

**PERSONNEL AGENDA - February 21, 2024
6:15 PM**

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

**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 **Y** 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.	Bonnie Bobek-Andric 11-216-100-101-009-90	Preschool ABA Teacher	MA+15/8	\$79,590*	ECDC	04/22/24	Replacing: K. Cook
2.	Heather Leininger-Digan 11-120-100-101-090-90	LR Health Teacher	MA+30/1	\$79,150*	Parker	02/26/24 - 06/20/24	Replacing: N. Cappiello
3.	Robert Giarusso 11-120-100-101-110-90	LR 4th Grade Teacher	MA+30/1	\$79,150*	Hillers	03/01/24 - 06/20/24	Replacing: M. Mattei
4.	Michael Garzon 11-140-100-101-050-90	English Teacher	BA+16/10	\$76,065*	High	04/22/24	Replacing: M. Dowling
5.	Alyce Cusano 11-000-221-102-050-90	Guidance Supervisor Gr. 5-12	HASA/7	\$165,650*	High	04/22/24	Replacing: T. Hovsepian
6.	Atti Devi 20-218-100-101-009-90	LR Preschool Teacher	BA+32/MA/1	\$69,430*	ECDC	05/01/24 - 06/20/24	Replacing: C. Rivera
7.	Mariko Walker 11-204-100-101-300-90	Special Education Teacher	BA+32/MA/7	\$75,415*	Midde	04/22/24	Replacing: K. Gubala
8.	Michelle Colon 11-216-100-101-009-90	LR Preschool ABA Teacher	BA+32/MA/1	\$69,430*	ECDC	02/26/24 - 06/20/24	Replacing: K. Huy
9.	Gulda Battaglia 11-000-219-104-009-90	LR Social Worker	BA+32/MA/1	\$69,430*	ECDC	02/01/24 - 06/20/24	Replacing: D. Lizardo
10.	Dana Lowe 11-000-219-104-300-90	Preschool ABA Teacher	MA+30/10	\$91,015*	ECDC	04/22/24	Replacing: S. Montalto

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.	Olivia John 11-212-100-106-300-90	PT Paraprofessional	\$25/hr.	Middle	02/22/24	Replacing: N. Bhatti
2.	Devon Inman 11-000-251-105-002-90	Temporary Accountant	\$65,000*	Central	02/19/24	Replacing: V. Esposito
3.	Evelyn Jimenez 11-000-262-100-004-90	Substitute Custodian	\$18/hr.	District	03/04/24	Staffing Capacity
4.	Jorge Murudumbay 11-000-262-100-004-90	Substitute Custodian	\$18/hr.	District	03/04/24	Staffing Capacity
5.	Demond Kinchen 11-000-262-100-004-90	Substitute Custodian	\$18/hr.	District	03/04/24	Staffing Capacity
6.	Rudolph Wilson 11-000-262-100-004-90	Substitute Custodian	\$18/hr.	District	03/04/24	Staffing Capacity
7.	Courtney Mossey 60-910-310-100-090-90	Lunch Assistant	\$22/hr.	Parker	03/04/24	Replacing: S. Ortega
8.	Stephen Maksymiw 11-000-263-100-004-90	Groundskeeper	\$58,798 Gr.4/1	District	02/22/24	Replacing: J. Gomez
9.	Terence Beutel 11-000-263-100-004-90	Groundskeeper	\$68,101 Gr.4/8	District	02/22/24	Replacing: S. Burack

C. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS

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.	Shannon Cox-Murphy	Teacher	Fairmount	07/01/24	Retirement
2.	Matthew Hunter	Custodian	Fairmount	07/31/24	Retirement
3.	Aliyah Walker	PT Paraprofessional	Middle	02/15/24	Resignation
4.	Savedra McCall	PT Paraprofessional	Middle	02/19/24	Resignation
5.	Dejah Gaiter	PT Paraprofessional	Middle	02/16/24	Resignation

D. 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.	Edward McConnell 11-000-261-100-004-90	Maintenance	Middle	District	02/08/24
2.	Carlos Cobo 11-000-261-100-004-90	Maintenance	District	Middle	02/08/24

