

PERSONNEL AGENDA - JULY 24, 2023

7:00 PM

Christopher Coleman – Chair
Lissette Cordero-Outen
Scott James-Vickery, Ex Officio

Robert Sanchez, Superintendent of Schools
Yesenia Budhu-Howell, Human Resource Manager

A. PERSONNEL

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

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 appropriate teaching certifications, background results, 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 , 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 start date. | | | | | | | |
| | Name | Position | Deg/Step | Salary | Location | Effective Date | Discussion |
| 1. | Nicole Aguasvivas | Spanish Teacher | BA16/5 | \$67,650 | High | 9/1/23 | Replacing: J. Acevedo |
| 2. | Holly Cerelli | TV Production Teacher | BA/1 | \$61,635 | High | 9/1/23 | Replacing: B. O'Halloran |
| 3. | Lara Rodriguez | English Teacher | BA/12 | \$81,370 | Middle | 9/1/23 | Replacing: R. Luzhack |
| 4. | Wendy Jeronimo | Math Teacher | BA32/11 | \$86,360 | Middle | 9/1/23 | New Position |
| 5. | Alexandra Kilkenny | First Grade Teacher | BA/1 | \$61,635 | Fairmount | 9/1/23 | Replacing: M. Kardan |
| 6.. | Sandra Diaz | ESL Teacher | MA15/8 | \$79,590 | Middle | 9/1/23 | Replacing: M.Monserrat |
| 7. | Monika Mittal | ESL Teacher | MA30/6 | \$83,810 | High | 9/1/23 | New Position |
| 8. | Sophia L. VanEss | Interim Assistant Principal | N/A | \$550/day | Middle | 08/1/23 | Replacing: Dr. Skiba |

B. NON-CERTIFICATED STAFF APPOINTMENTS

Be It Resolved, 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 start date.

| | Name | Position | Deg/Step | Salary | Location | Effective Date | Discussion |
|----|---------------------|---------------------------|-----------|----------|-----------------|----------------|-----------------------|
| 1. | Jason Whyward | Groundsmen | Grade 4/1 | \$58,798 | District | 8/7/23 | New Position |
| 2. | Johanna San Antonio | Administrative Assistant | A/1 | \$52,823 | High | 8/7/23 | Replacing: C. Pitasi |
| 3. | Iliana Ogando | PT Paraprofessional | N/A | \$25/hr | Hillers | 9/1/23 | Replacing: L. Gargano |
| 4 | Barjam Kapllani | Head Custodian | Grade 7/1 | \$66,899 | Middle | TBD | Replacing: P. Hemans |
| 5. | Ashley Sarmiento | Human Resource Specialist | N/A | \$82,000 | Human Resources | 9/1/23 | New Position |
| 6. | Nicole Escocia | PT Paraprofessional | N/A | \$25/hr | District | 9/1/23 | New Position |

C. 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 | Location | Date Effective | Discussion |
|----|----------------|--------------------|----------|----------------|--|
| 1. | Staff ID# XX61 | Admin. Assistant | Central | 8/7/23 | Sick Leave 8/7/23-8/18/23 paid w/ benefits using sick days |
| 2. | Staff ID# XX89 | Maintenance Worker | High | 7/11/23 | FMLA 7/11/23-8/14/23 unpaid w/ benefits |
| 3. | Staff ID# XX08 | Vice Principal | Middle | 5/30/23 | Revised Sick Leave 5/30/23-10/31/23 paid w/ benefits using sick days |

D. STAFF SEPARATIONS/RESIGNATIONS

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 | Location | Date Effective | Discussion |
|----|----------------------|--------------------------------|-----------------|-----------------------|-------------------|
| 1. | Alexandra Calles | PT Paraprofessional | ECDC | 8/1/2023 | Resignation |
| 2. | Mackenzie Carroll | PT Paraprofessional | Middle | 7/1/2023 | Resignation |
| 3. | Jose Mauricio Garzon | Custodian | High | 9/1/2023 | Retirement |
| 4. | Nia Watson | Special Education Teacher | Parker | 7/1/2023 | Resignation |
| 5. | Amanda Miller | Tennis Assistant Coach (Girls) | High | 7/18/2023 | Resignation |
| 6. | Brial Bradley | PT Paraprofessional | Hillers | 7/20/2023 | Resignation |
| 7. | Roberto Sanchez | Superintendent | Central | 1/1/2024 | Retirement |

E. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, **rescinds** the appointment of the following Certificated staff for the 2023-2024 school year.

| | Name | Position | Location | Discussion |
|----|-------------|-------------------|-----------------|---------------------------|
| 1. | Jamil Beach | Pre K PSD Teacher | Parker | Declined Employment Offer |

F. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approve/ratify 2023 - 2024 Terminal payment as per the HBOE/HEA Agreement and Non-Bargaining Contractual Agreement.

| | Staff Member | Position | Number of Days | Payment |
|----|---------------------|-------------------------|-----------------------|----------------|
| 1. | Servet Kazazi | Director of B&G | 311 | \$15,000.00 |
| 2. | Bernadette Lombardi | LDTC | 26 | \$1,631.50 |
| 3. | Anthony Ragone | Mathematics Teacher | 27 | \$1,694.25 |
| 4. | Steven Anderson | Industrial Arts Teacher | 171 | \$10,730.25 |
| 5. | Cheryl Genovese | Elementary Teacher | 4 | \$251.00 |

| G. SUPPORT STAFF: LUNCH ASSISTANT | | | | | | |
|---|-------------------|-----------------|--------------------|-----------------|-----------------------|-----------------|
| Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, reappoints the following Lunch Assistants for the 2023 -2024 school year. | | | | | | |
| | Name | Position | Hourly Rate | Location | Date Effective | Date End |
| 1. | Lliana Suquinagua | Lunch Assistant | \$22 per hour | Fairmount | 9/1/2023 | 6/30/2024 |

| H. Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Athletics Coaching staff for Hackensack High School for the 2023 - 2024 school year. | | | | |
|--|-----------------|--------------------------------|-------------|----------------|
| | Name | Position | Step | Stipend |
| 1. | Shaun Holder | Head Soccer Coach (Boys) | 3 | \$9,482 |
| 2. | Matthew Facella | Tennis Assistant Coach (Girls) | 1 | \$5,203 |

| I. Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the Perfect Attendance bonus of \$500, per HBOE/HEA Agreement, Article 7, Section E. | | | |
|--|-------------------|-----------------|-----------------|
| | Name | Position | Location |
| 1. | Aaron D. Boucier | Teacher | Hillers |
| 2. | Marissa Calfayan | Teacher | High |
| 3. | Steven M. Colella | Teacher | Middle |
| 4. | Johany Grullon | Teacher | High |
| 5. | Keith Lamber | Teacher | Middle |
| 6. | Clare Na | Teacher | Hillers |
| 7. | Rosina Panuccio | Teacher | Middle |
| 8. | Antonia Pitasi | Teacher | Middle |
| 9. | Aurelia Zitman | Teacher | Middle |
| 10. | Linda Francavilla | FT Para | Middle |
| 11. | Gary Gengo | FT Para | Hillers |
| 12. | Camille Mertz | FT Para | Hillers |
| 13. | Margaret Pomianek | FT Para | Hillers |
| 14. | Debra Serrano | FT Para | Hillers |
| 15. | Francis Stith | FT Para | High |

