

PERSONNEL AGENDA - June 26, 2023 Revised

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

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

A. PERSONNEL

Motion by , seconded by , to accept the recommendation of the Superintendent to approve and adopt motions A.1 through S., 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 certification, 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 , 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. <i>*Prorated salary based on start date.</i>								
	Name	Position	Deg/Step	Salary	Location	Date Effective	Date End	Discussion
1.	Frank Avella	LDTC	MA30/10	\$91,015	Middle	9/1/23	6/30/24	Replacing: B. Lombardi
2.	Yu Jin Bang	Speech Language Specialist	MA/9	\$78,885	High	9/1/23	6/30/24	Replacing: Contract Provider Service
3.	Anne Bonnefoi	School Library Media Specialist	MA/4	\$71,880	Fairmount	9/1/23	6/30/24	Replacing: K. Kirby
4.	Jessica M Cooley	Grade 7 Teacher	MA/6	\$74,090	Middle	9/1/23	6/30/24	Replacing: N. Macias
5.	Shaquira Ephraim	ESL Teacher	MA30/10	\$91,015	Middle	9/1/23	6/30/24	New Position
6.	Jessica Gilchrist	Grade 5 Teacher	MA30/8	\$86,695	Middle	9/1/23	6/30/24	Replacing: A. Taylor-England
7.	Melissa Lopez	PreK Teacher	BA/9	\$71,040	Parker	9/1/23	6/30/24	Replacing: C. Rivera
8.	Heather Goggins	School Library Media Specialist (Leave Replacement)	MA/30/7	\$85,135	Middle	9/5/23	6/30/24	Replacing: M. Carroll
9.	Ileano Moyano	Pre-K Teacher	BA32/MA/6	\$74,090	Hillers	9/1/23	6/30/24	Replacing: S. Johnson-Shabazz
10.	Jamie Silver	Pre-K ABA Teacher	BA16/2	\$65,050	ECDC	9/1/23	6/30/24	Replacing: E.

								Whitfield
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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 Staff for the 2023 -2024 school year. * *Prorated salary based on start date.*

	Name	Position	Col/Step	Salary	Location	Date Effective	Date End	Discussion
1.	Leandro Contreras <i>20-241-100-100-000-09</i>	PT Paraprofessional	N/A	\$25/hr	District-wide	9/1/23	6/30/24	New Position Funded Title III
2.	Marilyn Hufnagel	1:1 PT Paraprofessional	N/A	\$25/hr	High/Middle	9/1/23	6/30/24	Replacing: Contractor Provider Service
3.	Federico Pellot	Head Custodian	Grade 5/1	\$60,022	Jackson	7/1/23	6/30/24	Replacing: F. Pitasi
4.	Allessandro Demichele	Asst. Head Custodian	Grade 2/1	\$54,266	Jackson	7/1/23	6/30/24	Replacing: L.Montgomery
5.	Gregory S. Atkins	.70 P/T Custodian	Grade 1/1	\$36,681	High School	7/1/23	6/30/24	Replacing: Groundsmen
6.	Victoria Santos	1:1 PT Paraprofessional	N/A	\$25/hr	Jackson	9/1/23	6/30/24	Replacing: Contractor Provider Service
7.	Charles Field	Assistant Director of Buildings and Grounds	N/A	\$99,000	Districtwide	7/24/23	6/30/24	Replacing: J. Feliz

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# XX13	Admin. Assistant	Special Services	7/27/23	FMLA 7/27/23-9/7/23 unpaid w/ benefits
2.	Staff ID# XX80	English Teacher	High	9/1/23	Unpaid Leave 9/1/23-12/8/23 unpaid w/o benefits
3.	Staff ID# XX34	Art Teacher	Hilliers	5/23/23	Unpaid leave 5/23/23-6/30/23 w/o benefits; FMLA 9/1/23-11/27/23 unpaid w/ benefits; Unpaid leave 11/27/23-3/29/24 unpaid w/o benefits
4.	Staff ID# XX95	Accountant	Business Office	5/4/23	Revised Sick Leave 5/4/23-5/15/23 paid w/ benefits using sick days; Unpaid Leave 5/16/23-6/12/23 unpaid w/ benefits
5.	Staff ID# XX89	Maintenance	High	7/25/23	FMLA 7/25/23-8/25/23 unpaid w/ benefits

