

**HACKENSACK BOARD OF EDUCATION
191 SECOND STREET, HACKENSACK, NJ 07601
REGULAR PUBLIC MEETING
AGENDA
October 15, 2025**

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. To ensure accessibility, interpreter services are available upon request. Please submit your written request at least 24 hours prior notice to the board meeting to the Acting School Business Administrator, Lindita Agastra, at Lagastra@hackensackschools.org. I hereby call to order the Regular Public Meeting on Wednesday, October 15, 2025, in the Hackensack High School Media Center at 6:15 pm.

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
Ms. Alston - Balaputra (Melanie)		
Ms. Amirhamzeh (Leila)		
Mr. Carroll (Demetrius)		
Ms. Gilmore (Eugina “Gina”)		
Mr. Jones (Michael)		
Mr. Martin (Kenneth)		
Ms. Pringle (Shivonnie)		
Ms. Harris (Jennifer)- President		
Mr. Stein (Mark)- Vice President		

II. Student Special Presentation

III. Student Report- Zoe Gonzalez

IV. Executive Session

Be It Resolved, that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Wednesday, October 15, 2025, 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.

Motion: **Second:**

V. Motion to reopen to public session.

Motion: **Second:** **All in favor say Aye**

VI. Approve Minutes

Be It Resolved, that the Hackensack Board of Education approves the Board Retreat Minutes of August 27, 2025 and the Regular and Executive Session Meeting Minutes of September 24, 2025.

Motion to approve minutes.

Motion:

Second:

All in favor say Aye

VII. Presentation/Business Reports

- [The Anti-Bullying Bill of Rights School Self-Assessment Report- Ms. Nicole Adams and Ms. Heather White-Coleman](#)
- [NJSLA Data Presentation- Ms. Rosemary Marks](#)
- [Middle School Athletics- Mr. Gordon Whiting](#)

VIII. Superintendent's Report

A. Enrollment Report

<i>Enrollment as of October 9, 2025</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1715	98.99
Middle School	1393	99.20
Fairmount	535	99.10
Hillers	459	99.11
Jackson	352	98.64
Parker	509	98.97
ECDC	141	98.01
Total	5104	98.86

B. Residency Report: None

C. Harassment, Intimidation, and Bullying Report:

Completed Investigations: October 15, 2025					
SCHOOL	FOUNDED	UNFOUNDED	TOTAL	PENDING	PRELIMINARY DETERMINATION NOT HIB
ECDC (and contracted PreK)	0	0	0	0	0
Fairmount	0	0	0	0	0
Parker	0	0	0	1	0
Hillers	0	0	0	0	0
Jackson	0	1	1	0	0
Middle	0	2	2	0	3
High	1	1	2	2	0
TOTALS	1	4	5	3	3

IX. 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 Acting Superintendent responses to questions or inquiries shall be held until the end of public participation.

X. Committee Reports/Resolutions

A. Personnel

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

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

A. CERTIFICATED STAFF

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, hereby appoints the following Certificated Instructional Staff for the 2025-2026 School Year. **Pending Salary Negotiations.*
**Prorated salary based on employment dates.*

	Name	Certification/ Position	Degree/ Step	Salary*	Location	Effective Date(s)	Reason
1.	Bryam Guzman Picon 11-204-100-101-120-90	CE: Preschool through Grade 3	BA/1	\$62,900	Jackson	Pending Fingerprinting Clearance - 06/30/26	Replacing: M. Hanna
2.	Kim Miranda 20-231-100-100-100-90	Standard: Reading Specialist	MA+30/14	\$122,610	Fairmount	09/01/25 - 06/30/26	Revised Account Number
3.	Meleiqe Canovic 11-120-100-101-100-90	Standard: Teacher of Students w/Disabilities	BA/11	\$78,355	Fairmount	09/01/25 - 06/30/26	Revised Account Number

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4.	Christina Knapp 11-212-100-101-090-90	Standard: Elementary School Teacher K-6 ABA (Kindergarten)	BA+32/M A/9	\$80,350	Parker	10/27/25 - 06/30/26	Revised Start Date
5.	Steven Lewis	Standard: School Business Administrator	Doctorate	\$210,000	Central Office	Pending Bergen County Executive Superintendent Approval - 06/30/26	Replacing: L. Singh

B. NON-CERTIFICATED STAFF

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, hereby appoints the following Non-Certificated Staff for the 2025-2026 School Year. **Prorated salary based on employment dates.*