| J. STAFF TRANSFERS/REASSIGNMENTS | | | | | | | |
|--|-------------------------|---------------|----------------------------------|----------------------------------|----------------------|--------------------|---------------------------|
| Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approve the following Staff Transfers/Reassignments for the 2023-2024 school year. | | | | | | | |
| | Name | Action | From Position | To Position | From Location | To Location | Discussion |
| 1. | Maria Karsos | Transfer | PSD Teacher | PSD Teacher | Parker | Hillers | New PSD Class Opening |
| 2. | Janaya McClenny | Reassignment | Special Education Co Teacher | 6th Grade ELA Teacher | Middle | Middle | Replacing: A.Ronnberg |
| 3. | Christina Rivera | Transfer | PreK Teacher | PreK Teacher | Parker | ECDC | New Position Gross Motor |
| 4. | Sade Mosher Torres | Transfer | PT Paraprofessional | PT Paraprofessional | ECDC | Hillers | Class Relocation |
| 5. | Soniya Johnson-Shabazz | Transfer | PreK Teacher | Reading Interventionist | Hillers | Middle | Replacing: D. Thompson |
| 6. | Pearl Dominguez | Transfer | Special Education (Math) Teacher | Special Education (Math) Teacher | High | Middle | Replacing: A.Ragone |
| 7. | Concetta Gonzalez | Transfer | 2nd Grade Teacher | 4th Grade Teacher | Jackson | Fairmount | Replacing: J. Wickersheim |
| 8. | Christopher Martin | Transfer | Instrumental Music Teacher | Instrumental Music Teacher | Hillers | Middle | New Position |
| 9. | Joyce Wickersheim | Transfer | KDG Teacher | 1st Grade Teacher | Fairmount | Jackson | Replacing: C. Gonzalez |
| 10. | Sabrina Shaw | Reassignment | Math Teacher | Social Studies Teacher | Middle | Middle | Staff Assignment Changes |
| 11. | Daniel Anderson | Reassignment | Social Studies Teacher | Math Teacher | Middle | Middle | Staff Assignment Changes |
| 12. | Timothy Wuerfel | Reassignment | Social Studies Teacher | Special Education Math Teacher | Middle | Middle | Staff Assignment Changes |
| 13. | Antoinette Walker-Hazel | Transfer | Special Education Teacher | Special Education (LLD) Teacher | Hillers | Parker | Replacing: N. Watson |
| 14. | Teresa Jordon | Transfer | ESL Teacher | Bilingual Social Studies Teacher | Fairmount | Middle | Programmatic need |
| 15. | Jasmine Acevedo | Transfer | Spanish Teacher | Spanish Teacher | Middle | High | Replacing: G. Soto |
| 16. | Mohamed Hassan | Reassignment | Math Teacher | Math Coach | Middle | Middle | New Position |

| K. Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools approves the Joe DeFalco Summer Institute at the High School in accordance with the HBOE/HEA agreement. | | | |
|---|------------------|--------------------------|-----------------------------|
| | Name | Subject/Course | Hours Recommendation |
| 1. | Heather Mecka | Accuplacer Testing - ELA | 20 |
| 2. | Angelie Ferrante | New Credit Biology | 125 |

L. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approve the following Administrators to be reimbursed \$200/day for Unused Vacation Days as per the HBOE/HASA, Article 9 (B).

| | Name | Position | Unused Vacation Days | Reimbursement |
|-----|------------------------|---------------------|-----------------------------|----------------------|
| 1. | Adi Madden | Assistant Principal | 5 | \$1000 |
| 2. | Anamari Servis | Assistant Principal | 6 | \$1200 |
| 3. | Celso King | Assistant Principal | 6 | \$1200 |
| 4. | Christopher Moran | Principal | 6 | \$1200 |
| 5. | Donna Petrin Wall | Assistant Principal | 4 | \$800 |
| 6. | Dr. Anibal Galina | Assistant Principal | 6 | \$1200 |
| 7. | Dr. Joy Dorsey-Whiting | Principal | 6 | \$1200 |
| 8. | Dr. Judy Soto | Principal | 6 | \$1200 |
| 9. | Dr. Lauren Kamark | Director | 6 | \$1200 |
| 10. | Eric Boateng | Principal | 6 | \$1200 |
| 11. | Gordon Whiting | Athletic Director | 5 | \$1000 |
| 12. | James Montesano | Principal | 6 | \$1200 |
| 13. | Janice Acebo | Supervisor | 6 | \$1200 |
| 14. | Jin Park | Supervisor | 6 | \$1200 |
| 15. | Johanna Espinal | Assistant Principal | 2 | \$400 |
| 16. | Julio Morel | Assistant Principal | 5 | \$1000 |
| 17. | Lillian Whitaker | Principal | 6 | \$1200 |
| 18. | Marcella Moncloa | Director | 6 | \$1200 |
| 19. | Mark Johnson | Assistant Principal | 4 | \$800 |
| 20. | Najran Cowins | Assistant Principal | 2 | \$400 |
| 21. | Nicole Adams | Assistant Principal | 4 | \$800 |
| 22. | Robert Greenwood | Assistant Principal | 5 | \$1000 |
| 23. | Talin Hovsepian | Supervisor | 1 | \$200 |

M. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves Curriculum Guide Writing per the HBOE/HEA Agreement for the 2023-2024 school year.

| | Name | Position | HBOE/HEA Agreement | Hours Not to Exceed |
|----|-----------------|--|--------------------|---------------------|
| 1. | Norma Hernandez | Grade 5 English as a Second Language ESL 1 (Levels 1 & 2) | Appendix N | 20 |

N. 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 II funds, account #20-270-200-100-000-90.

| | Name | Position | HBOE/HEA Agreement | Hours Not to Exceed |
|----|------------------|---|--------------------|---------------------|
| 1. | Terrell Lampley | Elementary Media Specialists Summer Planning | Appendix G | 20 |
| 2. | Audrena Campagna | Elementary Media Specialists Summer Planning | Appendix G | 20 |
| 3. | Lena Hayek | Elementary Media Specialists Summer Planning | Appendix G | 20 |

O. 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 Preschool State Aid, account #20-218-100-101-009-90.

| | Name | Position | HBOE/HEA Agreement | Hours Not to Exceed |
|----|------------------|--|--------------------|---------------------|
| 1. | Christina Rivera | Preschool Gross Motor Teacher Summer Planning | Appendix G | 40 |

P. 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 #20-231-100-100-100-90.

| | Name | Position | HBOE/HEA Agreement | Hours Not to Exceed |
|----|-------------|---|--------------------|---------------------|
| 1. | Erin Scordo | Fairmount School Summer Reading Club Teacher | Appendix G | 6 |
| 2. | Jung Yi | Fairmount School Summer Reading Club Teacher | Appendix G | 6 |

Q. 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 |
|----|----------------|------------------------|-----------------|--------------------------------------|---------------|------------------------------|-------------------------|
| 1. | Jackson Avenue | Chris Moran | Andrew Moran | Ozzy Sanchez | Social Worker | Ramapo College of New Jersey | September 2023-May 2024 |
| 2. | Middle School | Dr. Joy Dorsey-Whiting | Mulenda Hibbert | Brittany Ritterman Martha Mairena | Social Worker | Rutgers University | September 2023-May 2024 |

R. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for District Nurses Summer Hours, July 5, 2023 - August 31, 2023. Salary as per HBOE/HEA Agreement, Article 26.:

| | Name | Position | Location | Hours Not to Exceed |
|----|-------------------|------------|-----------|---------------------|
| 1. | Jeanmarie Shea | Nurse | Middle | 10 |
| 2. | Yvetter Woolridge | Nurse | Middle | 10 |
| 3. | Lilian Altamura | Nurse | ECDC | 10 |
| 4. | Michelle Hogan | Nurse | High | 10 |
| 5. | Qusheema Bolds | Nurse | Parker | 10 |
| 6. | Janine Gillan | Nurse | Fairmount | 10 |
| 7. | Wendy Lamparelli | Lead Nurse | Jackson | 20 |

S. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves and ratifies the Parent Outreach Transition Coordinator from July 5, 2023, - August 31, 2023. Salary as per HBOE/HEA Agreement, Article 26.

| | Name | Position | Location | Hours Not to Exceed |
|----|--------------|--|----------|---------------------|
| 1. | Erika Rusnak | Parent Outreach Transition Coordinator | High | 100 |

T. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following summer hours for the Child Study Team (CST) for the period of July 5, 2023 - August 31, 2023. Salary as per HBOE/HEA Agreement, Article 26.

| | Name | Position | Hours Not to Exceed | Location |
|-----|-----------------------|----------|---------------------|----------|
| 1. | Leah Mager | CST | 30 | Middle |
| 2. | Kristen Dujets | CST | 30 | Middle |
| 3. | Wendy Martinez | CST | 30 | Jackson |
| 4. | Dayana Quiroz-Paulino | CST | 30 | ECDC |
| 5. | Abel Castaneda | CST | 30 | High |
| 6. | Diana Dejesus | CST | 30 | Jackson |
| 7. | Carolina Valera | CST | 30 | High |
| 8. | Brandy Baucom | CST | 30 | ECDC |
| 9. | Diana Lizardo | CST | 30 | ECDC |
| 10. | Loriann Nichols | CST | 30 | ECDC |
| 11. | Patricia Piotrowski | CST | 30 | Hillers |
| 12. | Farrah Telemaque | CST | 30 | Hillers |
| 13. | Lisa Borges- Stellato | CST | 30 | Middle |
| 14. | Sabah Jadbabaei | CST | 30 | High |

U. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following staff for the Extended School Year (ESY) program from July 5, 2023 - August 31, 2023.

| | Name | Position | Hours Not To Exceed |
|----|----------------|---------------------|---------------------|
| 1. | Dahaina Defina | Substitute Nurse | 90 |
| 2. | Ada Rodriguez | PT Paraprofessional | 90 |

V. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, **rescinds** the following staff from the Extended School Year (ESY) from July 5, 2023-August 31, 2023

| | Name | Position | Effective | Discussion |
|----|----------------|---------------------|-----------|-------------------|
| 1. | Matthew Aiello | PT Paraprofessional | 7/10/2023 | Resigned from ESY |

W. Be It Resolved, that the Hackensack Board of Education, upon recommendation of the Superintendent of Schools, approves the following High School Student Activity assignments for the 2023-2024 school year, compensation as per the HBOE/HEA Agreement, Article 26.

| Hackensack High School Club | Factor | Name | Status |
|--|---------------|---------------------------------|---------------|
| Scholarship Coordinator | 0.072 | Colleen Krenn | |
| Freshman Class Advisor | 0.022 | Beth Gilman | |
| Sophomore Class Advisor | 0.022 | Jovan Lipari | |
| Junior Class Advisor | 0.035 | Danielle Hampson | |
| Junior Class Advisor | 0.035 | Jessica DosAnjos | |
| Senior Class Advisor | 0.052 | Caitlin Kropilak | |
| Senior Class Advisor | 0.052 | Joseph Brunacki | |
| National Honor Society | 0.051 | Joseph Brunacki/Dave Bernardo | .5 each |
| Newspaper | 0.063 | Caseen Gaines | |
| School Play Director | 0.08 | Caseen Gaines | |
| School Play Musical Director | 0.07 | Julie Platte | |
| School Play Producer | 0.044 | Caseen Gaines | |
| School play Choreographer | 0.06 | Michele Stein | |
| School play House Manager | 0.015 | Veronica Alvarez | |
| Student Council/Comet Ambassadors | 0.046 | Ashley Paladino | |
| Student Council/Comet Ambassadors | 0.046 | Sandy Harrington | |
| Yearbook | 0.091 | Kimberly King | |
| Marching Band Director | 0.08 | Lisa MacVicar | |
| Asst. Marching Band - Assistant Director | 0.062 | Kathleen Owens | |
| Asst Marching Band - Percussion | 0.062 | Michael MacVicar | |
| Asst. Marching Band - Color Guard | 0.062 | Kelly Kot | |
| Academic Decathlon Coach | 0.072 | Laura Durso | |
| F.B.L.A. Advisor | 0.051 | Duane Burrell | |
| Weight Room Monitor - Fall | 0.03 | Aaron Taylor | |
| Weight Room Monitor - Winter | 0.03 | Brett Ressler | |
| Weight Room Monitor - Spring | 0.03 | Brett Ressler | |
| LASA | 0.051 | Soraya Gonzalez | |
| Model United Nations | 0.071 | Laura Durso/Lauren Curreri | .5 each |
| Audiovisual | 0.063 | Anthony Zisa | |
| Interact Club | 0.051 | Jane Spielberg/Marissa Calfayan | .5 each |
| Destination Imagination Coach | 0.067 | Tom Terzano | |
| GSA Advisor | 0.051 | Kara Ferrazzano | |
| Literary Magazine | 0.034 | Tom Terzano | |

X. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Middle School Guidance Counselors Summer Hours for the 2023-2024 school year:

| | Name | Location | Hours Not to Exceed |
|----|------------------|-----------------|----------------------------|
| 1. | Glenny Chiappone | Middle | 45 |
| 2. | Jodi Cirincione | Middle | 45 |
| 3. | Lourdes McCain | Middle | 45 |
| 4. | Amber Barraco | Middle | 45 |
| 5. | Rasheeda Odumosu | Middle | 25 |