

**PERSONNEL COMMITTEE AGENDA - February 26, 2025**

**7:30 PM**

**Leila Amirhamzeh - Chair**  
**Mark Stein**  
**Kenneth Martin**  
**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 **AA** 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 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 employment years of service in other districts.)

<b>A. CERTIFICATED STAFF</b>							
<b>Be It Resolved</b> , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Certificated Instructional Staff for the 2024 - 2025 school year. <i>*Prorated salary based on employment dates.</i>							
	<b>Name</b>	<b>Position</b>	<b>Degree/Step</b>	<b>Salary*</b>	<b>Location</b>	<b>Effective Date(s)</b>	<b>Discussion</b>
1.	Rasheedah Odumosu 11-000-218-104-300-90	LR Guidance Counselor	BA+32/MA1	\$70,295	Middle	03/04/25 - 06/24/25	Replacing: J. Cirincione
2.	Kyle Unger 11-130-100-101-300-90	Math Teacher	BA/2	\$63,030	Middle	02/27/25 - 06/30/25	Replacing: J. Perez
3.	Toi Pearman 11-000-221-102-300-90 11-000-221-102-050-90	Supervisor of Social Studies & Physical Education	HASA 4/1	\$137,000	Curriculum	04/28/25 - 06/30/25	Replacing: J. Acebo
4.	Angela Iskenderian 11-000-240-103-000-90	Substitute Administrator	N/A	\$550/day	District	03/03/25 - 06/30/25	District Administrator Coverage

<b>B. NON-CERTIFICATED STAFF</b>							
<b>Be It Resolved</b> , 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>							
	<b>Name</b>	<b>Position</b>	<b>Deg/Step</b>	<b>Salary*</b>	<b>Location</b>	<b>Effective Date(s)</b>	<b>Discussion</b>
1.	Crystal Coombs	Lunch Assistant	N/A	\$22/hr.	ECDC	03/17/25 - 06/24/25	Replacing: R. Ayan

**C. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS//RESCIND**

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

	<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Date Effective</b>	<b>Discussion</b>
1.	Brittany Ritterman	Social Worker	Middle	03/21/25	Resignation
2.	Hassan Shaulhameed	Custodian	High	04/01/25	Retirement
3.	Anne Bonnefoi	Library/Media Specialist	Fairmount	04/07/25	Resignation
4.	Matthew Facella	Social Studies Teacher	Middle	07/01/25	Retirement
5.	Cindy DesMornes	Lunch Assistant	ECDC	02/12/25	Resignation
6.	Courtney Mossey	Lunch Assistant	Parker	02/04/25	Resignation
7.	Gary Gengo	FT Paraprofessional	Hillers	03/03/25	Retirement

**D. 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.

	<b>Name</b>	<b>Date Effective</b>	<b>Discussion</b>
1.	Staff ID X921	01/17/25	Revised Sick Leave start date 01/17/25 - 01/31/25 paid using sick days w/benefits
2.	Staff ID X422	04/01/25	Sick Leave 04/01/25 - 06/30/25 paid using sick days w/benefits
3.	Staff ID X113	02/11/25	Sick Leave 02/11/25 - 05/02/25 using sick days w/benefits
4.	Staff ID X895	01/23/25	Revised sick leave start 1/23/25 - 03/07/25 paid using sick days w/benefits
5.	Staff ID X108	01/24/25	Unpaid FMLA Leave 01/24/25 - 04/09/25 unpaid leave w/out EBC
6.	Staff ID X009	03/24/25	Sick Leave 03/24/25 - 04/22/25 paid using sick days w/benefits Unpaid Leave 04/23/25 - 07/15/25 unpaid leave w/EBC
7.	Staff ID X072	01/02/25	Extended unpaid leave through 01/31/25 unpaid w/out EBC
8.	Staff ID X209	01/27/25	Sick Leave 01/27/25 - 02/11/25 paid using sick days w/EBC
9.	Staff ID X124	01/31/25	Extended sick leave through 02/19/25 paid using sick days w/benefits
10.	Staff ID X715	01/13/25	Sick Leave 01/14/25 - 02/13/25 paid using sick days w/benefits
11.	Staff ID X432	01/24/25	Sick Leave 01/24/25 - 2/12/25 paid using sick days w/benefits
12.	Staff ID X846	01/02/25	Extended sick leave through 03/28/25 paid using sick w/benefits
13.	Staff ID X938	03/18/25	Extended unpaid leave through 03/31/25 unpaid w/EBC

