

**Board of Education  
Upper Saddle River, New Jersey  
Electronic Regular Meeting  
Monday, November 16, 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**

Dr. Verducci made a motion, seconded by Mrs. Gandara to convene into Executive Session at 6:30 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.

Dr. Verducci made a motion, seconded by Mrs. Gandara to adjourn Executive Session at 7:45 p.m.

Mrs. Gandara made a motion, seconded by Mrs. Ginsberg 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 reported to the Board on the following:

- Phase 3 (December 1 – January 30) – Due to the rising numbers of COVID-19 cases and the holidays, no changes were made to the schedule or procedures.
- The Governor's executive order limits the number of indoor meeting participants to 10. Therefore, virtual Board meetings will be held until that order is lifted.

**BOARD SECRETARY'S REPORT:**

**Mrs. Imbasciani**

- Mrs. Imbasciani reported that the audit will be delayed this year.

**BOARD PRESIDENT'S REPORT:**

**Mrs. Johnston**

- Mrs. Johnston reported that all of the reactions she has heard on behalf of parents and groups have been positive. She thanked Dr. Siegel and the Administrators for all of the work they have done.

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

- Dr. Verducci reported that the next committee meeting will be held on November 20 where staff review and progress will be discussed.

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

- Mrs. Imbasciani read the following statement on behalf of USREF President, Karen Mueller:

“The USREF has received several new and recurring grant applications for review during our fall Grant Cycle. The grants include innovative programs and other initiatives for all three district schools. The Grant Committee held its first meeting last week to review the grants. The grants selected to be funded will be announced at the December Board of Education meeting.

The USREF will be seeking public nominations for their annual Award for Excellence honor. The theme of the 2021 award is “USR Community Champions.” We expect to receive many worthy nominations this year. The nomination application is being finalized and will be available on our website in December. The award will be presented to this year’s honorees during the Spring of 2021.

Finally, we would like to send our best wishes to everyone for a restful, enjoyable and safe Thanksgiving holiday. Thank you!”

**PRESENTATION:****A. 2019/20 Schools Self-Assessment for Determining Grades and 2019/20 Incidents, Trainings, Programs for Report Period 2****Mr. DeSocio**

Mr. DeSocio presented the Annual Schools Self-Assessment for Determining Grades for the 2019/20 school year and the Incidents, Trainings, Programs for Report Period 2 for the 2019/20 school year which is required by the New Jersey Department of Education in accordance with the Anti-Bullying Bill of Rights Act. Highlights of his presentation included:

**School Self-Assessment for Determining Grades: July 1, 2019 – June 30, 2020**

Out of a possible 78 points, Reynolds scored 75 points, Bogert scored 74 points and Cavallini scored 74 points. The District Grade was 74.

**Student Safety Data System Report, Period 2: July 1, 2019 – June 30, 2020**

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

Bogert – 0 Violence, 0 Vandalism, 0 Substance Abuse, 0 Weapons, 1 HIB Alleged, 0 HIB Confirmed, 0 Other Incidents Leading to Removal

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

Reynolds – 0 Trainings, 2 Programs

Bogert – 0 Training, 2 Programs

Cavallini – 0 Trainings, 1 Program

**COMMENTS:**

- Mrs. Gandara asked if we have been directed to do anything special since we have gone remote.
- Mrs. Ginsberg asked Mr. DeSocio what would qualify as a training or program.

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

**A motion was made by Mrs. Gandara and seconded by Dr. Verducci to approve Administration Consent Agenda Items A through E and was approved by all in attendance.**

A. Authorize the Board of Education to suspend the rules of Bylaw 0131 and adopt the following Bylaw:

Bylaw 0164.6 Remote Public Board Meetings During a Declared Emergency to be in compliance with the new emergency regulations regarding remote meetings held during a Governor-declared emergency, N.J.A.C. 5:39-1.1 through 1.7, promulgated by Department of Community Affairs.

B. First reading 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)

C. Approve the submission of the School Safety and Security Plan Annual Review Statement of Assurance to the Executive County Superintendent by November 30, 2020.

