

PERSONNEL COMMITTEE AGENDA - April 24, 2025

7:30 PM

**Leila Amirhamzeh - Chair
Kenneth Martin
Mark Stein
Jennifer Harris - Ex-Official**

**Dr. Thomas McBryde, Jr., Superintendent of Schools
Yesenia Budhu-Howell, Executive Director of Human Resources**

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; appoint and submit to the Executive County Superintendent applications for emergent hiring applicants' 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, and background results, and all salary placements are pending receipt of college transcripts verifying degree status and employment years of service in other districts.)

A. CERTIFICATED STAFF

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Certificated Instructional Staff for the 2025 - 2026 school year. **Pending Contract Negotiations and prorated salary based on employment dates.*

	Name	Position	Degree/Step	Salary*	Location	Effective Date(s)	Discussion
1.	Kia Melendez 11-000-219-104-000-90	SEL Social Worker	BA+32/MA/14	\$109,845	Middle	09/01/25 - 06/30/26	Replacing: B. Ritterman
2.	Leilani Taylor 11-213-100-101-300-90	Special Education Science Teacher	BA+32/MA/12	\$93,880	Middle	09/01/25 - 06/30/26	Replacing: E. Nemecc
3.	Michele Anastos 11-130-100-101-300-90	Elementary ELA Instructional Coach	MA+15/10	\$85,390	District	09/01/25 - 06/30/26	New Position
4.	Saran Sinnette 11-105-100-101-009-90	Supervisor of Early Childhood	G4/2	\$140,000	ECDC	07/01/25 - 06/30/26	Salary Adjustment
5.	Brianna Garcia 11-000-219-104-110-90	SEL Social Worker	BA+32/MA/3	\$71,925	Hillers	09/01/25 - 06/30/26	New Position
6.	Gioser Torrealba 11-213-100-101-090-90	Special Education Teacher	BA+16/2	\$65,645	Parker	09/01/25 - 06/30/26	Replacing: C. Irwin
7.	Jennifer Loniewski 11-000-221-104-001-90	Interim Director of Curriculum & Instruction	N/A	\$175,000	Curriculum	04/25/25-05/14/25	Replacing: L. Kazmark

B. NON-CERTIFICATED STAFF							
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Non-Certificated Staff for the 2024 - 2025 school year. <i>*Prorated salary based on employment dates.</i>							
	Name	Position	Col/Step	Salary*	Location	Effective Date(s)	Discussion
1.	Kareem Patterson 11-000-262-100-004-90	PT Custodian	Gr. 1/1	\$37,075.50	High	04/25/25 - 06/30/25	Replacing: E. Grabusnik
2.	Arianna Gonzalez 11-000-211-173-009-90 11-000-211-173-050-90	Parent Outreach Coordinator	N/A	\$60,000	ECDC/High	04/25/25 - 06/30/25	Replacing: D. Bermudez
3.	Nazia Rahim 20-241-100-106-000-90	Bilingual PT Paraprofessional	N/A	\$25/hr.	District	04/28/25 - 06/30/25	New Position Grant Funded
4.	Travis Mittoo 60-910-310-100-090-90	Lunch Assistant	N/A	\$22/hr.	Parker	04/25/25 - 06/30/25	Replacing: C. Mossey
5.	Tyler Delaney 60-910-310-100-090-90	Lunch Assistant	N/A	\$22/hr.	Parker	04/25/25 - 06/30/25	Replacing: J. Cosby Jr.
6.	Steven Rahbari 11-000-211-171-050-90	School Monitor	N/A	\$65,000	High	04/25/25 - 06/30/25	New Position
7.	Karina Sanchez 11-000-211-171-050-90	School Monitor	N/A	\$65,000	High	04/25/25 - 06/30/25	New Position

C. NON-CERTIFICATED STAFF							
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Non-Certificated Staff for the 2025 - 2026 school year. <i>*Prorated salary based on employment dates.</i>							
	Name	Position	Col/Step	Salary*	Location	Effective Date(s)	Discussion
1.	Audrey Irby 11-000-211-171-300-90	School Monitor	N/A	\$65,000	Middle	09/01/25 - 06/30/26	New Position
2.	Gene Ligon 11-000-211-171-300-90	School Monitor	N/A	\$65,000	Middle	09/01/25 - 06/30/26	New Position

D. NON-CERTIFICATED STAFF - SUBSTITUTES							
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 2024 - 2025 school year. <i>*Prorated salary based on employment dates.</i>							
	Name	Position	Salary*	Location	Effective Date(s)	Discussion	
1.	Gabriela Pozo	Substitute Custodian	\$18/hr	District	04/25/25 - 06/30/25	Staffing Capacity	
2.	Melvin Huaman	Substitute Custodian	\$18/hr	District	04/25/25 - 06/30/25	Staffing Capacity	

E. LEAVE OF ABSENCES

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Leave of Absences for the 2024 - 2025 school year.

