

**HACKENSACK BOARD OF EDUCATION, 191 Second Street, Hackensack, NJ 07601**  
**REGULAR PUBLIC MEETING**  
**February 24, 2020**

**MINUTES**

Minutes of the proceedings of the Regular Public Meeting held on February 24, 2020, in the Hackensack High School Media Center, at 6:15 pm. *Lance Powell, Board President, presided.*

**I. Flag Salute / Moment of Silence / Sunshine Statement / Call to Order / Roll Call**

In accordance with the Open Public Meetings, N.J.S.A. 10:4-6 et seq., adequate notification of this meeting has been provided by advertising in the Record and posting notice in the Board of Education Administration Building (Padovano Education Center) and filing notice with the City Clerk. I hereby call to order the Regular Public Meeting, Monday, February 24, 2020, in the Hackensack High School Media Center, at 6:15 pm.

<b>Board Member</b>	<b>Present</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)	X	
Ms. Calle (Johanna)	X	
Ms. Cogelja (Frances)	X	
Ms. Coles (Robin)	X	
Mr. Goodman (Ira)	X	
Ms. Rodriguez (Lara)		X
Mr. Velez (Carlos)	X	
Ms. Wiebe (Lynn)		X
Mr. James-Vickery (Scott), Vice President	X	
Mr. Powell (Lancelot), President	X	

**Attendance:**

Robert Sanchez, Superintendent  
Dora E. Zeno, Interim SBA/Board Secretary  
Rosemary Marks, Asst. Superintendent  
Andrea Parchment, Asst. Superintendent  
Lydia Singh, Assistant SBA  
Matthew Donohue, Esq.

**II. Special Performance by the High School Drama Club of a musical selection from "The Wizard of Oz"**

**III. Executive Session**

**Be It Resolved**, that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Monday, February 24, to discuss **Legal, Personnel, student related matters and HIB Reports**; and

**Be It Further Resolved**, that these matters will be made public when the need for confidentiality no longer exists.

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*Trustee Amirhamzeh motioned to convene into Executive Session at 6:25 pm; seconded by Trustee Ms. Coles; carried by unanimous vote.*

*Trustee Amirhamzeh motioned to adjourn Executive Session and reconvene the regular meeting at 7:40 pm; seconded by Trustee Velez; carried by unanimous vote.*

**IV. Special Presentation "Student Safety Data System" Mid-Year Report**  
*Andrea Parchment, Assistant Superintendent*

**V. Approve Minutes**

**Be It Resolved**, that the Hackensack Board of Education approves the minutes of the Regular Meeting held on January 28, 2020, and the minutes of Executive Sessions held on September 16, 2019, October 28, 2019, November 25, 2019, December 16, 2019 and January 28, 2020 as submitted. Trustee Velez motioned to approve the minutes as submitted; seconded by Trustee Powell; carried by the following roll call vote: Trustees Cogelja, Coles, Goodman, Velez, James-Vickery and Powell voting **YES**; Trustee Amirhamzeh abstained on Executive Session Minutes of September 16, 2019 and Trustee Calle on December 16, 2019.

**VI. Student Board Member Report**  
*Daniel Mai*

**VII. Superintendent's Report**

**A. Enrollment Report**

<b><i>Enrollment as of January 31, 2020</i></b>	<b><i>Enrollment</i></b>	<b><i>Attendance (%)</i></b>
High School	1,905	93.65
Middle School	1,566	94.02
Fairmount	571	95.74
Hillers	493	96.54
Jackson	368	93.51
Parker	482	94.92
ECDC	244	89.91
<b>Total</b>	<b>5,629</b>	<b>94.04</b>

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**B. Residency Report**

	<u>January 2020</u>	<u>Year to Date</u>
Number of Residency Cases Received	13	58
Residency Cases Investigated	5	46
In-Home Visits Unverified	4	25
Parent Provided Updated In-District Proof of Residency	3	20
Students Withdrawn as a Result of Residency Investigation	2	6

**C. Harassment, Intimidation, and Bullying Report**

<b>Completed Investigations January 24, 2020-February 14, 2020</b>					
<b>SCHOOL</b>	<b><i>Bullying Fits HIB Definition</i></b>	<b><i>Inconclusive</i></b>	<b><i>No Evidence Of Bullying</i></b>	<b><i>Does not Fit Bullying Definition</i></b>	<b>TOTALS</b>
Fairmount	1	0	0	1	2
Parker	0	0	0	1	1
Hillers	0	0	0	0	0
Jackson	0	0	0	1	1
Middle School	5	0	2	1	8
High School	0	0	0	1	1
<b>Totals</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>13</b>

Trustee Calle motioned to accept the Superintendent's Report; seconded by Trustee Powell; carried by unanimous roll call vote.

