

**Board of Education
Upper Saddle River, New Jersey
Regular Session
Monday, December 18, 2023, 8:00 p.m.**

Minutes

This Regular Session of the Upper Saddle River Board of Education was held in the Auditorium of the Cavallini Middle School 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. Gray, Mrs. Ginsberg, Mr. Mehegan, Mr. Quagliani (left at 8:43 p.m.),
Dr. Verducci, Mrs. Wenberg

Members absent: None

Also present: Dr. Siegel, Mrs. Imbasciani, Miss Noye Lozada (Student Representative)

REGULAR SESSION

Mrs. Gray made a motion, seconded by Mr. Mehegan 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:

- Beginning in January, Board meetings will be held in the Travers Multipurpose Room at Bogert School.
- Thank you to the USR PTO for their generous donation.
- Wishing everyone a Happy and Healthy New Year!

BOARD SECRETARY'S REPORT:

Mrs. Imbasciani

Mrs. Imbasciani reported on the following:

- Status of the ROD Grants
- School Security Upgrade/PTO Donation
- Reorganization Meeting will be held at 7:00 p.m. on January 8, 2024 in the Travers Multipurpose Room at Bogert School.

BOARD PRESIDENT'S REPORT:

Mrs. Gandara

Mrs. Gandara thanked the PTO for their generous donation and said the Board is very appreciative of the generosity and hard work of the USR PTO.

COMMITTEE REPORTS:

Committee Chairpersons

Finance/Negotiations Committee:

Mrs. Gandara

Mrs. Gandara reported the Negotiations Committee met with the USRAA and finalized the collective bargaining agreement. It was a very reasonable, positive experience and everyone is happy with the outcome.

Student Success Committee**Mrs. Gray**

Mrs. Gray reported that the Student Success Committee met to discuss plans for January, which include student focus groups at Cavallini and Bogert, offering perspectives on school culture and keys to their success.

Student Representative's Report:**Miss Noye Lozada**

Miss Noye Lozada shared her experiences as she visited the elementary schools this past week:

- Attending Reynolds Mix-It-Up Day
- Attending the Bogert Student Government meeting
- Wished everyone Happy Holidays!

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

The USR PTO wished everyone Happy Holidays and a Happy New Year!

USREF Report:**Mrs. Tedd**

Mr. Batla, on behalf of Mrs. Tedd, reminded all of the Annual Town Night Out Gala being held on March 8, 2024 and wished everyone Happy Holidays!

PRESENTATION:**Update on District Goals****Dr. Siegel**

Dr. Siegel updated the Board on the four District Goals this year:

- Goal # 1 Behavior
- Goal # 2 Culture
- Goal # 3 Communications
- Goal # 4 Mathematics

- Dr. Siegel presented a progress report on each goal and discussed the work that is still ahead.
- The Superintendent's Forum will continue in 2024. Each session will focus on one goal and will be followed by open questions. The schedule will be as follows:

- Goal # 1 Behavior – January 9, 2024 (9:00 a.m. Bogert Library; 7:00 p.m. Zoom)
- Goal # 2 Culture – February 5, 2024 (9:00 a.m. Cavallini Library; 7:00 p.m. Zoom)
- Goal # 3 Communications – March 7, 2024 (9:00 a.m. Reynolds Library; 7:00 p.m. Zoom)
- Goal # 4 Mathematics – June 4, 2024 (9:00 a.m. Bogert Library; 7:00 p.m. Zoom)

PRESENTATION QUESTION:

- Ms. Tolpa asked why Math was prioritized as the curriculum to be a goal this year.

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

A motion was made by Mrs. Wenberg and seconded by Mrs. Gray to approve Administration Consent Agenda Items A through L and was approved by all in attendance.

- A. Approve the School Safety and Security Plan Annual Review Statement of Assurance for the 2023/24 school year.

