

PERSONNEL COMMITTEE AGENDA - October 16, 2024

5:30 PM

Lissette Cordero - Outen - Chair
Lance Powell
Shivonnie Pringle
Scott James - Vickery, 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 **DD** 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							
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 2024 - 2025 school year. <i>*Prorated salary based on employment dates.</i>							
	Name	Position	Degree/Step	Salary*	Location	Effective Date(s)	Discussion
1.	Marie Paul 20-218-100-101-009-90	L/R Preschool Teacher	BA+32/MA/1	\$70,295	ECDC	10/21/24 - 05/09/25	Replacing: L. Montalbano
2.	Victoria Santos 11-000-222-100-300-90	Media Specialist	MA+30/6	\$85,270	Middle	01/02/25 - 06/30/25	Replacing: M. Carroll
3.	Jacqueline Tudor 11-216-100-101-100-90	Behaviorist (BCBA)	DOC/10	\$99,440	Fairmount	11/04/24 - 06/30/25	New Position
4.	Jason Gustave 11-402-100-100-050-90	P/T Athletic Trainer	N/A	\$32/hr. Not to Exceed 20 hours per week	High	09/01/24 - 06/30/25	Reappointment Approve/Ratify

B. CERTIFICATED STAFF - SUBSTITUTES						
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 2024 - 2025 school year.						
	Name	Position	Salary*	Location	Effective Date(s)	Discussion
1.	Christine Catona	Substitute Nurse	\$250/day	District	09/01/24 - 06/30/25	Revised Daily Rate
2.	Mary Sommers	Substitute Nurse	\$250/day	District	09/01/24 - 06/30/25	Revised Daily Rate
3.	Desiree Stallone	Substitute Nurse	\$250/day	District	09/01/24 - 06/30/25	Revised Daily Rate
4.	Atiya Sharif	Substitute Nurse	\$250/day	District	09/01/24 - 06/30/25	Revised Daily Rate
5.	Tehmina Islam	Substitute Nurse	\$250/day	District	09/26/24 - 06/30/25	Revised Daily Rate

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 2024 - 2025 school year. *Prorated salary based on employment dates.						
	Name	Position	Salary*	Location	Effective Date(s)	Discussion
1.	Rosanna Marrero 60-910-310-100-110-90	Lunch Assistant	\$22/hr.	Hillers	10/08/24 - 06/30/25	Replacing: J. Ray
2.	Nathalie Feliz 60-910-310-100-009-90	Lunch Assistant	\$22/hr.	ECDC	10/21/24 - 06/30/25	Replacing: R. Ayan

D. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS/TERMINATION/RESCINDS					
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.					
	Name	Position	Location	Date Effective	Discussion
1.	Lauren Kazmark	Director of Curriculum and Instruction	District	11/29/24	Resignation
2.	Alexia Maldonado	PT Paraprofessional	ECDC	10/18/24	Resignation
3.	Juanita Ray	Lunch Assistant	Hillers	09/30/24	Resignation
4.	Maria Hernandez	Lunch Assistant	ECDC	10/04/24	Rescind
5.	Tanisha Hinton	Teacher	Hillers	12/06/24	Resignation
6.	Staff ID X071	Custodian	Jackson	10/18/24	Termination
7.	Staff ID X224	Nurse	Hillers	12/16/24	Termination

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 X590	10/07/24	Sick Leave 10/07/24 - 10/23/24 paid using sick days w/ benefits
2.	Staff ID X004	11/01/24	Unpaid Leave 11/01/24 - 12/13/24 unpaid w/ EBC
3.	Staff ID X957	10/02/24	Sick Leave 10/02/24 - 10/20/24 paid using sick days w/ benefits
4.	Staff ID X588	01/02/25	Revised Unpaid Leave 01/02/25 - 02/28/25 unpaid w/o EBC

5.	Staff ID X844	09/24/24	Sick Leave 09/24/24 - 10/10/24 paid using sick days w/ benefits
6.	Staff ID X108	09/03/24	Sick Leave 09/03/24 - 09/30/24 paid using sick days w/ benefits
7.	Staff ID X114	09/05/24	Sick Leave 09/05/24 - 09/18/24 paid using sick days w/o EBC Unpaid Leave 09/19/24 - 10/10/24 unpaid w/o EBC
8.	Staff ID X563	11/04/24	Unpaid Leave 11/04/24 - 01/31/25 unpaid w/ EBC
9.	Staff ID X104	10/21/24	Revised Sick Leave 10/21/24 - 05/09/25 paid using sick days w/ benefits
10.	Staff ID X072	10/01/24	Revised Sick Leave 10/01/24 - 10/04/24 paid using sick days w/ benefits
11.	Staff ID X410	10/15/24	Sick Leave 10/15/24 - 12/20/24 paid using sick days w/ EBC

F. REASSIGNMENTS

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

	Name	Location	From Position	To Position	Date Effective	Discussion
1.	Sarita Rios	Jackson	PreK General Education	Special Education Inclusion Teacher	10/17/24	Replacing: B. Delehanty

G. REASSIGNMENTS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following reassignments for the Non-Certified staff for the 2024 - 2025 school year.

	Name	From Location	From Position	To Position	To Location	Salary	Date Effective	Discussion
1.	Robert Reyes	Fairmount	Night Supervisor	Head Custodian	Jackson	Gr 5/16 \$83,802	10/17/24	Replacing: F. Pellot

H. 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 for the 2024-2025 school year.

	Name	From Col/ Step	From Salary	To Col/ Step	To Salary	Location	Effective Date
1.	Soniya Johnson-Shabazz	MA+15/10	\$85,390	MA+30/10	\$92,495	Middle	09/01/24
2.	Antonia Pitasi	MA+15/8	\$80,965	MA+30/8	\$88,070	Middle	09/01/24
3.	Ronald Barahona	MA+15/6	\$78,165	MA+30/6	\$85,270	High	09/01/24
4.	Jennifer Zisa	BA+16/4	\$67,895	BA+32/MA/4	\$73,125	Middle	09/01/24
5.	Mia Mitchell	BA/4	\$65,280	BA+16/4	\$67,895	High	09/01/24

I. SALARY ADJUSTMENTS

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

	Name	Title	From Salary	To Salary	Effective Date
1.	Lydia Singh	Business Administrator	\$189,375	\$200,000	07/01/24
2.	Adrian Cepero	Executive Director of Technology	\$160,502	\$175,000	07/01/24
3.	Yesenia Budhu Howell	Executive Director of Human Resources/ Affirmative Action Officer	\$154,500	\$170,000	07/01/24
4.	Courtney Banks	School Monitors	\$61,532	\$71,532	09/01/24
5.	Edwin Hodge	School Monitors	\$63,142	\$73,142	09/01/24
6.	Donald Osborne	School Monitors	\$61,532	\$71,532	09/01/24
7.	William Richardson	School Monitors	\$61,532	\$71,532	09/01/24

J. 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	Location	Coverage Dates
1.	Anthony Bennett	Physical Education Teacher	Parker	09/05/24 - 06/20/25/Period 1

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 during the 2024 - 2025 school year lunch/breakfast periods, compensation in accordance with HBOE/HEA Agreement:

	Name	School	Position	Rate
1.	Debra Serrano	Hillers	Paraprofessional/Lunch Supervision	\$24.75/ 40 minutes
2.	Clare Na	Hillers	Teacher/Lunch Supervision	\$24.75/ 40 minutes
3.	Saran Sinnette	Parker	LDTC/Morning Supervision	\$24.75/ 40 minutes
4.	Anthony Bennett	Parker	Teacher/Morning Supervision	\$24.75/ 40 minutes

L. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following High School Student Activity for the 2024-2025 school year, compensation as per HBOE/HEA Agreement, Article 26, (N):

	Name	Activity	Location
1.	Aaron Taylor	Fall Season Weight Room Monitor	High School

M. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-231-100-100-300-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Audrey England	Hackensack Middle School ELA Tutorial Lead Teacher	Appendix G	65 hours
2.	Katherine Maglio	Hackensack Middle School ELA Tutorial Teacher	Appendix G	60 hours
3.	Nora Maher	Hackensack Middle School ELA Tutorial Teacher	Appendix G	60 hours
4.	Kendal Zeigler	Hackensack Middle School ELA Tutorial Teacher	Appendix G	60 hours

N. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with account #11-000-221-102-001-90

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	David Salyers	Hackensack Middle School Piano Accompanist for Winter and Spring Concert	Appendix G	16 hours

O. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with account #11-000-221-102-001-90

	Name	Position	HBOE/HEA Agreement	Stipend
1.	Pedra Del Vechio	Fairmount School Jr. First Lego League Coach	Appendix N	.021 Stipend
2.	Dawn Thompson	Fairmount School Jr. First Lego League Coach	Appendix N	.021 Stipend
3.	Loriann Henderson-Manning	Nellie K. Parker Jr. First Lego League Coach	Appendix N	.021 Stipend
4.	Jennifer Williams	Nellie K. Parker Jr. First Lego League Coach	Appendix N	.021 Stipend
5.	Debra Serrano	Fanny M. Hillers Jr. First Lego League Coach	Appendix N	.021 Stipend
6.	Colleen Dawson	Fanny M. Hillers Jr. First Lego League Coach	Appendix N	.021 Stipend
7.	Christina Thompson	Jackson Avenue School Jr. First Lego League Coach	Appendix N	.021 Stipend
8.	Anthony Josso	Jackson Avenue School Jr. First Lego League Coach	Appendix N	.021 Stipend

P. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-231-100-100-120-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Diane Ensuncho	Jackson Avenue School ELA Tutorial Lead Teacher	Appendix G	40 hours
2.	Bridget Delahanty	Jackson Avenue School ELA Tutorial Teacher	Appendix G	20 hours
3.	Albania Mejia	Jackson Avenue School ELA Tutorial Teacher	Appendix G	60 hours
4.	Titia Peterson	Jackson Avenue School ELA Tutorial Teacher	Appendix G	40 hours
5.	Alison Cammarata	Jackson Avenue School ELA Tutorial Teacher	Appendix G	40 hours
6.	Shevon Marquez	Jackson Avenue School ELA Tutorial Teacher	Appendix G	40 hours
7.	Sarah Kim	Jackson Avenue School ELA Tutorial Teacher	Appendix G	60 hours
8.	Patricia Giampietro	Jackson Avenue School ELA Tutorial Teacher	Appendix G	40 hours

9.	Luz Tarquino	Jackson Avenue School ELA Tutorial Teacher	Appendix G	20 hours
10.	Natalia DeBonis	Jackson Avenue School ELA Tutorial Teacher	Appendix G	20 hours
11.	Yiralda Taveras	Jackson Avenue School ELA Tutorial Teacher	Appendix G	20 hours

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

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Marivel Quinones	Fanny M. Hillers ELA Tutorial Lead Teacher	Appendix G	50 hours
2.	Monique Langston	Fanny M. Hillers ELA Tutorial Teacher	Appendix G	50 hours
3.	Carmela Zuccaro	Fanny M. Hillers ELA Tutorial Teacher	Appendix G	50 hours
4.	Zaneb Jaber	Fanny M. Hillers ELA Tutorial Teacher (Cycle 1)	Appendix G	25 hours
5.	Colleen Dawson	Fanny M. Hillers ELA Tutorial Teacher (Cycle 3)	Appendix G	25 hours
6.	Marivel Quinones	Fanny M. Hillers Math Tutorial Lead Teacher	Appendix G	45 hours
7.	Colleen Dawson	Fanny M. Hillers Math Tutorial Teacher	Appendix G	24 hours
8.	Carmela Zuccaro	Fanny M. Hillers Math Tutorial Teacher	Appendix G	21 hours
8.	Carey Ciffo	Fanny M. Hillers Math Tutorial Teacher	Appendix G	45 hours
9.	Geraldine Garcia	Fanny M. Hillers Math Tutorial Teacher	Appendix G	45 hours
10.	Aaron Bourcier	Fanny M. Hillers Chess Club Lead Teacher	Appendix G	10 hours
11.	Lena Hayek	Fanny M. Hillers Coding Club Lead Teacher	Appendix G	14 hours

R. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-231-200-100-110-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Shannon Echeverria	Fanny M. Hillers Family STEM Night Lead Teacher	Appendix G	5 hours
2.	Lena Hayek	Fanny M. Hillers Family Literacy Night Lead Teacher	Appendix G	5 hours
3.	Tanisha Hinton	Fanny M. Hillers Family Wellness Night Lead Teacher	Appendix G	5 hours
4.	Geraldine Garcia	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.	Robyn Perkins	Fanny M. Hillers Family Math Carnival Lead Teacher	Appendix G	5 hours
7.	Shannon Echeverria	Fanny M. Hillers Storytime with a Star Lead Teacher	Appendix G	5 hours

S. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, 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.	Catherine De Leon	Fairmount School Grade Level Lead Teacher	Appendix G	8 hours
2.	Katherine Wendland	Fairmount School Day in the Life Event	Appendix G	2 hours

T. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with accounts #20-440-100-101-120-90 and #20-440-200-100-120-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Christina Thompson	Jackson Avenue School Family Friendly Center Program Coordinator	Appendix G	80 hours
2.	Diane Ensuncho-Sanchez	Jackson Avenue School Family Friendly Center Program Coordinator	Appendix G	40 hours
3.	Garrett Rothschild	Jackson Avenue School Family Friendly Center Sports & Health Instructor	Appendix G	70 hours

4.	Anthony Jusso	Jackson Avenue School Family Friendly Center STEAM Instructor	Appendix G	70 hours
5.	Allison Cammarata	Jackson Avenue School Family Friendly Center Reader's Theater Instructor	Appendix G	70 hours
6.	Brenda Kish	Jackson Avenue School Family Friendly Center Math & Games Instructor	Appendix G	70 hours
7.	Sarita Rios	Jackson Avenue School Family Friendly Center Reading & Art Instructor	Appendix G	70 hours
8.	Sarita Rios	Jackson Avenue School Family Friendly Center Gardening Instructor	Appendix G	70 hours
9.	Albania Mejia	Jackson Avenue School Family Friendly Center Substitute	Appendix G	25 hours

U. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with accounts #20-440-100-101-120-90 and #20-440-200-100-120-90.

	Name	Position	Rate	Hours Not to Exceed
1.	Dawn Robitaille	Jackson Avenue School Family Friendly Center Paraprofessional	\$29.50/hr.	70 hours
2.	Silvia Gonzalez	Jackson Avenue School Family Friendly Center Administrative Assistant	\$50/hr.	70 hours

V. 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 for the 2024-2025 school year.				
	Name	Position	Number of Days	Payment
1.	Dorina Peralta	Teacher	10 Sick Days	\$627.50
2.	Jung Yi	Teacher	270 Sick Days	\$16,942.50

W. 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/Employee Agreement for the 2024 - 2025 school year.				
	Name	Position	Number/Days	Payment
1.	Ashley Marie Sarmiento	Human Resources Specialist	5 Vacation Days	\$1,759.60

X. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following staff for Central Intervention, Friday and Saturday School within the Middle School, for the 2024-2025 school year, compensation as per HBOE/HEA Agreement, Article 26, Section N:

	Name
1.	Andrew Goodman
2.	Sheila Bonilla
3.	Martha Martinez
4.	Letisha DeLeon
5.	Heather Coleman
6.	Frances Campolo
7.	Joseph Urban

Y. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the administrative paid leave of absence for Employee ID X224, effective September 26, 2024.

Z. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the administrative paid leave of absence for Employee ID X257, effective October 03, 2024.

AA. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the examination and requires physical or psychiatric examinations in accordance with district policy #4161 Examination for Cause, of the following staff member: Employee ID X562.

BB. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the examination and requires physical or psychiatric examination in accordance with district policy #4161 Examination for Cause, of the following staff member: Employee ID X233.

CC. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the reclassification of the Title and Job Description for the 2024 - 2025 school year.

1.	Executive Director of Curriculum and Instruction
2.	Director of Early Childhood Programs

DD. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Title and Job Description for the 2024 - 2025 school year.

1.	Compliance Coordinator
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