		Worker			
6.	Staff ID# XX82	Elementary Teacher	Hilliers	10/23/23	Sick leave 10/23/23-2/23/24 paid w/ benefits using sick days; FMLA 2/26/24-5/27/24 unpaid w/ benefits; Unpaid Leave 5/28/24-6/30/24 unpaid w/ EBC
7.	Staff ID# XX23	Elementary Teacher	Fairmount	12/1/22	Revised Sick Leave 12/1/22-3/3/23 paid w/ benefits using sick days; Unpaid Leave 3/6/23-6/30/23 & 9/1/23- 1/31/24 unpaid w/o benefits

D. STAFF SEPARATIONS/RESIGNATIONS/TERMINATIONS					
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#6051	PT Paraprofessional	ECDC	5/23/2023	Termination Position Abandonment
2.	Leigh Frisco	PT Paraprofessional	Hilliers	5/31/2023	Resignation
3.	Brianna O'Halloran	CP TV Communications/ Digital Production Teacher	High	7/1/2023	Resignation
4.	Joseph Patti	Mathematics Teacher	High	12/1/2023	Retirement
5.	Kasey Sanchez	Computer Technician	Technology Office	7/1/23	Resignation
6.	Stacy Montalto	Behaviorist	ECDC	7/1/23	Resignation

E. SCHOOL-BASED YOUTH SERVICES PROGRAM STAFF (REVISED SALARIES)						
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, appoints the following School-Based Youth Services Program (SBYSP) grant funding allotted a 1% increase for the 2023-2024 school year.						
	Name	Position	Rate/Salary*	Location	Date Effective	Date End
1.	Doris De Jesus Levy	Director	\$86,708	High Drop-in	7/1/23	6/30/24
2.	Lisa Kelly	Coordinator	\$52,146	High Drop-in	7/1/23	6/30/24
3.	Shayna Lebovic	Social Worker	\$58,145	High Drop-in	7/1/23	6/30/24
4.	Alexandria Lopez	Outreach Counselor	\$48,101	High Drop-in	7/1/23	6/30/24
5.	Martha Orbe	P/T Admin Assistant	\$32,291	High Drop-in	7/1/23	6/30/24

F. Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approve/ratify 2022 -2023 Terminal payment as per the HBOE/HEA Agreement:				
	Staff Member	Position	Number/Days	Payment
1.	Lori Franklin	Speech Therapist	5	\$312.50

G. SALARY ADJUSTMENT					
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following salary adjustment based on the Preschool Education Aid grant funding for the following salary adjustment: 20-218-200-110-009-90					
	Name	Position	Salary Adjustment	Effective	Discussion
1.	Tricia Bailey	Fiscal Specialist	\$77,593	7/1/23-06/30/24	Job Description Revised: Additional Responsibilities

H. HIGH SCHOOL SUMMER SCHEDULING		
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Guidance Counselors for High School Summer scheduling for the 2023-2024 school year:		
	Name	Hours Not To Exceed
1.	Melynda Cruz	40 hours max.
2.	Colleen Krenn	40 hours max.
3.	Kara Ferrazzano	40 hours max.
4.	Maggie Wagner	40 hours max.
5.	Lucinda McConnachie	40 hours max.
6.	Terry Rauschberg	40 hours max.
7.	Randy Stamm	40 hours max.