- B. Approve the submission of the revised LEA Plan for Safe Return to In-Person Instruction and Continuity of Services Pursuant to the Federal American Rescue Plan Act, Section 2001 (i) for the 2023/24 school year.
- C. **BE IT RESOLVED** that the Board affirms the Superintendent’s decision that investigation #254057***10272023 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).
- D. **BE IT RESOLVED** that the Board affirms the Superintendent’s decision that investigation #254133***10302023 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).
- E. **BE IT RESOLVED** that the Board affirms the Superintendent’s decision that investigation #254605***11032023 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).
- F. **BE IT RESOLVED** that the Board affirms the Superintendent’s decision that investigation #252385***10052023 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).
- G. **BE IT RESOLVED** that the Board affirms the Superintendent’s decision that investigation #252735***10112023 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).
- H. **BE IT RESOLVED** that the Board affirms the Superintendent’s decision that investigation #253011***10162023 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).
- I. **BE IT RESOLVED** that the Board affirms the Superintendent’s decision that investigation #253882***10252023 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).
- J. **BE IT RESOLVED** that the Board affirms the Superintendent’s decision that investigation #254041***10272023 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).
- K. Second Reading of the following Policies and Regulations:

Policy 2270	Religion in the Schools (Revised)
Policy 3161	Examination for Cause (Revised)
Policy 3212	Attendance (M) (Revised)
Policy 3432	Sick Leave (Abolished)
Policy 4161	Examination for Cause (Revised)
Policy 4212	Attendance (M) (Revised)
Policy 4432	Sick Leave (Abolished)
Policy 5111	Eligibility of Resident/Nonresident Students (M) (Revised)
Policy 5116	Education of Homeless Children and Youths (Revised)
Policy 8500	Food Services (M) (Revised)
Policy 8540	School Nutrition Programs (M) (Abolished)
Regulation 5111	Eligibility of Resident/Nonresident Students (M) (Revised)

- L. Approve the Collective Bargaining Agreement between the Upper Saddle River Administrators Association and the Upper Saddle River Board of Education for contract years 2024-2025 through 2025-2026.

PERSONNEL:

Dr. Siegel

A motion was made by Mrs. Gray and seconded by Mrs. Ginsberg to approve Personnel Consent Agenda Items A through H and was approved by all in attendance.

- A. Create/Abolish

- 1. Create one 1.0 FTE Paraprofessional position at Reynolds School, effective December 19, 2023.

- B. Job Descriptions (not applicable)

- C. Resignations

- 1. Accept the resignation of Anthony Farinacci, School Psychologist Leave Replacement, effective January 15, 2024.
 - 2. Accept the resignation of Jillian Menendez, ABA K-2 Classroom Teacher, effective January 29, 2024.
 - 3. Accept the resignation of Jennifer Wehrle, ABA Paraprofessional, effective January 1, 2024.

- D. Leaves

- 1. Approve an unpaid FMLA leave for Employee #1201, effective December 6, 2023 through approximately December 21, 2023.
 - 2. Approve a paid and unpaid leave of absence for Employee #2301, effective November 14, 2023 through approximately January 31, 2024.

- E. Appointments

- 1. Appoint the following staff members for the positions listed below for the 2023/24 school year:

ADVISORS:		
Bogert Musical Director	Emma Piazza	\$3,000.00
Bogert Head Assistant Musical Director	Angelina Aragona	\$1,650.00
Bogert Assistant Musical Director	Nathan Bischoff	\$1,500.00
COACHES:		
Head Wrestling Coach	Raymond McDowell	\$3,000.00
Assistant Wrestling Coach	Andee Dixon	\$1,500.00
Fitness Club Advisor	Brian Walis	\$3,000.00
Fitness Club Advisor - Split	Melvin Phillips	\$1,500.00
Fitness Club Advisor - Split	James D'Arecca	\$1,500.00
BOGERT LUNCH DUTY - \$22/day:		
Alex McCreight		

- 2. Approve Isabel Pestronk to provide home instruction for a student beginning on or about December 11, 2023 for 10 hours per week for approximately eight (8) weeks. \$40/hour

