

PERSONNEL AGENDA - January 24, 2024**5:30 PM**

Lisette Cordero - Outen - Chair
Lance Powell
Scott James - Vickery, Ex Official

Dr. Thomas McBryde, Jr., Superintendent of Schools
Yesenia Budhu-Howell, Human Resources Manager

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 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.	Daniel Holzmann 11-140-100-101-050-90	LR Physical Education Teacher	BA/1	\$61,635*	High	01/19/24 - 06/20/24	Replacing: J. Sylva
2.	Luz Tarquino 11-240-100-101-120-90	BIL/ESL Teacher	MA+30/10	\$91,015*	Jackson	03/18/24	Replacing: N. Cayado
3.	Luis Herranz-Mata 11-140-100-101-050-90	LR Spanish Teacher	BA/1	\$61,635*	High	01/26/24 - 04/30/24	Replacing: M. Hernandez

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.	Shayla Delmore 11-240-100-106-090-90	PT Paraprofessional	\$25/hr.	Parker	01/02/24	Replacing: P. Sierra
2.	Luz Diaz 11-190-100-106-100-90	PT Paraprofessional	\$25/hr.	Fairmount	01/02/24	Replacing: L. Steele
3.	Gregory Tranchant 11-100-262-100-004-90	Custodian (Night Shift)	\$51,702* Gr. 1/1	Middle	02/05/24	Replacing: J. Rodriguez

C. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby recommends the following Acting Administrators, compensation in accordance with the HASA, Side Bar and HBOE Agreement.					
	Name	Location	Assignment	Effective	Discussion
1.	Adi Madden	Hillers	Acting Principal	10/24/23 - 12/04/23	Replacing: J. Soto
2.	Dr. Anibal Galiana	Parker	Acting Principal	10/17/23 - 04/01/2024	Replacing: L. Whitaker

D. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby recommends the following Acting Administrators, compensation in accordance with the HEASide Bar and HBOE Agreement.					
	Name	Location	Assignment	Effective	Discussion
1.	Saran Sinnette	Parker	Acting Assistant	10/18/23 - 01/12/24	Replacing: A. Galiana

E. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS/TERMINATIONS					
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.	Susanne Greenberg	Special Education Teacher	ECDC	02/19/24	Resignation
2.	Staff ID XX02	Custodian	Middle	12/20/23	Termination
3.	Saira Ortega	Lunch Assistant	Parker	01/31/24	Resignation
4.	Jung Yi	Teacher	Fairmount	07/01/24	Retirement

F. STAFF TRANSFERS					
Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following transfers for the 2023-2024 school year.					
	Name	Position	From Location	To Location	Date Effective
1.	Kevin Berberich 11-000-262-100-004-90	Custodian (Night Supervisor)	Hillers	Jackson	01/16/24
2.	Alessandro DeMichelle 11-000-262-100-004-90	Custodian (Night Supervisor)	Jackson	Hiller	01/16/24
3.	Maria Isabella Echaverria 11-000-262-100-004-90	Custodian	High	Jackson	01/16/24
4.	Sokol Sylva 11-000-262-100-004-90	Custodian (Night Supervisor)	Jackson	High	01/16/24
5.	Diana Lizardo 11-000-219-104-110-90	Psychologist	ECDC	Hillers	01/08/24
6.	Farrah Telemaque 11-000-219-104-009-90	Psychologist	Hillers	ECDC	01/08/24

G. 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
1.	Staff ID XX99	Teacher	01/23/24	Extended FMLA 01/16/24 - 03/07/24 unpaid w/o benefits
2.	Staff ID XX89	PT Paraprofessional	01/08/24	Sick Leave 01/23/24 - 03/07/24 unpaid w/o benefits
3.	Staff ID XX97	Social Worker	03/07/24	Sick Leave 03/07/24 - 05/01/24 paid w/benefits using sick days 05/02/24 - 07/25/24 unpaid
4.	Staff ID XX43	Electrician	02/01/24	Sick Leave 02/13//24 - 03/07/24 paid w/benefits using sick days 03/08/24 - 05/31/24 unpaid
5.	Staff ID XX21	Teacher	01/29/24	Sick Leave 01/29/24 - 02/02/24 paid w/benefits using sick days 02/05/24 - 06/30/24 unpaid
6.	Staff ID XX24	Speech Language Specialist	01/11/24	Sabbatical Leave 01/11/24 - 02/02/24 unpaid w/o benefits
7.	Staff ID XX38	Psychologist	01/02/24	Extended Sick Leave 01/02/24 - 01/30/24 paid w/benefits using sick days

