

**Board of Education
Upper Saddle River, New Jersey
Regular Session
Monday, October 18, 2021, 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. Gandara 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. Gandara, Mrs. Ginsberg, Mrs. Gray, Mr. Quagliani, Dr. Verducci, Mrs. Wenberg

Members absent: Mrs. Johnston

Also present: Dr. Siegel, Mrs. Imbasciani

REGULAR SESSION

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

OPENING STATEMENT:

Mrs. Gandara

Mrs. Gandara welcomed the public.

SUPERINTENDENT'S REPORT:

Dr. Siegel

Dr. Siegel reported to the Board on the following:

- Recap of the Be Kind 21 Initiative
- Monthly COVID Report
- Discussed the roles of the various newly created Ad Hoc Committees

BOARD SECRETARY'S REPORT:

Mrs. Imbasciani

Mrs. Imbasciani reported on the following:

- FY22 ARP IDEA Grants
- Snow Removal Contract
- Youth Guidance/Saddle River Valley Junior Woman's Club donation

BOARD PRESIDENT'S REPORT: None

Mrs. Gandara

COMMITTEE REPORTS:

Finance Committee

Mr. Quagliani

Mr. Quagliani reported on the following:

- Audit to begin the first week of November
- A December Finance Committee meeting has been added to the schedule
- A Multi-disciplinary Committee is being created to evaluate Out-of-District tuition requests

Personnel Committee**Dr. Verducci**

Dr. Verducci reported:

- The Personnel Committee will meet on Wednesday, November 10, 2021.
- The Education Committee met on August 25, 2021 and the next meeting is October 20, 2021.
- Dr. Verducci attended the DEAC Meeting and thanked Mrs. D'Ambola for the interesting presentation.

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

Mrs. Imbasciani read the following on behalf of the USREF:

- The USREF and USRPTO are holding a Trunk or Treat this Friday, October 22nd from 4:30 to 6:00 p.m. in the Bogert Parking Lot. We are still seeking more trunks for the event. If you are interested, please email us at usrtrunkortreat@gmail.com. The event is free with a \$5 suggested donation. There will also be a DJ, concession stand and Girl Scout kids table. Only cash payments are accepted. All are welcome to attend!

PUBLIC COMMENT: None**ADMINISTRATION:****Dr. Siegel**

A motion was made by Dr. Verducci and seconded by Mrs. Wenberg to approve Administration Consent Agenda Items A to M and was approved by all in attendance except Mrs. Ginsberg, who abstained.

- A. Approve the submission of the Emergency Virtual or Remote Instructional Plan and Attestation for the 2021/2022 School Year to the New Jersey Department of Education.
- B. Approve the Health and Safety Evaluation of School Buildings Checklist Statement of Assurance for the 2021/22 school year.
- C. Approve the School Safety and Security Plan Annual Review Statement of Assurance for the 2021/22 school year.
- D. Approve the Nursing Services Plan for the 2021/22 school year.
- E. Approve the 2021/22 Update to the Uniform Memorandum of Agreement Between Education and Law Enforcement Officials.
- F. Designate the week of October 4 – 8, 2021, as a state-wide “Week of Respect.”
- G. Designate the week of October 18 - 22, 2021, as School Violence Awareness Week.
- H. Designate the week of October 25 – 29, 2021, as Red Ribbon Week.
- I. Approve the School Bus Emergency Evacuation Drill Reports (in accordance with N.J.A.C. 6A:27-11.2) as follows:
 1. On September 20, 2021, between 9:30 a.m. and 10:15 a.m., and on September 27, 2021 at 1:55 p.m. (p.m. preschool class) 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 and 3 and Routes A and F. Mrs. Devin Severs, Reynolds School Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.
 2. On September 20, 2021, 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 and 3 and Routes A and F. Mr. David Kaplan, Bogert School Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.