**VIII. Public Comment**

Public participation shall be governed by the following rules: **1)** A participant must sign the "sign-in" sheet and be recognized by the presiding officer and must preface comments by an announcement of his/her name, municipality of residence, and group affiliation, if applicable; **2)** Each statement made by a participant shall be limited to three (3) minutes' duration during the public session; **3)** All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board or by the individual Board member; and **4)** All Board and/or Superintendent responses to questions or inquiries shall be held until the end of public participation.



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**IX. Resolutions**

- A. Personnel
- B. Policy
- C. Curriculum
- D. Finance/Budget
- E. Buildings/Grounds

**A. Personnel**

**Be It Resolved**, that the Board of Education of the City of Hackensack, upon the recommendation of the Superintendent, approves the following personnel actions A1 thru A11:

**A1** Approve the following **certificated staff** for the 2019/20 school year, pending review of employment history as per P. L. 2018, c.5 and N.J.S.A. 18A: 6-7.7(b):

1. Jody Montague, ELA Teacher/Middle School, salary \$70,520 (BA32/Step 7), effective start date TBD thru June 30, 2020, replacing L. Basaldua
2. Shabnam Walele, Leave Replacement/ELA Teacher-TOSWD/High School, salary \$56,450 (BA/Step 1) (prorated) effective start date 3/2/2020 thru June 24, 2020, replacing J. Pumilia

**A2** **Whereas**, the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools approves the appointment of Dora Zeno, Interim SBA/Board Secretary, effective February 18, 2020 thru June 30, 2020, at \$700.00 per diem;  
**Whereas**, said contract was approved by the Interim Executive County Superintendent on February 14, 2020; now

**Be It Resolved**, that the Hackensack Board of Education approves the appointment of Dora E. Zeno, Interim SBA/Board Secretary, effective February 18, 2020 thru June 30, 2020.

**A3** Approve the following **salary adjustments** for the 2019/20 school year, effective February 1, 2020, pursuant to Article 22 of the HBOE/HEA Agreement:

Name	From	To
Lisa Borges-Stellato	\$80,240 (MA30/Step 7)	\$87,185 (MA60/Step )
Colin Church	\$65,290 (BA 16/Step 7)	\$70,520 (MA/BA32/Step 7)
Concetta Gonzalez	\$71,880 (BA/Step 11)	\$81,380 (MA/BA32/Step 11)
Heather Mecka	\$103,275 (MA/BA32/Step 14)	\$106,420 (MA15/Step 14)

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<b>Name</b>	<b>From</b>	<b>To</b>
Sydir Mitchell	\$81,380 (MA/BA32/Step 11)	\$92,640 (MA30/Step 11)
Kathleen Morrone	\$70,520 (MA/BA32/Step 7)	\$73,135 (MA15/Step 7)
Ashley Paladino	\$61,350 (BA/Step 6)	\$63,965 (BA16/Step 6)
Antonia Pitasi	\$58,250 (BA/Step 3)	\$60,865 (BA 16/Step 3)
Saran Sinnette	\$92,640 (MA30/Step 11)	\$98,340 (MA60/Step 11)
Jeffrey Van Esselstine	\$71,880 (BA/Step 11)	\$74,495 (BA16/Step 11)

**A4** Approve the following **non-certificated staff** for the 2019/20 school year, pending review of Employment history as per P. L. 2018, c.5 and N.J.S.A. 18A: 6-7.7(b):

1. Sulakshana Sharma, One-to-One Paraprofessional, 0.50 FTE, ECDC, \$20.00 per hour, not to exceed 28.75 hours per week, effective start date TBD thru June 30, 2020, new position.

**A5** Approve the following **separations**:

<b>Staff Member</b>	<b>Position</b>	<b>Location</b>	<b>Reason</b>	<b>Effective Date</b>
Cheryl Donatuccio	Teacher	Jackson	Retirement	6/1/2020
Claudette Jackson-Goodman	Lunch Aide	Middle	Resignation	2/14/2020
Brianna Perry	Teacher	Middle	Resignation	1/29/2020
Daniela Playa	Teacher	ECDC	Resignation	4/6/2020

**A6** Approve the following **Leave of Absence**:

1. Vanessa Garcia, Teacher/Hillers School, extended FMLA from May 26, 2020 thru June 30, 2020 paid w/benefits; from Sept 1, 2020 thru November 20, 2020 unpaid w/benefit, subject to EBC.
2. Soniya Johnson-Shabazz, Teacher/Hillers School, extended FMLA from Mar 13, 2020 thru May 1, 2020, paid w/benefits, from May 2, 2020 thru June 30, 2020, unpaid w/benefits; from September 1, 2020 thru September 18, 2020, unpaid w/benefits, subject to EBC.
3. Shayna Lebovic, Social Worker/Drop-in/High School, leave from April 15, 2020 thru May 12, 2020, paid w/benefits, from May 13, 2020 thru June 4, 2020 unpaid w/benefit, subject to EBC.

