

**HACKENSACK BOARD OF EDUCATION
191 SECOND STREET, HACKENSACK, NJ 07601
REGULAR PUBLIC MEETING
MINUTES
March 20, 2024**

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

In accordance with the Open Public Meeting Act, *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 on Wednesday, March 20, 2024, in the Hackensack High School Media Center, at 6:19 pm.

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
TBD- South Hackensack Rep		x
Christina Holtz - Rochelle Park Rep	x	
Mr. Carroll (Demetrius)	x	
Ms. Harris (Jennifer)	x	
Mr. Martin (Kenneth)	x	
Mr. Powell (Lancelot)	x	
Ms. Pringle (Shivonnie)	x	
Ms. Somerville (Marlene)	x	
Mr. Stein (Mark)	x	
Ms. Cordero-Outen (Lissette)- Vice President	x	
Mr. James-Vickery (Scott)- President	x	

II. Presentations

- A. Student Report- Natasha Castillo
- B. SOAR Award

III. Superintendent's Report

A. Enrollment Report

<i>Enrollment as of March 14, 2024</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1740	96.26
Middle School	1430	96.71
Fairmount	515	96.70
Hillers	448	96.45
Jackson	395	96.83
Parker	572	95.21
ECDC	175	94.13
Total	5275	96.04

B. Residency Report:

	<i>February 2024</i>	<i>Year to Date</i>
Number of Residency Cases Received	5	32
Residency Verified	2	15
In-Home Visits Unverified	3	17
Parent Provided Updated In-District Proof of Residency	0	0
Students Withdrawn as a Result of Residency Investigation	0	0

C. Harassment, Intimidation, and Bullying Report

Completed Investigations: February 17, 2024 - March 14, 2024					
SCHOOL	FITS HIB DEFINITION	INCONCLUSIVE	NO EVIDENCE OF HIB	DOES NOT FIT HIB DEFINITION	TOTAL
ECDC (and contracted PreK)	0	0	0	0	0
Fairmount	0	0	0	0	0
Parker	0	1	0	1	2
Hillers	1	0	0	1	2
Jackson	0	0	0	2	2
Middle	2	2	0	2	6
High	0	0	1	2	3
TOTALS	3	3	1	8	15

IV. Public Comments

Public participation shall be governed by the following rules: 1) If in person, 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.

- Reinstate Christopher Columbus Day
- Thank you to high school students reading to the second graders
- Congrats to Hackensack Cheer
- Buzz word- Data- becoming a bit much
- Adding tasks to staff but not taking anything away
- Solar Eclipse
- Social Media page that ridicules staff- HEA Muppets
- Collaboration between Central office and staff
- Curriculum- What is the expectation?
- Posting for Middle School principal

- Community consideration when making changes
- Stress put on students and staff
- Staffing numbers- needing more teachers
- Health care providers in school

V. Executive Session

Be It Resolved, that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Wednesday, March 20, 2024, to discuss Legal, Personnel, student related matters, HIB Reports, Negotiations and other confidential matters; and

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

Trustee Powell motioned to go into Executive Session at 7:04pm. seconded by Trustee Cordero-Outen with all members present voting aye. The Trustees reconvened into public session at 8:52pm

VI. Approve Minutes

Be It Resolved, that the Hackensack Board of Education approves the Regular Meeting Minutes and Closed Session Minutes of February 21, 2024 and Board Retreat Minutes of March 1, 2024 and Special Meeting Minutes of March 12, 2024, as submitted.

Trustee Powell motioned to approve Regular Meeting Minutes and Closed Session Minutes of February 21, 2024 and Board Retreat Minutes of March 1, 2024 and Special Meeting Minutes of March 12, 2024

*Trustee Harris abstained from February 21, 2024 Regular Meeting Minutes
Trustee Carroll and Trustee Pringle abstained from March 1, 2024 Retreat Minutes
Trustee Powell abstained from March 12, 2024 Special Meeting Minutes*

VIII. Resolutions

A. Personnel- separate document

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following personnel actions A.1, **A - O** :

A.1 Motion to take action on personnel matters, as listed below; and appoint and submit to the Executive County Superintendent applications for emergent hiring and the 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 proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating 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 2023 - 2024 school year. *Prorated salary based on employment dates.

	Name	Position	Degree/Step	Salary	Location	Effective Date(s)	Discussion
1.	Jonathan Guerra 11-140-100-101-050-90	Bilingual Social Studies Teacher	MA+30/10	\$91,015*	High	05/02/24 - 06/30/24	Replacing: J. Espinal
2.	Dana Lowe 11-000-219-104-300-90	Preschool ABA Teacher	MA+30/10	\$91,015*	ECDC	03/18/24 - 06/30/24	Replacing: S. Montalto Revised Start Date
3.	Michelle Colon 11-216-100-101-009-90	LR PSD Teacher	MA+30/1	\$79,150*	ECDC	03/05/24 - 06/30/24	Replacing: K. Huy Revised Start Date

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 Instructional Staff for the 2023 - 2024 school year. *Prorated salary based on employment dates.