	Name	Position	Col/ Step	Salary*	Location	Effective Date(s)	Reason
1.	Judy Carter 60-910-310-100-300-90	Leave Replacement Lunch Assistant	N/A	\$22/hr.	Middle	09/29/25 - 10/31/26	Revised Start Date
2.	Jenny Domo 60-910-310-100-300-90	Lunch Assistant	N/A	\$22/hr.	Middle	10/06/25 - 06/30/26	Revised Start Date
3.	Jennylyn Kamtha 60-910-310-100-300-90	Lunch Assistant	N/A	\$22/hr.	High	Pending fingerprint clearance - 06/30/26	Replacing: V. Perez
4.	Emilia Pinto 60-910-310-100-300-90	Lunch Assistant	N/A	\$22/hr.	High	Pending fingerprint clearance - 06/30/26	Replacing: A. Salguero
5.	Shirlon Weir 11-000-262-100-004-90	Custodian (Night Supervisor)	GRD 2/4	\$58,529	Hillers	10/24/25 - 06/30/26	Replacing: A. De Michele
6.	Darlene Carroll 11-216-100-106-100-90	Part-Time Paraprofessional	N/A	\$27/hr	Fairmount	09/01/24 - 06/30/26	Clarification of Hourly Rate - accurate as paid
7.	Marisa Pelikan 11-401-100-100-050-90	School Play Director (Student Activities)		\$4,925.52 (Stipend)			

C. NON-CERTIFICATED STAFF - SUBSTITUTES

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, hereby appoints the following Non-Certificated Staff for the 2025-2026 School Year. **Prorated salary based on employment dates.*

	Name	Position	Salary*	Location	Effective Date(s)	Reason
1.	Seid Sijaric	Substitute Custodian	\$18/hr	District	10/16/25 - 06/30/26	Staffing Capacity
2.	Raquel Lisboa	Substitute Custodian	\$18/hr	District	10/16/25 - 06/30/26	Staffing Capacity

D. GRADUATE COURSES - SALARY ADJUSTMENTS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the following Graduate Courses - Salary Adjustments, in accordance with HEA Article 22, Accreditation of Approved Courses (C) for the 2025-2026 School Year.

	Name	Position	From Col/Step	From Salary	To Col/Step	To Salary	Location	Effective Date(s)
1.	Yiralda Taveras 11-240-100-101-120-90	Teacher	MA+15/8	\$80,965	MA+30/8	\$88,070	Jackson	09/01/25 - 06/30/26

E. LEAVE OF ABSENCES

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following Leave of Absences for the 2025-2026 School Year.

	Name	Effective Date(s)	Reason
1.	Staff ID X122	09/04/25	Sick leave from 09/04/25-12/01/25 with benefits
2.	Staff ID X184	09/15/25	Sick leave from 09/15/25-09/26/25 with benefits FMLA from 09/29/25 - 12/08/25 without benefits
3.	Staff ID X223	09/22/25	Sick leave from 09/22/25-10/08/25 with benefits Unpaid leave from 10/9/25
4.	Staff ID X191	10/06/25	Sick leave from 10/06/25-10/17/25 with benefits FMLA from 10/20/25-11/24/25 with benefits
5.	Staff ID X810	10/07/25	Sick leave from 10/07/25-10/31/25 with benefits FMLA from 02/09/26-02/27/26 with benefits
6.	Staff ID X156	10/10/25	Sick leave from 10/10/25-11/07/25 with benefits FMLA from 11/10/25-01/30/26 with benefits
7.	Staff ID X736	10/17/25	Sick leave from 10/17/25-12/23/25 with benefits FMLA from 01/05/26-03/27/26 with benefits

E. LEAVE OF ABSENCES			
8.	Staff ID X124	12/01/25	Sick leave from 12/01/25-04/03/2026 with benefits FMLA from 04/06/26-6/23/26 with benefits

F. STAFF SEPARATIONS/RESIGNATIONS/TERMINATIONS/RETIREMENTS					
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, accepts the following separation actions for the 2025-2026 School Year.					
	Name	Position	Location	Effective Date(s)	Reason
1.	Meena Rahimi	Part-Time Paraprofessional	ECDC	10/08/25	Resignation
2.	Jessica Rodriguez	Part-Time Social Worker	High	10/31/25	Resignation
3.	Dana Lowe	ABA Teacher	ECDC	12/06/25	Resignation

G. TERMINAL PAY - HCMA						
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves terminal payments in accordance with the HBOE/HCMA Agreement/Article 27 for the 2024-2025 School Year.						
	Name	Position	Number of Vacation Days	Daily Rate	Payment	Reason
1.	Tomlin Plummer	Custodian	15	\$248.19	\$3,722.85	Rate Correction

H. Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following staff for Saturday Intervention for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Article 26. The total cost will be paid from account #11-402-100-100-050-00.			
	Name	Location	Not to Exceed
1.	Giancarlo Estrada	High	8 hours per month (2 sessions per month x 4 hours per session)

I. Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following High School Student Activity assignments for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Article 26. The total cost will be paid from account 11-402-100-100-050-00.				
	Name	Activity	Factor	Status

1.	Ji Yeon Allen	Student Council/Comet Ambassadors	0.03	(.5 ea)
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J. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following Middle School Student Activity assignments for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Article 26, Schedule N. The total cost will be paid from account 11-402-100-100-050-00.

