

PERSONNEL COMMITTEE AGENDA - December 18, 2024 voted on January 8, 2025

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 **S** 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.	Sam Barkhordari 11-000-219-104-050-90	Psychologist	MA+30/8	\$88,070	High	02/24/25 - 06/30/25	Replacing: J. Kuligowski
2.	Rosalyn Kessler 11-000-213-100-110-90	School Nurse	MA+15/12	\$96,880	Hillers	01/02/25 - 06/30/25	Replacing: R. Desai
3.	Mariham Hanna 11-204-100-101-120-90	Preschool Teacher	BA+32/MA/6	\$75,550	Jackson	01/27/25 - 06/30/25	Replacing: S. Rios
4.	Melissa Pesantes 11-120-100-101-090-90	LR First Grade Teacher	BA+32/MA/6	\$75,550	Parker	12/02/24 - 12/20/24	Replacing: R. Wade
5.	Melissa Pesantes 11-120-100-101-090-90	First Grade Teacher	BA+32/MA/6	\$75,550	Parker	01/02/25 - 06/30/25	Replacing: R. Wade
6.	Nadia Kotsev 11-213-100-101-050-90	Special Education Teacher	MA+30/11	\$99,115	High	02/10/24 - 06/30/25	Replacing: A. Paladino
7.	Sugeidy Lora-Morales 11-000-211-173-300-90	Spanish Teacher	MA+30/10	\$92,495	Middle	02/24/25 - 06/30/25	Replacing: L. Orejuela

B. NON-CERTIFICATED STAFF

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby approves/ratifies and appoints the following Non-Certificated Staff for the 2024 - 2025 school year. *Prorated salary based on employment dates.

	Name	Position	Deg/Step	Salary*	Location	Effective Date(s)	Discussion
1.	Andris Arias 11-000-240-105-110-90	Administrative Assistant	A-1	\$54,772	Hillers	01/02/25 - 06/30/25	Replacing: J. San Antonio
2.	Neil Fernandez 11-000-270-162-050-90	P/T Bus Driver	N/A	\$32/hr.	District	01/24/25 - 06/30/25	New Position
3.	Carlos Carangui 11-000-270-162-050-90	P/T Bus Driver	N/A	\$32/hr.	District	01/24/25 - 06/30/25	New Position
4.	Tiarra Cavallo 11-000-211-173-300-90	Parent Outreach Coordinator	N/A	\$60,000	Middle	12/16/24 - 06/30/25	Revised Start Date
5.	Veronica Perez 60-910-310-100-100-90	Lunch Assistant	N/A	\$22/hr.	Fairmount	12/09/24 - 06/30/25	Revised Start Date
6.	Chantelle Campbell 20-218-200-110-009-90	Grants Manager	N/A	\$110,000	Business Office	01/06/25 - 06/30/25	Replacing: T. Bailey
7.	Andy Parada 11-000-221-104-001-90	Legal & Labor Relations Specialist	N/A	\$160,000	Central	01/27/25 - 06/30/25	New Position

C. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS/TERMINATION/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.

	Name	Position	Location	Date Effective	Discussion
1.	Staff ID X214	P/T Custodian	High	12/20/24	Termination
2.	Erin Nemecc	Special Education Teacher	Middle	01/22/25	Resignation
3.	Brunilda Manjani	Lunch Assistant	Hillers	11/28/24	Resignation
4.	Lina Orejuela	Spanish Teacher	Middle	12/06/24	Resignation
5.	Nicole DeLuca	2nd Grade Teacher	Jackson	07/01/25	Retirement
6.	Kirk Scott	P/T Paraprofessional	Middle School	01/01/25	Retirement
7.	Adrian Cepero	Executive Director of Technology	Technology	02/17/25	Resignation

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 Absence for the 2024 - 2025 school year.