	Name	Position	Salary	Location	Effective Date	Discussion
1.	Debra Jaquez 60-910-310-100-100-90	Lunch Assistant	\$22/hr.	Fairmount	03/21/24 - 06/30/24	Replacing: Y. Ferrer
2.	Demond Kinchen 11-000-262-100-004-90	Substitute Custodian	\$18/hr.	District	03/04/24 - 06/30/24	Rescind Appointment
3.	Eric Grabusnik 11-000-262-100-004-90	Part-Time Custodian	\$36,681* Gr. 1/1	High	04/08/24 - 06/30/24	Replacing: D. Stone

C. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following employees separation actions for the 2023-2024 school year.

	Name	Position	Location	Date Effective	Discussion
1.	Mercedes Hernandez	Teacher	High	05/01/24	Retirement
2.	Junneve Hernandez - Minaya	PT Paraprofessional	Jackson	02/27/24	Resignation
3.	Dorina Peralta	Teacher	Jackson	07/01/24	Retirement
4.	Marc Houser	Teacher	High	07/01/24	Retirement
5.	Bakisye Magee	PT Paraprofessional	Parker	03/14/24	Resignation
6.	John Pappas	Teacher	High	09/01/24	Retirement
7.	Aurelia Zitman	Teacher	Middle	07/01/24	Retirement
8.	Steven Colella	Teacher	Middle	07/01/24	Retirement

D. STAFF REASSIGNMENTS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following transfers for the 2023-2024 school year.

	Name	From Position	To Location	Location	Date Effective
1.	Pamela Marasciulo	Preschool ABA Teacher	PSD Teacher	ECDC	03/11/24

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 Absences for the 2023-2024 school year.

	Name	Position	Date Effective	Discussion
1.	Staff ID XX91	Teacher	03/02/24	Extended Sick Leave 03/02/24 - 03/29/24 unpaid w/ EBC
2.	Staff ID XX02	Teacher	02/21/24	Sick Leave 02/21/24 - 04/03/24 unpaid w/ EBC

3.	Staff ID XX43	Teacher	05/23/24	Sick Leave 05/23/24 - 06/07/24 w/ pay 06/10/24 - 06/28/24 unpaid w/ EBC 09/01/24 - 11/25/24 unpaid w/ EBC
4.	Staff ID XX47	Teacher	03/04/24	Revised Sick Leave 03/04/24 - 03/15/24 paid using sick days w/ benefits 03/18/24 - 06/30/24 unpaid w/ EBC
5.	Staff ID XX97	Social Worker	03/04/04	Sick Leave 03/04/24 - 04/24/24 paid using sick/vacation days w/ benefits 04/25/24 - 07/25/24 unpaid w/ EBC
6.	Staff ID XX76	FT Paraprofessional	02/26/24	Sick Leave 02/26/24 - 04/01/24 paid using sick days w/ benefits
7.	Staff ID XX57	Teacher	03/05/24	Sick Leave 03/05/24 - 04/05/24 paid using sick days w/ benefits
8.	Staff ID XX51	Teacher	03/21/24	Revised Sick Leave 03/22/24 - 04/19/24 paid using sick days no benefits 04/22/24 - 06/30/24 unpaid w/out benefits
9.	Staff ID XX14	Teacher	03/06/24	Sick leave 03/06/24 - 04/02/24 paid using sick days w/ benefits
10.	Staff ID XX63	Teacher	04/01/24	Sick Leave 04/01/24 - 06/30/24 paid using sick days w/ benefits

F. STAFF TRANSFERS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following transfers for the 2023-2024 school year.

	Name	Position	From Location	To Location	Date Effective
1.	Jose Betances	Custodian	High	Middle	03/04/24
2.	Jose Berrio	Custodian	Middle	High	03/04/24

G. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for the 2023-2024 school year. The total cost will be paid for with Title III Grant funds, account #20-241-100-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Stanley Membreno	Title III High School Tutorial Program for Multilingual Students in Math and ELA	Appendix G	32 hours

H. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for the 2023-2024 school year. The total cost will be paid for with Preschool Education Aid, account #20-218-200-176-009-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Katarzyna Ferrone	Preschool Parent Engagement Program Teacher Coordinator	Appendix G	10 hours
2.	Cynthia Florencio	Preschool Parent Engagement Program Support Teachers	Appendix G	6 hours
3.	Laura McBride	Preschool Parent Engagement Program Support Teachers	Appendix G	6 hours

I. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2023-2024 school year. The total cost will be paid for with Title I Grant funds, account #20-231-100-100-090-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Michelle Hammond- Dudley	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
2.	Vivian King	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
3.	Brett Koenig	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
4.	Saran Sinnette	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
5.	Antoinette Walker-Hazel	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours

J. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2023-2024 school year. The total cost will be paid for with account #11-120-100-101-090-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	David Salyers	Hackensack Middle School Spring Concert Accompanist	Appendix G	6 hours

K. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following School Based Youth Supplemental Program (SBYSP) NF0002 Grant Modification - salary adjustments for the 2023-2024 school year, per Grant increase adjustment.