	Name	Activity
1.	Mary Jones	Drama Club (Head)
2.	Camryn Koenig	Drama Club (Assistant)
3.	Michael Mocera	Robotics Advisor (Head)
4.	Thomas Harrington	Robotics Advisor (Assistant)
5.	Megan Carola	Student Council (Assistant)
6.	Clare Na	Chorus Director

K. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following staff for extra compensation for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Article 26, Schedule G. The total cost will be paid from account #11-402-100-100-050-00.

	Name	Course/Period	Location
1.	Anthony Bennett	Physical Education Teacher	Parker

L. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following staff for extra compensation for the 2025-2026 School Year. Salary as per HCMA Agreement, Article 18.

	Name	Position	Location	Stipend
1.	Shirlon Weir 11-000-262-100-004-90	Custodian (Night Supervisor)	Hillers	\$250/month [Prorated from DOH - 06/30/26]
2.	Terence Beutel 11-000-263-100-004-90	Maintenance	High	\$7,016/year [Prorated 10/16/25 - 06/30/26]
3.	Frank Brandt 11-000-261-100-004-90	Maintenance	High	\$7,016/year [Prorated 10/16/25 - 06/30/26]

M. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following Fall Athletic Coaches at Hackensack Middle School for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Article 26, Schedule N. The total cost will be paid from account #11-140-100-101-050-90.

	Name	Position	Location	Step	Stipend
1.	Todd Colombo	Swimming	Middle	3	\$2,463
2.	Scott Davis	Swimming	Middle	3	\$2,463
3.	Jasmine Boone	Cross Country	Middle	3	\$2,463
4.	Devon Darling	Cross Country	Middle	3	\$2,463
5.	William Arroyo	Boys Soccer	Middle	3	\$2,463
6.	Joseph Urban	Boys Soccer	Middle	3	\$2,463
7.	Mariko Walker	Girls Soccer	Middle	3	\$2,463
8.	Ricardo Walker	Girls Soccer	Middle	1	\$2,093
9.	Lynrick Rhymer	Girls Volleyball	Middle	3	\$2,463
10.	Haris Brkovic	Girls Volleyball	Middle	3	\$2,463

N. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following Athletic Game Help for the Middle and High Schools for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Article 26, Schedule N. The total cost will be paid from account #11-140-100-101-050-90.

	Name		Name
1.	Cortney Banks	13.	Aaron Taylor
2.	Donald Osbourne	14.	Sonya McFadden
3.	Caleigh Golabek	15.	Tatiana Campos-Naranjo
4.	Steven Rahbari	16.	Michelle Hammond-Dudley
5.	Pene Lockwood	17.	Jared Wexler
6.	Michelle Canestrino	18.	Brett Ressler
7.	Colin Church	19.	Christian Velazquez
8.	Ralph Dass	20.	Charles Ferraro
9.	Haris Brkovic	21.	Ron Barahona

10.	Lisa Magloire	22.	Richard Clyburn
11.	Veronica Alvarez	23.	Michael Walker
12.	Philip Benanti	24.	Jamayla Scott
25.	Henry Reyes		

O. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following Fall Athletic Coaches at Hackensack High School for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Article 26, Schedule N. The total cost will be paid from account #11-140-100-101-050-90.

	Name	Position	Location	Step	Stipend
1.	Aaron Taylor	Boys Basketball (Head)	High	3	\$11,698
2.	Cortney Banks	Boys Basketball (Assistant)	High	3	\$7,604
3.	Eugene Marshall	Boys Basketball (Assistant)	High	3	\$7,604
4.	Seth Brown	Boys Basketball (Assistant)	High	3	\$7,604
5.	Destinee Hall	Girls Basketball (Head)	High	2	\$10,836
6.	Autumn Webster	Girls Basketball (Assistant)	High	2	\$7,043
7.	Karina Sanchez	Girls Basketball (Assistant)	High	1	\$6,683
8.	Scott Davis	Boys & Girls Swimming (Head)	High	3	\$14,223
9.	Greg Keller	Boys & Girls Swimming (Assistant)	High	3	9,245
10.	Nancy Wallace	Boys & Girls Bowling (Head)	High	3	\$11,082
11.	Charles Ferraro	Wrestling (Head)	High	3	\$11,698
12.	Christian Velazquez	Wrestling (Assistant)	High	3	\$7,604
13.	Von DeGuzman	Wrestling (Assistant)	High	3	\$7,604
14.	James Levitzke	Boys & Girls Indoor Track (Head)	High	3	\$14,223
15.	Gioser Torrealba	Boys & Girls Indoor Track (Assistant)	High	3	\$4,623
16.	Mario Santivanez	Boys & Girls Indoor Track (Assistant)	High	3	\$4,623
17.	Walter King	Boys & Girls Indoor Track (Assistant)	High	3	\$9,245

