

PERSONNEL COMMITTEE AGENDA - December 18, 2023

PERSONNEL

Motion by _____, seconded by _____, to accept the recommendation of the Superintendent to approve and adopt motions A.1 through N 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 letters 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. *Prorated salary based on employment dates.							
	Name	Position	Degree/Step	Salary	Location	Effective Date(s)	Discussion
1.	Shaye Rugova 11-120-100-101-300-90	Social Studies Teacher	MA/1	\$69,430*	Middle	01/02/24	Salary Correction: Replacing: C. Melia
2.	Daniel DiGuglielmo 11-000-240-103-110-90	Substitute Administrator	N/A	\$550/day	Hillers	12/04/23 - 12/06/23	Extending Dates Approve/ratify Replacing: A. Madden
3.	Sophia Van Ess 11-000-240-103-090-90	Substitute Administrator	N/A	\$550/day	Parker	01/16/24- 04/02/24	Extending Dates Replacing: A. Galiana

B. NON-CERTIFICATED STAFF APPOINTMENTS						
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby approves/ratifies the following Non-certificated staff for the 2023 -2024 school year. *Prorated salary based on employment dates.						
	Name	Position	Salary	Location	Effective Date	Discussion
1.	Diane Luna 11-216-100-106-090-90	P/T Paraprofessional	\$25/hr.	ECDC	12/07/23	Replacing: S. Moronta
2.	Joshua Constante 11-204-100-106-090-90	P/T Paraprofessional	\$25/hr.	Parker	01/02/24	Replacing: P. Sierra
3.	Jeani Perez 11-000-221-105-001-90	Confidential Administrative Assistant	\$65,000*	Human Resources	01/02/24	Replacing: A. Banks
4.	Norma Tenempaguay 60-910-310-100-090-90	Lunch Assistant	\$22/hr.	Parker	01/02/24	Replacing: H. Abbas

C. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENT/TERMINATION

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following employees separation actions for the 2023-2024 school year.

	Name	Position	Location	Date Effective	Discussion
1.	Lorraine Steele	PT Paraprofessional	Fairmount	12/22/23	Resignation
2.	Michael Fitzsimmons	PT Paraprofessional	Hillers	12/22/23	Resignation
3.	Staff ID#XX01	PT Paraprofessional	Hillers	12/11/23	Termination
4.	Howaida Abbas	Lunch Assistant	Parker	12/21/23	Resignation
5.	Yesenia Ferrer	Lunch Assistant	Fairmount	12/15/23	Resignation
6	Yammah Yaseen	Lunch Assistant	Jackson	11/30/23	Resignation
7.	Talin Hovsepian	Supervisor of Guidance	District	01/31/24	Retirement
8.	Nicole Cappiello	Health Education Teacher	Parker	02/02/24	Resignation
9.	Megan Dowling	English Teacher	High	02/12/24	Resignation

D. 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 for the 2023-2024 school year.

	Name	Position	Number/Days	Payment
1.	Joseph Patti	Teacher	207 Sick Days	\$12,989.25

E. SALARY ADJUSTMENT

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following employee salary adjustment for the 2023-2024 school year.

	Name	Position	Degree/Step	Salary	Effective	Discussion
1.	Brenda Gonzalez	Teacher	BA16/11	\$79,475	09/01/23	Degree/Step Correction

F. 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 2023-2024 school year.

	Name	Position	Date Effective	Discussion
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1.	Staff ID#XX88	School Counselor	04/15/24	Sick Leave 04/15/24 - 05/10/24 paid w/benefits and FMLA 09/01/24 - 06/30/24 unpaid w/EBC
2.	Staff ID#XX27	Teacher	12/11/23	Sick Leave 12/11/23 -12/22/23 paid w/benefits
3.	Staff ID#XX23	Teacher	02/01/24	Extended Sick Leave 02/01/24 - 06/30/24 unpaid
4.	Staff ID#XX96	Teacher	01/02/24	Paternity Leave 01/01/24 - 04/05/24 unpaid
5.	Staff ID#XX55	Assistant Superintendent	11/27/23	Sick Leave 11/27/23 -12/22/23 paid w/benefits
6.	Staff ID#XX63	Principal	12/01/23	Extended Sick Leave 12/01/23 - 04/02/24 paid w/benefits
7.	Staff ID#XX11	Teacher	12/16/23	Extended Sick Leave 12/16/23 - 01/24/24 paid w/benefits 01/25/24 - 01/31/24 unpaid w/EBC
8.	Staff ID#XX47	Speech Language Pathologist	03/06/24	Sick Leave 03/06/24 - 03/29/24 paid w/benefits 04/01/24 - 06/30/24 unpaid w/EBC
9.	Staff ID#XX91	Teacher	12/20/23	Sick Leave 12/20/23 -02/16/24 paid w/benefits
10.	Staff ID#XX95	Teacher	10/31/23	Revised Sick Leave 10/31/23 - 11/22/23 paid w/benefits 11/23/23 -12/29/23 unpaid 01/11/24 - 03/06/24 paid using Sick Bank
11.	Staff ID XX99	Teacher	01/02/24	Extended Sick Leave 01/02/24 - 01/12/24 unpaid w/o benefits
12.	Staff ID XX70	Administrative Assistant	12/15/23	Sick Leave 12/15/23 - 01/01/24 paid w/benefits