	Name	Date Effective	Discussion
1.	Staff ID X504	03/11/25	Sick leave 03/11/25 - 04/11/25 paid with benefits
2.	Staff ID X584	03/17/25	Extended sick leave through 03/19/25 paid with benefits
3.	Staff ID X310	03/19/25	Sick leave 03/19/25 - 04/18/25 paid with benefits
4.	Staff ID X652	04/07/25	Extended sick leave through 04/18/25 paid with benefits
5.	Staff ID X077	03/20/25	Sick leave from 03/20/25 - 04/03/25 paid with benefits
6.	Staff ID X104	05/12/25	Extended sick leave through 05/19/25 paid with benefits
7.	Staff ID X113	03/24/25	Revised sick leave return date 04/25/25 paid with benefits
8.	Staff ID X493	04/18/25	FMLA unpaid leave from 04/21/25 - 06/30/25 with EBC
9.	Staff ID X563	03/31/25	Extended sick leave through 06/30/25 sick days with benefits
10.	Staff ID X699	04/04/25	Extended sick leave through 04/04/25 unpaid with benefits
11.	Staff ID X431	04/21/25	Sick leave paid from 04/21/25 - 05/09/25 using sick days with benefits

F. TRANSFERS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following transfers for the 2024 - 2025 school year.

	Name	Position	From Location	To Location	Effective Date
1.	Sade Mosher-Torres	Part Time Paraprofessional	Hillers	ECDC	03/11/25
2.	Hani Tabet	Part Time Paraprofessional	Hillers	High	04/02/25

G. TRANSFERS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following transfers for the 2025 - 2026 school year.

	Name	Position	From Location	To Location	Effective Date
1.	Clare Na	Instrumental Music Teacher	Hillers	Middle	09/01/25 (Revised date)

H. REASSIGNMENTS					
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following reassignments for the 2025 - 2026 school year.					
	Name	From Position	To Position	Location	Effective Date
1.	Joseph Brunacki 11-130-100-101-300-90	Mathematics Teacher	Math Instructional Coach	High	09/01/25 - 06/30/26
2.	Junekia Forrester 11-130-100-101-300-90	Language Arts Teacher	ELA Instructional Coach	High	09/01/25 - 06/30/26
3.	Soniya Johnson-Shabazz 11-130-100-101-300-90	Reading Specialist	ELA Instructional Coach	Middle	09/01/25 - 06/30/26

I. SALARY ADJUSTMENT								
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, Salary Adjustments, in accordance with HAOP Article 22 (C), effective the 2024 - 2025 school year.								
	Name	Position	From Col/ Step	From Salary	Stipend	To Salary	Effective	Discussion
1.	Audrey Irby	Administrative Assistant	2/4	\$56,987	\$2180	\$59,167	01/02/25	PDP Achievement

J. STAFF SEPARATIONS/RESIGNATIONS/TERMINATIONS/RETIREMENTS					
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following separation actions for the 2024 - 2025 school year.					
	Name	Position	Location	Date Effective	Discussion
1.	Alessandro De Michele	Assistant Head Custodian	Hillers	04/07/25	Resignation
2.	Lisa Kruger	Special Education Teacher	Hillers	07/01/25	Resignation
3.	Roseanne Cavallo	Supervisor of ELA/Media Services	High	07/01/25	Retirement
4.	Tomlin Plummer	Custodian	Parker	09/01/25	Retirement

K. Be It Resolved, that the Hackensack Board of Education, upon recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-241-200-100-000-90.

	Name	Position	Location	HBOE/HEA Agreement	Hours Not to Exceed
1.	Luz Tarquino	ELA & Math High Intensity Tutorial for Multilingual Learners	Jackson	Appendix G	24 hours
2.	Silvia Acevedo	ELA & Math High Intensity Tutorial for Multilingual Learners	Middle	Appendix G	24 hours
3.	Berlinda Rodriguez	ELA & Math High Intensity Tutorial for Multilingual Learners	Jackson	Appendix G	24 hours
4.	Yensy Mesa	ELA & Math High Intensity Tutorial for Multilingual Learners	Middle	Appendix G	24 hours
5.	Pedra Del Vechio	ELA & Math High Intensity Tutorial for Multilingual Learners	Fairmount	Appendix G	24 hours
6.	Soniya Johnson-Shabazz	ELA & Math High Intensity Tutorial for Multilingual Learners	Middle	Appendix G	24 hours
7.	Carolina Sarmiento	ELA & Math High Intensity Tutorial for Multilingual Learners	Middle	Appendix G	24 hours
8.	Soraya Gonzalez	ELA & Math High Intensity Tutorial for Multilingual Learners	High	Appendix G	24 hours
9.	Ana Cetani	ELA & Math High Intensity Tutorial for Multilingual Learners	Hillers	Appendix G	24 hours
10.	Sandra Diaz	ELA & Math High Intensity Tutorial for Multilingual Learners	Middle	Appendix G	24 hours
11.	Elsa Marquez Aponte	ELA & Math High Intensity Tutorial for Multilingual Learners	High	Appendix G	24 hours
12.	Norma Hernandez	ELA & Math High Intensity Tutorial for Multilingual Learners	Middle	Appendix G	24 hours
13.	Eman Magableh	ELA & Math Lead Teacher for High Intensity Tutoring for Multilingual Learners	District	Appendix G	36 hours
14.	Stanley Membreno	ELA & Math Lead Teacher for High Intensity Tutoring for Multilingual Learners	District	Appendix G	36 hours