18.	Kaliym Hazel	Boys & Girls Indoor Track (Assistant)	High	3	\$9,245
19.	Jennifer Moran	Cheerleading (Head)	High	3	\$5,849
20.	Mia Mitchell	Cheerleading (Assistant)	High	2	\$3,482

P. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following Family Friendly Center positions for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Appendix G. The total cost will be paid from account #'s 20-440-100-101-120-90 and 20-440-200-100-120-90.

	Name	Position	Location	Rate of Pay	Hours Not to Exceed
1.	Christina Thompson	Family Friendly Center Program Coordinator	Jackson	\$57.85/hr.	174
2.	Diane Ensuncho-Sanchez	Family Friendly Center Community Coordinator	Jackson	\$57.85/hr.	25
3.	Silvia Gonzalez	Family Friendly Center Administrative Assistant	Jackson	\$50.00/hr.	174
4.	Dawn Robitaille	Family Friendly Center Paraprofessional	Jackson	\$29.50/hr.	103
5.	Garrett Rothschild	Family Friendly Center Sports & Health Instructor	Jackson	\$57.85/hr.	68
6.	Allison Cammarata	Family Friendly Center Reading & Art Instructor	Jackson	\$57.85/hr.	68
7.	Sarita Rios	Family Friendly Center Gardening Instructor	Jackson	\$57.85/hr.	68
8.	Brenda Kish	Family Friendly Center Math & Games Instructor	Jackson	\$57.85/hr.	68
9.	Letisia Rios	Family Friendly Center Zumba Instructor	Jackson	\$50.00/hr.	28.5

Q. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following positions for the 2025-2026 School Year. Salary as per HBOE/HEA Agreement, Appendix G. The total cost will be paid from account #20-218-200-176-009-90.

	Name	Position	Location	Hours Not to Exceed
1.	Beth Liosi	Preschool Field Trip and Activities Coordinator	ECDC	30
2.	Jamie Garcia	Preschool Field Trip and Activities Coordinator	ECDC	30

R. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following Volunteers for the Costco Reading Tutor Program for the 2025-2026 School Year, contingent upon background screening and clearance.

	Name	Location
1.	Franciso Vazquez	Parker
2.	Kathy Davis	Parker

S. JOB TITLES AND DESCRIPTIONS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the following Job Titles and Job Descriptions for the 2025-2026 School Year.

1.	Grants Manager (Revised)
2.	Head Custodian (Revised)
3.	Systems Information Coordinator (Revised)
4.	Human Resources Generalist (Revised)
5.	Social Emotional Learning (SEL) Social Worker/Counselor (Revised)

T. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and as already approved by the County Superintendent, hereby approves the employment contract for Lydia Singh for the 2025-2026 School Year (July 1, 2025 to June 30, 2026) (Retirement Date: 11/01/2025) and authorizes the Board President to sign the Agreement.

U. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, hereby appoints Dina Messery as the Treasurer of School Money's, effective October 16, 2025-June 30, 2026, at a rate of \$1,000 per month pro-rated.

V. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, hereby approves to remove the district Assistant School Business Administrator as the Treasurer of School Money's.

W. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, hereby approves the following Mentor Teachers to serve as mentors to district novice teachers for the 2025-2026 School Year, in accordance with the Hackensack Professional Development Plan:

- Arlena Brinson-Jones
- Laura McBride

X. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the following staff members to perform Administrative assignments as assigned, at the rate noted below:

- | | |
|----|---|
| 1. | Kristen Bader, \$200 per day (10/15/25 - 12/31/25, subject to change) |
|----|---|

Personnel Resolutions A.1, A - X:				
<i>Motion: Trustee</i>	<i>Second: Trustee</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Ms. Alston - Balaputra (Melanie)				
Ms. Amirhamzeh (Leila)				
Mr. Carroll (Demetrius)				
Ms. Gilmore (Eugina "Gina")				
Mr. Jones (Michael)				
Mr. Martin (Kenneth)				
Ms. Pringle (Shivonnie)				
Ms. Harris (Jennifer)- President				
Mr. Stein (Mark)- Vice President				