G. 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 funds from the High Impact Tutoring Grant, account #20-454-100-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Erin Scordo	Fairmount School Tutor	Appendix G	36
2.	Jung Yi	Fairmount School Tutor	Appendix G	36

H. 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 account #20-270-200-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Ted Malin	Educational Technology Lead Teachers for Hackensack Middle School	Appendix G	60 hours
2.	Dee Kalman	Educational Technology Lead Teachers for Hackensack Middle School	Appendix G	60 hours
3.	Concetta Gonzalez	Educational Technology Lead Teacher for Fairmount School	Appendix G	60 hours
4.	Melissa Saldana	Educational Technology Lead Teacher for Elementary Schools	Appendix G	60 hours

I. 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 for with Title I funds, account #20-232-200-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Saran Sinnette	Nellie K. Parker School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	10.5 Hours Rescind
2.	Evelyn Moyano	Nellie K. Parker School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	10.5 hours

J. 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 #20-231-100-100-090-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Stacy Carela	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours
2.	Rhonda Wade	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours
3.	Catherine Irwin	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours
4.	Tawanna Watkins	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours
5.	Evelyn Moyano	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours

6.	Michelle Hammond-Dudley	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours
7.	Tuyet Bui	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours
8.	Melissa Saldana	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours
9.	Sandi Liberti	Nellie K. Parker Cycle 2 Tutorial Teacher	Appendix G	16 hours
10.	Arlena Brinson-Jones	Nellie K. Parker Cycle 2 Lead Tutorial Teacher	Appendix G	20 hours

K. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following staff for student supervision/morning periods for the 2023-2024 school year, compensation in accordance with the HBOE/HEA Agreement, Article 8 (A): *Prorated based on dates.

	Name	School	Position	Rate/ Not to Exceed	Effective Dates
1.	Garrett Rothschild	Jackson	Teacher/Morning Supervision	\$1,200.00*/10 minutes	11/1/23 -6/20//24
2.	Brett Koenig	Jackson	Teacher/Morning Supervision	\$1,200.00*/10 minutes	11/1/23 -6/20//24
3.	Nikola Coleski	Jackson	Teacher/Morning Supervision	\$1,200.00*/10 minutes	11/1/23 -6/20//24

L. 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 for account #11-000-221-102-001-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Christopher Haffler	Fanny M. Hillers School Jr. First Lego League	Appendix N	.021 Stipend Rescind for Session 2 and Session 3
2.	Anthony Hardwick	Fanny M. Hillers School Jr. First Lego League	Appendix N	.021 Stipend
3.	Debra Serrano	Fanny M. Hillers School Jr. First Lego League	Appendix N	.021 Stipend

M. 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 for with Title I funds, account #20-231-200-100-050-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Nilda Palou	Parent Outreach Office Paraprofessional	\$25 per hour	150 hours

2.	Ines Coronel Chonillo	Parent Outreach Office Paraprofessional	\$25 per hour	150 hours
3.	Beatriz Diaz Andueza	Parent Outreach Office Paraprofessional	\$25 per hour	150 hours

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 I funds, account #20-232-200-100-000-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Yiralda Taveras	Jackson Avenue School Young Audiences Enrichment Program Lead Teacher	Appendix G	10 hours
2.	Nikola Coleski	Jackson Avenue School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	10 hours
3.	Arlena Brinson-Jones	Nellie K. Parker School Young Audiences Enrichment Program Lead Teacher	Appendix G	10 hours
4.	Evelyn Moyano	Nellie K. Parker School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	5 hours
5.	Lena Hayek	Fanny M. Hillers School Young Audiences Enrichment Program Lead Teacher	Appendix G	10 hours
6.	Lena Hayek	Fanny M. Hillers School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	10 hours
7.	Patricia Burleson	Fairmount School Young Audiences Enrichment Program Lead Teacher	Appendix G	10 hours
8.	Patricia Burleson	Fairmount School Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	10 hours