<b>D. LEAVE OF ABSENCES</b>			
14.	Staff ID X825	02/18/25	Sick Leave 02/18/25 - 03/10/25 using sick days w/out benefits
15.	Staff ID X563	02/03/25	Extended sick through 03/21/25 using sick days w/benefits
16.	Staff ID X805	01/27/25	Sick Leave from 01/27/25 - 02/14/25 using sick days w/benefits
17.	Staff ID X747	02/03/25	Extended FMLA Leave through 02/28/25 unpaid w/out benefits
18.	Staff ID X959	05/09/25	Sick Leave 05/09/25 - 06/30/25 using sick days w/benefits
19.	Staff ID X806	03/13/25	Sick Leave 02/27/25 - 06/30/25 using sick days w/benefits
20.	Staff ID X152	03/05/25	Sick Leave 03/05/25 - 03/21/25 using sick days w/benefits
21.	Staff ID X957	02/10/25	Extended sick leave 02/28/25 using sick days w/benefits
22.	Staff ID X026	03/10/25	FMLA Leave 03/10/25 - 03/28/25 unpaid leave w/EBC
23.	Staff ID X612	02/12/25	Revised return to work date 02/24/25
24.	Staff ID X079	02/07/25	Sick Leave 02/07/25 - 03/31/25 using sick days w/out benefits
25.	Staff ID X671	03/01/25	FMLA Leave 03/01/25 - 05/23/25 w/EBC
26.	Staff ID X699	03/10/25	Sick Leave 03/10/25 - 04/03/25 using sick days w/benefits
27.	Staff ID X063	01/30/25	Sick Leave 01/30/25 - 02/28/25 using sick days w/benefits
28.	Staff ID X562	12/16/24	Sick Leave 12/16/24 - 02/28/25 using sick days w/benefits

<b>E. TRANSFERS</b>						
	<b>Name</b>	<b>Position</b>	<b>From Location</b>	<b>To Location</b>	<b>Effective</b>	<b>Discussion</b>
1.	Clare Na 11-130-100-101-300-90	Instrumental Music Teacher	Hilliers	Middle	03/24/25	Replacing: T. MacVicar

**F. GRADUATE COURSES - SALARY ADJUSTMENTS**

**Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Graduate Courses - Salary Adjustments, in accordance with HEA Article 22, Accreditation of Approved Courses (C) effective the 2024 - 2025 school year.

	<b>Name</b>	<b>From Col/ Step</b>	<b>From Salary</b>	<b>To Col/ Step</b>	<b>To Salary</b>	<b>Location</b>	<b>Effective Date</b>
1.	Bianel Mena	BA+16/2	\$65,645	BA+32/2	\$70,875	ECDC	02/01/25
2.	Melissa Narine	MA+15/9	\$82,965	MA+30/9	\$90,070	Middle	02/01/25
3.	Jennifer Williams	MA+15/11	\$89,975	MA+30/11	\$99,115	Parker	02/01/25
4.	Zaneb Jaber	BA/10	\$74,930	BA+16/10	\$77,545	Hilliers	02/01/25

5.	Laura Livelli	MA+15/10	\$85,390	MA+30/10	\$92,495	Middle	02/01/25
6.	Betsy Romero	BA/3	\$64,080	BA+16/3	\$66,695	High	02/01/25
7.	Yiralda Taveras	BA+32/MA/7	\$76,850	MA+15/7	\$79,465	Jackson	02/01/25
8.	Rosaria Luciano	BA+32/MA/8	\$78,350	MA+15/8	\$80,965	Fairmount	02/01/25
9.	William Arroyo	BA/8	\$70,505	BA+16/8	\$73,120	Middle	02/01/25

**G. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following certified staff for the 2024 - 2025 school year High School Credit Recovery Teachers, compensation in accordance with HBOE/HEA Agreement, Article 26, Schedule G - not to exceed three (3) teachers for four (4) hours a day twelve (12) hours total.