	Name	Current Salary	Adjusted Salary	Location
1.	Shayna Lebovic	\$62,215	\$64,260	High
2.	Lisa Kelly	\$55,796	\$57,841	High
3.	Alexandria Lopez	\$51,468	\$53,512	High
4.	Martha Orbe	\$34,551	\$36,596	High
5.	Doris De Jesus-Levy	\$92,778	\$94,823	High

L. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Anti-Bullying (HIB) Specialists for the 2023-2024 school year in accordance with Policy #5512:

	Name	Position	Location
1.	Heather White-Coleman	Anti-Bullying Specialist	ECDC
2.	Simone Edwards	Anti-Bullying Specialist	High
3.	Heather White-Coleman	Anti-Bullying Specialist	Middle
4.	Jennifer Zanca	Anti-Bullying Specialist	Fairmount
5.	Jackelin Alerte	Anti-Bullying Specialist	Parker
6.	Cecilia Ruiz	Anti-Bullying Specialist	Hillers
7.	Osvaldo Sanchez	Anti-Bullying Specialist	Jackson

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

	Name	Position	Step	Stipend
1.	Heather Goggins	Girls Basketball Academy Coach	1	\$2,093
2.	Daniel Reddan	Girls Basketball Academy Coach	1	\$2,093
3.	Lynrick Rhymer	Boys Volleyball Coach	3	\$2,463
4.	Haris Brkovic	Boys Volleyball Coach	3	\$2,463
5.	Mariko Walker	Girls Soccer Coach	3	\$2,463
6.	Veronica Alvarez	Girls Soccer Coach	1	\$2,093
7.	William Arroyo	Boys Soccer Coach	1	\$2,093
8.	Joseph Urban	Boys Soccer Coach	1	\$2,093
9.	Stacy Wilkins	Softball Coach	1	\$2,093
10.	Devon Darling	Softball Coach	3	\$2,463
11.	Jose Sierra	Baseball Coach	2	\$2,278
12.	Brian Conoscenti	Baseball Coach	2	\$2,278
13.	Brittany Coleman	Assistant Softball Coach	1	\$6,163
14.	Henry Reyes	Volunteer Softball Coach	N/A	N/A

N. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of Job Titles and Job Descriptions:

1. Literacy Instructional Coach
2. Multilingual Learner Instructional Coach

O. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the termination of Employee ID XX99 effective May 31, 2024.

Personnel actions A.1, A - O:				
<i>Motion: Trustee Cordero-Outen</i>	<i>Second: Trustee Powell</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
TBD- South Hackensack Rep				
Christina Holtz- Rochelle Park Rep				
Mr. Carroll (Demetrius)	x			

Ms. Harris (Jennifer)	x			
Mr. Martin (Kenneth)	x			
Mr. Powell (Lancelot)	x			
Ms. Pringle (Shivonnie)	x			
Ms. Somerville (Marlene)	x			
Mr. Stein (Mark)	x			
Ms. Cordero-Outen (Lissette)- Vice President	x			
Mr. James-Vickery (Scott)- President	x			

B. Policy

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

- P 1140 Educational Equity Policies/Affirmative Action (M) (Revised)
- P 1523 Comprehensive Equity Plan (M) (Revised)
- P 1530 Equal Employment Opportunities (M) (Revised)
- R 1530 Equal Employment Opportunity Complaint Procedure (M) (Revised)
- P 1550 Equal Employment/Anti-Discrimination Practices (M) (Revised)
- R 2200 Curriculum Content (M) (Revised)
- P 2260 Equity in School and Classroom Practices (M) (Revised)
- R 2260 Equity in School and Classroom Practices Complaint Procedure (M) (Revised)
- P 2411 Guidance Counseling (M) (Revised)
- P 3211 Code of Ethics (Revised)
- R 5440 Honoring Student Achievement (Revised)
- P 5570 Sportsmanship (Revised)
- P 5750 Equitable Educational Opportunity (M) (Revised)
- P 5755 Equity in Educational Programs and Services (M) (Abolished)
- P 5841 Secret Societies (Revised)
- P 5842 Equal Access of Student Organizations (Revised)
- P & R 7610 Vandalism (Revised)
- P 9323 Notification of Juvenile Offender Case Disposition (Revised)
- P & R 2423 Bilingual Education (M) (Revised)
- P & R 2431.4 Prevention and Treatment of Sports-Related Concussions and Head Injuries (M) (Revised)