I. 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 CRSSA ESSER II funds, account #20-483-100-100- 000-90 .				
	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Diana DeJesus	Jackson Avenue Summer School Social Worker	Appendix H	32
2.	Albania Mejia	Jackson Avenue Summer School Teacher	Appendix H	32
3.	Sara Kim	Jackson Avenue Summer School Teacher	Appendix H	32

J. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following staff who will participate in curriculum writing for the 2023-2024 school year. The total cost will be paid with local funding.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Angelina Ferrante	Biology Ambitious Science Teaching	Appendix H	40
2.	Ben Keeler	Biology Ambitious Science Teaching	Appendix H	40
3.	John Palumbo	Chemistry Ambitious Science Teaching	Appendix H	40
4.	Vicky Shaw	Chemistry Ambitious Science Teaching	Appendix H	40
5.	John Palumbo	Chemical Hygiene Plan and Chemical Inventory	Appendix H	40
6.	Jessica Grande	Grade 7 ELA Integrated Fiction/Non/Fiction Reading/Writing Units	Appendix H	30
7.	Heather Mecka	Grade 8 ELA Integrated Fiction/Nonfiction Reading/Writing Units	Appendix H	30
8.	Elizabeth Murray	Grade 9 ELA Integrated Fiction/Nonfiction Reading/Writing Units	Appendix H	30
9.	Megan Dowling	Grade 10 ELA Integrated Fiction/Nonfiction Reading/Writing Units	Appendix H	30
10.	Ashley (Yun Seon) Kim	Grade 11 ELA Integrated Fiction/Nonfiction Reading/Writing Units	Appendix H	30
11.	Jacqueline Stone	Grade 11 ELA Integrated Fiction/Nonfiction Reading/Writing Units (Multiple Perspectives in Literature)	Appendix H	30
12.	Sara Grbic	Grade 5 ELA Word Study Units	Appendix H	15
13.	Kelly Morgan	Grade 5 ELA Word Study Units	Appendix H	15
14.	Megan Carola	Grade 6 ELA Word Study Units	Appendix H	15
15.	Sara Grbic	Grades 5 and 6 ELA Revision of Units	Appendix H	4
16.	Megan Carola	Grades 5 and 6 ELA Revision of Units	Appendix H	4
17.	Jessica Grande	Grade 7 ELA Vocabulary Vertical Mapping	Appendix H	15
18.	Heather Mecka	Grade 8 ELA Vocabulary Vertical Mapping	Appendix H	15
19.	Melanie Keenan	Algebra 1 Unit Writing	Appendix H	30
20.	Jovan Lipari	Algebra 1 Unit Writing	Appendix H	30
21.	Laura Koepke	Algebra 1 Unit Writing	Appendix H	30
22.	Shawna Hill-Shortridge	K-4 ELA Reading Unit Assessment Writing	Appendix H	30

23.	Tina Belfiore	K-4 ELA Reading Unit Assessment Writing	Appendix H	30
24.	Alissa Frascatore	K-4 ELA Reading Unit Assessment Writing	Appendix H	30
25.	Cynthia Hochstaedt	K-4 ELA Reading Unit Assessment Writing	Appendix H	30
26.	Berlinda Rodriguez	K-4 ELA Reading Unit Assessment Writing	Appendix H	30
27.	Rosemary Morgan	Grade 5 Social Studies Unit Activities that Support NJSLS and Legislative Mandates	Appendix H	12.5
28.	Nora Maher	Grade 5 Social Studies Unit Activities that Support NJSLS and Legislative Mandates	Appendix H	12.5
29.	Anthony Pitasi	Grade 6 Social Studies Unit Activities that Support NJSLS and Legislative Mandates	Appendix H	25
30.	Laura Martin	Grade 7 Social Studies Unit Activities that Support NJSLS and Legislative Mandates	Appendix H	25
31.	Matthew Facella	Grade 8 Social Studies Unit Activities that Support NJSLS and Legislative Mandates	Appendix H	25
32.	Colin Church	US History I Social Studies Unit Activities that Support NJSLS and Legislative Mandates	Appendix H	25
33.	Claire Mackey	US History II Social Studies Unit Activities that Support NJSLS and Legislative Mandates	Appendix H	25
34.	Laura Durso	World History Social Studies Unit Activities that Support NJSLS and Legislative Mandates	Appendix H	25
35.	Edvane Colacino	Interdisciplinary Unit Writing for Spanish 3	Appendix H	20
36.	Claudia Guedes	Interdisciplinary Unit Writing for French 3	Appendix H	20

K. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for curriculum writing for the 2023-2024 school year. The total cost will be paid with local funding.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Rebecca Grant	Dance Grades 6-8	Appendix N	10
2.	Rebecca Grant	Dance 9-12	Appendix N	10
3.	Mary Jones	Theater 6-8	Appendix N	10
4.	Mary Jones	Theater 9-12	Appendix N	10
5.	Robyn Perkins	Kindergarten Mathematics	Appendix N	20

6.	Jennifer Williams	First Grade Mathematics	Appendix N	20
7.	Tracy Puntasecca	Second Grade Mathematics	Appendix N	20
8.	Alissa Frascatore	Third Grade Mathematics	Appendix N	20
9.	Melissa Saldana	Fourth Grade Mathematics	Appendix N	20
10.	Kate Seborowski	Grade K Social Studies Unit Revisions	Appendix H	10
11.	Cynthia Hochstaedt	Grade 3 Social Studies Unit Revisions	Appendix H	10
12.	Shawna Hill Shortridge	Grade 4 Social Studies Unit Revisions	Appendix H	10
13.	Claire Mackey	Honors Sociology	Appendix N	20
14.	Russell Cohen	CP Psychology	Appendix N	20
15.	Sandra Harrington	AP US History	Appendix N	20
16.	Russell Cohen	AP Psychology	Appendix N	20
17.	Soraya Gonzalez	Latin American Studies	Appendix N	20
18.	Victoria Arvizu	Grade 5 Health	Appendix N	10
19.	Victoria Arvizu	Grade 6 Health	Appendix N	10
20.	Victoria Arvizu	Grade 7 Health	Appendix N	10
21.	Victoria Arvizu	Grade 8 Health	Appendix N	10
22.	Victoria Arvizu	Grade 9 Health	Appendix N	10
23.	Victoria Arvizu	Grade 10 Driver's Education	Appendix N	10
24.	Victoria Arvizu	Grade 11 Health	Appendix N	10
25.	Victoria Arvizu	Grade 12 Health	Appendix N	10
26.	Brenda Gonzalez	Exploring Social Justice Through Reading, Writing, and Discourse	Appendix N	20
27.	Suzy Roushdy	Careers in Education	Appendix N	20
28.	Anthony Zisa	AP Literature and Composition	Appendix N	20
29.	Rose Ann Harty	AP Language and Composition	Appendix N	20
30.	Kim King	Yearbook	Appendix N	20
31.	Michele Balik	Work Based Learning and Community Based Services	Appendix N	20
32.	Corinne Carroll	Work Based Learning and Community Based Services	Appendix N	20

33.	Duane Burell	CP Financial Literacy	Appendix N	10
34.	Jane Spielberger	AP Microeconomics	Appendix N	20
35.	Jane Spielberger	AP Macroeconomics	Appendix N	20
36.	Thomas Spadafino	CP Algebra 1	Appendix N	20
37.	Thomas Spadafino	Bilingual CP Algebra 1	Appendix N	2
38.	Thomas Spadafino	Honors Algebra 1	Appendix N	20
39.	David Bernardo	Math Analysis	Appendix N	20
40.	David Bernardo	AP Calculus BC	Appendix N	20
41.	David Bernardo	AP Calculus AB	Appendix N	20
42.	Kathleen Schlogl	AP Pre-Calculus	Appendix N	20
43.	Kathleen Schlogl	Intro to Computer Science	Appendix N	20
44.	Jason Koepke	AP Computer Science A	Appendix N	20
45.	Kathleen Schlogl	AP Computer Science Principles	Appendix N	20
46.	Sookyung Lim	AP Statistics	Appendix N	20
47.	Andrew Goodman	Grade 5 Advanced Mathematics	Appendix N	20
48.	Sheila Bonilla	Grade 6 Advanced Mathematics	Appendix N	20
49.	Laura Livelli	Grade 6 Pre-Algebra	Appendix N	20
50.	Melanie Keenan	Grade 7 Pre-Algebra	Appendix N	20
51.	Jason Koepke	Honors Discrete Mathematics	Appendix N	20
52.	Brooke Zwier	AP Environmental Science	Appendix N	20
53.	Greg Keller	AP Biology	Appendix N	20
54.	Chetna Desai	AP Chemistry	Appendix N	20
55.	Fred Colacino	AP Physics 1	Appendix N	20
56.	Fred Colacino	AP Physics C	Appendix N	20
57.	Nicole Cutrona	8th Grade Science	Appendix N	10
58.	Berlinda Rodriguez	Grades 2-3 ESL	Appendix N	20