**A7** Approve 2018/19 **Terminal Leave** payments:

<b>Staff Member</b>	<b>Number/Days</b>	<b>Payment</b>
Edilberto Sami	93 sick/13 vacation	\$5,580.00 + \$3,537.69



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- A8** Approve suspension with pay of Employee ID#4215, effective January 30, 2020 - February 7, 2020.
- A9** Approve suspension with pay of Employee ID#2773, effective January 17, 2020 - February 11, 2020
- A10** Approve Spring 2020 volunteer coach assignments at Hackensack High School:

<b><i>Coach</i></b>	<b><i>Sport</i></b>
Censale, Silvio	Baseball
Healy, Dennis	Track
Hooper, Brian	Softball
Parisi, Jaimie	Softball
Ramagli, Stephen	Baseball
Strazza, Marc	Baseball

- A11** Approve/ratify Dee Kalman, for 10 hours of Tech Literacy PD Planning, HMS, \$56.19 per hour, not to exceed \$561.90.

Personnel actions A1 thru A11				
<b><i>Motion: Trustee Coles</i></b>	<b><i>Second: Trustee Amirhamzeh</i></b>			
	<b><i>Yes</i></b>	<b><i>No</i></b>	<b><i>Abstain</i></b>	<b><i>Absent</i></b>
Ms. Amirhamzeh (Leila)	X			
Ms. Calle (Johanna)	X			
Ms. Cogelja (Frances)	X			
Ms. Coles (Robin)	X			
Mr. Goodman (Ira)	X			
Ms. Rodriguez (Lara)				X
Mr. Velez (Carlos)	X			
Ms. Wiebe (Lynn)				X
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X			

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**B. Policy**

- B1 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves **first reading** of the following Policies and Regulations:

Trustee Calle motioned to amend Policy 7510; seconded by Trustee Coles; carried by unanimous roll call vote.

Policy/Regulation 7510      Use of School Facilities

- B2 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the **second reading** of the following Policy and Regulation:

Policy 2340      Field Trips

Policy resolutions B1 and B2				
<b>Motion:</b> Trustee Calle on B1 and B2		<b>Second:</b> Trustee Velez on B1; Trustee Powell on B2		
	Yes	No	Abstain	Absent
Ms. Amirhamzeh (Leila)	X			
Ms. Calle (Johanna)	X			
Ms. Cogelja (Frances)	X			
Ms. Coles (Robin)	X			
Mr. Goodman (Ira)	X			
Ms. Rodriguez (Lara)				X
Mr. Velez (Carlos)	X			
Ms. Wiebe (Lynn)				X
Mr. James-Vickery, (Scott) Vice President	X			
Mr. Powell (Lancelot), President	X			

**C. Curriculum**

- C1 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves travel expenses for staff members (Attachment C-1).
- C2 Be It Resolved**, that the Board of Education, upon the recommendation of the Superintendent, approves the following professional development (Attachment C2).
- C3 Be It Resolved** that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following Field Trips:



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1. Fairmount School (D. Jackson) Liberty Hall Museum, Union, NJ, May 2020, cost to students \$13.00
2. Middle School (G. Almonte-Delgado) Middlesex County College, Edison, NJ March 2020, no cost to students
3. Middle School (J. Beck) National Jazz Museum of Harlem, NY, May 2020, cost to students \$7.00
4. Middle School (R. Siper) New Amsterdam Theatre, New York, NY, April 2020, cost per student \$125.50
5. High School, (M. Calfayan) Holiday Inn, Hasbrouck Heights, NJ, March 2020, cost to students \$20.00
6. High School, (M. Calfayan) Atlantic Street Park, Hackensack, NJ, April 2020, no cost to students
7. High School, (K. Morrone) Virginia Beach Convention Center-Cheerleading competition, Virginia Beach, VA, March 2020, no cost to students
8. Middle School, (G. Almonte-Delgado) Middlesex County College, Edison, NJ, Science Olympiad Regional Competition, March 2020, no cost to students
9. Middle School, (H. Mecka) Christopher Hope Community Center, Paterson, NJ March 2020, no cost to students
10. High School, (S. Gonzalez) Hackensack Head Start Program, Hackensack, NJ March 2020, no cost to students

**C4 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent, accepts the School Safety and Data System Mid-Year Report for the 2019/20 school year.