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 Policies and Regulations:

- P 8500 Food Services (M) (Revised)

Policy Actions B1-B2				
Motion: Trustee Cordero-Outen	Second: Trustee Pringle			
	Yes	No	Abstain	Absent
TBD- South Hackensack Rep				
Christina Holtz- Rochelle Park Rep				
Mr. Carroll (Demetrius)	x			
Ms. Harris (Jennifer)	x			
Mr. Martin (Kenneth)	x			

Mr. Powell (Lancelot)	x			
Ms. Pringle (Shivonnie)	x			
Ms. Somerville (Marlene)	x			
Mr. Stein (Mark)	x			
Ms. Cordero-Outen (Lisette)- Vice President	x			
Mr. James-Vickery (Scott)- President	x			

C. Curriculum

C1 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following travel and lodging expense reimbursements for professional development:

Staff Member's Name	Description of Workshop/ Conference	Date of Conference	Location	Lodging/Meals/ Transportation/ Airfare Total Amount	Account Number
Dr. Joy Dorsey-Whiting	United Conference on School Leadership	July 14-17, 2024	Nashville, Tennessee	\$2,646.50	11-000-240-500-300-00 (2024-2025 SY)
Donna Petrin-Wall	American Educational Research Association-Dismantling Racial Injustice and Constructing Educational Possibilities	April 11-14, 2024	Philadelphia, Pennsylvania	\$918.74	20-218-200-580-009-00
Laura Durso	Academic Decathlon Nationals	April 24-27, 2024	Pittsburg, Pennsylvania	\$3,012.12	11-190-100-500-050-00
Sandra Harrington	Academic Decathlon Nationals	April 24-27, 2024	Pittsburg, Pennsylvania	\$224.00	11-190-100-500-050-00
Yesenia Budhu-Howell	Bowie State University-Spring 2024 Career Fair	April 1-3, 2024	Bowie, Maryland	\$950.00	11-000-251-580-005-00
Alexandria Lopez	Enhancing School Mental Health Service	March 19, 2024	Sayreville, New Jersey	\$38.54	11-000-240-500-050-00

C2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following professional development registration fees for the 2023-2024 school year:

Staff Member's Name	Workshop/ Conference	Date of Conference	Location	Registration Fee	Account Number
Dr. Joy Dorsey-Whiting	United Conference on School Leadership	July 14-17, 2024	Nashville, Tennessee	\$1,040.00	11-000-240-800-300-00 (2024-2025 SY)

C3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of

Schools, approves the following field trips/field trip locations:

Lead Staff Member	School	Trip Location
Laura Durso	High School	Academic Decathlon Nationals, David L. Lawrence Convention Center, Pittsburgh, Pennsylvania
Michele Balik	High School	Five Below Store, Paramus, New Jersey
Michele Balik	High School	Amici Restaurant, Maywood, New Jersey
Michele Balik	High School	Michael's Art Store, Paramus, New Jersey
Diana Bermudez	High School	Lakeshore Learning Store, Hackensack, New Jersey

C4 Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following internships, field experiences, classroom observations, and student practicums for the 2023-2024 school year:

School(s)	Administrator(s)	Candidate(s) (*pending prints)	Observation/ Placement with	Assignment	University	Dates
High School	James Montesano	Rebecca Desimone Carla Rodriquez Eleana Rojas Michele Riva	Dahiana Defina	Health Office	Felician College	April 2024

C5 Be It Resolved, that the Hackensack Board of Education, upon review and consideration of the results of the HIB investigation(s) report to the Board of Education during its last meeting, affirms the Superintendent's determination on the HIB investigation.

C6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves High School students to participate in the Academic Decathlon 2024 Nationals Competition taking place in Pittsburgh, Pennsylvania from April 24, 2024 to April 27, 2024, at a cost of \$4,500.00 paid by the district. The trip will be chaperoned by High School teachers, Laura Durso and Sandra Harrington. The cost of the trip will be paid from account # 11-190-100-500-050-00.

C7 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves William Paterson University Senior nursing students to present health topics to students at Jackson Avenue School and Fairmount School in April 2024. The topic will be determined by the school nurse and principal.

C8 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with High Impact Youth Training Solutions and Without a Trace Investigations to hold a parent workshop at Hackensack High School during the 2023-2024 school year. The workshop titled, Parenting in the Digital Age and Social Media Awareness will take place on April 18, 2024. The total cost, not to exceed \$1,100.00, will be paid for with Title I funds, account # 20-231-200-300-050-00.

