

PERSONNEL COMMITTEE AGENDA - March 19, 2025

7:30 PM

**Leila Amirhamzeh - Chair
Kenneth Martin
Mark Stein
Jennifer Harris - Ex-Official**

**Dr. Thomas McBryde, Jr., Superintendent of Schools
Yesenia Budhu-Howell, Executive Director of Human Resources**

PERSONNEL

Motion by _____, seconded by _____, to accept the recommendation of the Superintendent to approve and adopt motions **A.1** through **N** as described below:

A.1 Motion to take action on personnel matters, as listed below; appoint and submit to the Executive County Superintendent applications for emergent hiring applicant’s attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below:

(All appointments are contingent upon receipt of appropriate teaching certifications, background results, and all salary placements are pending receipt of college transcripts verifying degree status and employment years of service in other districts.)

A. CERTIFICATED STAFF							
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Certificated Instructional Staff for the 2024 - 2025 school year. <i>*Prorated salary based on employment dates.</i>							
	Name	Position	Degree/Step	Salary*	Location	Effective Date(s)	Discussion
1.	Kyle Unger 11-130-100-101-300-90	Math Teacher	BA/2	\$63,030	Middle	03/11/25 - 06/30/25	Revised Start Date
2.	Donna Petrin Wall 20-218-200-103-009-90	Director of Early Childhood	G4A/10	\$191,975	ECDC	07/01/25 - 06/30/26	Position Reclassified
3.	Saran Sinnette 20-218-200-103-009-90	Supervisor of PEA Early Childhood	G4/1	\$137,000	ECDC	07/01/25 - 06/30/26	New Position
4.	Michele Maxwell 11-213-100-101-090-90	Special Education Teacher	BA+32/MA/12	\$93,880	Parker	05/20/25 - 06/30/25	Replacing: C. Rullo
5.	Patricia Sierra 11-000-222-100-100-90	Media Specialist	MA+30/3	\$81,645	Fairmount	05/05/25 - 06/30/25	Replacing: A. Bonnefoi
6.	Samantha Barkhordari 11-000-219-104-050-90	Psychologist	DOC/8	\$95,015	High	03/10/25 - 06/30/25	Revised Start Date
7.	Jeff Badre 11-000-252-100-007-90	Information Systems Support Specialist	N/A	\$80,000	Technology	02/13/25 - 06/30/25	Revised Start Date
8.	Rasheeda Odumosu 11-000-218-104-300-90	LR Guidance Counselor	BA+32/MA/2	\$70,875	Middle	03/04/25 - 06/30/25	Revised Salary

B. NON-CERTIFICATED STAFF							
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Non-Certificated Staff for the 2024 - 2025 school year. <i>*Prorated salary based on employment dates.</i>							
	Name	Position	Col/Step	Salary*	Location	Effective Date(s)	Discussion
1.	Sherene Peart 11-000-221-105-001-90	Executive Assistant	N/A	\$72,000	Human Resources	03/03/25 - 06/30/25	Revised Start Date
2.	Rudania Daoud 11-000-217-100-110-90	Full Time Paraprofessional	N/A	\$44,134	Hillers	03/24/25 - 06/30/25	Replacing: G. Gengo
3.	Crystal Combs 60-910-310-100-009-90	Lunch Assistant	N/A	\$22/hr	ECDC	03/24/25 - 06/24/25	Replacing: R. Ayan
4.	Carlos Sanchez 11-000-262-100-004-90	Night Custodian	GRD 1/1	\$52,965	Hillers	03/20/25 - 06/30/25	Replacing: J. Vicioso

C. NON-CERTIFICATED STAFF - SUBSTITUTES						
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Non-Certificated Staff for the 2024 - 2025 school year. <i>*Prorated salary based on employment dates.</i>						
	Name	Position	Salary*	Location	Effective Date(s)	Discussion
1.	Marvin Long 11-000-261-100-004-90	Substitute Custodian	\$18/hr	District	03/20/25 - 06/30/25	Staffing Capacity
2.	Michelina Arico 11-000-261-100-004-90	Substitute Custodian	\$18/hr	District	03/20/25 - 06/30/25	Staffing Capacity

D. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS					
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following employee separation actions for the 2024 - 2025 school year.					
	Name	Position	Location	Effective Date	Discussion
1.	Catherine Irwin	Special Education Teacher	Parker	07/01/25	Retirement
2.	Laigeht Sanchez-Feliz	Part Time Paraprofessional	Jackson	06/30/24	Abandonment
3.	Gary Gengo	Full Time Paraprofessional	Hillers	04/01/25	Retirement (Revised)
4.	Susan White	Full Time Paraprofessional	Hillers	07/01/25	Retirement
5.	Yun Seon Ashley Kim	English Teacher	High	07/01/25	Resignation
6.	Margarita Magner	Guidance Counselor	High	02/01/25	Retirement

E. LEAVE OF ABSENCES

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Leave of Absence for the 2024 - 2025 school year.