3. Appoint Jennifer Ranges as a 1:1 aide for a Bogert student for assistance at after-school Running Club on April 18 & 25 and May 2 & 9, 2024, up to 5 hours. hourly rate
4. Approve Brian Walis to provide supervision services before the Title I After School Program for the 23/24 school year. \$500 stipend
5. Appoint Michelle Weinberg to provide home instruction for a Cavallini student beginning November 29, 2023, up to 10 hours per week, for approximately 12 weeks. \$40/hour
- F. Change in Assignment
1. Stacy Paxos-Brandt from ABA Paraprofessional to Paraprofessional at Reynolds School, effective December 19, 2023.
- G. Termination (not applicable)
- H. Substitutes/Consultants/Volunteers/Interns
1. Approve Kevin Maphis as a substitute teacher/paraprofessional for the 2023/24 school year. Mr. Maphis holds a NJ Theater Teaching Certificate.
2. Approve Joan Daigle as a volunteer for the Bogert School Musical.
3. Approve Melissa Ruffilo as a volunteer for the Bogert School Musical.

FINANCE:

A motion was made by Dr. Verducci and seconded by Mrs. Wenberg to approve Finance Consent Agenda Items A through H and was approved by all in attendance.

- A. Approve the Minutes of Board Meeting:

November 13, 2023

- B. Approve the Bills List for November 2023 as follows:

10	General Current Expense	\$80,861.91
11	General Current Expense	\$2,438,694.61
12	Capital Outlay	\$6,138.90
20	Special Revenue Funds	\$51,497.82
50	Milk	\$164.13
60	Enterprise Fund	\$25,719.69
	Total	\$2,603,077.06

- C. Approve the Transfers for November 2023.
- D. Approve the Board Secretary and Treasurer's Reports dated November 2023 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 a security system upgrade for Reynolds, Bogert and Cavallini, from CDW-G, at a total cost of \$207,358.91. (Pricing as per ESCNJ/AEPA-22G)

- F. Approve Kala Construction, LLC to provide all labor, materials, and equipment for the new paver walkway and retaining wall installation, at Cavallini Middle School, at a total cost of \$12,000.00. (Pricing as per Ed-Data T520)
- G. Accept the donation of \$80,000.00 from the USR PTO to help fund the purchase of a new security system upgrade for Reynolds, Bogert and Cavallini.
- H. Approve the Travel Expenses as follows:

Program Name	Date	Employee	Registration Fee	Travel Cost
Literacy Alliance - Functional Reading and Writing Skills 6 - 8 (Online)	December 14, 2023	Erika Zeccardi	\$150.00	\$0.00
NJNS Equity Visit Flemington, NJ	December 14, 2023	Christine Cipollini	\$0.00	\$64.41
Literacy Alliance - Functional Reading Skills K - 5 (Online)	December 18, 2023	Jacqueline King Erika Zeccardi	\$150.00 \$150.00	\$0.00 \$0.00
Bergen County Association of School Security (BCASSP) Meetings Paramus, NJ	January 10, 2024 March 27, 2024	David Kaplan	\$0.00	\$18.61
Just-In-Time Math Interventions (K-2) (Online)	January 12, 2024	Eda-Marie Carmilani Peggy Dobrinski Valerie Kersting Bina Rivard	\$259.00 \$259.00 \$259.00 \$259.00	\$0.00 \$0.00 \$0.00 \$0.00
NJASA Techspo 2024 Atlantic City, NJ	January 25, 2024	Daniel Cazes	\$345.00	\$165.42
Strengthening the Executive Functions Skills of Your Students with Special Needs: Strategies to Increase Organization, Maintain Focus, Develop Working Memory, and Self-Regulate Behavior (Online)	February 7, 2024	Stacy Schiff	\$279.00	\$0.00
Lead With Culture Through Comprehensive Input Techniques for World Language Teachers Ewing, NJ	February 8, 2024	Ana Massaro	\$285.00	\$74.00
Education Opportunities Fair at TCNJ Ewing, NJ	March 6, 2024	Rosemarie Malloy	\$200.00	\$76.04
TCNJ Education Interview Day (Online)	April 19, 2024	Rosemarie Malloy	\$150.00	\$0.00

PUBLIC COMMENT: None

ADJOURNMENT

Mrs. Gandara

A motion to adjourn was made by Mr. Mehegan and seconded by Mrs. Ginsberg at 8:45 p.m.

Dana Imbasciani, Board Secretary