C9 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the submission of the Preschool Education Aid budget and the acceptance of Preschool Education Aid in the amount of \$4,294,824.00.

C10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement between the Hackensack Board of Education and Young Audiences Art for Learning of New Jersey and Eastern Pennsylvania for the 2023-2024 school year to deliver four performances of A Journey Through Latin Percussion at Nellie K. Parker School and Jackson Avenue School for Multilingual Learners. The amount, not to exceed \$4,700.00, will be paid for with Title III funds, account #20-241-100-300-000-00.

C11 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreements between the following music accompanists to accompany spring concerts for the 2023-2024 school year. The amount, not to exceed the amounts listed will be paid for with account #11-190-200-300-VPA-00

Accompanist	School	Amount
Natasha Gonzalez	Jackson Avenue School	\$500.00
Natasha Gonzalez	Fairmount School	\$500.00
James Gregory	Fanny M. Hillers School	\$450.00
James Gregory	Nellie K. Parker School	\$250.00
James Gregory	Hackensack High School	\$400.00

C12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement between Glazier Clinics and the US Marines to work with eleventh and twelfth grade students during Physical Education classes during the 2023-2024 school year at Hackensack High School. This will be at no cost to the district.

C13 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the requisitions below for attendance, tuition, tuition contracts, and specialized services, in order to provide an appropriate educational program at public, private or appropriate educational program at public, private or residential schools for pupils non-classified or classified as eligible for special education and related services by the Child Study Team, in accordance with N.J.S.A. 18A, Chapter 46, services for the 2023-2024 school year, July 1, 2023 thru June 30, 2024.

Type	School	Tuition	ID #	Classified	Comment
Non-Pub	Pillar Elementary	0.00	XXX189	X	Last day of attendance 02/20/2024
Non-Pub	SBJC 24/25 SY transportation				Transportation
Non-Pub	Sage Day School	\$35,031.04	XXX137	X	Tuition
Non-Pub	BCSS-Venture Program	\$92,160.00	XXX955	X	Tuition
Non-Pub	Chapel Hill Academy (Terranova Group)	\$34,196.00	XXX708	X	Tuition

C14 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a resolution to increase the original budget of Interim Healthcare Inc, Wayne, New Jersey, for the purposes of providing individualized education program mandated Nursing and/or Health Assistant services to students with disabilities and who need constant medical attention during the school day and attend in-district programs. Budget will increase from \$100,000.00 and not exceed \$300,000.00 due to additional one to one nurses needed for special education students in need of medical attention during school hours. Interim healthcare will be paid from account #11-000-217-320-006-00.

C15 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a resolution to increase the original budget of Kid Clan, Clifton, New Jersey for the purpose of providing ABA, behavior, physical, and speech therapists to provide related services based on individualized education program needs. Budget will increase from \$200,000.00 and not exceed \$600,000.00 due to additional related service provided needed for leave coverage and additional related services needed for special education students. Kidclan will be paid from account #11-000-216-320-006-00.

C16 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a resolution to increase the original budget of Therapy Travelers/EPIC special education staffing, El Segundo, California for the purposes of providing individualized education program mandated related services (counseling, occupational therapy, physical therapy, speech therapy, related service evaluations, consultations, and behavior services). Therapy Travelers will increase from \$200,000.00 and not exceed \$600,000.00 due to additional related service provided needed for leave coverage and additional related services needed for special education students. Therapy Travelers will be paid from account #11-000-216-320-006-00.

C17 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a resolution to increase the original budget of Starlight Homecare Agency, Saddle Brook, New Jersey, for the purposes of providing individualized education program mandated Nursing and/or Home Health Assistant Services to students with disabilities during the school day. Starlight Homecare Agency will increase from \$100,000.00 and not exceed \$200,000.00 Starlight will be paid from account #11-000-217-320-006-00.

C18 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the grant award of the School-Based Mental Health Services Grant Program application (Project Period 2 of 5) from the New Jersey Department of Education, to support the recruitment, placement, hiring, and retention of school-based mental health professionals in the amount of \$327,635.00.

School Based Mental Health Grant - 12/01/2023 to 12/31/24		
Account Number	Description	Amount
20-460-100-300-000-00	Purchased Services SBMHS Grant	\$9,000.00
20-460-100-600-000-00	Supplies and Materials SBMHS Grant	\$2,122.00
20-460-200-100-000-00	Support Salaries SBMHS Grant	\$235,399.00
20-460-200-200-000-00	Benefits SBMHS Grant	\$58,701.00
20-460-200-500-000-00	Support Purchased Services SBMHS Grant	\$18,063.00

20-460-200-580-000-00	Travel SBMHS Grant	\$4,350.00
	Total	\$327,635.00

Curriculum Resolutions C1 - C18				
<i>Motion: Trustee Martin</i>	<i>Second: Trustee Powell</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
TBD- South Hackensack Rep				
Christina Holtz- Rochelle Park Rep				
Mr. Carroll (Demetrius)	x			
Ms. Harris (Jennifer)	x			
Mr. Martin (Kenneth)	x			
Mr. Powell (Lancelot)	x			
Ms. Pringle (Shivonnie)	x			
Ms. Somerville (Marlene)	x			
Mr. Stein (Mark)	x			
Ms. Cordero-Outen (Lissette)- Vice President	x			
Mr. James-Vickery (Scott)- President	x			

D. Finance

D1 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, approves the payment of bills and claims, February 16, 2024 through March 14, 2024, in the total amount of \$10,904,201.56 ([Attachment D2](#))

General Fund	Fund 10	\$864,247.16
Current General Expense	Fund 11	\$7,990,502.65
Capital Outlay	Fund 12	\$546,846.58
Special Revenue	Fund 20	\$692,181.98
Capital Projects	Fund 30	\$301,779.41
Debt Service	Fund 40	-
Enterprise Fund	Fund 60	\$508,643.78

D2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, approves Activities, Fundraisers and Flyers. Distributions ([Attachment D2](#))

D3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary approves an extension of services on the Energy Saving Improvement Program from DMR from March 2024 to June 2024 not to exceed \$15,000.00. Paid from account 30-000-400-000-000-00.

D4 Whereas, the South Bergen Jointure Commission ("SBJC") and HACKENSACK Board of Education ("the Board") are parties to a 2024-2025 agreement for SBJC, an approved Coordinated Transportation Service Agency, to coordinate transportation services for the Board's students; and

Whereas, due to a possible public health emergency, school districts may be required to close for

health-related reasons; and

Whereas, under N.J.S.A. 18A: 7F-9, if a school district is subject to a health-related closure for a period longer than three consecutive school days, a subject to a health-related closure for a period longer than three consecutive school days, a jointure commission shall continue to make payments under the terms of a contract with a contracted service provider as if the school facilities remained open, and

Whereas, if there are health-related school closures, pursuant to N.J.S.A. 18A:7F-9, the SBJC will be obligated to continue payments to its transportation service providers during the 2024-2025 school year; and to continue payment to those

Whereas, SBJC's commitment contracted transportation service providers is contingent upon the Board's continued payment to SBJC; and

Whereas, the SBJC is desirous of amending the terms of the Agreement to memorialize the Board's responsibility to continue its payment obligations to the SBJC in the event of school closures due to health-related reasons to ensure full compliance with N.J.S.A. 18A:7F-9.

Now, Wherefore, The Parties Agree as follows:

1. For the term of the 2024-2025 school year, if schools are closed and/or operating under virtual or remote instruction as a result of the current public health emergency, thereby not requiring transportation services for the Board's students, the Board shall continue to make payments under its Agreement with SBJC, as if the school facilities remained open, for SBJC to pay its contracted transportation service providers in accordance with N.J.S.A. 18A:7F-9.

2. All other terms and conditions of the Agreement not addressed herein shall remain in full force and effect.

D5a Revised Resolution to Approve the preliminary 2024-2025 School Year Budget

Whereas, the Hackensack Board of Education, County of Bergen, approves the preliminary **2024-2025 School Year Budget** in accordance with N.J.S.A.18A:7F-6 as follows:

Charter Schools Tuition (Fund 10)	\$7,478,168.00
Current General Expense (Fund 11)	\$136,997,132.00
Capital Outlay (Fund 12)	\$2,979,241.00
SUBTOTAL GENERAL FUND	\$146,535,249.00
Special Revenue (Fund 20)	\$7,906,446.00
Debt Service (Fund 40)	\$0.00

TOTAL APPROPRIATIONS	\$155,360,987.00
-----------------------------	-------------------------

And, Whereas, upon County approval the budget will be advertised in the Bergen Record in accordance to the format promulgated by the New Jersey Department of Education and according to law; and

Whereas, a Public Hearing on the budget for the 2024-2025 school year will be conducted during the May 1, 2024 Board of Education Meeting;

Now, Therefore Be It Resolved, that the **GENERAL FUND** tax levy of **\$93,389,606.00** and **DEBT SERVICE** tax levy of \$0.00 is approved to support the 2024-2025 school year budget.