	Name	Date Effective	Discussion
1.	Staff ID X480	02/24/25	Extended sick leave through 03/07/25 using sick days w/benefits
2.	Staff ID X023	03/04/25	Sick leave 03/04/25 - 03/26/25 using sick days w/benefits FMLA Leave 03/27/25 - 05/12/25 unpaid w/EBC
3.	Staff ID X652	03/06/25	Sick leave 03/06/25 - 04/04/25 using sick days w/benefits
4.	Staff ID X741	02/11/25	Sick leave using 4 paid sick days instead of FMLA unpaid leave 02/11/25 - 02/14/25 w/no EBC
5.	Staff ID X228	02/20/25	Extended leave through 02/26/25 using sick days w/benefits FMLA leave unpaid 02/27/25 - 05/23/25 unpaid w/EBC
6.	Staff ID X328	03/08/25	Extended FMLA leave through 03/27/25 unpaid w/EBC
7.	Staff ID X058	03/07/25	Sick leave 03/07/25 - 03/14/25 paid using sick days w/benefits
8.	Staff ID X938	03/17/25	Sick leave 03/17/25 - 04/01/25 paid using sick days w/benefits
9.	Staff ID X876	03/10/25	Sick leave 03/10/25 - 03/21/25 paid using sick days w/benefits
10.	Staff ID X934	05/20/25	Sick leave 05/20/25 - 06/30/25 paid using sick days w/benefits
11.	Staff ID X009	03/10/25	Revised sick leave 03/10/25 - 04/07/25 with benefits FMLA leave unpaid 04/08/25 - 07/04/25 w/EBC
12.	Staff ID X984	04/30/25	Sick leave 04/30/25 - 06/24/25 paid using sick days with benefits
13.	Staff ID X079	03/14/25	Revised paid leave return to work date 03/14/25
14.	Staff ID X619	03/17/25	Extended paid leave through 06/30/25 using sick days with benefits
15.	Staff ID X747	03/03/25	Extended FMLA unpaid leave through 04/21/25 with no/EBC

F. GRADUATE COURSES - SALARY ADJUSTMENTS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Graduate Courses - Salary Adjustments, in accordance with HEA Article 22, Accreditation of Approved Courses (C) effective for the 2024 - 2025 school year.

	Name	From Col/Step	From Salary	To Col/Step	To Salary	Location	Effective Date
1.	Damon Leeper	BA+32/MA/3	\$71,925	MA+15/3	\$74,540	Middle	02/01/25
2.	Richard Teller III	BA+16/14	\$100,780	BA+32/MA/14	\$109,845	High	02/01/25

G. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-231-200-100-100-00.

	Name	Position	HBOE/HEA Agreement	Hours Not To Exceed
1.	Cristina Morelli	Fairmount School Teacher For Community Events/ Family Workshops	Appendix G	1.5 hours
2.	Shawna Hill-Shortridge	Fairmount School After School Club Teacher	Appendix G	30 hours

H. Be It Resolved, that the Hackensack Board of Education, upon recommendation of the Superintendent of Schools, approves the following High School Student Activity assignments for the 2024-2025 school year.

	Name	Activity	HBOE/HEA Agreement	Stipend
1.	Nicole Macias	Student Council Advisor	Article 26	0.03
2.	Ji Yeon Allen	Student Council Advisor	Article 26	0.03

I. Be It Resolved, that the Hackensack Board of Education, upon recommendation of the Superintendent of Schools, approves and ratifies the following staff at Hackensack High School 2024-2025, for extra compensation in accordance with the HBOE/HEA Agreement, Article 26, Schedule G.

	Name	Activity	Step	Stipend
1.	Dr. Simone Edwards	Girls Flag Football	1	\$8,004

J. VOLUNTEER COACHES

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Athletic Volunteer Coaches for the 2024 - 2025 school year.

	Name	Sport	Location
1.	Brian Conoscenti	Volunteer Baseball Coach	High School
2.	Daniel Poidomani	Volunteer Baseball Coach	High School
3.	Steve Ramagli	Volunteer Baseball Coach	High School
4.	Marc Strazza	Volunteer Baseball Coach	High School

K. TERMINAL PAY

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves terminal payments in accordance with the HBOE/HEA Agreement/Article 27 for the 2024 - 2025 school year.

	Name	Position	Number of Days	Payment
1.	Margarita Magner	Middle School	69.5	\$4,361.13

L. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS

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1.	Catherine Irwin	Special Education Teacher	Parker	07/01/25	Retirement
2.	Gary Gengo	Full Time Paraprofessional	Hillers	04/01/25	Retirement (Revised)
3.	Laight Sanchez-Feliz	Part Time Paraprofessional	Jackson	06/30/24	Abandonment of position
4.	Margarita Magner	Guidance Counselor	High	02/01/25	Retirement
5.	Yun Seon Ashley Kim	English Teacher	High	07/01/25	Resignation
6.	Susan White	Full Time Paraprofessional	Hillers	07/01/25	Retirement

M. ADMINISTRATIVE STAFF

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Acting Administrators, compensation with the HASA Side Bar/HBOE and the HEA Side Bar/HBOE Agreements..

	Name	Location	Assignment	Stipend	Effective Date	Discussion
1.	Dr. Anibal Galiana	Parker	Acting Principal	\$190,175 (Difference between current salary \$200,714) prorated or \$100/diem, whichever is greater	04/01/25 - 06/30/25	Replacing: L. Whitaker
2.	Saran Sinnette	Parker	Acting Assistant Principal	\$126,536 (Difference between current salary \$139,000) prorated or \$100/diem, whichever is greater	04/01/25 - 06/30/25	Replacing: A. Galiana

N. The Hackensack Board of Education (“Board”) and Hackensack Education Association (“HEA”) (collectively “Parties”) are subject to a Collective Negotiations Agreement (CNA) for the years covering the years 2021 - 2024.

WHEREAS, the Board and the HEA are parties to a Collective Negotiations Agreement (“CNA”) covering July 1, 2021, through June 30, 2024, are entering into a Side Bar agreement; specifically, Schedule N; expanding extracurricular and athletic activities offer significant benefits to students, the school district, and the broader community.

WHEREAS, successful implementation requires a collaborative approach that addresses staff compensation and ensures sustainable program development.

NOW THEREFORE, BE IT RESOLVED, the Board agrees to add various extracurricular and athletic positions as defined in the HEA Side Bar Agreement, Schedule N and M.