**C5 Be It Resolved** that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions, at \$56.19 per hour; Title I funded, acct #20-231-100-100-001-90:

<b>Name</b>	<b>Position</b>	<b>Total Hours</b>
Diane Ensuncho	Jackson Ave. Cycle 2 Tutorials/Lead	22
Titia Peterson-Lomax	Jackson Ave. Cycle 2 Tutorials	22
Nikola Coleski	Jackson Ave. Cycle 2 Tutorials	22
Palak Patel	Jackson Ave. Cycle 2 Tutorials	22
Shevon Marquez	Jackson Ave. Cycle 2 Tutorials	22
Danielle Parke	Jackson Ave. Cycle 2 Tutorials	22
Lena Hayek	Hillers Tutorials Lead/additional hours	8
Carey Ciffo	Hillers Tutorials Sub as needed	4 hours per week
Kasim Gonzalez	Hillers Tutorials Sub as needed	4 hours per week

**C6 Be It Resolved** that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves Agreement with educational consultant Fernando Naiditch, Ph.D. to provide professional development on "Cultural Competency" for Fairmount School



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staff on March 17, 2020; total cost not to exceed \$600; Title I funded; acct #20-231-200-300-000-00.

- C7 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following services:

<i>Type</i>	<i>School</i>	<i>Tuition</i>	<i>ID#</i>	<i>Classified</i>	<i>Comment</i>
Public	Gloucester Twp.	\$16,077.00	482640	X	DCP&P Placed
Nonpublic	High Point	\$31,212.84	485735	X	Tuition Prorated
Nonpublic	Glenview Academy	\$33,644.48	480608	X	Tuition Prorated
<i>Type</i>	<i>School</i>	<i>1:1/Nurse</i>	<i>ID#</i>	<i>Classified</i>	<i>Comment</i>
Nonpublic	Glenview Academy	\$19,270.00	480608	X	94 days @ \$205 per day

**HOME INSTRUCTION**

<i>Student</i>	<i>Medical</i>	<i>Discipline</i>	<i>Placement</i>	<i>Comment</i>
484223			X	
483592			X	
485383	X			
430174			X	Maywood
484941	X			
460412	X			Rochelle Park
481880	X			Maywood
486414			X	Maywood
470973			X	Maywood
442209	X			
420318			X	
486416			X	Holly Center
475297			X	

- C8 Be it Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves Bayada Home Health Care, 299 Market St., Saddle Brook NJ, to provide IEP mandated Nursing and/or Home Health Assistant services to Hackensack students with disabilities and who need consistent medical attention during the school day; rates not to exceed \$55 per hour for a registered nurse; these IEP mandated services are to be provided during the 2019/20 school year; funds available Acct #11-000-217-320-006-00.

Curriculum resolutions C1 thru C8				
<i>Motion: Trustee Calle</i>	<i>Second: Trustee Coles</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Ms. Amirhamzeh (Leila)	X			
Ms. Calle (Johanna)	X			
Ms. Cogelja (Frances)	X			
Ms. Coles (Robin)	X			
Mr. Goodman (Ira)	X			

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Ms. Rodriguez (Lara)				X
Mr. Velez (Carlos)	X			
Ms. Wiebe (Lynn)				X
Mr. James-Vickery (Scott) Vice President	X			
Mr. Powell (Lancelot) President	X			

Approved March 23, 2020



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**D. Finance and Budget**

- D1 Be It Resolved**, that the Hackensack Board of Education, in accordance with N.J.A.C. 23A:16-10, upon the recommendation of the Interim SBA/Board Secretary, accepts and approves the Board Secretary's Report and Cash Reconciliation Report for the month of January 2020; and

**Be It Further Resolved**, that the Board of Education and Board Secretary certify that no budgetary line item account has been over-expended and that there are sufficient funds available to meet the District financial obligations for 2019/20 school year.

- D2 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Interim SBA/ Board Secretary, approves the payment of bills and claims, January 24 thru February 21, 2020 in the total amount of \$12,371,584.21 (*Attachment D2*):

Fund 10	General Fund	\$ 736,209.33
Fund 11	Current General Expense	\$10,779,494.74
Fund 12	Capital Outlay	\$59,636.50
Fund 20	Special Revenue	\$462,021.17
Fund 60	Enterprise Fund	\$334,222.47

- D3 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim SBA/Board Secretary, approves the attached List of Budget Transfers #7447 thru #7463 for the month of January 2020, total amount of \$295,772 (*Attachment D3*).