B. Policy

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

- P 0173 – Duties of Public School Accountant (Revised)
- P 0143 – Board Member Election and Appointment (Revised)
- P 1636.01 – Notification of Promotion, New Job, and Transfer Opportunities P 2422 – Statutory Curricular Requirements (M) (Revised)
- P 5339.01 – Student Sun Protection (M) (New)

P 6620 - Petty Cash (M)

B2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the first reading of the following Policies and Regulations: **None**

Policy Actions B1-B2				
<i>Motion: Trustee</i>	<i>Second: Trustee</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Ms. Alston - Balaputra (Melanie)				
Ms. Amirhamzeh (Leila)				
Mr. Carroll (Demetrius)				
Ms. Gilmore (Eugina “Gina”)				
Mr. Jones (Michael)				
Mr. Martin (Kenneth)				
Ms. Pringle (Shivonnie)				
Ms. Harris (Jennifer)- President				
Mr. Stein (Mark)- Vice President				

C1 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting 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
Tania Feliz-Patron	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$75.00	11-190-1000-500-SIC-14
Sophia Raza	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$75.00	11-190-1000-500-SIC-14
William Vivona	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$75.00	11-190-1000-500-SIC-14
Shehri Tosuni	New Jersey Technology & Engineering Educators in	November 14, 2025	Holmdel, New Jersey	\$75.00	11-190-1000-500-SIC-14

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	Education Conference				
Richard DelVecchio	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$75.00	11-190-1000-500-SIC-14
Cale Hansen	National Association of Broadcasters Conference	October 22-23, 2025	Jacob Javits Convention Center, New York	\$608.16	11-190-100-500-SIC-14
Donna Harris	The New Jersey Science Convention/ Science Unleashed: Innovating the Future of Science Education	October 20, 2025	Princeton, New Jersey	\$51.00	11-190-100-500-SIC-14
Lena Hayek	Best Strategies to Increase the Effectiveness of Your School Library	October 30, 2025	Virtual	\$295.00	11-000-223-500-110-00
Sandra Harrington	105th NCSS Annual Conference	December 5-8, 2025	Washington, DC	\$676.46	11-190-100-500-050-21

C2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the following professional development registration fees for the 2025-2026 School Year:

Staff Member's Name	Workshop/ Conference	Date of Conference	Location	Registration Fee	Account Number
Chetna Desai	Pre-AP Chemistry Virtual Summer Institute 5	August 25-28, 2025	Virtual	\$175.00	11-190-100-500-SIC-14
Tania Feliz-Patron	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$225.00	11-190-1000-500-SIC-14
Sophia Raza	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$225.00	11-190-1000-500-SIC-14

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William Vivona	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$225.00	11-190-1000-500-SIC-14
Shehri Tosuni	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$225.00	11-190-1000-500-SIC-14
Richard Delvechio	New Jersey Technology & Engineering Educators in Education Conference	November 14, 2025	Holmdel, New Jersey	\$225.00	11-190-1000-500-SIC-14
Cale Hansen	National Association of Broadcasters Conference	October 22-23, 2025	Jacob Javits Convention Center, New York	\$573.52	11-190-100-500-SIC-14
Donna Harris	The New Jersey Science Convention/ Science Unleashed: Innovating the Future of Science Education	October 20, 2025	Princeton, New Jersey	\$205.00	11-190-100-500-SIC-14
Sandra Harrington	105th NCSS Annual Conference	December 5-8, 2025	Washington, DC	\$529.00	11-190-100-500-050-21

C3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following field trips/field trip locations:

Lead Staff Member	School	Trip Location
Lisa MacVicar	Hackensack High School	Passaic Valley Regional High School, Little Falls, New Jersey
Lisa MacVicar	Hackensack High School	Columbus Park, Hackensack, New Jersey
Heather Mecka	Hackensack Middle School	Washington Irving's Sunnyside, Irvington, New Jersey

C4 Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves/ratifies the following internships, field experiences, classroom observations, and student practicums for the 2025-2026 School Year:

School(s)	Administrator(s)	Candidate(s) (pending prints)	Observation/ Placement with	Assignment	University	Dates
Jackson	Chris Moran,	Anelly Averos,	District Elementary	Observe in	St. Peter's	Fall 2025

Avenue, Nellie K Parker, Fairmount, Fanny Meyer Hillers, Hackensack Middle School, ECDC	Dr. Anibal Galiana, Nicole Adams, Dr. Judy Soto, Dr. Joy Dorsey Whiting, Donna Petrin Wall	Frinzsel Desiongeo, Asma Djemil, Jadriana Ferreira, Stephanie Fortes, Gabriela Gonzalez, Dulminie Gunawardana, Sophia Loria, Raymone Ng, Gianny Nunez, Britney Previl, Arlette Rajo, Cavel Taupper, Pamela Uribe, Destiny Williams-Blake	and Middle School Nurses	Nurse's Office	University	
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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 Acting Superintendent's determination on the HIB investigation.