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 2023-2024 school year.				
	Name	Position	Date Effective	Discussion
1.	Staff ID XX84	Teacher	04/02/24	Sick leave 04/02/24 - 05/28/24 paid w/ benefits using sick days
2.	Staff ID XX03	Teacher	02/01/24	FMLA 02/01/24 - 04/18/24 paid w/o benefits using sick days 04/19/24 - 06/28/24 unpaid w/o benefits
3.	Staff ID XX38	Psychologist	02/01/24	Extended Sick Leave 02/01/24 - 02/14/24 paid w/ benefits using sick days
4.	Staff ID XX78	Teacher	03/11/24	Extended leave 03/11/24 - 06/30/24 unpaid with EBC
5.	Staff ID XX91	Teacher	02/19/24	Extended leave 02/19/24 - 03/29/24 unpaid with EBC
6.	Staff ID XX51	Teacher	03/08/24	Sick leave 03/08/24 - 04/05/24 paid using sick days w/out benefits 04/08/24 - 06/30/24 unpaid w/out benefits
7.	Staff ID XX91	Teacher	02/16/24	Extended Sick Leave 02/16/24 - 03/01/24 unpaid with EBC
8.	Staff ID XX03	Teacher	03/25/24	Sick leave 03/25/24 - 04/15/24 paid using sick days w/o benefits 04/16/24 - 06/30/24 unpaid w/o benefits
9.	Staff ID XX99	Teacher	03/08/24	FMLA 03/08/24 - 06/30/24 unpaid w/o benefits

F. 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/HASA Agreements for the 2023-2024 school year.				
	Name	Position	Number/Days	Payment
1.	Carolyn Kavitt	F/T Paraprofessional	30 Sick Days	\$1,398.90
2.	Chris Melia	Teacher	13 Sick Days	\$815.75
3.	Talin Hovsepian	Guidance Supervisor Gr. 5-12	17 Vacation Days 2 Sick Days	\$12,908.10 \$210.00

G. 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.	Martha Martinez	Middle	01/29/24 - 06/30/24 (Fridays & Saturdays)	Total hours not to exceed 140

H. 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.	Veronica Alvarez	Physical Education	02/06/24 - 03/20/24
2.	William Arroyo	Physical Education	02/06/24 - 03/20/24

I. 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.	Rose Ann Harty	CP English 2 1025_2/ 2	02/12/24 - 04/19/24
2.	Elizabeth Murray	CP English 2 1025_3/ 3	02/12/24 - 04/19/24
3.	Nicole Macias	CP English 2 1025_5/ 4	02/12/24 - 04/19/24
4.	Dawn Washburn	CP English 2 1025_9 /6	02/12/24 - 04/19/24
5.	Gerry Porto	CP English 2 1025_14/ 9	02/12/24 - 04/19/24
6.	Richard Clyburn	Physical Education/ 2	02/12/24 - 06/20/24
7.	Greg Beebe	Physical Education/ 6	02/12/24 - 06/20/24

8.	Daniel Reddan	Physical Education/ 8	02/12/24 - 06/20/24
9.	Jovan Lipari	Algebra 1/ 5	02/22/24 - 06/28/24
10.	Carolina Betances	Math Modeling/ 7	02/22/24 - 06/28/24
11.	Fred Colacino	Math Modeling/ 9	02/22/24 - 06/28/24

J. 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 Title I Grant funds, account #20-231-200-100-110-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Alexis Walling	Fanny M. Hillers Happy Feet Lead Teacher	Appendix G	10 hours Rescind
2.	Andrea Guzman	Fanny M. Hillers Happy Feet Lead Teacher	Appendix G	10 hours Rescind
3.	Andrea Guzman	Fanny M. Hillers Family Wellness Night Lead Teacher	Appendix G	5 hours Rescind
4.	Jessica Luciano	Fanny M. Hillers Happy Feet Lead Teacher	Appendix G	10 hours
5.	Lena Hayek	Fanny M. Hillers Happy Feet Lead Teacher	Appendix G	10 hours
6.	Jessica Luciano	Fanny M. Hillers Family Wellness Night Lead Teacher	Appendix G	5 hours

K. 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 High Impact Tutoring Grant funds, account #20-454-100-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Aaron Burcier	Fanny M. Hillers Tutor	Appendix G	19 hours
2.	Geraldine Garcia	Fanny M. Hillers Tutor	Appendix G	19 hours Rescind
3.	Frank Rovell	Nellie K. Parker Tutor	Appendix G	36 hours

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 with Title I Grant funds, account #20-231-100-100-090-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Rhonda Wade	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
2.	Evelyn Moyano	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
3.	Melissa Saldana	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
4.	Stacy Carela	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
5.	Tawanna Watkins	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
6.	Tuyet Bui	Nellie K. Parker Tutorial Teacher	Appendix G	16 hours
7.	Arlena Brinson-Jones	Nellie K. Parker Tutorial Lead Teacher	Appendix G	20 hours

