

HACKENSACK BOARD OF EDUCATION, 191 Second Street, HACKENSACK, NJ 07601  
SEPTEMBER 14, 2019

MINUTES

Minutes of the proceedings of the **BOARD RETREAT** held on **SEPTEMBER 14, 2019**, in the Meadowlands Plaza Hotel Princeton Room, at 8:30 am. *Dr. Dennis R. Frohnapfel, Board Secretary presided.*

**I Call to Order / Sunshine Statement / Roll Call**

In accordance with the Open Public Meetings, N.J.S.A. 10:4-6 et seq., adequate notification of this RETREAT has been provided by advertising in the Record. I hereby call to order this meeting, Saturday, September 14, 2019, at the Meadowlands Plaza Hotel Princeton Room, at 8:30 am.

<b>Board Member</b>	<b>Present</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)		X
Ms. Calle (Johanna)	X	
Ms. Cogelja (Frances)	X	
Ms. Coles (Robin)	X	
Mr. Goodman (Ira)	X	
Ms. Rodriguez (Lara)		X
Mr. Velez (Carlos)	X	
Ms. Wiebe (Lynn)	X	
Mr. James-Vickery (Scott) Vice President	X	
Mr. Powell (Lancelot) President	X	

**Attendance:**

Robert Sanchez, Superintendent  
Rosemary Marks, Asst Superintendent  
Andrea Parchment, Asst Superintendent  
Dr. Dennis R. Frohnapfel, Interim SBS/Board Secretary  
Matt Lee, NJSBA Rep  
Hope Blackburn, Esq., Scarinci Hollenbeck, LLC  
Luis Alamo, ARM-M, Alamo Insurance Group

**II. Ethics Workshop** (presented by Matt Lee, NJSBA Rep)  
8:30 am to 10:00 am

Members participated in a review of the code of ethics, including discussion of recent ethics advisory opinions and cases of violation.

**III. District/Board Goals and Objectives** (presented by Matt Lee, NJSBA Rep)  
10:00 am to 12:30 pm

**Goal Setting:** 2018/19 District Goal Review

1. Continue the curriculum review plan in order to provide engaging and rigorous, inquiry-based learning opportunities, with an emphasis on engraining the standards in the classroom (progress made; ongoing).

**MINUTES**

2. To foster personalized learning by promoting Blended Learning across all grades levels aligned to ITSE NETS and New Jersey Student Learning Standards, with a goal of advancing earned Bronze Future-Ready status to Silver, and achieving Bronze levels in the rest of the schools (achieved made; ongoing).
3. To strengthen parent and community partnerships built upon trust, responsibility and the sharing of talents and resources to maximize student academic and social achievement, while maintaining a focus on fiscal responsibility (partially achieved; additional focus needed).
4. To augment and maintain Hackensack Public School district facilities, so as to meet the instructional challenges of students and staff, and support Future-Ready skills (many aspects maintained and augmented; Future-Ready achieved).
5. To recruit, hire, retain and develop a diverse faculty that will implement best practices and demonstrate culturally responsive outreach, to address the diverse needs of students (progress made; ongoing)

**Goal Setting:** 2018/19 Board Goal Review

1. Recruit and hire a new permanent superintendent for the Hackensack Public Schools (achieved).
2. Support the district's efforts to pass and implement the planned building and facilities referendum (achieved).

After a review of previous year's District and Board Goals progress, the Board discussed and agreed to the following District and Board Goals for the 2019/20 school year:

**District Goals . . .**

1. Strengthen rigorous inquiry-based learning opportunities, rooted in the standards, with an emphasis on student engagement and achievement.
2. Enhance district-wide safety and security infrastructure and practices.
3. To strengthen parent and community partnerships built upon trust, responsibility and the sharing of talents and resources to maximize student academic and social achievement, while maintaining a focus on fiscal responsibility.
4. Focused planning for priority-based facilities near-term and long-term needs.
5. To recruit, hire, retain and develop a diverse faculty that will implement best practices and demonstrate culturally responsive outreach, to address the diverse needs of students.

**Board Goals . . .**

## MINUTES

1. Continue to engage in focused and strategic professional development opportunities to enhance each trustee's ability to serve as effective members of this governance body.
2. Engage the community in a strategic planning initiative to formulate a long-term roadmap for advancing student achievement in Hackensack schools.

### Next Steps . . .

Now that the District Goals have been developed, the next step is for the superintendent to develop an action plan for each district goal. The Board should develop similar action plans for the Board Goals. District and Board Goals should be formally approved and the action plans should be formally accepted at a Board meeting. Regular updates on progress toward achievement of both the District and Board Goals should occur.

- IV. Implicit Bias/Sensitivity Workshop** (presented by Hope Blackburn, Esq.)  
1:30 pm to 3:00 pm (sponsored by New Jersey Schools Insurance Group)

**V. Board Business**

- ▶ Committee of the Whole Meeting Vs Individual Committee Meetings?

Following discussion of the pros and cons of conducting Board business as a committee of the whole instead of its current format utilizing individual committees, the consensus of the Board was to keep the current format of conducting business utilizing individual committees. The committee schedule of meetings on Monday's is to be followed. By close of business on Tuesday following the Monday meeting, the results of all committee meetings to be provided to all Trustees.

- ▶ Public Comment (two vs. one public comment)?

Following discussion of changing Board policy regarding public comment from its current format of two comments one on agenda items and the second on any item to one public comments ONLY on any item including the agenda. The comment to be held after the Business agenda for three minutes and concluding the meeting not later than 10:00 pm. The consensus of the Board was to move forward with changing the policy to one public comment for three minutes and present the revised policy for first reading at the September 16<sup>th</sup> meeting.

- ▶ Monthly Board Meetings v. Every Other Month Board Meetings?

Following discussion of having Board Meetings every 60 days, the Board was unanimous for keeping the current monthly meetings. However, the consensus of the Board was the personnel agenda will no longer be posted prior to the public meeting. A "draft" of the personnel minutes to be posted the day following the meeting. The agenda is to be provided to all Trustees on the Thursday before the scheduled Monday meeting.

MINUTES

**VI. Adjournment**

*Trustee Calle motioned to adjourn at 4:00 pm; seconded by Trustee Powell; carried by unanimous vote.*

Respectfully submitted,

Dennis R. Frohnapfel, Ed.D.  
Interim SBA/Board Secretary

Approved Oct 28, 2019