C6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the following job shadowing and work-based learning experiences within the surrounding community for pupils classified as eligible for special education and related services by the Child Study Team, in accordance with N.J.A.C. 6A:14-3.7 and N.J.A.C. 12:56-18 for the 2025-2026 School Year.

Hackensack High School Work Site Development and Outreach	
Costco Wholesale	HMS Media Center
Rock Collage	Shoprite (Rochelle Park)
Giovanni's Pizza	Hackensack Middle School - Special Service

C7 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the Community Outreach & Engagement (Hackensack Meridian Health) to provide a professional development presentation on Asthma & Allergic Reactions to the staff at Early Childhood Development Center (ECDC), Bright Adventures, Bright Seedlings, and District Preschool staff on November 4, 2025. This will be at no cost to the district.

C8 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the Community Outreach & Engagement (Hackensack Meridian Health) to provide a presentation on Handwashing to ECDC students on October 22, 2025. This will be at no cost to the district.

C9 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the NJ Department of Health to provide a presentation on Dental Health to ECDC students on February 4, 2026. This will be at no cost to the district.

C10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, upon the recommendation of the Acting Superintendent of Schools, approves the Community Outreach & Engagement (Hackensack Meridian Health) to provide a presentation on Emergency Medical Services: Community Bus/Ambulance to the students of ECDC on April 8, 2026 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 2024-2025 Self-Assessment Data Report, as follows:

Anti-Bullying Bill of Rights 2024-2025 Self-Assessment Data Report									
School/ Core Element (numbered)	HIB Programs, Approaches or Other Initiatives (15 poss)	Training on BOE - Approved HIB Policy (9 poss)	Other staff Instruction & Training (15 poss)	Curriculum /Instruction on HIB & Related Information & Skills (6 poss)	HIB Personnel (9 poss)	School-Level HIB Reporting Procedure (6 poss)	HIB Investigations (12 poss)	HIB Reporting (6 poss)	Total: (78 poss)
HHS	11	6	13	6	9	6	12	6	69
HMS	15	7	12	6	8	4	10	6	68
Fairmount	13	9	13	6	8	5	10	6	70
Hillers	11	9	14	6	8	6	12	6	72
Jackson	14	9	14	6	9	6	12	6	76
Parker	13	9	13	6	8	6	12	5	72
Totals								District School Total:	427
								District Average:	71

C12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves ShopRite of Lodi to present a family workshop entitled "Navigating Nutrition for PreSchool Years" at Early Childhood Development Center on November 11, 2025, for the 2025-2026 School Year at no cost to the district.

C13 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, accepts the 2024-2025 Nursing Service Plan for submission to the County Office.

C14 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the parental transportation contract for the 2025-2026 School Year for student xxx145 in the amount of \$40/day.

C15 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 2025-2026 School Year, July 1, 2025 thru June 30, 2026

<u>Type</u>	<u>School</u>	<u>#Days</u>	<u>Per Diem Rate</u>	<u>Tuition</u>	<u>ID #</u>	<u>Classified</u>

October 15, 2025 Regular Meeting
Hackensack Board of Education

Non-Pub	Benway School	177	\$483.21	\$85,528.17	XXX885	X
Non-Pub	Benway School	214	\$483.21	\$103,406.94	XXX825	X
Public	Northern Valley Regional HS			\$90,478.00	XXX600	X
Public	Northern Valley Regional HS			\$81,519.62	XXX061	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX612	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX098	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX646	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX916	X

<u>Type</u>	<u>School</u>	<u># Days</u>	<u>Per Diem Rate</u>	<u>Tuition</u>	<u>ID #</u>	<u>Classified</u>
Non-Pub	Benway School	177	\$483.21	\$85,528.17	XXX885	X
Non-Pub	Benway School	214	\$483.21	\$103,406.94	XXX825	X
Public	Northern Valley Regional HS			\$90,478.00	XXX600	X
Public	Northern Valley Regional HS			\$81,519.62	XXX061	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX612	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX098	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX646	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX916	X