D5b **Whereas,** the district has a taxing authority which is comprised of:

Banked Cap Available in 2024-2025	\$2,934,919.00
Tax Base adjustment for increase in enrollment	\$941,190.00
Tax Base adjustment for increase in Healthcare Costs	\$660,681.00
2.00% Allowable Tax Levy Adjustment	\$1,783,037.00
Base 2023-2024	\$89,151,864.00
Total Available Tax Levy Authority	\$95,471,691.00

Whereas, The Board has approved that there should be raised, for the General Fund, a tax levy of \$93,389,606, which includes a 2.00% tax levy increase in the amount of \$1,783,037.00 and Banked CAP and adjustments, as seen below:

Base 2023-2024	\$89,151,864.00
2.00% Allowable Tax Levy Adjustment	\$1,783,037.00
Tax Base adjustment for increase in enrollment	\$941,190.00
Banked CAP from Prior Years	852,834.00
Tax Base adjustment for increase in Healthcare Costs	\$660,681.00
Total Tax Levy for 2024-25 School Year	93,389,606.00

Now, Therefore Be It Resolved, that the Hackensack Board of Education, in the County of Bergen, New Jersey approves that the unused, unexpired taxing authority of \$2,082,085.00 (**Banked Cap**) be held for potential use in the subsequent allowable fiscal years.

D5c Be It Resolved, in accordance with N.J.A.C. 6A:23A-7.3(a), which provides that the Hackensack Board of Education shall establish in the annual school budget a maximum expenditure amount that may be allotted for such travel and expense reimbursement for the 2024-2025 school year, and

Whereas, school district policy and N.J.A.C.6A:23A-7.3(a) provides that the Hackensack Board of Education established in the annual school budget a maximum expenditure amount that may be allotted for travel and expense reimbursement for the 2024-2025 school year; and

Whereas, the maximum expenditure amount allotted for travel and expense reimbursements for the 2024-2025 school year is \$250,000.00; and

Whereas, travel and expense will be reimbursed as per individual contract and in accordance with Board Policy,

Now, Therefore Be It Resolved, that the Hackensack Board of Education, in the County of Bergen, New Jersey hereby establishes the school district travel maximum for the 2024-2025 school year at the sum of \$250,000.00, and,

Be It Further Resolved, that the School Business Administrator shall track and record these costs to ensure that the maximum is not exceeded.

D5d Whereas, this budget includes a **withdrawal** from **Capital Reserve**, in the amount of \$2,500,000.00, with a net balance in Capital Reserve in the amount of \$2,579,679.00, and

Whereas, the transfer of these reserves supports the following capital projects that are in addition to the Facilities Efficiency Standards determined by the Commissioner of Education necessary to achieve the Student Learning Standards adopted by the State Board of Education:

<i>Project Number</i>	<i>Description</i>	<i>Budgeted Cost</i>
03-1860-X00-xxxx	Purchase/Increase Instructional Space	\$2,500,000.00
	Total	\$2,500,000.00

Now, Therefore Be It Resolved, that the amount authorized to be **withdrawn from the Capital Reserve** account is \$2,500,000.00.

D5e Whereas, N.J.A.C. 6A:23A:5.2(a) mandates boards to establish annually prior to budget preparation, for public relations and each type of professional service, a maximum level of spending for the ensuing school year; and

Whereas, the budget includes the following appropriations:

Account Code	Professional/Technical Service	Amount
11-000-213-300	Health - School Physician	\$75,300.00
11-000-216-320	Purchased Student Related Support Services	\$2,181,000.00
11-000-217-320	Purchased Professional Extraordinary Services	\$1,432,500.00
11-000-218-320/390	Student Guidance Services - Medical Screenings	\$45,050.00
11-000-219-320/390	Purchased Prof-Ed Services -Educational/Medical Services Provided to Students	\$246,000.00
11-000-221-320/500	Improvement Instruction Purch Ed Serv	\$98,300.00
11-000-222-320/390	Educational Media Purch Services	\$8,200.00
11-000-223-320/390	Purchased Professional Development Services - Speakers	\$184,000.00
11-000-230-331	Legal Services	\$375,000.00
11-000-230-332	Auditor Fees	\$70,000.00
11-000-230-334/390	Architect/Engineer Services	\$10,000.00
11-150-100-320	Hospital Based Homebound Instruction	\$50,000.00
11-190-100-320/340	Substitute Instructional Staff/Tech Services	\$2,371,217.00
11-190-100-500	Regular Program Inst Other Purchased Services	\$1,621,625.00
12-000-400-334/390	Capital Projects - Architect/Engineer Services	\$200,000.00
	Total	\$8,968,192.00

and,

Whereas, the Administration needs to notify the Board if there arises a need to exceed said maximums, upon which the Board may adopt a dollar increase in the maximum amount through formal Board action; and

Whereas, the Board and Administration wishes to minimize the amount of paperwork involved in this area;

Now Therefore Be It Resolved, that the Hackensack Board of Education, in the County of Bergen, New Jersey establishes maximums for professional services in the areas listed above at a level of 120% of the amounts listed for the 2024-2025 school year.

D5g Whereas, N.J.A.C. 6A:23A:5.2(a) mandates boards to establish annually, prior to budget preparation, anticipated revenue from Medicaid SEMI, and

Whereas, the Hackensack Board of Education, in the County of Bergen, New Jersey did not require a waiver based on alternate projected revenue for the Special Education Medicaid Initiative (**SEMI**) program, based on medicaid eligible students who receive a related service,

Now, Therefore, Be It Resolved that the district approves the anticipated SEMI revenue amount of \$244,214.00.

D5h Resolution to Approve the Health and Prescription appropriations for the 2024-2025 school year

Whereas, the Hackensack Board of Education, in the County of Bergen, New Jersey approves Resolution to adopt the Health and Prescription appropriations for the 2024-2025 school year.

Finance and Budget Resolutions D1 – D5h				
Motion: Trustee Somerville	Second: Trustee Stein			
	Yes	No	Abstain	Absent
TBD- South Hackensack Rep				
Christina Holtz- Rochelle Park Rep				
Mr. Carroll (Demetrius)	x			
Ms. Harris (Jennifer)	x			
Mr. Martin (Kenneth)	x			
Mr. Powell (Lancelot)	x			
Ms. Pringle (Shivonnie)	x			
Ms. Somerville (Marlene)	x			
Mr. Stein (Mark)	x			
Ms. Cordero-Outen (Lissette)- Vice President	x			
Mr. James-Vickery (Scott)- President	x			

E. Buildings and Grounds

E1 Use of School Facilities - In accordance with District Policy

E2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, approves/ratifies Change orders 8 and 9 for the Hackensack Middle School and Hackensack High School cafeteria project, bid awarded to Mark Construction for \$3,190,000.00

Original Contract Amount	\$3,190,000.00
The net change by previously authorized change orders	\$134,732.51
Contract Sum prior to change orders	\$3,324,732.51
Change Order 8 New Shunt Trip Breakers	\$8,415.96
Change Order 9 MS Cafeteria Existing Panel Feeders Replacement \$190,200.28 (approves/ratifies on 7/24/23 resolution E10)	\$190,200.28

MS Cafeteria Temporary Power \$13,175.63	\$13,175.63
New Contract Sum including changer orders	\$3,528,108.42

E3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/ Board Secretary, approves the revision of resolution E2 from the November 20, 2023 agenda approving DMR to submit a minor amendment to the Long Range Facilities Plan (LRFP) to include the E-Sports project located at the High School Media Center to reflect the funding source as Capital Reserve, with no State funding being requested. This resolution also approves DMR Architects to submit the schematic and final design submissions to the NJDOE.

Buildings and Grounds Resolutions E1–E3				
<i>Motion: Trustee Stein</i>	<i>Second: Trustee Somerville</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
TBD- South Hackensack Rep				
Christina Holtz- Rochelle Park Rep				
Mr. Carroll (Demetrius)	x			
Ms. Harris (Jennifer)	x			
Mr. Martin (Kenneth)	x			
Mr. Powell (Lancelot)	x			
Ms. Pringle (Shivonnine)	x			
Ms. Somerville (Marlene)	x			
Mr. Stein (Mark)	x			
Ms. Cordero-Outen (Lissette)- Vice President	x			
Mr. James-Vickery (Scott)- President	x			

F. Community Relations-

- Being held on March 21, 2024

G. Old Business

- None

H. New Business

- Adding a second section for public comments- Having the second comment section about the resolutions

Trustee Martin motioned to refer to having a second public comment section to the policy committee, seconded by Trustee Harris with 3 ayes and 6 nays. Motion did not pass.

VIII. Board Comments

- Shout out to art exhibition, cheerleaders, decathlon athletes
- Thank you to all staff making the meeting and district run
- Congrats to Ms. De Jesus
- Happy Women's History Month- "She believed she could, so she did"
- Congrats to the Hackensack Cheerleading team
- Shout out to Student Represtat
- Congrats to the basketball team
- Middle School- new of success of students

- World Down Syndrome Day
- IT support team , thank you
- National Honor Society- 31 nominees
- Music Honor Society- 15 nominees
- Moana play
- Little Shop of Horrors play
- Lots to be proud of
- God Bless, get home safe
- All women in the district- thank you for all the hard work
- Unsung Hero
- Muhamed play and congrats to President James-Vickery, whose kids were in the play
- Ms. Story- Thank you for the treats
- Thank you Dr. McBryde- coming up on 90 days
- Clear is kind, facts are your friends
- Thank you for putting in the work for the data shared to the board
- Everything begins with reading
- Thank you Mr. Stein for the list of things done this month
- Every big dream, begins with a dreamer
- Appreciative of strong women in district/board members

IX. Adjournment:

Trustee Stein motioned to adjourn the meeting at 9:17pm, seconded by Trustee Pringle.

Respectfully submitted,



Lydia Singh, SBA/Board Secretary