	Name		Name
1.	Joseph Aponte	5.	Rachel Healy
2.	Duane Burrell	6.	Claire Mackey
3.	Camillo Camacho-Florez	7.	Brooke Zwier
4.	Brittany Coleman	8.	Corinne Carroll

**H. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following position, 100% dependent on grant-funded and based on School-Based Mental Health Grant and the Mental Health Screening in School Grant, account #20-460-200-100-000-00, January 02, 2025 - May 23, 2025, pending certification and license.

	Name	Position	Location	Hours Not to Exceed	Rate
1.	Jessica Rodriguez	P/T Licensed Social Worker	High	21 hours per week	\$57.85

**I. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Mental Health Grant Administrative Assistant. This position is 100% funded by the School-Based Mental Health Services Grant and dependent on grant funding. The total cost will be paid for by the School-Based Mental Health Services Grant, account #20-461-200-100-000-90.

	Name	Position	Location	Stipend Per Week	Effective Dates
1.	Trayce Boyd-McFadden	Administrative Assistant	District/Administrative Services	\$175/wk.	01/02/25 - 06/30/25

**J. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions to support mental health screening, 100% funded by the Mental Health Screening in School Grant from March 3, 2025 - May 9, 2025 paid from account #20-430-100-000-00.

	Name	Position	School/Placement	Hours Not to Exceed	Rate
1.	Joseph Barreto	P/T Mental Health	HHS/HMS	14 hours per week	\$57.85 per hour

		Screening Outreach Coordinator			
2.	Gulda Battaglia	P/T Mental Health Screening Outreach Coordinator	HHS/HMS	10 hours per week	\$57.85 per hour

**K. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following candidates for the 5th Grade Summer SEL and Transition Program from July 7, 2025 - July 25, 2025. These positions are 100% funded by the School-Based Mental Health Services Grant and dependent on grant funding. The total cost will be paid from account #20-461-200-100-000-90.

	Name	Position	Hours not to Exceed	Rate
1.	Amber Barraco	School Counselor	3 hours per day	\$57.85 per hour
2.	Martha Mairena	School Social Worker	3 hours per day	\$57.85 per hour
3.	Heather White-Coleman	School Social Worker	3 hours per day	\$57.85 per hour

**L. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following candidates for the 5th Grade Summer SEL and Transition Program from Monday - Thursday (no Fridays) July 7, 2025 - July 25, 2025. The total cost will be paid with account #20-461-200-100-000-90.

	Name	Position	Hours not to Exceed	Rate
1.	Emely Felix	School Counselor	3.5 hours per day	\$57.85 per hour
2.	Jennifer Lahm	Occupational Therapist	3.5 hours per day	\$57.85 per hour
3.	Jennifer Reyes	Elementary Teacher	3.5 hours per day	\$57.85 per hour

**M. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following certified staff for the 2024 - 2025 Summer SEL and Transition Program, compensation in accordance with the HBOE/HEA Agreement for the 5th Grade Summer SEL Program from July 7, 2025 - July 25, 2025. The total cost will be paid with account #20-461-200-100-000-90.

	Name	Position	Hours not to Exceed	Rate
1.	Melanie Keenan	Substitute Teacher/School Counselor	3.5 hours per day	\$57.85 per hour
2.	Monique Mighty	Substitute School Social Worker	3.5 hours per day	\$57.85 per hour
3.	Raseeda Odumosu	Substitute School Counselor	3.5 hours per day	\$57.85 per hour

**N. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions to support mental health screening from March 10, 2025 - May 16, 2025, compensation in accordance with the HBOE/HEA Agreement. The total cost will be paid with account #20-461-200-100-000-90.

	<b>Name</b>	<b>Position</b>	<b>Hours Not to Exceed</b>	<b>Rate</b>
1.	Jackelin Alerte	Mental Health Facilitator	2 hours per week	\$57.85 per hour
2.	Monique Mighty	Mental Health Facilitator	2 hours per week	\$57.85 per hour

**O. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions, compensation in accordance with the HBOE/HEA Agreement for the 2024 - 2025 school year. The total cost will be paid for with account #20-231-100-100-090-00.

	<b>Name</b>	<b>Position</b>	<b>HBOE/HEA</b>	<b>Hours Not to Exceed</b>
1.	Melissa Pesantes	NKP Session 2 and 3 Tutorial Teacher	Appendix G	32 hours

**P. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions for 2024 - 2025 school year. The total cost will be paid for with account #20-200-100-100-090-00.

	<b>Name</b>	<b>Position</b>	<b>HBOE/HEA</b>	<b>Hours Not to Exceed</b>
1.	Melissa Saldana	Jackson Avenue School Family Math Night Lead Teacher	Appendix G	10 hours
2.	Michelle Hammond-Dudley	Jackson Avenue School Paint for Social Justice Night Lead Teacher	Appendix G	3 hours
3.	Randi Kasetta	Jackson Avenue School Paint for Social Justice Night Lead Teacher	Appendix G	3 hours
4.	Toney Jackson	Jackson Avenue School Poetic Park Night Lead Teacher	Appendix G	2 hours
5.	Toney Jackson	Jackson Avenue School Third/Fourth Grade Book Club Lead Teacher	Appendix G	16 hours
6.	Melissa Saldana	Jackson Avenue School Afterschool K-2 Book Club Lead Teacher	Appendix G	18 hours
7.	Evelyn Moyano	Jackson Avenue School Afterschool K-2 Book Club Lead Teacher	Appendix G	18 hours
8.	Arlena Brinson-Jones	Family Engagement Program Coordinator	Appendix G	60 hours

**Q. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for the 2024 - 2025 school year. The total cost will be paid for with account #20-231-100-110-00.

	<b>Name</b>	<b>Position</b>	<b>HBOE/HEA</b>	<b>Hours Not to Exceed</b>
1.	Carey Ciffo	Fanny M. Hillers ELA Tutorial Teacher	Appendix G	26 hours

**R. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for the 2024 - 2025 school year After School Supervision, compensation in accordance with the HBOE/HEA Agreement - not to exceed 40 minutes per day. The total cost will be paid for with account #11-000-262-107-000-90.

	<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Rate</b>
1.	Bianel Mena	Teacher/After School Supervision	ECDC	\$24.75 per hour
2.	Michaela Tenner	Teacher/After School Supervision	ECDC	\$24.75 per hour

**S. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following volunteers for the Bergen Reads Program to participate during the 2024 - 2025 school year, contingent upon background screening and clearance.

	<b>Name</b>	<b>Volunteer Status</b>
1.	Davanie Adams	New Volunteer
2.	Kristy Ryan	New Volunteer
3.	Ann Baker	New Volunteer
4.	Martin Schwam	New Volunteer
5.	Joangie Torres	New Volunteer
6.	Felicia Zekauskas	New Volunteer

**T. 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.*

	<b>Name</b>	<b>Sport</b>	<b>Location</b>	<b>Step</b>	<b>Stipend</b>
1.	Kaliym Hazel	Asst. B/G Outdoor Track Coach	High	3	\$10,025
2.	Mario Santivanez	Asst. B/G Outdoor Track Coach	High	3	\$10,025
3.	Walter King	Asst. B/G Outdoor Track Coach	High	3	\$10,025
4.	Gioser Torrealba	Asst. B/G Outdoor Track Coach	High	3	\$10,025
5.	Michelle Hammond-Dudley	Asst. B/G Outdoor Track Coach	High	3	\$10,025
6.	Darren Arthurs	Asst. Boys Volleyball Coach	High	1	\$5,203
7.	Lynrick Rhymer	Asst. Boys Volleyball Coach	High	3	\$6,163