8.	Staff ID XX65	Teacher	01/02/24	Sick Leave 01/02/24 - 03/15/24 unpaid
9.	Staff ID XX93	Teacher	01/09/24	Sick Leave 01/08/24 - 01/16/24 paid using sick days 01/17/24 - 02/02/24 unpaid
10.	Staff ID XX11	Teacher	01/31/24	Extended Sick Leave 01/25/24 - 04/30/24 unpaid w/EBC
11.	Staff ID XX07	Teacher	01/02/24	Sick Leave 01/02/24 - 02/16/24 paid using sick days
12.	Staff ID XX91	Teacher	02/02/24	Extended FMLA 02/02/24-03/01/24 unpaid

H. GRADUATE COURSES/SALARY ADJUSTMENT								
	Name	Position	Location	From Col/Step	Current Salary	To Col/Step	Salary	Effective Date
1.	Jackelin Alerte	Social Worker	Parker	MA+15/10	\$83,910	MA+30/10	\$91,015	02/01/24
2.	Tonia Andrews	Teacher	High	BA+32/MA/9	\$78,885	MA+15/9	\$81,500	02/01/24
3.	Daniel Anderson	Teacher	Middle	MA+15/14	\$111,440	MA+30/14	\$121,060	02/01/24
4.	Melissa Narine	Teacher	Middle	BA+32/MA/8	\$76,975	MA+15/8	\$79,590	02/01/24
5.	Jodi Cirincione	Counselor	Middle	MA+15/14	\$111,440	MA+30/14	\$121,060	02/01/24
6.	Bernadette Flood	Teacher	Fairmount	BA/3	\$63,235	BA+32/MA/3	\$71,080	02/01/24
7.	Ronald Barahona	Teacher	High	BA+32/MA/5	\$72,880	MA+15/5	\$75,495	02/01/24
8.	Diane Esuncho	Teacher	Jackson	MA+15/14	\$111,440	MA+30/14	\$121,060	02/01/24

I. 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.	Lisa Abdul	Assistant Business Administrator	28 Vacation Days	\$14,110.83
2.	Robert Sanchez	Superintendent	24 Sick Days 36.5 Vacation Days	\$15,000/max. \$34,390.66

J. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following coaching staff for Hackensack Middle School for the 2023-2024 school year with compensation in accordance with the HBOE/HEA Agreement, Article 26, Section N: The total cost will be paid with account 11-402-100-100-300-09.

	Name	Sport/Position	Step	Stipend
1.	Jasmin Boone	Middle School Track Coach	1	\$2,093
2.	Brittany Coleman	Middle School Girls Basketball Coach	2	\$2,278
3.	Devon Darling	Middle School Track Coach	3	\$2,463
4.	Richard Clyburn	Middle School Football Coach	2	\$2,278
5.	Brett Ressler	Middle School Football Coach	2	\$2,278

K. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following coaching staff for Hackensack High School for the 2023-2024 school year with compensation in accordance with the HBOE/HEA Agreement, Article 26, Section N: The total cost will be paid with account 11-402-100-100-050-09.

	Name	Sport/Position	Step	Stipend
1.	Kaliym Hazel	Assistant Outdoor Track Coach	3	\$6,683
2.	Walter King	Assistant Outdoor Track Coach	3	\$6,683
3.	Mario Santivanez	Assistant Outdoor Track Coach	3	\$6,683
4.	Tom Weber	Assistant Baseball Coach	2	\$6,443
5.	Nicholas Ramagli	Assistant Baseball Coach	3	\$6,683
6.	Michelle Hammond-Dudley	Assistant Outdoor Track Coach	3	\$6,683
7.	Robert Bollerman	Head Boys Volleyball Coach	3	\$9,482
8.	Lynrick Rhymer	Assistant Boys Volleyball Coach	3	\$6,163
9.	Greg Beebee	Assistant Boys Volleyball Coach	3	\$6,163
10.	Joseph Mocera	Head Boys Tennis Coach	3	\$9,482
11.	Michael Mocera	Assistant Boys Tennis Coach	2	\$5,643
12.	Brian Hooper	Head Softball Coach	3	\$10,282
13.	Colin Church	Assistant Softball Coach	3	\$6,683
14.	Caitlin Kropilak	Assistant Softball Coach	2	\$6,683
15.	Frank DiLorenzo	Head Baseball Coach	3	\$10,282
16.	Gioser Torrealba	Assistant Outdoor Track Coach	3	\$6,683
17.	Christopher Sewell	Assistant Baseball Coach	3	\$6,683

18.	Joseph Brunacki	Assistant Softball Coach	1	\$6,163
19.	Greg Keller	Head Golf Coach	3	\$7,388

L. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following staff members approved/ratified for Central Intervention compensation in accordance with the HBOE/HEA Agreement, Article 26, Section N:

	Name	Location	Effective	Not to exceed
1.	Joseph Urban	Middle	01/02/24 - 06/30/24 (Fridays & Saturdays)	Total hours not to exceed 140
2.	Heather White-Coleman	Middle	01/02/24 - 06/30/24 (Fridays & Saturdays)	Total hours not to exceed 140
3.	Fran Campolo	Middle	01/02/24 - 06/30/24 (Fridays & Saturdays)	Total hours not to exceed 140
4.	Stacey Wilkins	Middle	01/02/24 - 06/30/24 (Fridays & Saturdays)	Total hours not to exceed 140

VOLUNTEERS

M. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Volunteers approved/ratified for the Costco program using Sound Solutions for the 2023-2024 school year.

	Name	Position	Location	Effective
1.	Arvin Singh	Tutors	Nellie K. Parker	01/22/24 - 04/15/24
2.	Francis Vazquezi	Tutors	Nellie K. Parker	01/22/24 - 04/15/24
3.	Lauren Gebbia	Tutors	Nellie K. Parker	01/22/24 - 04/15/24
4.	Joseph Carangu	Tutors	Nellie K. Parker	01/22/24 - 04/15/24

N. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves and ratifies the following staff at Hackensack High School, for extra compensation in accordance with the HBOE/HEA Agreement, Article 26, Schedule G.

	Name	Course/Period	Coverage Dates
1.	Stanley Membreno	ESL 3 Period 1	01/02/24 - 03/01/24
2.	Stefanie Moreno	ESL 1 Period 3	01/02/24 - 03/01/24
3.	Edvane Colacino	ESL 1 Period 6	01/02/24 - 03/01/24
4.	Rachel Kim	ESL 1 Period 7	01/02/24 - 03/01/24

O. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves and ratifies the following staff at Hackensack Middle School, for extra compensation in accordance with the HBOE/HEA Agreement, Article 26, Schedule G.

	Name	Course/Period	Coverage Dates
1.	Nicole Cutrona	7th Grade Science / Period 2	01/04/24 - 04/30/24
2.	Michele Stein	7th Grade Science / Period 3	01/10/24 - 03/31/24
3.	Daniel Anderson	6th Grade Math / Period 6	12/11/23 - 04/30/24

P. 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 #20-231-200-100-090-00.

	Name	Position	HBOE/HEA Agreement	Not to Exceed
1.	Melissa Saldana	Nellie K. Parker Family Math Night Lead Teacher	Appendix G	Total hours not to exceed 10
2.	Michelle Hammond-Dudley	Nellie K. Parker Paint for Social Justice Night Lead Teacher	Appendix G	Total hours not to exceed 3
3.	Randi Goldblatt	Nellie K. Parker Paint for Social Justice Night Lead Teacher	Appendix G	Total hours not to exceed 3
4.	Toney Jackson	Nellie K. Parker Poetic Parker Night Lead Teacher	Appendix G	Total hours not to exceed 2
5.	Rhonda Wade	Nellie K. Parker Petal Pushers Gardening Lead Teacher	Appendix G	Total hours not to exceed 8
6.	Evelyn Moyano	Nellie K. Parker Book Club Lead Teacher	Appendix G	Total hours not to exceed 4
7.	Melissa Saldana	Nellie K. Parker Book Club Lead Teacher	Appendix G	Total hours not to exceed 4
8.	Christine Romano	Nellie K. Parker Family STEM Night Lead Teacher	Appendix G	Total hours not to exceed 8
9.	Arlena Brinson-Jones	Nellie K. Parker Family Literacy Night Lead Teacher	Appendix G	Total hours not to exceed 3
10.	Caroline Kim	Nellie K. Parker Family Literacy Night Lead Teacher	Appendix G	Total hours not to exceed 3
11.	Arlena Brinson-Jones	Nellie K. Parker Parent Engagement Program Coordinator	Appendix G	Total hours not to exceed 30

Q. 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	Not to Exceed
1.	Saran Sinnette	Nellie K. Parker Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	Total hours not to exceed 10.5
2.	Evelyn Moyano	Nellie K. Parker Boys and Girls Club Enrichment Program Lead Teacher	Appendix G	Total hours not to exceed 15.5

R. 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	Not to Exceed
1.	Brett Koenig	Jackson Avenue School Tutor	Appendix G	Total hours not to exceed 36
2.	Rebecca Perez	Jackson Avenue School Tutor	Appendix G	Total hours not to exceed 36 Rescind

S. 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 account #11-000-221-102-001-90.

	Name	Position	HBOE/HEA Agreement	Not to Exceed
1.	Chris Haffler	Fairmount School Jr. First Lego League Coach	Appendix N	Total hours not to exceed .021 Stipend (Half of the Stipend for Additional Responsibilities: \$215.49)