3. On September 21, 2021, 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 and 3 and Routes A and F. Mr. James McCusker, Cavallini Principal, Mr. Michael DeSocio, Cavallini Assistant Principal, and Mr. Thomas Inzalaco, Scholastic Bus Company Safety Director, supervised the drill.
- J. Authorize the Board of Education to suspend the rules of Bylaw 0131 and adopt the following policy:
- Policy 2425 Emergency Virtual or Remote Instruction Program (New)
- K. Authorize the Board of Education to suspend the rules of Bylaw 0131 and abolish the following policies:
- Policy 1648 Restart and Recovery Plan (Abolished)
 Policy 1648.02 Remote Learning Options for Families (Abolished)
 Policy 1648.03 Restart and Recovery Plan-Full-Time Remote Instruction (Abolished)
 Policy 1649 Federal Families First Coronavirus (COVID-19) Response Act (Abolished)
- L. First Reading of the following Policies and Regulations:
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| Policy 0131 | Bylaws, Policies, and Regulations (Revised) |
| Policy 2422 | Comprehensive Health and Physical Education (M) (Revised) |
| Policy 2467 | Surrogate Parents and Resource Family Parents (M) (Revised) |
| Policy 3134 | Assignment of Extra Duties (Revised) |
| Policy 3142 | Nonrenewal of Non-tenured Teaching Staff Member (Revised) |
| Policy 3221 | Evaluation of Teachers (M) (Revised) |
| Policy 3222 | Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M) (Revised) |
| Policy 3223 | Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M) (Revised) |
| Policy 3224 | Evaluation of Principals, Vice Principals, and Assistant Principals (M) (Revised) |
| Policy 4146 | Nonrenewal of Non-tenured Support Staff Member (Revised) |
| Policy 5111 | Eligibility of Resident/Nonresident Students (M) (Revised) |
| Policy 5114 | Children Displaced by Domestic Violence (Abolished) |
| Policy 5116 | Education of Homeless Children (Revised) |
| Policy 6115.01 | Federal Awards/Funds Internal Controls – Allowability of Costs (M) (New) |
| Policy 6115.02 | Federal Awards/Funds Internal Controls – Mandatory Disclosures (M) (New) |
| Policy 6115.03 | Federal Awards/Funds Internal Controls – Conflict of Interest (M) (New) |
| Policy 6311 | Contracts for Goods or Services Funded by Federal Grants (M) (Revised) |
| Policy 6471 | School District Travel (M) (Revised) |
| Policy 7432 | Eye Protection (M) (Revised) |
| Policy 8420 | Emergency and Crisis Situations (M) (Revised) |
| Policy 8540 | School Nutrition Programs (M) (Revised) |
| Policy 8600 | Student Transportation (M) (Revised) |
| Policy 8810 | Religious Holidays (Abolished) |
| Regulation 3221 | Evaluation of Teachers (M) (Revised) |
| Regulation 3222 | Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M) (Revised) |
| Regulation 3223 | Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M) (Revised) |
| Regulation 3224 | Evaluation of Principals, Vice Principals, and Assistant Principals (M) (Revised) |
| Regulation 6471 | School District Travel (M) (Revised) |
| Regulation 7432 | Eye Protection (M) (Revised) |
| Regulation 8420.1 | Fire and Fire Drills (M) (Revised) |

M. Approve the following Resolution.

**Upper Saddle River Board of Education
A Resolution in Response to Executive Order 251
which Mandates Face Masks in all Indoor Areas of the District Premises**

WHEREAS, on August 6, 2021, Governor Phillip D. Murphy signed Executive Order 251(EO 251), which mandates mask wearing by staff, students, and visitors in all indoor school premises, effective August 9, 2021; and

WHEREAS, while the Board recognizes the risk of COVID-19, the Board also recognizes and acknowledges that many residents of Upper Saddle River believe that individuals, parents, and health care providers should have the flexibility to make their own decisions about their health and the measures they take to protect themselves, including the decision to wear a mask; and

WHEREAS, notwithstanding the foregoing, the Board recognizes that it is legally obligated to comply with EO 251, however, the Board wishes to convey to the Governor those residents' disagreement with the mandatory requirement of placing masks on children.

NOW, THEREFORE, BE IT RESOLVED that the Upper Saddle River Board of Education recognizes that those residents consider EO 251 overbroad in that it infringes on the right of individuals, parents, and health care providers to make their own decisions about their health and the measures they take to protect themselves, including the decision to wear a mask; and

BE IT FURTHER RESOLVED that the Board recognizes that those residents believe that parents and health care providers are the best and appropriate individuals to make health care decisions about their children, including the decision to wear a mask as protection from COVID-19; and

BE IT FURTHER RESOLVED that the Board recognizes that those residents call upon Governor Murphy to immediately rescind EO 251 and allow individuals and the parents of children to make their own decisions regarding mask wearing; and

BE IT FURTHER RESOLVED that the Board of Education authorizes the Board Secretary to send a letter to the Governor of the State of New Jersey regarding the mask mandate.

PERSONNEL:

Dr. Siegel

A motion was made by Mrs. Ginsberg and seconded by Mrs. Wenberg 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 registered nurse position.
2. Create one .60 FTE registered nurse position.
3. Create one .40 FTE registered nurse position.

B. Resignations

1. Approve the resignation of Laura Rosskamp-Maimone, lunch aide, effective October 22, 2021.

C. Leaves

1. Approve an unpaid leave of absence for Employee #0928, effective September 29, 2021 through October 15, 2021.

2. Approve a paid medical leave and unpaid FMLA/NJFLA for Employee #1321, effective on or about January 24, 2022 through approximately June 30, 2022.
3. Approve a paid medical leave and unpaid FMLA/NJFLA for Employee #1335, effective on or about December 1, 2021 through approximately April 21, 2022.
4. Approve an unpaid FMLA leave for Employee #1422, effective September 15, 2021 through November 29, 2021.
5. Approve a paid medical leave and unpaid FMLA/NJFLA for Employee #1563, effective on or about January 24, 2022 through approximately May 31, 2022.
6. Approve a paid medical leave, unpaid medical leave and unpaid FMLA/NJFLA for Employee #1617, effective approximately November 24, 2021 through approximately June 30, 2022.
7. Approve a paid medical leave and unpaid child care leave for Employee #1702, effective on or about January 1, 2022 through June 30, 2022.
8. Approve a paid medical leave and unpaid FMLA/NJFLA for Employee #1988, effective on or about January 31, 2022 through approximately May 31, 2022.
9. Approve an unpaid leave of absence for Employee #2071, effective October 4, 2021 through approximately October 29, 2021.

D. Appointments

1. Appoint Phyllis Kollar to the position of part time .60 FTE Registered Nurse, effective effective November 9, 2021, subject to the satisfactory completion of the criminal history records check required by law.
2. Appoint Fatimah Alsalem to the position of Aftercare Program Team Member for the 2021/22 school year. \$16.00/hour
3. Appoint Tim Bang to the position of Aftercare Program Team Member for the 2021/22 school year. \$16.00/hour
4. Appoint Lauren Clementi to the position of Aftercare Program Team Member for the 2021/22 school year. \$16.00/hour
5. Appoint Alexandra Giakouminakis to the position of Aftercare Program Team Member for the 2021/22 school year. \$16.00/hour
6. Appoint Jake Halperin to the position of Aftercare Program Team Member for the 2021/22 school year. \$16.00/hour
7. Appoint Katherine Kaldawi to the position of Aftercare Program Team Member for the 2021/22 school year. \$24.00/hour
8. Appoint Elizabeth Keslo to the position of Aftercare Program Team Member for the 2021/22 school year. \$16.00/hour
9. Appoint Leah Levitt to the position of Aftercare Program Team Member for the 2021/22 school year. \$16.00/hour

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| 10. | Appoint Gianna Mundy to the position of Aftercare Program Team Member for the 2021/22 school year. | \$16.00/hour |
| 11. | Appoint Sophia Neuendorff to the position of Aftercare Program Team Member for the 2021/22 school year. | \$16.00/hour |
| 12. | Appoint Bruce Reicher to the position of Aftercare Program Team Member for the 2021/22 school year. | \$30.00/hour |
| 13. | Appoint Sienna Shrier to the position of Aftercare Program Team Member for the 2021/22 school year. | \$16.00/hour |
| 14. | Appoint Elizabeth Tsozik to the position of Aftercare Program Team Member for the 2021/22 school year. | \$16.00/hour |
| 15. | Appoint Helin Ulu to the position of Aftercare Program Team Member for the 2021/22 school year. | \$16.00/hour |
- E. Change in Assignment
1. Approve the transfer of Kristen Nicholas from the position of English Teacher at Cavallini Middle School to the position of Basic Skills Instructor at Bogert School, effective November 1, 2021.
- F. Lateral Guide Moves (not applicable)
- G. Substitutes/Consultants/Volunteers/Interns (not applicable)

FINANCE :**Mrs. Imbasciani**

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

- A. Approve the Minutes of Board Meetings:

September 13, 2021

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

10	General Current Expense	\$72,331.89
11	General Current Expense	\$2,155,381.53
12	Capital Outlay	\$56,150.00
20	Special Revenue Funds	\$29,359.75
60	Debt Service Funds	\$18,290.55
	Total	\$2,331,513.72

- C. Approve the Transfers for September 2021.

- D. Approve the placement of a backup server for the Upper Saddle River Police Department in one of the secure information technology areas in a locked cabinet within the Upper Saddle River School District at no cost to the school district. The Borough of Upper Saddle River computer vendor will handle the necessary connections under the supervision of school IT personnel. This will establish a virtual private network between the Police Department server at the school and the main server at Police Headquarters.

- E. Accept funding for the FY22 American Rescue Plan (ARP) IDEA Grant as follows:

ARP IDEA Basic	\$46,627
ARP IDEA Preschool	\$3,983

- F. Approve the FY22 American Rescue Plan (ARP) IDEA Grant expenditures for salaries as follows:

	% of Salary	Amount
1. ARP IDEA Preschool		
Zumbano	18%	\$3,983
2. ARP IDEA Basic		
Klein	99%	\$25,281
Rausch	100%	\$21,346

- G. Approve the following Resolution:

Snow Removal Agreement Renewal

WHEREAS, the Upper Saddle River Board of Education (hereinafter referred to as the {"Board"}) desires to renew the Snow Removal Services Agreement (hereinafter referred to as the {"Agreement"}) that currently exists between the Board and Calderone Enterprises, LLC (hereinafter referred to as {"Calderone"}) to provide snow removal services for the 2021-2022 school year at a cost of \$60,000.00; and

WHEREAS, based upon its experience, Calderone is prepared to and desires to furnish snow removal service to the Board and has been performing said services in an effective and efficient manner since on or about November 16, 2020; and

WHEREAS, the parties are desirous of memorializing the terms of the agreement.

NOW, THEREFORE, BE IT RESOLVED by the Board that the terms, stipulations and conditions are established in the Agreement between the Board and Calderone which is annexed to this Resolution, are hereby adopted and approved by the Board of Education. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the attached Agreement and any other documents necessary to effectuate said Agreement.

- H. Approve the disposal of the following cleaning machines that no longer work and have been replaced:

Machine Type	Modell #	Serial #
Nobles Tennant Carpet Machine	1002556	10255-10187057
Nobles Tennant Carpet Machine	Falcon Ultra	1008350-10420225
Nobles Tennant Carpet Machine	Falcon Ultra	608350-10614865 (BOE # 03084)
Nobles Tennant Burnisher	612967	612967-10188897
Clarke Boost 32 Floor Scrubber	05313k	GC1661 (BOE # 03024)

- I. Accept the donations from the USR Youth Guidance Council in the amount of \$3,780.00 and the Saddle River Valley Junior Woman's Club in the amount of \$2,500.00 for the 5th Grade DARE Graduate Peer Building Trip to Trescape in Vernon, New Jersey on November 15, 2021. This donation covers the cost of \$2,550.00 for three charter buses and \$3,730.00 for TreEscape Aerial Adventure Park.

J. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Cost	Travel Cost
Flexibility Format K-2 (Virtual)	TBD	Eda-Marie Carmilani	\$648.00	\$0.00
		Peggy Dobrinski	\$648.00	\$0.00
		Valerie Kersting	\$648.00	\$0.00
		Bina Rivard	\$648.00	\$0.00
Orff Workshops Wayne, NJ	September 18, 2021 October 16, 2021 November 13, 2021 February 12, 2022 March 12, 2022 April 9, 2022	Susan Jarvis	\$120.00	\$0.00
Augmentive Communication Training (Virtual)	October 19, 2021	Julie Fallon Elayne Stern	\$75.00 \$75.00	\$0.00 \$0.00
Augmentive Communication Training (Virtual)	November 1, 2021	Elayne Stern	\$75.00	\$0.00
NJ Association of Learning Consultants Fall Symposium 2021 (Virtual)	October 22, 2021	Sheila Barry	\$50.00	\$0.00
NJAJE Jazz Conference Newark, NJ	November 12, 2021	Cynthia Haas	\$75.00	\$0.00
Self-Regulation Interventions for Children and Adolescents (Virtual)	November 18, 2021	Alexis Yotka	\$250.00	\$0.00
Using Guided Math to Catch Up Students Who Have Fallen Behind and Accelerate the Progress of All West Orange, NJ	November 30-December 1, 2021	Jill Powers	\$489.00	\$0.00
Introduction to the Harkness Method: Implementing and Facilitating Group Discussions Mahwah, NJ	December 3, 2021	Lyndsey Stickerling	\$159.00	\$0.00
NJ Association of School Librarians Conference Atlantic City, NJ	December 5-7, 2021	Christina Cucci	\$200.00	\$233.00
		Elizabeth Ullrich	\$200.00	\$265.10
Conference for School-Based Occupational Therapists: Powerful Practices to Improve Student Outcomes in Unprecedented Times West Orange, NJ	December 13 & 14, 2021	Meredith Ardito	\$489.00	\$0.00
Intermediate Orton-Gillingham Training (Virtual)	December 6 - 17, 2021	Meghan Ennis	\$1,275.00	\$0.00

PUBLIC COMMENT:

- Mr. Azzariti thanked the Board for writing the letter to the Governor's office.

ADJOURNMENT

A motion to adjourn was made by Dr. Verducci and seconded by Mrs. Gray at 8:17 p.m.

Sincerely,

Dana Imbasciani, Board Secretary



**UPPER SADDLE RIVER
SCHOOL DISTRICT**
A TRADITION OF EXCELLENCE

Brad Siegel, Ed.D.
Superintendent of Schools

395 West Saddle River Road
Upper Saddle River, New Jersey 07458
201-961-6500 (voice) ~ 201-934-4923 (fax)

Dana Imbasciani
Board Secretary/Business Administrator

October 22, 2021

State of New Jersey
Office of the Governor
P.O. Box 001
Trenton, NJ 08625

Dear Governor Murphy,

It is with respect that we request the repeal of Executive Order 251 and the removal of the indoor mask mandate on school property. It is the determination of the Upper Saddle River Board of Education that decision-making in this matter should rest with our local board members and school leaders. This request does not specifically reflect an anti-masking position but rather a desire to return to the discretion associated with home rule.

Last summer, the Upper Saddle River School District held numerous programs for our students with parental discretion concerning masking in normal classroom environments. Students thrived with no resultant program closures, no contact tracings, nor were any quarantines required.

The blanket loss of district self-determination/home rule creates a polarizing environment in our community in a manner never before experienced. While our community understands the legalities of said order, the resulting community outcry has significantly undermined their confidence and trust in their elected officials. It also continues to disrupt school leaders' efforts in achieving their primary goals: ensuring the best possible education for the students of Upper Saddle River while simultaneously keeping them safe. We, therefore, request a prompt return to local control.

We hope that the executive order will be revisited to give school districts the flexibility to use local data to make informed changes to our Covid-19 protocols. We also request that the NJ Department of Health provide the epidemiological data necessary for local boards of education to be able to adjust their protocols.

We have safely practiced strict adherence to all health and safety measures including social distancing when possible, utilized our outdoor space, and met all ongoing hygiene requirements. As a result, our district has been safely opened since September of 2020 with no documented student-to-student transmission. Based on local data at this time, we believe the use of masks is a decision best left to individual families.

The Borough of Upper Saddle River has and will always remain a staunch advocate of the home rule doctrine and supports the ability of our local government to make decisions that are in the best interest of our community. We ask that you give this request for the repeal of Executive Order 251 your most serious consideration.

Thank you very much.

Respectfully,

The Upper Saddle River Board of Education