L. Be It Resolved, the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following staff members for Summer Placement Testing for English Language Learners (ELL) for the 2023-2024 school year. The total cost will be paid with local funds, account #11-000-221-800-008-00

	Staff Member	Position	HBOE/HEA Agreement	Hours Not To Exceed
1.	Martha Martinez	Summer Placement Testing for English Language Learners	Appendix N	16 hours per teacher
2.	Berlinda Rodriguez	Summer Placement Testing for English Language Learners	Appendix N	16 hours per teacher
3.	GianCarlo Estrada	Summer Placement Testing for English Language Learners	Appendix N	16 hours per teacher
4.	Margarita Monserrat	Summer Placement Testing for English Language Learners	Appendix N	16 hours per teacher
5.	Leslie Solis-Stovall	Summer Placement Testing for English Language Learners	Appendix N	16 hours per teacher
6.	Jenny Rama	Summer Placement Testing for English Language Learners	Appendix N	16 hours per teacher

M. Be It Resolved, the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Extra Compensation Period at Hackensack High School for May thru June 2023.

	Staff Member	Course No. Class	Period Course	Vacant Teacher
1.	Marissa Calfayan	1026/4 7	English 2	Suzy Roushdy

N. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Extended School Year (ESY) Teachers for the period July 5, 2023 - July 28, 2023. Salary as per HBOE/HEA Agreement, Article 26:

	NAME	Support Staff	Position Hours Not to Exceed	Salary
1.	Kelly Carroll	Teacher	90	Appendix H

O. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Extended School Year (ESY) Child Study Team and Related Services Staff Members for New IEP Referrals/Planning

	NAME	Support Staff	Position Hours Not to Exceed	Salary
1.	Jenna Kuligowski	Psychologist	90	Appendix H

P. ATHLETIC COACHES

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Athletic Coaches for **FALL** season 2023-2024 school year:

	Name	Sport	Location	Step	Stipend
1.	James Levitzke	Track Coordinator	High	3	\$34,602
2.	Brett Ressler	Head Football	High	3	\$14,777
3.	Brian Hooper	Asst. Football	High	3	\$9,605
4.	Walter King	Asst. Football	High	3	\$9,605
5.	Richard Clyburn	Asst. Football	High	2	\$8,884
6.	Kaliym Hazel	Asst. Football	High	3	\$9,605
7.	Henry Reyes	Asst. Football	High	3	\$9,605
8.	Michael Sanchez	Asst. Football	High	3	\$9,605
9.	Bradley Allen	Asst. Football	High	2	\$8,884
10.	Mario Santivanez	Asst. Cross Country	High	3	\$6,163
11.	Mary Jones	Asst. Cross Country	High	1	\$5,203
12.	Haris Brkovic	Head Women's Volleyball	High	3	\$9,482
13.	Winston Solomon	Asst. Women's Volleyball	High	2	\$5,643
14.	Rhonyelle Sowell	Asst. Women's Volleyball	High	2	\$5,643
15.	Tianna Fontalvo-Velez	Head Women's Soccer	High	3	\$10,282
16.	Mariko Walker	Asst. Women's Soccer	High	3	\$6,683
17.	Kenneth McKaba	Head Girls Tennis	High	3	\$9,482
18.	Amanda Miller	Asst. Girls Tennis	High	2	\$5,643
19.	Jennifer Moran	Head Cheerleading	High	2	\$5,357
20.	Meagan Harrington	Asst. Cheerleading	High	2	\$3,482

Q. 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. Groundskeeper
2. Human Resource Specialist
3. Human Resource Analyst

R. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the district **Revised Table of Organization** for the 2023-2024 school year.

S. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the **Revised** calendar for Hackensack Maintenance and Custodial and Hackensack Office Professional staff.