October 15, 2025 Regular Meeting
Hackensack Board of Education

Public	South Bergen Jointure Commission	180		\$65,240.00	XXX297	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX193	X
Public	South Bergen Jointure Commission	180		\$78,770.00	XXX622	X
Public	South Bergen Jointure Commission			\$67,280.00	XXX868	X
Public	Rochelle Park School	180	\$128.80	\$23,184.00	XXX627	X
Public	BCSS-Life Skills Continuum			\$64,728.00	XXX798	X
Public	BCSS-Live Skills Continuum			\$64,728.00	XXX117	X
Non-Pub	North Jersey Elks Developmental	210	\$427.21	\$89,714.10	XXX682	X
Non-Pub	Sage Alliance	180	\$436.79	\$78,622.20	XXX701	X
Non-Pub	Essex Valley School	180	\$498.00	\$89,640.00	XXX145	X

Non-Pub	YCS-George Washington School	199	\$473.14	\$94,154.86	XXX221	X
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<u>Type</u>	<u>School</u>	<u># Days</u>	<u>Per Diem Rate</u>	<u>1:1/Nurse</u>	<u>ID #</u>	<u>Classified</u>
Non-Pub	Benway School	214	\$195.00	\$41,730.00	XXX825	X
Public	Rochelle Park School	180	\$29.00 per hour	\$31,778.00	XXX627	X
Non-Pub	YCS-George Washington School	199	\$225.00	\$44,775.00	XXX221	X

C16 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the adoption of newly revised curriculum documents in alignment with the New Jersey Student Learning Standards (NJSLS) for the 2025-2026 School Year:

Curriculum Revisions: Grades K-12

Honors: Careers in Education	CP English 4: The Horror Genre
CP English 4: Graphic Novels	CP English 4: True Crime Studies in Literature
CP English 4: Exploring Social Justice	Creative Writing
CP English 4: Making Voices Heard	Grades 9-11, Read180 Stage C

C17 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the NJDOE Instructional Materials for Professional Advancement and Coherent Teaching (IMPACT) Grant award totaling \$200,000, which supports the selection and use of high-quality instructional materials and professional learning to strengthen literacy instruction, and authorizes the Superintendent of Schools, the School Business Administrator/Board Secretary, and other appropriate district officials to execute any and all documents necessary to secure and implement said grant in accordance with applicable regulations and district policies.

C18 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the NJDOE Literacy Initiative for Families and Thriving Communities (LIFT) Grant award totaling \$60,000.00, which supports which supports the development of family-focused literacy programs and community partnerships that promote reading and learning beyond the classroom for children from birth to age 3, and authorizes the Superintendent of Schools, the School Business Administrator/Board Secretary, and other

appropriate district officials to execute any and all documents necessary to secure and implement said grant in accordance with applicable regulations and district policies.

C19 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the submission of the Preschool Education Aid Plan and enrollment projections for the 2026-2027 School Year.

C20 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement with the Human Rights Campaign Foundation (HRCF) and the Hackensack Public Schools to provide professional development services on Welcoming Schools, November 4, 2025. The services are being provided at no cost to the district.

C21 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the submission of the Supplement Continuation for the Mental Health Screening in Schools (MHSS) Grant (Yr 3) from the New Jersey Department of Education, to support mental health screening in schools, in the amount of \$76,069 to account # 20-431-200-100-000-00.

C22 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, accepts the School-Based Mental Health Services Grant Solicitation Package Award from the New Jersey Department of Education, to support increased access to social emotional and mental health services, in the amount of \$207,265. as follows:

School-Based Mental Health Services Grant Solicitation Package

Account Number	Description	Amount
20-461-100-300-000-00	Purchased Services SBMHT Grant	\$20,000
20-461-100-600-000-00	Supplies and Materials SBMHT Grant	\$12,000
20-461-200-100-000-90	Support Salaries SBMHT Grant	\$36,000
20-461-200-100-000-00	Benefits SBMHT Grant	\$2,765
20-461-200-800-000-00	Other Items SBMHT Grant	\$136,500
Total		\$207,265

Curriculum Resolutions C1-C22				
<i>Motion: Trustee</i>	<i>Second: Trustee</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Ms. Alston - Balaputra (Melanie)				
Ms. Amirhamzeh (Leila)				
Mr. Carroll (Demetrius)				
Ms. Gilmore (Eugina "Gina")				
Mr. Jones (Michael)				
Mr. Martin (Kenneth)				
Ms. Pringle (Shivonnice)				
Ms. Harris (Jennifer)- President				

Mr. Stein (Mark)- Vice President				
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D. Finance

D1 Whereas, the Hackensack Board of Education, in accordance with N.J.A.C. 23A:16-10, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, accepts and approves the Board Secretary's Report and Cash Reconciliation Report for the month September 2025.

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 2025/2026 School Year Board Secretary Report.

D2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the payment of bills and claims, September 19, 2025 through October 9, 2025 in the total amount of \$8,057,167.83 ([Attachment D2](#)).

