th</sup> Grade counterparts.

**PUBLIC COMMENT:**

- Mrs. Gowan asked what the definition of a “weapon” is.
- Mr. Giordano asked if the district compiles statewide assessment data over the past 20 years to see how the district has improved.
- Mrs. Kordalis asked about writing scores and asked if the individualized report includes the breakdown of the district averages. She also asked if parents are notified if students require targeted instruction.

**ADMINISTRATION:**

**Dr. Siegel**

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

- A. Approve the 2022/23 Update to the Uniform Memorandum of Agreement Between Education and Law Enforcement Officials.
- B. Approve the submission of the NJ Quality Single Accountability Continuum (NJQSAC) District Performance Review for the 2022/23 school year.
- C. Approve the submission of the NJ Department of Education School Self-Assessment for Determining Grades Under the Anti-Bullying Act (ABR) for the 2021/22 school year.
- D. BE IT RESOLVED that the Board affirms the Superintendent's decision that investigation #235971\_\*\*\*\_10122022 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. Designate the week of October 3 – 7, 2022, as a state-wide “Week of Respect.”
- F. Designate the week of October 17 - 21, 2022, as School Violence Awareness Week.
- G. Designate the week of October 23 – 31, 2022, as Red Ribbon Week.
- H. Approve the School Bus Emergency Evacuation Drill Reports (in accordance with N.J.A.C. 6A:27-11.2) as follows:
  1. On October 6, 2022, between 9:30 a.m. and 10:15 a.m. all students in the Reynolds Elementary School, 391 West Saddle River Road, Upper Saddle River, New Jersey, participated in school bus emergency evacuation drills. The drills took place in front of the school and included Routes 1, 2, 3, 4 and 5. Mrs. Devin Severs, Reynolds School Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.
  2. On October 6, 2022, between 10:15 a.m. and 11:00 a.m., all students in the Bogert Elementary School, 391 West Saddle River Road, Upper Saddle River, New Jersey, participated in school bus emergency evacuation drills. The drills took place in front of the school and included Routes 1, 2,

3, 4 and 5. Mr. David Kaplan, Bogert School Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.

3. On October 7, 2022, between 11:30 a.m. and 12:30 p.m., all students in the Cavallini Middle School, 392 West Saddle River Road, Upper Saddle River, New Jersey, participated in school bus emergency evacuation drills. The drills took place in front of the school and included Routes 1, 2, 3, 4 and 5. Mr. James McCusker, Cavallini Principal, Mr. Michael DeSocio, Cavallini Assistant Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.

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

Policy 2422	Comprehensive Health and Physical Education (M) (Revised)
Policy 5512	Harassment, Intimidation and Bullying (M) (Revised)
Policy 8420.30	School Clearance Following Crisis Situation (M) (Revised)

- J. Second reading and adoption 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 2432	School Sponsored Publications (Abolished)
Regulation 5513	Care of School Property (M) (Revised)

**PERSONNEL:**

**Dr. Siegel**

**A motion was made by Mrs. Gandara and seconded by Dr. Verducci 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 Andrea Golden, Kindergarten Teacher, effective December 2, 2022
  2. Accept the resignation of Meaghan Henry, Music Teacher, effective December 2, 2022.
  3. Accept the resignation of Catherine Merritt from the stipend position of Cavallini Hall Duty effective September 30, 2022.
  4. Accept the resignation of Thomas Vitulano, part time night Custodian, effective October 14, 2022.
- C. Leaves
1. Approve an unpaid FMLA/NJFLA leave for Employee #1873, effective January 2, 2023 through March 24, 2023.

## D. Appointments

1. Appoint Madelyn Barrow to the position of long-term 6th Grade Special Education Teacher at Cavallini Middle School, effective November 28, 2022, BA, Step 1, through approximately March 8, 2023.
2. Appoint Lucia Cardona to the position of Grades 6-8 Instructional Support Teacher, Cavallini Middle School, MA, Step 9, prorated, effective October 17, 2022 through June 30, 2023.
3. Approve Cynthia Haas to provide Instrumental Music teaching support for Cavallini Middle School's participation in both the County and Region Bands, outside of contractual hours, not to exceed four (4) days. 50% per diem rate
- \* 4. Appoint Kevin Maphis to the position of K-2 ABA Paraprofessional at Reynolds School, effective on or about October 18, 2022, Step 4, plus ABA stipend, prorated, subject to the satisfactory completion of the criminal history records check required by law.
5. Appoint Allison Zakrzewski to the position of Kindergarten Teacher, effective on or about December 5, 2022, MA, Step 17, prorated, subject to the satisfactory completion of the criminal history records check required by law.
6. Appoint Meghan Ennis to the position of substitute ACE Team Member for the 2022/23 school year. \$30.00/hr
- \* 7. Appoint Kevin Maphis to the position of ACE Team Member for the 2022/23 school year. \$22.00/hr
8. Approve the following staff members for the positions listed below for the 2022/23 school year:

<b>HALL DUTY/CROSSING GUARDS</b>			
<b>Cavallini Hall Duty</b>		Donna Reilly	\$1,030.00 (prorated)
<b>BOGERT LUNCH DUTY - \$22/day</b>			
Manar Aldali	Joan Aufiero	Lisa Wachino	Nancy Schondorf

E. Change in Assignment (not applicable)

F. Lateral Guide Moves (not applicable)

G. Substitutes/Consultants/Volunteers/Interns (not applicable)

1. Approve Felice Bernard 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. Bernard holds a NJ Teacher of English Certificate.
2. Approve Samantha D'Angelo 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. D'Angelo's NJ Substitute Teaching Certificate is pending.
3. Approve William Daub 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. Daub's NJ Substitute Teaching Certificate is pending

4. Approve Valeri Guglielmotti 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. Guglielmotti holds a NJ Substitute Teaching Certificate.
5. Approve Thomas Lindsay 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. Lindsay holds a NJ Substitute Teaching Certificate.
6. Approve Angela Manrique 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. Manrique holds a NJ Substitute Teaching Certificate.
- \* 7. Approve Kevin Maphis 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. Maphis's NJ Substitute Teaching Certificate is pending.
8. Approve Kristen Morelli 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. Morelli's NJ Substitute Teaching Certificate is pending.
9. Approve Victoria Rao 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. Rao holds a NJ Elementary School Teacher Certificate.
10. Approve Mariah Valentin 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. Valentin's NJ Substitute Teaching Certificate is pending.