D. Approve the 2020/21 Update to the Uniform Memorandum of Agreement Between Education and Law Enforcement Officials.

E. Approve the following Sidebar Agreement:

**SIDEBAR AGREEMENT  
BETWEEN  
THE UPPER SADDLE RIVER BOARD OF EDUCATION  
AND  
THE UPPER SADDLE RIVER EDUCATION ASSOCIATION**

**WHEREAS**, the Upper Saddle River Board of Education (“Board”) and the Upper Saddle River Education Association (“Association”) are signatories to a collective negotiations agreement for the period of July 1, 2019 through June 30, 2022; and

**WHEREAS**, the Board desires to provide a list of club/advisory positions beyond the September 30 deadline to offer students and staff members opportunities for extracurricular activities suitable for remote platforms.

**WHEREAS**, the Association accepts a list of advisory positions beyond the September 30 deadline to offer students and staff members opportunities for extracurricular activities suitable for remote platforms.

**NOW THEREFORE, BE IT RESOLVED THAT THE BOARD AND ASSOCIATION AGREE AS FOLLOWS:**

The Board will seek interested advisors for extracurricular clubs that are suitable on a remote platform. The district administration will review and approve proposals for clubs, including clubs that previously existed and new ones developed for enrichment in a global pandemic. The total number of advisory positions will not exceed the number from each category (A & B) in the contract.

The two parties agree to bypass the September 30 deadline for Board approval of clubs and advisors for the 2020-21 school year due to the global pandemic.

**PERSONNEL:**

**Dr. Siegel**

**A motion was made by Mr. Amano and seconded by Mrs. Gandara to approve Personnel Consent Agenda Items A through G and was approved by all in attendance.**

- A. Create/Abolish (not applicable)
- B. Resignations (not applicable)
- C. Leaves
  - 1. Approve a paid medical leave of absence for Pietro Lala, Custodian, effective November 16, 2020 through approximately December 25, 2020.
  - 2. Approve an unpaid leave of absence for Sean O'Connor, Paraprofessional, under FMLA/FLA, effective on or about November 23, 2020 through approximately December 4, 2020 and on or about January 11, 2021 through approximately March 19, 2021.
  - 3. Approve a leave of absence for Bina Rivard, BSI/2<sup>nd</sup> Grade Remote Teacher, under the Emergency Family and Medical Leave Expansion Act (EFMLEA), effective November 11, 2020 through November 13, 2020. Payment will be in accordance with the Emergency FMLA Expansion Act.
  - 4. Approve paid medical leave for Susan Wei, Paraprofessional, effective December 1, 2020 through December 31, 2020.
- D. Appointments
  - 1. Appoint Laurie Maimone to the position of Lunch Aide at Reynolds, effective on or about November 17, 2020, subject to the satisfactory completion of the criminal history records check required by law.
  - 2. Appoint Kelly Richter to the position of long-term, per diem leave replacement 3<sup>rd</sup> Grade Teacher, BA, Step 1, effective on or about December 21, 2020 through approximately April 23, 2021.

3. Approve Stephanie Wassmer as a substitute Health Screener at Cavallini for the 2020/21 school year.
- E. Lateral Guide Moves (not applicable)
- F. Substitutes/Consultants/Volunteers/Interns
1. Approve Rachel Nagy as a student teacher at Reynolds School, January 2021 through May 2021.
  2. Approve Rachel Nagy as a student teacher at Reynolds School, September 2021 through December 2021.
  3. Approve Kelly Richter as a substitute teacher/paraprofessional for the 2020/21 school year, NJ Teaching Certificate in Grades K-6.
  4. Approve Alyssa Tunick as a student teacher at Bogert School, January 2021 through May 2021.
- G. Termination
1. Approve the following Resolution:

**WHEREAS**, employee I.D. #1284, whose name is on file in the Superintendent’s Office, has been employed by the Upper Saddle River Board of Education (hereinafter referred to as the “Board”) from December 13, 2020 to the present; and

**WHEREAS**, said employee I.D. #1284 has been employed under an Employment Contract, which provides for either party to terminate the contract by giving to the other thirty (30) days’ notice in writing of intention to terminate the same.

**NOW, THEREFORE, BE IT RESOLVED** that, based on the Superintendent’s recommendation, the Board hereby terminates the employment of said employee I.D. #1284 in accordance with the thirty (30) day notice provision contained in the employee’s employment contract; and

**BE IT FURTHER RESOLVED** that this employee I.D. #1284 shall not be required to continue to perform the employee’s duties during the period between the giving of notice and the date of termination of employment thereunder; and

**BE IT FURTHER RESOLVED** that the Board Secretary/Business Administrator shall provide the employee I.D. #1284 with notice of the Board’s action as set forth in this Resolution forthwith.

**FINANCE :**

**Mrs. Imbasciani**

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

- A. Approve the Minutes of Board Meeting:

October 19, 2020

- B. Approve the Bills List for October 2020 as follows:

10	General Current Expense	\$73,953.50
11	General Current Expense	\$2,354,476.47
12	Capital Outlay	\$17,385.00
20	Special Revenue Funds	\$28,490.39
60	Enterprise Fund	\$12,836.84
	Total	\$2,487,142.20

- C. Approve the Transfers for October 2020.
- D. Cancel the unexpended balance of \$15,616.00 in the district-wide Phone Upgrades & LENS Project from the 2019/20 school year.
- E. Approve the following Resolution:

**WHEREAS**, the Upper Saddle River Board of Education (“the Board”) advertised for bids for snow removal services for the 2020-2023 school years (“Snow Removal”); and

**WHEREAS**, the Board advertised on two occasions for bids, and on the first occasion the Board rejected the bid for being materially defective; and

**WHEREAS**, on October 22, 2020, the Board received two (2) bids for the Services as reflected on the attached bid tabulation sheet; and

**WHEREAS**, the lowest responsible bid was submitted by Calderone Enterprises, LLC (“Calderone”) who submitted a negotiated price in the amount of \$60,000 per year, for the 2020-2021 through 2022-2023 school years, for a total contract sum of \$180,000; and

**WHEREAS**, Calderone’s bid is deemed reasonable and responsive in all material respects and it is the Board’s desire to award the contract for Snow Removal services to Calderone.

**NOW, THEREFORE, BE IT RESOLVED** that the Board hereby awards the contract for Snow Removal services to Calderone in a total contract sum of \$180,000.

**BE IT FURTHER RESOLVED** that this award is expressly conditioned upon Calderone furnishing the requisite insurance certificate, and an executed contract as prepared by the Board Attorney.

**BE IT FURTHER RESOLVED** that the Board Attorney is hereby directed to draft the contract with Calderone consistent with this Resolution, with the terms and conditions of the specifications for the Snow Removal services, and with Calderone’s bid documents. The Board President and Board Secretary are hereby authorized to execute such agreements and any other documents necessary to effectuate the terms of this Resolution.

- F. Approve the annual contract for services for AVT: Auditory Verbal Techniques/Consultative Services with the Bergen County Special Services School District for a student whose name is on file in the Board Office for the 2020/21 school year at a rate not to exceed \$5,610.00.
- G. Approve the annual contract for services for TOD: Teacher of the Deaf and Hard of Hearing Services with the Bergen County Special Services School District for a student whose name is on file in the Board Office for the 2020/21 school year at a rate not to exceed \$31,350.00.
- H. Approve Jenna Prada, Director of Executive Functioning, Private Prep, to present “Practical Tips for Learning at Home” at the Upper Saddle River Wellness Academy, on Zoom, on November 19, 2020 at a cost of \$500.00.
- I. Approve Sabrina Coppola, LCSW, Director of Social Butterfly Counseling, to present “Enhancing Family Communication and Understanding in a Socially Distance World” to the Upper Saddle River Wellness Academy on Zoom on December 8, 2020 at a cost of \$500.00.
- J. Approve Beth Sandweiss, MSW Psychotherapist and Instructor at the Krame Center, to present “An Introduction to Mindfulness and Self-Compassion” to the Upper Saddle River Wellness Academy on Zoom on February 23, 2021 at a cost of \$500.00.
- K. Approve Melanie Strubile, LCSW & LCADC, Body Positive Works,, to present “Nutrition and Positive Body Image” to the Upper Saddle River Wellness Academy on Zoom on March 10, 2021 at a cost of \$500.00.