General Fund	Fund 10	\$762,658.00
Current General Expense	Fund 11	\$7,147,184.94
Capital Outlay	Fund 12	\$119,070.00
Special Revenue	Fund 20	\$26,799.18
Capital Projects	Fund 30	-
Debt Service	Fund 40	-
Enterprise Fund	Fund 60	\$1,455.71

D3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the attached List of Budget Transfers #9593 through #10048 for the month of September 2025, total amount of \$18,573,009.67. [D3 Attachment](#)

D4 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves Activities, Fundraisers and Flyers. Distributions [Attachment D4](#)

D5 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the renewal of software license and hardware support/maintenance from TimeClock Plus, LLC used by Human Resources, in the amount of \$46,035.03, funded through account # 11-000-252-500-007-03.

D6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the advertising of an RFP for Trees for School Grant.

D7 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the proposal from _____ to provide demographic study for Hackensack Public Schools in the amount of \$ _____ funded through account # _____ for the 2025-2026 School Year.

D8 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the proposal for consulting services from DRG for Trees for School Grant in the amount of \$10,000.00.

D9 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the 2025-2026 following District Goals for finance:

- Implement Board Docs for Agenda and Minute creation.
- Conduct monthly budget meetings with principals to ensure data accuracy and budget transparency.

D10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves Delta Dental to come to the district and discuss plan options.

D11 Whereas, the Hackensack Board of Education in the County of Bergen is undergoing evaluation under NJ QSAC for the 2025-2026 School Year, and

Whereas, N.J.A.C 6A:30-3.2 (f) requires participating school districts to hold a public meeting to approve the submission of the district's DPR responses and the Statement of Assurance with respect to this process, and

Whereas, the Hackensack Board of Education in the County of Bergen has reviewed the district's DPR responses and Statement of Assurance and hereby approves these documents.

Now Therefore Be It Resolved, that the Hackensack Board of Education does hereby authorize the Superintendent of Schools to submit the attached DPR and Statement of Assurances to the Commissioner of Education in compliance with the provisions of N.J.A.C. 6A:30-3.2 (f)

D12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator, approves the Uniform Memorandum of Agreement between the Hackensack Police Department and the Hackensack Board of Education for the 2025-2026 School Year, to be submitted to the County Office of the Department of Education.

D13 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator, approves the transfer of funds from the athletic account (11-402-100-500-050-00) for Arbiter Pay to draw from to pay officials up to the amount of \$70,000.00. Any remaining funds will stay in the Athletic Department account.

D14 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the advertising of an RFP for Legal Services when General Counsel has a conflict.

D15 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the donation of 200 mini pumpkins to the Hackensack High School Drop in Center, valued at \$600.00 from Inserra Supermarkets/Shop Rite.

D16 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves an increase of \$1.8million from the original RFP (25-001) amount of \$1.5million for district wide services for the 2025-2026 school year.

Finance Resolutions D1-D16	
<i>Motion: Trustee</i>	<i>Second: Trustee</i>

	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Ms. Alston - Balaputra (Melanie)				
Ms. Amirhamzeh (Leila)				
Mr. Carroll (Demetrius)				
Ms. Gilmore (Eugina “Gina”)				
Mr. Jones (Michael)				
Mr. Martin (Kenneth)				
Ms. Pringle (Shivonnie)				
Ms. Harris (Jennifer)- President				
Mr. Stein (Mark)- Vice President				

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 Acting Superintendent of Schools and Acting School Business Administrator/Acting Board Secretary, approves the submission of the Application for change of use of educational space at Fairmount School for the 2025-2026 School Year.

- Room 117

E3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Acting Superintendent of Schools, approves the 2025-2026 following District Goals for facilities:

- Conduct comprehensive district-wide facility site assessments with EI Associates to support long-term capital planning to ensure safe and energy-efficient schools by the start of January 2026.
- Implement an automatic preventive maintenance, routine maintenance, and corrective maintenance work order system with a 90% work order completion rate to ensure long-term facility planning and reduce emergency repairs by the start of January 2026

Buildings and Grounds Resolutions E1-E3				
<i>Motion: Trustee</i>	<i>Second: Trustee</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Ms. Alston - Balaputra (Melanie)				
Ms. Amirhamzeh (Leila)				
Mr. Carroll (Demetrius)				
Ms. Gilmore (Eugina “Gina”)				
Mr. Jones (Michael)				
Mr. Martin (Kenneth)				
Ms. Pringle (Shivonnie)				
Ms. Harris (Jennifer)- President				
Mr. Stein (Mark)- Vice President				

F. Community Relations

G. Other Committees

XI. New Business

XII. Public Comment (Individuals may address the Board on Agenda and School Matters of Community Interest for 1 minute)

XII. Board Comments

XIV. Adjournment: