

JOINT BOARDS MEETING MINUTES
Hackensack Board of Education
Maywood Board of Education
Rochelle Park Board of Education
South Hackensack Board of Education
191 Second Street, Hackensack, NJ 07601
October 16, 2023

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

In accordance with the Open Public Meetings 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 Joint Public Meeting on Monday, October 16, 2023, in the High School Media Center, at 6:18 pm.

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
Mr. Bendezu (Julio)		x
Mr. Carroll (Demetrius)	x	
Mr. Coleman (Christopher)	x 6:40pm	
Ms. Cordero-Outen (Lissette)	x	
Ms. Harris (Jennifer)	x	
Mr. Meehan (Andrew)	x	
Mr. Powell (Lancelot)	x	
Ms. Somerville (Marlene)	x	
Mr. Rodriguez (Anthony), Vice President	x	
Mr. James-Vickery (Scott), President	x	

II Be It Resolved, that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Monday, October 16, 2023, 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 6:20pm. seconded by Trustee Cordero-Outen with all members present voting aye. The Trustees reconvened into public session at 8:07pm .

Trustee Powell motioned to return into Executive Session at 9:42pm seconded by Trustee Meehan with all members present voting aye. The Trustees reconvened into public session at 10:35pm.

Commence Joint Boards Meeting:

Roll Call Hackensack:

Roll Call Maywood:

Roll Call Rochelle Park: Trustee Teresa Judge Cravello

Roll Call South Hackensack:

Introduction and Welcome of Guests - Robert Sanchez, Superintendent

III Presentation:

- Hackensack High School Update- Principal James Montesano

Break

IV Presentation:

- **District Student Performance Data** - Andrea Oates-Parchment, Assistant Superintendent of Curriculum & Instruction and Affirmative Action Officer
- **The Anti-Bullying Bill of Rights School Self-Assessment Reports** - Andrea Oates-Parchment, Assistant Superintendent of Curriculum & Instruction and Affirmative Action Officer

V Student Board Member Report - Natasha Castillo

VI Superintendent's Report

A. Enrollment Report

<i>Enrollment as of October 12, 2023</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1726	98.75
Middle School	1407	98.63
Fairmount	510	98.45
Hilliers	449	98.24
Jackson	373	98.58
Parker	538	98.80
ECDC	157	96.78
Total	5160	98.31

B. Residency Report

	<i>September 2023</i>	<i>Year to Date</i>
Number of Residency Cases Received	0	2
Residency Verified	0	0
In-Home Visits Unverified	0	2
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: September 16, 2023 - October 11, 2023					
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	1	0	0	1
Parker	0	0	0	0	0
Hillers	0	0	0	0	0
Jackson	0	0	0	1	1
Middle	0	0	0	2	2
High	0	0	0	1	1
TOTALS	0	1	0	4	5

VII 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.

- Hiring/promoting within the district for positions opened within the district
- Administrative issues in Fairmount
- Health and Safety of the teachers when vetting new Administration

VIII Approve Minutes

Be It Resolved, that the Hackensack Board of Education approves the **Regular Meeting Minutes** and **Closed Session Minutes** of September 18, 2023 and **Special Meeting Minutes** of October 1, 2023 and October 8, 2023, as submitted.

Trustee Powell motioned to approve the Regular minutes and Closed Session minutes of September 18, 2023, and the Special Meeting Minutes of October 1, 2023 and October 8, 2023 seconded by Trustee Somerville.

IX Resolutions

A. Personnel

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

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 APPOINTMENTS

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	Deg/Step	Salary	Location	Effective Date(s)	Discussion
1.	Gulda Battaglia 11-000-219-104-009-90	LR Social Worker	MA/1	\$69,430	ECDC	9/18/23-1/31/24	Salary Correction
2.	Lisa Kruger 11-120-100-101-110-90	LR ABA Special Education Teacher	MA30/1	\$79,150	Hillers	9/1/23-10/13/23	Approve/ratify Replacing: Vacancy
3.	Lisa Kruger 11-120-100-101-110-90	LR Special Education Teacher	MA30/1	\$79,150	Hillers	11/13/23-6/20/24	Approve/ratify Replacing: J. Ronzetti
4.	Luis Herrantz Mata 11-140-100-101-050-90	LR Spanish Teacher	BA/1	\$61,635	High Middle	10/16/23-12/15/23 & 12/18/23-1/26/24	Replacing: M. Hernandez and F. Campolo
5.	Atti Devi 20-218-100-101-009-90	LR Preschool Teacher	BA32MA/1	\$69,430	ECDC	11/13/23-5/6/23	Replacing: S. Burfeind
6.	Tekeema Allen 11-190-100-101-000-90	Math Coach	MA30/13	\$112,310	District	10/2/23	Approve/ratify
7.	Robert Giarusso 11-120-100-101-110-90	LR Fourth Teacher	MA30/1	\$79,150	Hillers	09/18/23-12/1/23	Approve/Ratify Replacing: M. Mattei
8.	Rosemary Marks	Assistant Superintendent /Acting	N/A	N/A	Parker	10/18/23 - 11/30/23	Replacing: L. Whitaker

		Principal					
9.	Sophia Van Ess	Substitute Administrator	N/A	\$550/per day	Middle	11/16/23 - 1/31/24	Replacing: N. Cowins
10.	Jason Koepke	Acting Supervisor of Guidance Grades 5-12	N/A	\$137,000 * (Difference between current salary \$121,060)	High	10/17/23- 11/13/23	Replacing: T. Hovsepian (Stipend prorated based on number of days)

B. NON-CERTIFICATED STAFF APPOINTMENTS

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 2023 -2024 school year. *Prorated salary based on employment dates.

	Name	Position	Salary	Location	Effective Date	Discussion
1.	Alexia Maldonado 11-000-217-100-009-90	PT Paraprofessional	\$25/hr	ECDC	10/02/23	Approved/ratified new position
2.	Michael Fitzsimmons 11-190-100-106-110-90	PT Paraprofessional	\$25/hr	Hillers	10/16/23	New Position
3.	Denisse Valle 11-190-100-106-090-90	PT Paraprofessional	\$25/hr	Parker	10/16/23	New Position
4.	Kahron Fyffe 11-209-100-106-009-90	1:1 PT Paraprofessional	\$25/hr	ECDC	10/25/23	New Position
5.	Maxima Parra Perez 11-190-100-106-120-90	Lunch Assistant	\$22/hr	Jackson	10/02/23	Approved/ratified new position
6.	Judy Bush 60-910-310-100-300-90	Lunch Assistant	\$22/hr	Middle	10/16/23	New Position
7.	Aracelis Duran 60-910-310-100-009-90	Lunch Assistant	\$22/hr	Fairmount	11/01/23	New Position
8.	Jerrell McFadden 11-000-252-100-007-90	Computer Technician	\$57,500	Technology	11/13/23	Replacing: K. Sanchez

C. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Substitute Nurses for the 2023-2024 school year

	Name	Position	Location	Rate
1.	Christine Catona	Substitute Nurse	District	\$225/day

D. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the Custodial/Maintenance Staff for the 2023-2024 school year

	Name	Position	Grade/Step	Salary	Location	Effective Date	Discussion
1.	Carlos Cobo 11-000-261-100-004-90	Plumber/ Maintenance Worker	4/6	\$65,046	District	11/1/23	Replacing: C. Field

E. LEAVE OF ABSENCES

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

	Name	Position	Date Effective	Discussion
1.	Staff ID# XX23	Teacher	1/2/24	Sick leave 1/2/24-1/29/24 paid w/ benefits using sick days; FMLA 1/30/24-4/30/24 unpaid w/ benefits; Unpaid leave 5/1/24-6/30/24 unpaid w/ EBC
2.	Staff ID# XX01	Vice Principal	9/19/23	Sick leave 9/19/23-10/31/23 paid w/ benefits using sick days
3.	Staff ID# XX90	Teacher	10/16/23	Sick leave 10/16/23-10/27/23 paid w/ benefits using sick days
4.	Staff ID# XX91	Teacher	9/1/23	Revised FMLA 9/1/23-11/30/23 unpaid w/ benefits
5.	Staff ID# XX21	Teacher	9/1/23	Revised sick leave 9/1/23-9/29/23 paid w/ benefits using sick days
6.	Staff ID# XX11	Teacher	9/1/23	Revised sick leave 9/1/23-12/15/23 paid w/benefits using sick days
7.	Staff ID# XX80	Teacher	9/1/23	Revised unpaid leave 9/1/23-12/5/23 unpaid w/o benefits
8.	Staff ID# XX14	Teacher	9/15/23	Sick leave 9/15/23-10/20/23 paid w/ benefits using sick days
9.	Staff ID# XX00	Social Worker	10/10/23	Sick leave 10/10/23-10/24/23 paid w/ benefits using sick days

10.	Staff ID# XX38	Psychologist	9/15/23	Revised sick leave 9/15/23-11/10/23 paid w/ benefits using sick days
11.	Staff ID# XX63	Principal	9/22/23	Sick leave 10/3/23-11/30/23 paid w/ benefits using sick days
12.	Staff ID# XX71	Supervisor	10/10/23	Sick leave 10/10/23-11/10/23 paid w/ benefits using sick days
13.	Staff ID# XX99	Teacher	11/6/23	FMLA 11/6/23-1/22/23 unpaid w/o benefits
14.	Staff ID# XX36	Teacher	11/1/23	Sick leave 11/1/23-3/22/24 paid w/ benefits using sick days

F. STAF SEPARATIONS/RESIGNATIONS/RETIREMENT

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 2023-2024 school year.

	Name	Position	Location	Date Effective	Discussion
1.	Kayla Cook	ABA Preschool Teacher	ECDC	11/24/23	Resignation
2.	Mariko Walker	Special Education Teacher	Middle	11/24/23	Resignation
3.	Jeanne Browne	ABA Preschool Teacher	ECDC	10/02/23	Revised Resignation Date
4.	Najran Cowins	Assistant Principal	Middle	11/15/23	Revised Resignation Date
5.	Sabah Jadbabaei	School Psychologist	High	11/30/23	Resignation
6.	Patricia Sierra	PT Paraprofessional	Parker	10/19/23	Resignation
7.	Carolyn Kavitt	FT Paraprofessional	Middle	12/31/23	Retirement
8.	Nadia Estevez	Lunch Assistant	Parker	11/17/23	Resignation

G. TERMINAL PAY

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies terminal payments for the 2022-2023 and 2023-2024 school years as per the HBOE/ HEA/HOAP/HCMA Agreements.

	Staff Member	Position	Number of Days	Payment	Discussion
1.	Jane Ferrara	Paraprofessional	121 Sick Days	\$5,642.23	N/A

	Elizabeth Padovano	Teacher	194 Sick Days	\$12,173.50	N/A
2.	Eric Deering	Teacher	.5 Sick Days	\$94.13	N/A
3.	Jose Garzon	Custodian	.5 Sick Day 1 Vacation Day	\$30.00 \$291.09	N/A
4.	Karen Kabaki	Speech Language Specialist	69 Sick Days	\$4,329.75	N/A
5.	Jesse James	Custodian	298 Sick Days 20 Vacation Days	\$17,880 \$5,821.84	N/A
6.	Cathy Pitasi	Administrative Assistant	253 Sick Days 40 Vacation Days	\$16,445 \$13,113.57	Rescind previous amount/Revised
7.	Francesco Pitasi	Head Custodian	410 Sick Days 20 Vacation Days	\$24,600 \$6,878.25	Rescind previous amount/Revised
8.	Leroy Montgomery	Custodian	258 Sick Days 23 Vacation Days	\$15,480 \$7,155.59	Rescind previous amount/Revised

H. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following staff for student supervision for the 2023-2024 school year breakfast periods, compensation in accordance with HBOE/HEA Agreement:

	Name	School	Position	Rate/ Not to Exceed	Effective Dates
1.	Saran Sinnette	Parker	Teacher/Breakfast Supervision	\$24.75/40 minutes	9/6/23 -10/31/23
2.	Lena Kayek	Hillers	Teacher/Breakfast Supervision	\$24.75/40 minutes	9/6/23 -10/31/23
3.	Christopher Haffler	Hillers	Teacher/Breakfast Supervision	\$24.75/40 minutes	9/6/23 -10/31/23
4.	Nikola Coleski	Jackson	Teacher/Breakfast Supervision	\$24.75/40 minutes	9/6/23 -10/31/23
5.	Patricia Giampietro	Jackson	Teacher/Breakfast Supervision	\$24.75/40 minutes	9/6/23 -10/31/23
6.	Garrett Rothschild	Jackson	Teacher/Breakfast Supervision	\$24.75/40 minutes	9/6/23 -10/31/23
7.	Joseph Urban	Middle	Teacher/Breakfast	\$24.75/40 minutes	9/6/23 -6/22/23

			Supervision		
8.	Veronica Alvarez	Middle	Teacher/Breakfast Supervision	\$24.75/40 minutes	9/6/23 -6/22/23
9.	Jackie Bradley	Middle	Para/Breakfast Supervision	\$24.75/40 minutes	9/6/23 -6/22/23
10.	Cne Soukas	Middle	Teacher/Breakfast Supervision	\$24.75/40 minutes	9/6/23 - 6/22/23
11.	Paul Serrano	Fairmount	Para/Lunch Supervision	\$24.75/40 minutes	9/6/23 -10/31/23

I. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approve/ratify the following High School Athletic Events Game Help (announcers, site managers, ticket sellers, timers) for the 2023-2024 school year:

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|------------------------|----------------------|
| 1. Greg Bebe | 8. Aaron Taylor |
| 2. Tatiana Campos | 9. Lisa Magloire |
| 3. Mike Walker | 10. Ralph Dass |
| 4. Veronica Alvarez | 11. Pene Lockwood |
| 5. Sonya McFadden | 12. James Levitzke |
| 6. Haris Brkovic | 13. Michelle Hammond |
| 7. Michelle Canestrino | 14. Scott Davis |

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

1. Systems Administrator

2. Legal/Labor Relations Specialist

K. 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	Period/Course	Coverage Dates
1.	Letisha DeLeon	1/A/C SUPPORT 8, LSK8	10/2/23- until filled
2.	Sara Grbic	1/Language Arts 8, LEN8	10/2/23-until filled
3.	Megan Carola	2/Language Arts 8, LEN8	10/2/23- until filled
4.	Jessica Cruz	4/Language Arts 8, LEN8	10/2/23- until filled
5.	Sabrina Shaw	1/Social Studies	10/10/23-until filled

6.	Kris DeBlasio	3/Social Studies	10/10/23-until filled
7.	Antonia Pitasi	7/Social Studies	10/10/23-until filled
8.	Andrea Kosoy	8/Social Studies	10/10/23-until filled
9.	Kristey Duardo	7/ Math 7 Class	10/16/23-until filled
10.	Michele Stein	3/7th Grade Science	10/16/23- until filled
11.	Melanie Keenan	1/Resource Replacement Math 6	10/2/23 - until filled
12.	Amanda Miller	4/Resource Replacement Science 7	10/2/23 - until filled
13.	Michele Stein	4/Resource Replacement Science 7	10/2/23 - until filled
14.	Chris Sewell	2/LLD Dept. Reading Lab 7	10/10 - until filled

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

	Name	Period/Course	Coverage Dates
1.	Lauren Curreri	7/Sheltered Instruction US2	9/6/23-until filled
2.	GianCarlo Estrada	3/Sheltered Instruction US1	9/6/23-until filled

M. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following coaching staff for Hackensack High School with compensation in accordance with the HBOE/ HEA Agreement, Article 26, Section N:

	Name	Sport/Position	Step	Stipend
1.	Scott Davis	Head Boys & Girls Swimming Coach	3	\$14,223
2.	Aaron Taylor	Head Boys Basketball Coach	3	\$11,698
3.	Cortney Banks	Asst. Boys Basketball Coach	3	\$7,604
4.	Eugene Marshall	Asst. Boys Basketball Coach	3	\$7,604
5.	Tyler Kearney	Asst. Boys Basketball Coach	1	\$6,683
6.	Michelle Hammond-Dudley	Head Girls Basketball Coach	3	\$11,698
7.	Brittany Coleman	Asst. Girls Basketball Coach	2	\$7,043

8.	Sadee Irby	Asst. Girls Basketball Coach	2	\$7,043
9.	Melissa Reid	Asst. Girls Basketball Coach	3	\$7,604
10.	Greg Keller	Asst. Boys & Girls Swimming Coach	3	\$9,245
11.	Nancy Wallace	Head Boys & Girls Bowling Coach	3	\$11,082
12.	Charles Ferraro	Head Wrestling Coach	2	\$10,836
13.	Christian Velasquez	Asst. Wrestling Coach	2	\$7,043
14.	Von DeGuzman	Asst. Wrestling Coach	1	\$6,683
15.	Gioser Torrealba	Asst. Indoor Track Coach	3	\$3,082
16.	Mario Santivanez	Asst. Indoor Track Coach	3	\$3,082
17.	Walter King	Asst. Indoor Track Coach	3	\$6,163
18.	Kaliym Hazel	Asst. Indoor Track Coach	3	\$6,163
19.	Jennifer Moran	Head Cheerleading Coach	3	\$3,802
20.	Meagan Harrington	Asst. Cheerleading Coach	3	\$3,802

N. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following coaching staff for Hackensack Middle School with compensation in accordance with the HBOE/ HEA Agreement, Article 26, Section N:

	Name	Sport/Position	Step	Stipend
1.	Mariko Walker	Girls Soccer Coach	2	\$2,278
2.	Lynrick Rhymer	Girls Volleyball Coach	3	\$2,463
3.	Haris Brkovic	Girls Volleyball Coach	2	\$2,278
4.	Jasmine Boone	Cross Country Coach	1	\$2,093
5.	Devon Darling	Cross Country Coach	3	\$2,463
6.	Scott Davis	Swimming Coach	3	\$2,463
7.	Todd Colombo	Swimming Coach	3	\$2,463
8.	Jalen Wheeler	Volunteer Football Coach	N/A	N/A
9.	Kenneth Salter	Volunteer Assistant Girls	N/A	N/A

		Basketball Coach		
10.	Mia Mitchell	Cheerleading Coach	2	\$2,278
11.	Nicole Villardo	Cheerleading Coach	2	\$2,278
12.	Marquis Easley	Boys Basketball Coach	2	\$2,278
13.	Kirk Scott	Boys Basketball Coach	3	\$2,463
14.	Cortney Banks	Boys Basketball Coach	3	\$2,463
15.	Seth Brown	Boys Basketball Coach	1	\$2,093

O. 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 for the 2023-2024 school year.

	Name	From Col/ Step	Salary	To Col/ Step	Salary	Location	Date Effective
1.	Jenny Rama	BA+32/MA/12	\$92,370.00	MA+15/12	\$95,370.00	N.K Parker	9/01/23

P. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following position, October 2, 2023 - November 30, 2023. The total cost will be paid for with the School-Based Mental Health Training Grant, account #20-461-200-100-000-00.

	Candidate	Position	School	Hours Not to Exceed	Rate Per Hour
1.	Shanira Robinson	After-School Counselor	High	32	\$57.85/hr

*This position is 100% funded by the School-Based Mental Health Training Grant and dependent on grant funding.

Q. 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 with Title I funds, account #20-231-100-100-120-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Albania Mejia	Jackson Avenue School Confidence Club Lead Teacher	Appendix G	40 hours
2.	Wendy Lamparelli	Jackson Avenue	Appendix G	25 hours

		Confidence Club Teacher		
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R. 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 with Title IV funds, account #20-280-200-100-000-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Lucinda Harris	College Planning and Summer Workshops	Appendix G	55 hours
2.	Randall Stamm	College Planning and Summer Workshops	Appendix G	55 hours

S. 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 with Preschool Education Aid, account #20-218-100-101-009-90 and 20-218-100-106-009-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Beth Liosi	Preschool Field Trip and Activities Coordinators	Appendix G	30 hours
2.	Jamie Garcia	Preschool Field Trip and Activities Coordinator	Appendix G	30 hours

T. 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 with Title I funds, account #20-231-100-100-300-00 and 20-490-100-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Audrey England	HMS ELA Lead Tutorial Teacher	Appendix G	65 hours
2.	Andrea Kosoy	HMS ELA Tutorial Teacher	Appendix G	60 hours
3.	Soniya Shabazz-Johnson	HMS ELA Tutorial Teacher	Appendix G	60 hours
4.	Lauren Helwig	HMS ELA Tutorial Teacher	Appendix G	60 hours
5.	Nicole Cutrona	HMS Math Tutorial Lead	Appendix G	65 hours

		Teacher		
6.	Amanda Miller	HMS Math Tutorial Teacher	Appendix G	60 hours
7.	Damon Leeper	HMS Math Tutorial Teacher	Appendix G	60 hours
8.	Margarita Monserrat	HMS Mentorship Program	Appendix G	22 hours
9.	Amy Aguasvivas	HMS Mentorship Program	Appendix G	22 hours
10.	Martha Mairena	HMS Mentorship Program	Appendix G	22 hours
11.	Jackie Bradley	HMS Mentorship Program	Appendix I	22 hours

U. 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 with Title I funds, account #20-231-200-100-300-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Brittany Ritterman	HMS Family Connection Committee	Appendix G	35 hours
2.	Martha Martinez	HMS Family Connection Committee	Appendix G	35 hours
3.	Amanda Miller	HMS Family Connection Committee	Appendix G	35 hours
4.	Stacey Wilkins	HMS Family Connection Committee	Appendix G	35 hours
5.	Antonia Pitasi	HMS Family Connection Committee	Appendix G	35 hours

V. 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 with account #11-190-100-320-VPA-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	David Salyers	Piano Accompanist for Winter Concert	Appendix G	5 hours

W. 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 with account #11-000-221-102-001-90.

	Name	Position	HBOE/HEA Agreement	Stipend
1.	Pedra Delvechio	Fairmount School Jr. First Lego League Coach	Appendix N	.021 Stipend
2.	Dawn Thompson	Fairmount School Jr. First Lego League Coach	Appendix N	.021 Stipend
3.	Christopher Haffler	Fanny M. Hillers School Jr. First Lego League Coach	Appendix N	.021 Stipend
4.	Anthony Josso	Jackson Avenue School Jr. First Lego League Coach	Appendix N	.021 Stipend
5.	Christina Thompson	Jackson Avenue School Jr. First Lego League Coach	Appendix N	.021 Stipend
6.	Lori Henderson-Manning	Nellie K. Parker School Jr. First Lego League Coach	Appendix N	.021 Stipend
7.	Jennifer Williams	Nellie K. Parker School Jr. First Lego League Coach	Appendix N	.021 Stipend

X. 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 with Title I funds, account first #20-231-100-100-050-SI then under 20-231-100-100-050-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Jason Koepke	HHS Math Tutorial Lead Teacher	Appendix G	66 hours
2.	Caitlin Kropilak	HHS Math Cycle 1 Tutorial Teacher	Appendix G	56 hours
3.	Jovan Lipari	HHS Math Cycle 1 Tutorial Teacher	Appendix G	56 hours
4.	Camilo Camacho-Florez	HHS Math Cycle 1 Tutorial Teacher	Appendix G	56 hours

Y. 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 with Title I funds, account #20-231-100-100-120-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Berlinda Rodriguez	Jackson Avenue School Cycle 1 ELA/Math Tutorial Teacher	Appendix G	65 hours
2.	Patricia Giampietro	Jackson Avenue School Cycle 1 ELA/Math Tutorial Teacher	Appendix G	65 hours
3.	Nikola Coleski	Jackson Avenue School Cycle 1 ELA/Math Tutorial Teacher	Appendix G	65 hours
4.	Sarah Kim	Jackson Avenue School Cycle 1 ELA/Math Tutorial Teacher	Appendix G	65 hours
5.	Albania Mejia	Jackson Avenue School Cycle 1 ELA/Math Tutorial Teacher	Appendix G	65 hours
6.	Shevon Marquez	Jackson Avenue School Cycle 1 ELA/Math Tutorial Teacher	Appendix G	65 hours
7.	Allison Cammarata	Jackson Avenue School Cycle 1 ELA/Math Tutorial Teacher	Appendix G	65 hours
8.	Titia Lomax	Jackson Avenue School Cycle 1 ELA/Math Tutorial Teacher	Appendix G	65 hours
9.	Diane Ensuncho-Sanchez	Jackson Avenue School ELA/Math Tutorial Lead Teacher	Appendix G	65 hours

Z. 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 with Title I funds, account #20-232-200-100-000-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Yiralda Taveras	Jackson Avenue School Young Audiences Enrichment Program Lead Teacher	Appendix G	15 hours
2.	Nikola Coleski	Jackson Avenue School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	21 hours
3.	Arlena Brinson-Jones	Nellie K. Parker School Young Audiences Enrichment Program Lead Teacher	Appendix G	15 hours
4.	Saran Sinnette	Nellie K. Parker School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	21 hours
5.	Lena Hayek	Fanny M. Hillers School Young Audiences Enrichment Program Lead Teacher	Appendix G	15 hours
6.	Lena Hayek	Fanny M. Hillers School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	21 hours
7.	Patricia Burleson	Fairmount School Young Audiences Enrichment Program Lead Teacher	Appendix G	15 hours
8.	Patricia Burleson	Fairmount School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	21 hours

AA. 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 with Title I funds, account #20-231-100-100-110-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Monique Langston	Fanny M. Hillers ELA Tutorial Teacher	Appendix G	44 hours
2.	Colleen Dawson	Fanny M. Hillers ELA Tutorial Teacher	Appendix G	44 hours
3.	Carey Ciffo	Fanny M. Hillers ELA Tutorial Teacher	Appendix G	44 hours

4.	Tiana Robinson	Fanny M. Hillers ELA Tutorial Teacher	Appendix G	44 hours
5.	Christopher Haffler	Fanny M. Hillers ELA Tutorial Teacher	Appendix G	44 hours
6.	Marivel Quinones	Fanny M. Hillers ELA Lead Tutorial Teacher	Appendix G	44 hours
7.	Colleen Dawson	Fanny M. Hillers Math Tutorial Teacher	Appendix G	42 hours
8.	Carey Ciffo	Fanny M. Hillers Math Tutorial Teacher	Appendix G	42 hours
9.	Tiana Robinson	Fanny M. Hillers Math Tutorial Teacher	Appendix G	42 hours
10.	Christopher Haffler	Fanny M. Hillers Math Tutorial Teacher	Appendix G	42 hours
11.	Marivel Quinones	Fanny M. Hillers Math Lead Tutorial Teacher	Appendix G	42 hours

BB. 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 with Title I funds, account #20-231-100-100-090-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Stacy Carela	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
2.	Saran Sinnette	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
3.	Rhonda Wade	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
4.	Catherine Irwin	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
5.	Brooke London	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
6.	Tawanna Watkins	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours

7.	Michelle Hammond-Dudley	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
8.	Evelyn Moyano	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
9.	Tuyet Bui	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
10.	Melissa Saldana	Nellie K. Parker Cycle 1 ELA/Math Tutorial Teacher	Appendix G	16 hours
11.	Sandi Liberti	Nellie K. Parker Cycle 1 ELA/Math Substitute Tutorial Teacher	Appendix G	16 hours
12.	Arlena Brinson-Jones	Nellie K. Parker Cycle 1 ELA/Math Tutorial Lead Teacher	Appendix G	20 hours

CC. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following certified staff for the 2023-2024 school year High School Credit Recovery Teachers, compensation in accordance with HBOE/HEA Agreement, Article 26, Schedule G - not to exceed three (3) teachers for four (4) hours a day (twelve (12) hours total):

- | | | |
|----------------------|-----------------------|-----------------------|
| 1. Tonia Andrews | 11. Richard Clyburn | 21. John Pappas |
| 2. Victoria Arvizu | 12. Russell Cohen | 22. Jacquelyn Perrone |
| 3. Philip Benanti | 13. Ralph Dass | 23. Gerard Porto |
| 4. Carolina Betances | 14. Beth Gilman | 24. Edward Renz |
| 5. Philip Brophy | 15. Sandra Harrington | 25. Lynrick Rhymer |
| 6. Joseph Brunacki | 16. Caitlin Kropilak | 26. Dawn |
| 7. Marissa Calfayan | 17. Jovan Lipari | Direnzo-Washburn |
| 8. Camilo | 18. Melissa | 27. Jennifer Wills |
| Camacho-Florez | Lucas-Ruello | 28. Anthony Zisa |
| 9. Corinne Carroll | 19. Stanley Membreno | |
| 10. Colin Church | 20. Elizabeth Murray | |

DD. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Family Friendly positions at Jackson Avenue School, for the 2023-2024 school year, compensation in accordance with HBOE/HEA Agreement, Article 26, Section G:

	Name	Position	Total Hours Not to Exceed
1.	Rebecca Perez	Paraeducator for Family Friendly Center	44
2.	Anthony Josso	STEAM Instructor for Family Friendly Center	44

		Friendly-Program Coordinator	
3.	Amy Weiss	Reading and Art Instructor for Family Friendly Center	44
4.	Sarita Rios	Gardening Instructor for Family Friendly Center	44

EE. Whereas, the Hackensack Board of Education and the Hackensack Association of School Administrators are parties to a Collective Negotiations Agreement;

Whereas, the parties have determined that it is appropriate to provide additional compensation to certain employees in recognition of additional work performed due to emergent circumstances; and

Whereas, the parties have negotiated a Sidebar Agreement which provides for the aforesaid additional compensation.

Therefore, Be It Resolved that the Board approves the Sidebar Agreement; and

Be It Further Resolved, that the Board authorizes the Board President and Business Administrator/Board Secretary to sign the Sidebar Agreement on behalf of the Board.

FF. Whereas, Martha Martinez is an employee of the Hackensack Board of Education subject to a Collective Negotiations Agreement ("CNA") by and between the Board and Hackensack Education Association;

Whereas, the CNA establishes rates of compensation in accordance with an employee's experience and education;

Whereas, due to an oversight, Ms. Martinez has inadvertently been paid according to the incorrect column of the salary guide for the 2017-2018, 2018-2019, 2019-2020, and 2020-2021 school years; and

Whereas, having discovered the error, the Board wishes to correct the oversight and provide the appropriate compensation to Ms. Martinez for the 2017-2018, 2018-2019, 2019-2020, and 2020-2021 school years.

Now Therefore, Be It Resolved that the Board shall provide additional compensation to Ms. Martinez for the underpayment during the 2017-2018, 2018-2019, 2019-2020, and 2020-2021 school years in the amount of \$27,780.00.

GG. Whereas, Pursuant to N.J.S.A. 18A:7-8(j), the Executive County Superintendent (ECS) must review and approve, prior to district board of education approval, all employment contracts for the following positions: Superintendent, Deputy or Assistant Superintendent, and School Business Administrator.

Now Therefore, Be It Resolved, that the Hackensack Board of Education grants permission to the School Business Administrator/ Board Secretary to submit the contract for Dr. Thomas McBryde, Jr., as the Superintendent of Schools for the Hackensack Public School District, to the Executive County Superintendent for review and approval.

Personnel Actions A.1, A - GG				
Motion: Trustee Coleman	Second: Trustee Powell			
	Yes	No	Abstain	Absent
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)		A8		
Ms. Cordero-Outen (Lissette)		A8, I14, M1, N6		
Ms. Harris (Jennifer)	x			
Mr. Meehan (Andrew)		A8, I14, M1, N6		
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			
Mr. Rodriguez (Anthony), Vice President		A8		
Mr. James-Vickery (Scott), President		A8		

Trustee Coleman motioned to table EE with all members voting aye.

Trustee Rodriguez motioned to reconsider A8 seconded by Trustee Cordero-Outen.

Trustee James-Vickery, Coleman, Meehan and Somerville voted aye to reconsider A8 with Trustee Powell, Harris and Carroll voting nay.

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: None

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: None

Policy Actions B1 - B2				
Motion: Trustee Somerville	Second: Trustee			
	Yes	No	Abstain	Absent
Mr. Bendezu (Julio)				
Mr. Carroll (Demetrius)				
Mr. Coleman (Christopher)				
Ms. Cordero-Outen (Lissette)				
Ms. Harris (Jennifer)				
Mr. Meehan (Andrew)				
Mr. Powell (Lancelot)				
Ms. Somerville (Marlene)				
Mr. Rodriguez (Anthony), Vice President				
Mr. James-Vickery (Scott), President				

C. Curriculum

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

Staff Member's Name	Description of Workshop/ Conference	Date of Conference	Location	Registration/Lodging/ Meals/ Transportation/ Airfare Total Amount	Account Number
Lauren Kazmark	National Association for the Education of Young Children	November 15-18, 2023	Nashville, Tennessee	\$2,206.50	20-219-200-580-000-00
Donna Petrin-Wall	National Association for the Education of Young Children	November 15-18, 2023	Nashville, Tennessee	\$2,206.50	20-219-200-580-000-00
Leah Mager	2023 New Jersey Association of Learning Consultants	October 20, 2023	Bridgewater, New Jersey	\$165.00	11-000-223-500-300-00

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
Lauren Kazmark	National Association for the Education of Young Children	November 15-18, 2023	Nashville, Tennessee	\$460.00	20-219-200-580-000-00
Donna Petrin-Wall	National Association for the Education of Young Children	November 15-18, 2023	Nashville, Tennessee	\$460.00	20-219-200-580-000-00
Leah Mager	2023 New Jersey Association of Learning Consultants	October 20, 2023	Bridgewater, New Jersey	\$165.00	11-000-223-500-300-00
Eric Boateng	Title IX Compliance Essentials for K-12	December 4, 2023	Virtual	\$499.00	11-000-223-320-001-AS
Nicole Adams	Investigation Report Writing for K-12	November 2, 2023	Virtual	\$499.00	11-000-223-320-001-AS
Anamari Servis	Intersections with ADA, Section 504, and IDEA for K-12	October 23, 2023	Virtual	\$499.00	11-000-223-320-001-AS

Staff Member's Name	Workshop/ Conference	Date of Conference	Location	Registration Fee	Account Number
Rosemary Marks	Title IX Compliance Essentials for K-12	December 4, 2023	Virtual	\$499.00	11-000-230-890-001-01
Andrea Oates-Parchment	Title IX Compliance Essentials for K-12	December 4, 2023	Virtual	\$499.00	11-000-230-890-001-01
Darius Pemberton	Intersections with ADA, Section 504, and IDEA for K-12	October 23, 2023	Virtual	\$499.00	11-000-230-890-001-01
Gordon Whiting	Title IX Compliance and Athletics for K-12	November 9, 2023	Virtual	\$499.00	11-000-230-890-001-01
Marcela Moncloa	Making Supportive Measures Count Seminar	November 27, 2023	Virtual	\$499.00	11-000-230-890-001-01
Yesenia Budhu-Howell	Investigation Report Writing for K-12	November 2, 2023	Virtual	\$499.00	11-000-230-890-001-01
Dr. Anibal Galiana	Intersections with ADA, Section 504, and IDEA for K-12	October 23, 2023	Virtual	\$499.00	11-000-223-320-001-AS
Mark Johnson	Title IX Investigator Foundations for K-12	December 7, 2023	Virtual	\$499.00	11-000-223-320-001-AS
Julio Morel	Title IX Investigator Foundations for K-12	December 7, 2023	Virtual	\$499.00	11-000-223-320-001-AS
Adi Madden	Title IX Compliance Essentials for K-12	December 4, 2023	Virtual	\$499.00	11-000-223-320-001-AS
Vanda Esposito	School Finance	September-December, 2023	Morris County	\$750.00	11-000-251-890-002-00

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
Michele Balik	Hackensack High School	MarbleJam Center for Creative Arts & Enrichment Hackensack, New Jersey
Michele Balik	Hackensack High School	Hoboken Training (Use NJ Train) Hoboken, 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	Administrator	Candidate	Observation/ Placement with	Assignment	University	Dates
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ECDC	Donna Petrin-Wall	Bianel Mena	Kathleen Huy	Preschool	Felician College	Fall 2023
ECDC	Donna Petrin-Wall	Julia Curbelo (pending fingerprints)	Domencia D'Angelo	Pre-K PSD	Fairleigh Dickinson University	January 2024 - June 2024
Hillers	Dr. Judith A. Soto	Natania Sills (pending fingerprints)	Carmela Zuccaro	Grade 1	St. John's University	Fall 2023
Hillers	Dr. Judith A. Soto	Milena Izquierdo (pending fingerprints)	Ana Cetani	Grade 3	Fairleigh Dickinson University	January 2024 - June 2024
Hillers	Dr. Judith A. Soto	Sophia Ayala (pending fingerprints)	Tanish Hinton	Kindergarten	Fairleigh Dickinson University	January 2024 - June 2024
High School	James Montesano	Nicole Selick (pending fingerprints)	Carolina Betances	Math	Fairleigh Dickinson University	January 2024 - June 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 Assistant Principal Donna Petrin-Wall to conduct an Action Research Study focusing on administrative strategies. The purpose of the Action Research Study is for the administrators to narrate their lived experiences, collaborate as "thought partners", and develop a toolbox of strategies in order to provide support for administrators in their work with schools. The duration of the research will be from October 17, 2023 through June 30, 2024.

C7 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the formation of the following Hackensack High School (HHS) student clubs:

Name of New Club	Faculty Advisor	Meeting Day
Literary Magazine	Thomas Terzano	Every Thursday
Science Research	Benjamin Keeler	Every Tuesday

C8 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the participation of Fanny Meyer Hillers School students in the 2024 North Jersey Spelling Bee competition being held on March 12, 2024 at Bergen Community College. The cost not to exceed \$180.00 will be paid from account #11-190-100-610-110-00.

C9 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the Memorandum of Understanding between the Mental Health Association of New Jersey, Inc. and Hackensack High School to train qualified educators as teen Mental Health First Aid (tMHFA) instructors and to

teach students in the 11th grade, the evidenced- based tMHFA course for the 2023-2024 school year. The training and course will be at no cost to the district.

C10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the Memorandum of Understanding (MOU) between the Young Women’s Christian Association (YWCA) of Northern New Jersey and Hackensack Middle School to collaborate and implement the YW Rise program for Girls during the 2023-2024 school year. This program will be at no cost to the district.

C11 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/accepts the NJDOE Anti-Bullying Bill of Rights 2022-2023 Self-Assessment data report, as follows:

Anti-Bullying Bill of Rights 2022-2023 Self-Assessment Data Report									
School/ Core Element (numbered)	HIB Programs, Approaches or Other Initiatives (1)	Training on BOE - Approved HIB Policy (2)	Other staff Instruction & Training (3)	Curriculum /Instruction on HIB & Related Information & Skills (4)	HIB Personnel (5)	School- Level HIB Reporting Procedure (6)	HIB Investigations (7)	HIB Reporting (8)	Total:
HHS	10	6	13	6	9	6	12	6	68
HMS	15	8	13	5	9	6	9	6	71
Fairmount	13	9	14	6	8	5	11	6	72
Hilliers	11	9	14	6	8	5	12	6	71
Jackson	13	9	14	6	9	6	12	6	75
Parker	13	9	12	6	8	6	11	6	71
Totals	75	50	80	35	51	34	67	36	District School Total 428 Avg. % 72

C12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the articulation agreement between Hackensack High School and Bergen Community College for a Dual Enrollment credit program for the 2023-2024 school year.

C13 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Learning Alliances to conduct parent training sessions during the 2023-2024 school year at Hackensack High School. The cost, not to exceed \$2,850.00, will be paid for with Title I funds, account #20-231-200-300-050-00.

C14 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Church World Services Inc. (CWS) of New York to connect Immigrant families with services and provide parent workshops during the 2023-2024 school year. The workshop will be at no cost to the district.

C15 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies an agreement with Zineniac STEAM/Literacy Program to conduct an enrichment program during the 2023-2024 school year for ESL students at Hackensack High School. The cost, not to exceed \$15,000.00, will be paid for with Title III Immigrant funds, accounts #20-245-100-300-050-00 and #20-246-100-300-050-00.

C16 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the acceptance as a partner district with New Jersey Child Assault Prevention (CAP) to participate in their CAP program for the 2023-2024 school year at Fairmount School, Jackson Avenue School, Nellie K. Parker School, Fanny Meyer Hillers and the Early Childhood Development Center. The program will be at no cost to the district.

C17 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Heinemann to provide professional development and instructional coaching during the 2023-2024 school year for Middle and High School English as a Second Language (ESL) teachers. The total cost, not to exceed \$15,000, will be paid for with Title III funds, account #20-241-200-300-000-00.

C18 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Enid Martinez, to provide professional development and instructional coaching during the 2023-2024 school year for elementary and middle school Bilingual teachers. The total cost, not to exceed \$15,000, will be paid for with Title III funds, accounts #20-241-200-300-00 and #20-242-200-300-00.

C19 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Up the Bar, to provide Sheltered Instruction professional development during the 2023-2024 school year for teachers in grades preschool through twelve. The total cost, not to exceed \$16,000 will be paid for with account #11-000-223-500-008-00.

C20 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the Century 21 Accounting Textbook (General Journal, 11th Edition) as the primary resource for the high school course, Accounting for Careers.

C21 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with SIPS and KICKS to provide the Dream Big Social Emotional Learning Program at Jackson Avenue School for the 2023-2024 school year. The total cost, not to exceed \$6,000.00, will be paid for with Title I funds, account #20-231-100-300-120-00.

C22 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with NJPSA Foundation for Educational Administration to provide professional development during the 2023-2024 school year for the Hackensack High School Business Department. The cost, not to exceed \$1,600.00, will be paid for with account #11-000-223-320-001-01.

C23 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with A.A.A., Inc./Anzalone Fence Company to provide fencing at Bergen County Christian Academy for the 2023-2024 school year. The cost, not to exceed \$20,500.00, will be paid for with Non Public Security funds, account #20-511-400-732-011-00.

C24 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the acceptance as a partner district with Children's Aid and Family Services, The Center for Alcohol and Drug Resources to participate in the Botvin's Lifeskills Training (LST) program for the 2023-2024 school year at Hackensack Middle School. The program will be at no cost to the district.

C25 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.

<u>Type</u>	<u>School</u>	<u>Tuition</u>	<u>ID #</u>	<u>Classified</u>
Non-Pub	Windsor Prep High School	\$59,262.72	XXX350	X
Public	BCSS-Bleshman Regional Day	\$0.00	XXX795	X
Non-Pub	The High Point School	\$61,663.72	XXX924	X
Non-Pub	The Deron School	\$60,832.24	XXX473	X
Non-Pub	Sage Day/New Alliance Academy	\$0.00	XXX955	X
Public	SBJC- Moonachie	\$0.00	XXX803	X
Non-Pub	The High Point School	\$66,324.35	XXX394	X

<u>Type</u>	<u>School</u>	<u>1:1/Nurse</u>	<u>ID #</u>	<u>Classified</u>
Non-Pub	The Deron School	\$36,225.00	XXX473	X

C26 Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby accepts the School-Based Mental Health Grant from the New Jersey Department of Education in the amount of \$292,531.00, to support the district in the recruitment, placement, hiring, and retention of school-based mental health professionals.

Curriculum Resolutions C1 - C26				
<i>Motion: Trustee Harris</i>	<i>Second: Trustee Carroll</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)	x			
Ms. Cordero-Outen (Lissette)	x			
Ms. Harris (Jennifer)	x			
Mr. Meehan (Andrew)	x			
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			
Mr. Rodriguez (Anthony), Vice President	x			
Mr. James-Vickery (Scott), President	x			

D. Finance

D1 Whereas, the Hackensack Board of Education, in accordance with N.J.A.C. 23A:16-10, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, accepts and approves the Board Secretary's Report and Cash Reconciliation Report for the month August and September 2023.

Be It 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 2023-2024 school year (*Attachment D1*). August's and September's Board Secretary's Report

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 the payment of bills and claims, September 18, 2023 through October 12, 2023, in the total amount of \$9,677,582.51 (*Attachment D2*)

General Fund	Fund 10	\$841,107.13
Current General Expense	Fund 11	\$6,664,947.21
Capital Outlay	Fund 12	\$504,674.81
Special Revenue	Fund 20	\$1,289,544.54
Capital Projects	Fund 30	\$296,975.81
Debt Service	Fund 40	-
Enterprise Fund	Fund 60	\$80,333.01

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 the attached List of Budget Transfers #8714 through #8739 for the month of August 2023, total amount of \$3,951,994.00 (*Attachment D3*).

D4 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 attached List of Budget Transfers # 8742 through # 8782 for the month of September 2023, total amount of \$634,312.37 (*Attachment D4*).

D5 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, approves Fundraisers and Flyers. Distributions (*Attachment D5*)

D6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, the Board adopts the following *tentative Budget Election Calendar for fiscal year July 1, 2024 through June 30, 2025:*

Date	Action	Description
December 15, 2023	Open access to future year budget module	Principals, Supervisors, Department heads enter budget requests
January 13, 2024	Close access to future year budget module	Deadline for departments/ schools to submit budget for central office administration review
January 17, 2024	NJ DOE makes budget software available to districts via Homeroom	Business Office staff commences data entry
January 22, 2024	Buildings & Grounds Committee Meeting	Committee Reviews Proposed Capital Projects
January 29, 2024	Regular Board of Education Meeting	Trustees authorize proposed Capital Projects for professionals to commence estimates, and submit to the

		DOE for review
January 26-February 2, 2024	Business Office Staff Initial Budget review	Initial budget scrub to verify all major fields included.
February 6-12, 2024	Meet with each department supervisor/school administrator	Initial budget review and update voids found in initial scrub, such as staffing updates (leaves of absences, retirements, etc.)
February 13-23, 2024		Update all budget amounts, based on updated tuition rates, etc.
@February 27, 2024	State announces State Aid Amounts	Update all anticipated revenue sources, tuitions, capital reserve, tax levy, estimate Federal grant amounts
@March 1-14, 2024	List required additional documents such as position control roster, staff health insurance census	Prepare all educational goal narratives to be included in budget; prepare all related documents which accompany budget documentation
March 18 or 25, 2024	Present Preliminary Budget	Board adopts Preliminary Budget for submission to DOE
March 28, 2024	Submit Preliminary Budget to DOE for review	Be available to DOE to respond to queries regarding budget detail
Tuesday, April 16, 2024	Last day to advertise for earliest public hearing date	Publish in Daily Record and include on district website
April 22-May 8, 2024	Date range to conduct Public Hearing on the Budget	Public Hearing on Budget presentation made, Board takes formal action to adopt budget
April 23-May 10, 2024	Date range to post User-Friendly Budget on district Website	Within two days of Public Hearing

D7 **Whereas**, the Hackensack Board of Education is a party to the class-action litigation brought against Altria Group, Inc., et al., regarding the design, manufacture, production, advertisement, marketing, distribution, sale, and performance of vaping products by JUUL Labs, Inc.;

Whereas, the Parties to the class action lawsuit have participated in mediation in an attempt to resolve the issues of the litigation and to determine a method to allocate Settlement funds to each Class Plaintiff;

Whereas, through mediation, the Parties have drafted a Settlement Agreement which resolves the issues of the litigation and allocates a predetermined sum of money to each Class Plaintiff in accordance with their relative position in the litigation.

Therefore, Be It Resolved, that the hereby accepts the terms of the Settlement Agreement;

Be It Further Resolved, that the Board of Education authorizes the Superintendent of Schools, Board President, and the Business Administrator, or their respective designees, to perform any and all actions required to complete the Board's acceptance of and agreement to the terms of the Settlement.

D8 **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 renewal agreement with T-Mobile for 100 hotspots at a rate of \$15.17/month for 12 months under the EmpowerEd plan.

D9 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 CGI Digital agreement to create video/photo content for the district website for an initial payment of \$5,995.00 to be part of the City of Hackensack's video program, which is currently under contract with CGI Digital for three years

D10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, accepts the results of the New Jersey Quality Single Accountability Continuum (NJQSAC) review.

Whereas, The completed NJQSAC county office review resulted in the district receiving the following placement scores for each area listed below:

District Performance Review (DPR)	District Score	County Score
Instruction and Program	77%	81%
Fiscal Management	100%	92%
Governance	100%	95%
Operations	100%	94%
Personnel	100%	93%

Whereas, district has satisfied at least 80% of the weighted indicators in each of the five areas of the NJQSAC review process and has been designated as "high performing."

D11 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 Inglesino and Taylor LLC, subcontracting outside vendors for environmental services tied to the Referendum.

D12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, authorizes Select Wellness to provide wellness services at all schools, ECDC, Office of Special Services and the Padovano Center, October 23 - December 8, 2023; Services provided will be at no cost to the district.

Finance Resolutions D1 – D12				
<i>Motion: Trustee Rodriguez</i>	<i>Second: Trustee Carroll</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)	x			
Ms. Cordero-Outen (Lissette)	x			
Ms. Harris (Jennifer)	x			
Mr. Meehan (Andrew)	x			
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			

Mr. Rodriguez (Anthony), Vice President	x			
Mr. James-Vickery (Scott), President	x			

E. Buildings/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 DMR to submit E-Sports schematic design to the NJDOE.

Buildings and Grounds Resolutions E1 – E2				
<i>Motion: Trustee Rodriguez</i>	<i>Second: Trustee Powell</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)	x			
Ms. Cordero-Outen (Lissette)	x			
Ms. Harris (Jennifer)	x			
Mr. Meehan (Andrew)	x			
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			
Mr. Rodriguez (Anthony), Vice President	x			
Mr. James-Vickery (Scott), President	x			

F. Community Relations- None

X. Old Business- None

XI. New Business

- Scheduling Audit for the Hackensack Middle School motioned by Trustee Cordero- Outen and seconded by Trustee Meehan- *Outcome of this request was no audit to occur*

XII. Board Comments

- Welcoming Student Representative Natasha Castillo
- Happy Birthday Trustee Cordero-Outen

XIII. Adjournment:

Meeting adjourned at 10:36pm

Respectfully submitted,



Lydia Singh,
School Business Administrator/Board Secretary