L. Be It Resolved, that the Hackensack Board of Education, upon recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-231-200-100-100-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Lori Henderson-Manning	Fairmont After School Club Teacher	Appendix G	30 hours

M. Be It Resolved, that the Hackensack Board of Education, upon recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-241-200-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Sandra Diaz	Parent Engagement Program Teacher	Appendix G	10 hours
2.	Jennifer Williams	Parent Engagement Program Teacher	Appendix G	10 hours

N. ATHLETIC COACHES

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Athletic Coaches for the 2024 - 2025 school year. **Prorated stipend based on employment dates.*

	Name	Sport	Location	Step	Stipend
1.	Brett Ressler	Girls Flag Football	Middle	1	\$2,093
2.	Richard Clyburn	Girls Flag Football	Middle	1	\$2,093
3.	Devon Darling	Softball	Middle	3	\$2,463
4.	Stacey Wilkins	Softball	Middle	3	\$2,463
5.	Brian Conoscenti	Baseball	Middle	3	\$2,463
6.	Daniel Poidomani	Baseball	Middle	1	\$2,093
7.	Joseph Mocera	Co-Ed Tennis	Middle	1	\$2,093
8.	Sophia Raza	Co-Ed Tennis	Middle	1	\$2,093
9.	Richard Clyburn	Assistant Flag Football	High	1	\$5,203

O. TERMINAL PAY				
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves terminal payments in accordance with the HBOE/HEA Agreement/Article 27 and Employee Agreement for the 2024 - 2025 school year.				
	Name	Position	Number of Days	Payment
1.	Gary Gengo	FT Paraprofessional	401	\$18,698.63
2.	Adrian Cepero	Executive Director of Technology	13	\$15,359.17

P. TERMINAL PAY				
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves terminal payments in accordance with the HBOE/HCMA Agreement Article 22 for the 2024 - 2025 school year.				
	Name	Position	Number of Days	Payment
1.	Hassan Shaulhameed	Custodian	146	\$8,760

Q. COMPENSATION						
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following compensation for High School ABS/SAC hours in accordance with the HEA/HBOE Agreement for the 2024 - 2025 school year.						
	Name	Position	Effective	Rate	Payment	Discussion
1.	Heather White - Coleman	High School ABS/SAC	09/18/24 - 12/18/24	89.58 hours x \$57.85/hr	\$5,182.20	Assumed Additional ABS/SAC Duties

R. RECLASSIFICATION	
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Title for the 2024-2025 school year.	
1.	Director of Curriculum and Instruction - (Reclassified Executive Director of Curriculum and Instruction)

S. **WHEREAS**, in accordance with the PERC Act, the Hackensack Board of Education (“Board”) has previously recognized that the Hackensack Education Association (“HEA”) as the exclusive representative for the purposes of collective negotiations by a majority of the non-supervisory certified full-time and part-time teachers, full-time paraprofessionals, certified school nurses, guidance counselors, child study team members, librarians, therapists and full-time certified athletic trainers employed by the Board;

WHEREAS, in accordance with said Act, the Board has previously recognized that the Hackensack Association of Office Professionals (“HAOP”) as the exclusive representative for the purposes of collective negotiations by a majority of the non-confidential secretaries employed by the Board;

WHEREAS, pursuant to N.J.A.C. 19:11-2.8, the HEA and HAOP have jointly petitioned the Board to acknowledge that the HAOP be subsumed by and/or otherwise consolidated with the HEA for the purposes of collective bargaining negotiations;

WHEREAS, the HEA and HAOP have respectively represented that there was an affirmative vote of each of their membership approving the consolidation of the HEA and HAOP;

WHEREAS, the Board agrees to recognize the HEA and HAOP as one collective bargaining unit for the purposes of collective bargaining pursuant to the terms and conditions of this Resolution below; and

NOW THEREFORE: The Board recognizes that the employees who are members of HAOP shall become part of the collective bargaining unit represented by the HEA as to the negotiations of the terms and conditions of a collective bargaining agreement for the intended time period of July 1, 2025, through June 30, 2028 (“Anticipated CBA”).

While this Resolution is being ratified to recognize the above consolidated bargaining unit for the Anticipated CBA, this Resolution shall not be considered as a “past practice” or serve as any precedent as to any future representational issues involving the HEA and/or HAOP. Specifically, the Board reserves the right to dispute, challenge, and/or object to the HEA’s and HAOP’s ability in the future to merge or consolidate for the purposes of jointly collectively bargaining as otherwise permitted by applicable New Jersey law, including but not limited to requiring that the HEA and HAOP seek the permission of New Jersey’s Public Employee Relations Commission for any future joint representations.

¹ For purposes of clarity, secretaries to the Superintendent, Assistant Superintendent, Human Resources Executive Director, and to the Business Administrator/Board Secretary are not members of the HAOP.