T. 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 #20-231-100-100-120-00.

	Name	Position	HBOE/HEA Agreement	Not to Exceed
1.	Bridget Delehanty	Jackson Avenue School Cycle 1 ELA Tutorial Teacher	Appendix G	Total hours not to exceed 25

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

	Name	Middle School Activity and Club Position
1.	Jessica Cooley	Literary Club Advisor

V. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the High School Credit Recovery/Alternative School for the 2023-2024 school year, compensation as per HBOE/HEA Agreement, Article 26, Section N:

	Name	Hours Not to Exceed	Effective Dates
1.	Jacqueyn Muniz	20 hours/week	01/08/24 - 06/20/24
2.	Tania Bello	20 hours/week	01/08/24 - 06/20/24
3.	Roseann Harty	20 hours/week	01/08/24 - 06/20/24
4.	Maryann Russo	20 hours/week	01/08/24 - 06/20/24
5.	Soraya Gonzalez	20 hours/week	01/08/24 - 06/20/24
6.	Al Piotrowski	20 hours/week	01/08/24 - 06/20/24
7.	Elsa Marquez-Aponte	20 hours/week	01/08/24 - 06/20/24
8.	Ronald Barahona	20 hours/week	01/08/24 - 06/20/24
9.	Nicole Macias	20 hours/week	01/08/24 - 06/20/24
10.	Randall Stamm	20 hours/week	01/08/24 - 06/20/24

W. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Family Friendly positions at Jackson Avenue School, for the 2023-2024 school year, compensation in accordance with HBOE/HEA Agreement, Article 26, Section G:

	Name	Position	Total Hours Not to Exceed
1.	Anna Maria Cigna	Paraeducator for Family Friendly Center	44 hours
2.	Anthony Josso	STEAM Instructor for Family Friendly Center Friendly-Program Coordinator	44 hours
3.	Amy Weiss	Reading and Art Instructor for Family Friendly Center	44 hours
4.	Sarita Rios	Gardening Instructor for Family Friendly Center	44 hours

X. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the creation of the Title and Job Description for the 2023-2024 school year.

1.	Communications/Media Specialist
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Y. WHEREAS, the Board and the **HASA** are parties to a Collective Negotiations Agreement (“CNA”) covering the period of July 1, 2022, through June 30, 2025;

WHEREAS, during the 2023-2024 school year, it was necessary for certain administrators to act as acting/interim administrators during the medical/personal leave of another administrator until an appropriate leave replacement could be identified; and

WHEREAS, a past practice exists between the Board and HASA to provide the acting administrator the benefit of the salary associated with the acting administrative role, at the HASA member’s current step on the salary guide, for the duration of the acting assignment retroactive to the start; and

WHEREAS, it is recognized that, due to the many variables of the HASA salary structure, there is a possibility that a HASA member will be appointed to an acting/interim administrative role that does not involve any increase in salary; and

WHEREAS, in such cases where the appointment to an acting/interim role does not involve any salary increase, in recognition of the increased duties in the new acting/interim role, the Board and HASA agree that a per diem amount of \$100.00 is appropriate additional compensation to that member’s existing salary; and

THEREFORE, BE IT RESOLVED, based on such past practice, the Board agrees to compensate any member of HASA who satisfies the conditions of such past practice between now and the expiration of the current CNA, and the Board agrees to compensate such HASA member based upon either the benefit of the greater salary associated with the acting/interim administrative position or a per diem in the amount of \$100.00 added to the member’s existing salary, whichever is greater; and

BE IT FURTHER RESOLVED, that the Hackensack Board of Education approves the Sidebar Agreement covering the period of July 1, 2022 through June 30, 2025.

Z. WHEREAS, the Board and the **HEA** are parties to a Collective Negotiations Agreement (“CNA”) covering the period of July 1, 2021, through June 30, 2024;

WHEREAS, during the 2023-2024 School Year it was necessary for certain employees to act as acting/interim administrators during the medical/personal leave of administrator until an appropriate leave replacement could be identified; and

WHEREAS, a past practice exists between the Board and HEA to provide the acting administrator the benefit of the salary associated with the acting administrative role, for the duration of the acting assignment retroactive to the start; and

THEREFORE, BE IT RESOLVED, based on such past practice, the Board agrees to compensate any member of HEA who satisfies the conditions of such past practice between now and expiration of the current CNA, and the Board agrees to compensate such HEA member based upon the benefit of the greater salary associated with the acting/interim administrative position.

AA. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached school year Calendar for the 2024-2025 school year.