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

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Evelyn Moyano	Nellie K. Parker Book Club Lead Teacher	Appendix G	2 hours
2.	Melissa Saldana	Nellie K. Parker Book Club Lead Teacher	Appendix G	2 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 for with Title I funds, account #20-231-100-100-300-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Soniya Johnson-Shabazz	HMS Sylvan Tutorial Lead Teacher	Appendix G	25 hours
2.	Daniel Anderson	HMS Sylvan Tutorial Lead Teacher	Appendix G	25 hours

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

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Bridget Delehanty	Jackson Avenue School Tutorial Teacher	Appendix G	25 hours

P. 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.	Siomaris Ulloa	Parker	Teacher/Morning Supervision	\$600.00*/10 minutes	02/01/24 - 06/20/24
2.	Frank Rovell	Parker	Teacher/Morning Supervision	\$600.00*/10 minutes	02/01/24 - 06/20/24

Q. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Athletic Coach Volunteers for Hackensack High School for the 2023-2024 school year.

	Name	Position
1.	Phil Benanti	Volunteer
2.	Mark Strazza	Volunteer
3.	Jose Sierra	Volunteer
4.	Brian Conoscenti	Volunteer
5.	Steve Ramalgi	Volunteer
6.	Ryan Flannery	Volunteer
7.	Daniel Poidmani	Volunteer

R. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Mental Health Grant Co-Coordination. *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 #20-460-200-100-000-00.

	Candidate	Position	School	Hours Not to Exceed	Rate Per Hour
1.	Jackelin Alerte	Grant Coordinator .5	Parker	75	\$57.85
2.	Ryan Levy	Grant Coordinator .5	High	75	\$57.85

S. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Elementary, Middle School and High School Before/After-School Counselors/Social Workers.*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 #20-460-200-100-000-00.

	Candidate	Position*	School	Hours Not to Exceed	Rate Per Hour
1.	Jackelin Alerte	After-School Social Worker	Parker	24	\$57.85
2.	Cecilia Ruiz	After-School Social Worker	Hillers	24	\$57.85
3.	Ozzy Sanchez	After-School Social Worker	Jackson	24	\$57.85
4.	Jennifer Zanca	After-School Counselor	Fairmount	24	\$57.85
5.	Martha Mairena	After-School Social Worker	Middle	24	\$57.85
6.	Brittany Ritterman	After-School Social Worker	Middle	24	\$57.85
7.	Ryan Levy	After-School Social Worker	High	24	\$57.85
8.	Lucinda McConnachie	After-School Counselor	High	24	\$57.85
9.	Shanira Robinson	After-School Counselor	High	24	\$57.85

T. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Elementary After-School SEL/Yoga Classes. *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 #20-460-200-100-000-00.

	Candidate	Position*	School	Hours Not to Exceed	Rate Per Hour
1.	Jennifer Reyes	After-School Social Worker	Fairmount	30	\$57.85

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

	Name	Position	Account	Effective Dates	Amount
1.	Altagracia Medina Health/PE Teacher	Student Trainer	20-374-100-100-050-90	01/29/24 - 05/24/24	\$250
2.	Victoria Arvizu Health/PE Teacher	Student Trainer	20-374-100-100-050-90	01/29/24 - 05/24/24	\$250
3.	Doris De Jesus Levy Drop-In Director (SBYSP)	Student Trainer	20-374-200-100-050-90	01/29/24 - 05/24/24	\$250
4.	Alexandria Lopez Drop-In (SBYSP)	Student Trainer	20-374-200-100-050-90	01/29/24 - 05/24/24	\$250

5.	Shayna Lebovic Drop-In (SBYSP)	Student Trainer	20-374-200-100-050-90	01/29/24 - 05/24/24	\$250
6.	Lisa Kelly Drop-In (SBYSP)	Student Trainer	20-374-200-100-050-90	01/29/24 - 05/24/24	\$250

V. 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.	Caitlin Kropilak	Assistant Softball Coach	2	\$6,683 Rescind

W. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the administrative paid leave of absences for **Employee ID XX08**, effective January 30, 2024.

X. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached Hackensack Association Office Professionals (HAOP) Calendar for the 2024-2025 school year.

Y. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the attached Hackensack Custodian & Maintenance Association (HCMA) Calendar for the 2024-2025 school year.