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

**A motion was made by Mr. Quagliani and seconded by Mrs. Gandara approve Finance Consent Agenda Items A through K and was approved by all in attendance.**

- A. Approve the Minutes of Board Meetings:

September 12, 2022 and September 30, 2022 - Retreat

- B. Approve the Bills List for September 2022 as follows:

10	General Current Expense	\$79,301.52
11	General Current Expense	\$2,277,765.78
20	Special Revenue Funds	\$61,129.11
30	Capital Projects Funds	\$141,904.00
60	Enterprise Fund	\$11,113.57
	Total	\$2,571,213.98

- C. Approve the Transfers for September 2022.

- D. Approve the audited Board Secretary and Treasurer's Reports dated June, 2022 and the Board Secretary and Treasurer's Reports dated July and August 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 professional services fees for the preparation of NJDOE project application, construction documents, bidding and award, and contract administration services during construction associated with the Roof Replacement Project at Bogert School, by DiCara Rubino Architects, at a cost of \$127,000.00. (This cost does not include reimbursable expenses which will be billed separately.)
- F. Approve and authorize the Business Administrator/Board Secretary to sign the necessary documents to enter into a new 60-month contract with Atlantic Tomorrow's Office for one (1) Savin IM 6500 color copier, three (3) Savin IM C4500 color copiers, six (6) Savin IM 7000 copiers, and two (2) Savin IM 4000 copiers at a monthly cost of \$3,940.00. This price includes lease, service and supplies. These copiers will be billed at .0035 per black and white copy and .06 per color copy.
- G. 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.

- H. Approve Teacher Training by Dr. Ortiz from Multi Health Systems on November 9, 2022. The cost will be shared with Allendale and Ho-Ho-Kus school districts at \$1,500.00 per district.
- I. Accept a tuition student, whose name is on file in the Board Office, for the 2022/23 school year.
- J. Accept the donation by the USR PTO of musical playground instruments from Commercial Recreation Specialists at a cost of \$18,585.67 for Reynolds School.
- K. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Cost	Travel Cost
Behavior University - 32 BACB CE Hours (Online)	TBD	Gianna Apicella	\$275.00	\$0.00
Empowered Problem Solving (Online)	TBD	Heather Walker	\$297.00	\$0.00
PROMPT Technique Refresher (Online)	October 27, 2022	Kelly Diverio	\$149.50	\$0.00
HIB Update 2022 (Online)	November 3, 2022	Sara Senger Devin Severs	\$125.00 \$125.00	\$0.00 \$0.00
Live Webinar: Creative Treatments for the School-Based PT and OT: Embedded and Pull-Out Services (Online)	November 21, 2022	Nicole Fennell	\$225.00	\$0.00
Northern New Jersey Orff-Schulwerk Association Workshop Wayne, NJ	November 19, 2022 March 25, 2023	Alexandra Alberta	\$80.00	\$26.56
Motor Issues in Autism (Online)	December 2-3, 2022	Meredith Ardito	\$369.00	\$0.00
Tri-State Consortium Training Rye, NY	December 5-6, 2022	Katherine Baker Shea Darienzo Sarah Maginnis Stefanie Slacin	\$0.00 \$0.00 \$0.00 \$0.00	\$86.50 \$86.50 \$86.50 \$86.50

Tri-State Consortium Training Rye, NY	December 6, 2022	Gianna Apicella	\$0.00	\$43.25
Reducing Disruptive Behaviors While Increasing Self-Regulation and Academic Success (Grades PK-2) (Online)	December 9, 2022	Carol Zumbano	\$279.00	\$0.00
Reducing Disruptive Behaviors While Increasing Self-Regulation and Academic Success (PK-2) (Online)	December 14, 2022	Michelle Carucci Amanda Feijo	\$279.00 \$279.00	\$0.00 \$0.00
New Jersey Music Educators Association Annual State Conference Atlantic City, NJ	February 23-25, 2023	Alexandra Alberta	\$180.00	\$591.78
“The Katonah Commitment” Tri-State Visit to Katonah-Lewisboro School District Cross River, NY	March 1-3, 2023	Rosemarie Malloy	\$0.00	\$171.64
Consultancy: Literacy Instruction in Special Education Scotch Plains, NJ	March 15-17, 2023	Gianna Apicella	\$0.00	\$48.07
Consultancy: Student Conversations and Discussions South Orangetown, NY	March 22- 24, 2023	Gianna Apicella	\$0.00	\$6.11

**COMMENT:**

Mrs. Johnston thanked the PTO for their generous donation and for the volunteering they do throughout the school year.

**PUBLIC COMMENT:**

- Mrs. Gowan thanked the Board, Dr. Siegel, Mrs. D’Ambola and the Principals for the way they handled the Sex-Ed standards at Back-to-School Night.

**ADJOURNMENT**

A motion to adjourn was made by Mrs. Gandara and seconded by Dr. Verducci at 9:00 p.m.

Dana Imbasciani, Board Secretary