- L. Approve the disposal of the following Interactive White Boards which are no longer being used at Cavallini:

Asset Name	Tag #	Location	Tag #	Location	
<b>Smart Technologies SB680</b>	5268	Room 1	5275	Room 10	
	5271	Room 11	4973	Room 13	
	5241	Room 14	4977	Room 15	
	5179	Room 15	5234	Room 16	
	4978	Room 17	5231	Room 18	
	8225	Room 19	5273	Room 2	
	5237	Room 20c	5240	Room 21	
	8215	Room 23	5248	Room 24	
	2902	Room 25	4981	Room 26	
	5253	Room 27	4984	Room 28	
	4988	Room 29	4967	Room 3	
	4877	Room 31	5255	Room 32	
	4986	Room 33	5258	Room 34	
	5263	Room 36	5278	Room 4	
	8229	Room 40	5281	Room 5	
	4961	Room 6	6268	Room 8	
	4963	Room 8	5279	Room 9	
	<b>800 DVIT</b>	8088	Room 20a	8213	Room 23
		8200	Room 35	8210	Room 37
	<b>M600</b>	8206	Room 29		
<b>SBX885 DVIT</b>	8212	Room 38			

- M. Approve the following Travel Expenses:

Program Name	Date	Employee	Registration Cost	Travel Cost
Therapies in the School 2020 2 Day Conference (Online)	November 19 & 20, 2020	Meredith Ardito	\$439.00	\$0.00
Prompt Institute (5 Webinars) (Online)	n/a	Kelly Diverio	104.97	\$0.00
NCSS Virtual Conference & CUFA Pre-Conference Sessions (Online)	November 30-December 6, 2020	Brad Siegel	\$205.00	\$0.00
NJ Association of School Psychologists Winter Conference (Online)	December 4, 2020	Rachel Leonard	\$185.00	\$0.00
Managing Frustration, Anxiety, and Teaching Social Skills Live Interactive Zoom Webinar (Online)	December 8, 2020	Meghan Ennis	\$165.00	\$0.00
Strengthen Your Online Speech-Language Pathologist Program: Providing Therapy in a Distance Learning Environment (Online)	January 28, 2021	Kelly Diverio Carolyn Lane Elayne Stern	\$259.00 \$259.00 \$259.00	\$0.00 \$0.00 \$0.00

**PUBLIC COMMENT:**

- Dr. Verducci announced the student winner of both the school-level and district-level of the Lions International Peace Poster Contest is Cavallini eighth grader Vidhi Bansal. She now goes on to compete at the state-level competition next month. He thanked Mr. McCusker and Mrs. Wassmer for helping come up with the ideas for her poster.

- Mrs. Gandara said that the Parent Wellness Academy with Jessica Lahey had a tremendous turnout. It is a great opportunity for parents to work at different parenting ideas and techniques.
- Dr. Siegel said that the presenter at the next monthly Parent's Wellness Academy will be Jenna Prada, who will discuss how to apply executive functioning at home during COVID.

**ADJOURNMENT**

A motion to adjourn was made by Mrs. Gandara and seconded by Mr. Amano at 8:32 p.m.

Sincerely,

Dana Imbasciani, Board Secretary



**Upper Saddle River Board of Education**

**Snow Removal Bid**

**Bid Opening – October 22, 2020**

<b>Company</b>	<b>Address</b>	<b>Bid Amount</b>	<b>3-Year Amount</b>
Calderone Enterprises LLC d/b/a Pine Hill Tree Service	27 Pine Hill Drive Upper Saddle River, NJ 07458	\$60,000	\$180,000
Two Brothers Contracting, Inc.	11 Vreeland Avenue Totowa, NJ 07512	\$228,800	\$757,328