8.	Joseph Mocera	Head Boys Tennis Coach	High	3	\$9,482
9.	Michael Mocera	Asst. Boys Tennis Coach	High	3	\$6,163
10.	Frank DiLorenzo	Head Baseball Coach	High	3	\$10,282
11.	Nicholas Ramagli	Asst. Baseball Coach	High	3	\$6,683
12.	Christopher Sewell	Asst. Baseball Coach	High	3	\$6,683
13.	Thomas Weber	Asst. Baseball Coach	High	3	\$6,683
14.	Brain Hooper	Head Softball Coach	High	3	\$10,282
15.	Colin Church	Asst. Softball Coach	High	3	\$6,683
16.	Mariko Walker	Asst. Softball Coach	High	3	\$6,683
17.	Joseph Brunacki	Asst. Softball Coach	High	3	\$6,683
18.	Greg Keller	Head Golf Coach	High	3	\$7,388
19.	Mynra Gottrell	Head Crew Coach	High	3	\$5,849
20.	Brett Ressler	Boys Flag Football	Middle	3	\$2,463
21.	Richard Clyburn	Boys Flag Football	Middle	3	\$2,463
22.	Destinee Hall	Girls Basketball	Middle	3	\$2,093
23.	Brittany Coleman	Girls Basketball	Middle	3	\$2,463
24.	Khalid Muhammad	Girls Basketball	Middle	1	\$2,093
25.	Devon Darling	Spring Track	Middle	3	\$2,463
26.	Jasmin Boone	Spring Track	Middle	3	\$2,463
27.	Lynrick Rhymer	Boys Volleyball	Middle	3	\$2,463
28.	Haris Brkovic	Boys Volleyball	Middle	3	\$2,463

<b>U. ATHLETIC VOLUNTEER COACHES</b>			
<b>Be It Resolved</b> , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Volunteer Athletic Coaches for the 2024 - 2025 school year.			
	<b>Name</b>	<b>Sport</b>	<b>Location</b>
1.	Phil Benanti	Volunteer Baseball Coach	High

<b>V. TERMINAL PAY</b>				
<b>Be It Resolved</b> , 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 for the 2024 - 2025 school year.				
	<b>Name</b>	<b>Position</b>	<b>Number of Days</b>	<b>Payment</b>
1.	Theodore MacVicar	Teacher	10	\$627.50
2.	Erin Nemeec	Teacher	120.5	\$7,561.38

<b>W. TERMINAL PAY</b>				
<b>Be It Resolved</b> , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves terminal payments in accordance with the HBOE/HASA Agreement/Article 8 for the 2024 - 2025 school year.				
	<b>Name</b>	<b>Position</b>	<b>Number/Days</b>	<b>Payment</b>
1.	The Estate of Lillian Whitaker	Principal	186 unused sick days 25.5 unused vacation days	\$40,855.87

<b>X. EXTRA COMPENSATION</b>				
<b>Be It Resolved</b> , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following staff at Hackensack Middle School, for extra compensation in accordance with the HBOE/HEA Agreement, Article 26, Schedule G.				
	<b>Name</b>	<b>Course Name</b>	<b>Course Period</b>	<b>Effective Dates</b>
1.	Dee Kalman	RSC7-2	1	02/21/25
2.	Mariko Walker	SCI6I-1	3	02/21/25
3.	Jeffrey Bock	SCI6I-2	4	02/21/25
4.	Donna Harris	RSC7-1	7	02/21/25
5.	Michele Stein	LLD-SC6-2	8	02/21/25

- Y. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached District Calendars for Hackensack Association Office Professionals [HAOP] and Hackensack Custodial & Maintenance Association [HCMA] for the 2025 - 2026 school year.
- Z. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies payment of \$100.00 per day effective March 3, 2025 - April 15, 2025, as per Article 22 (B) in the HAOP contract to Maria Fenner, Administrative Assistant within the Office of Special Services.
- AA. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies payment of \$100.00 per day effective April 16, 2025 - May 30, 2025, as per Article 22 (B) in the HAOP contract to Anadia Diaz, Administrative Assistant within the Office of Special Services.