	Name	Date Effective	Discussion
1.	Staff ID X876	11/27/24	Extended Sick Leave 11/04/24 - 12/06/24 paid using sick days w/ benefits
2.	Staff ID X612	01/06/25	Sick Leave 01/06/25 - 01/14/25 paid using sick days w/o benefits Unpaid Leave 01/15/25 - 03/07/25 unpaid w/o EBC
3.	Staff ID X590	12/02/24	Extended Sick Leave 12/02/24 - 12/30/24 paid using sick days w/ benefits
4.	Staff ID X432	01/02/25	Revised Sick Leave 01/02/25 - 02/03/25 paid using sick days w/ benefits
5.	Staff ID X766	11/29/24	Rescind Unpaid Leave 04/28/25 - 06/30/25
6.	Staff ID X915	12/02/24	Unpaid Leave 12/02/24 - 12/13/24 unpaid w/o EBC
7.	Staff ID X895	01/24/25	Sick Leave 01/24/25 - 03/07/25 paid using sick days w/ benefits
8.	Staff ID X072	01/02/25	Unpaid Leave 01/02/25 - 01/31/25 unpaid w/ EBC
9.	Staff ID X563	11/04/24	Extended Unpaid Leave 11/04/24 - 01/31/25 unpaid w/ EBC
10.	Staff ID X063	01/30/25	Sick Leave 01/30/25 - 02/28/25 paid using sick days w/ benefits
11.	Staff ID X619	12/09/24	Sick Leave 12/09/24 - 03/14/25 paid using sick days w/ benefits
12.	Staff ID X741	12/12/24	Sick Leave 12/12/24 - 01/23/25 paid using sick days w/o benefits Unpaid leave 01/24/25 - 02/19/25 unpaid w/o benefits
13.	Staff ID X328	01/02/25	Unpaid Leave 01/02/25 - 03/07/25 unpaid w/ EBC
14.	Staff ID X085	12/09/24	Sick Leave 12/09/24 - 01/03/25 paid using sick days w/ benefits
15.	Staff ID X078	01/14/25	Sick Leave 01/14/25 - 01/29/25 paid using sick days w/ benefits
16.	Staff ID X747	12/09/24	Unpaid Leave 12/09/24 - 01/31/25 Unpaid w/o EBC
17.	Staff ID X837	10/30/24	Sick Leave 10/30/24 - 12/31/24 paid using sick days w/o EBC

18.	Staff ID X921	01/21/25	Sick Leave 01/21/25 - 01/31/25 paid using sick days w/benefits
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E. REASSIGNMENTS

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

	Name	Location	From Position	To Position	Date Effective	Discussion
1.	Antoinette Walker-Hazel	Parker	Special Education Teacher	LDTC	01/13/25	Replacing: S. Sinnette

F. ATHLETIC COACHES

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Middle School Athletic Coaches for the 2024-2025 school year:

	Name	Sport	Location	Step	Stipend
1.	Mia Mitchell	Cheerleading	Middle	3	\$2,463
2.	Nicole Villardo	Cheerleading	Middle	3	\$2,463
3.	Marquis Easley	Boys Basketball	Middle	3	\$2,463
4.	Seth Brown	Boys Basketball	Middle	3	\$2,463
5.	Cortney Banks	Boys Basketball	Middle	3	\$2,463
6.	Eugene Marshall	Boys Basketball	Middle	1	\$2,093

G. 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.	William Arroyo	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 3
2.	Daniel Holzmann	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 7
3.	Joseph Urban	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 6
4.	Veronica Alvarez	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 4
5.	Kenneth McKaba	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 5

H. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Athletic Coaching volunteers for Hackensack Middle School and Hackensack High School for the 2024-2025 school year.

	Name	Sport
1.	Mia Mitchell	Winter Cheerleading
2.	Alexandra Torebka	Winter Cheerleading
3.	Frank DiLorenzo	Bowling
4.	Darius Pemberton	Indoor Track
5.	Leroy Montgomery	Bowling
6.	Khalid Muhammed	Girls Basketball

I. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following volunteers for the Costco Reading Tutor Program for the 2024-2025 school year.