- D4 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves Fund Raisers and Flyer Distributions (*Attachment D4*).

- D5 Whereas**, the 2020 Annual School Board Election for the City of Hackensack is to be conducted in a manner provided for General Election in accordance with N.J.S.A. Title 19; and

**Whereas**, the date of the Annual School Board Election is April 21, 2020, between the hours of 2:00 pm and 8:00 pm; and

**Whereas**, the Nomination Petitions filing deadline is March 2, 2020, before 4:00 pm; petitions must have a minimum of 10 signatures; candidates are permitted to sign their own petitions; names and addresses must be typed exactly how they are registered to vote; and nicknames are not permitted; and

**Whereas**, objections to Nominating Petitions must be filed, in writing, to the Office of the Board Secretary within four (4) business days after the filing of the Petitions on March 9, 2020; and

**Whereas**, the deadline for Amendments to a Defective Petition is March 9, 2020; and

**Whereas**, the last day a candidate may withdraw his/her name from the ballot is March 7, 2020; and

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**Whereas**, the Secretary of the Board of Education shall hold a drawing for position on the ballot on March 10, 2020, at 2.00 pm, in the Board office; and

**Whereas**, Certification of Ballot Draw must be hand delivered to the County Office signed and sealed, no later than March 11, 2020, by 4:00 pm; now

**Be It Resolved**, the 2020 Annual School Election Calendar is hereby approved.

- D6 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves Delta Dental of New Jersey "Captain Supertooth Program" to educate district children regarding oral health; Captain Supertooth will visit the schools on various dates for assemblies; at no cost to the District.
- D7 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorize the submission of BJA's STOP School Violence Grant, FY2019, CFDA#16.839, Solicitation Number BJA-2020-17313.
- D8 Be It Resolved**, that the Hackensack Board of Education, is seeking an Alternate Revenue Projection for SEMI; and
- Whereas**, the student count projected (674) is higher than the projected amount of 456 eligible students; now
- Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, authorizes the submission of the Alternate Revenue Projection based on the District's population and health related services, to the Executive County Superintendent of Schools for approval.

Finance and Budget resolutions D1 thru D8				
<i>Motion: Trustee Coles</i>	<i>Second: Trustee Velez</i>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)	X			
Ms. Calle (Johanna)	X		<b>D8</b>	
Ms. Cogelja (Frances)	X			
Ms. Coles (Robin)	X			
Mr. Goodman (Ira)	X			
Ms. Rodriguez (Lara)				X
Mr. Velez (Carlos)	X			
Ms. Wiebe (Lynn)				X
Mr. James-Vickery (Scott) Vice President	X			
Mr. Powell (Lancelot) President	X			

**E. Buildings/Grounds**

- E1 Be It Resolved**, that the Hackensack Board of Education, approves the Use of School Facilities (*Attachment #E1*), from January 24 thru February 21, 2020.



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- E2** **Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to issue a purchase order to G. L. Group, Inc., 140 Hamburg Turnpike, Bloomingdale, NJ 07403, for emergency repairs and remediation at Hillers School, scope of work in accordance with Proposal HUD20-002-8, dated February 8, 2020; total cost not to exceed \$98,000; Hunterdon County ESC Cooperative Purchasing General Construction #HCECSC-Ser-19F; in accordance with *Emergency contracts N.J.S.A. 18A:18A-7 and Exceptions to requirement for advertising N.J.S.A. 18A:18A-5*; acct #12-000-400-450-004-02; and
- Be It Further Resolved**, that the Interim SBA/Board Secretary is to forward a copy of this resolution to the Executive County Superintendent.

Buildings and Grounds resolutions E1 and E2				
<b>Motion:</b> <i>Trustee James-Vickery</i>	<b>Second:</b> <i>Trustee Amirhamzeh</i>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)	X			
Ms. Calle (Johanna)	X			
Ms. Cogelja (Frances)	X			
Ms. Coles (Robin)	X			
Mr. Goodman (Ira)	X			
Ms. Rodriguez (Lara)				X
Mr. Velez (Carlos)	X			
Ms. Wiebe (Lynn)				X
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X			

**X. Board Comments**

**XI. Adjourned at 9:16 pm**

Respectfully submitted,



Dora E. Zeno  
Interim Business Administrator/Board Secretary