	Name	Location
1.	Francisco Vazquez	Parker
2.	Kathy Davis	Parker

J. 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 #20-231-200-100-300-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Amy Aguasvivas	Hackensack Middle School Mentorship Program	Appendix G	22 hours

K. 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 #20-231-100-100-050-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Beth Gilman	Hackensack High School Alternative Assessment Program Mathematics Teacher	Appendix G	50 hours
2.	Danielle Hampson	Hackensack High School Alternative Assessment Program Mathematics Teacher	Appendix G	50 hours
3.	Laura Koepke	Hackensack High School Alternative Assessment Program Bilingual Mathematics Teacher	Appendix G	50 hours

4.	Nicole Macias	Hackensack High School Alternative Assessment Program ELA Teacher	Appendix G	50 hours
5.	Stanley Membreno	Hackensack High School Alternative Assessment Program Bilingual/ESL ELA Teacher	Appendix G	50 hours
6.	Camilo Camacho-Florez	Hackensack High School Alternative Assessment Program Substitute Teacher	Appendix G	50 hours
7.	Giancarlo Estrada	Hackensack High School Alternative Assessment Program Substitute Teacher	Appendix G	50 hours

L. 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 #20-231-200-100-300-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Lara Rodriguez	Hackensack Middle School ACES Committee	Appendix G	18 hours

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 #20-231-100-100-110-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Carmela Zuccaro	Fanny M. Hillers Math Tutorial Teacher	Appendix G	21 hours Rescind for Cycle 2
2.	Jennifer Monico	Fanny M. Hillers Math Tutorial Teacher	Appendix G	21 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 #20-270-200-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Dee Kalman	Educational Technology Lead Teacher for Hackensack Middle School	Appendix G	60 hours
2.	Theodore Malin	Educational Technology Lead Teacher for Hackensack Middle School	Appendix G	60 hours
3.	Jessica Cruz	Educational Technology Lead Teacher for Hackensack Middle School	Appendix G	60 hours
4.	Melissa Saldana	Educational Technology Lead Teacher for Nellie K. Parker School	Appendix G	60 hours
5.	Tracy Puntasecca	Educational Technology Lead Teacher for Nellie K. Parker School	Appendix G	60 hours

6.	Tina Belfiore	Educational Technology Lead Teacher for Fanny M. Hillers School	Appendix G	60 hours
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O. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following home instruction and IEP-mandated home-based and related services staff members for the 2024-2025 school year, for extra compensation in accordance with the HBOE/HEA Agreement, Article 26, Schedule G.

	Name		Name
1.	Tonia Andrews	15.	Kimberly King
2.	Philip Brophy	16.	Heather Mecka
3.	Corrine Carroll	17.	John Palumbo
4.	Abel Castaneda	18.	Marissa Calfayan
5.	Nikola Coleski	19.	Lauren Helwig
6.	Daniel Excellent	20.	Duane Burrell
7.	Jose Graziani	21.	Jacquelyn Perrone
8.	Michael Walker	22.	Betsy Romero
9.	Ricardo Walker	23.	Carolina Betances
10.	Antoinette Walker	24.	Stefanie Moreno
11.	Melanie Keenan	25.	Michele Balik
12.	Berlinda Rodriguez	26.	Tekeena Allen
13.	Dawn Washburn	27.	Brenda Gonzalez
14.	Rachel Healy	28.	Noel Segarra

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

1.	Parent Outreach Coordinator (Revised)
2.	Information Systems Support Specialist

Q. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves to create (4) additional Instructional Coaches for the 2024 - 2025 school year.

1. High School Grades 9 -12 ELA Instructional Coach
2. High School Grades 9 -12 Math Instructional Coach
3. Middle School Grades 5-8 ELA Instructional Coach
4. Elementary School ELA Instructional Coach

R. 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.	Maureen Carroll	Teacher	4	\$251.00

S. 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.	Vanda Esposito	Assistant Business Administrator	13	\$6,583.46