

HACKENSACK BOARD OF EDUCATION
191 Second Street, Hackensack, NJ 07601
REGULAR PUBLIC MEETING
MINUTES

Minutes of the proceedings of the Regular Public Meeting held on June 15, 2020, in the Hackensack Board of Education Padovano Building and remotely via Zoom, at 6:15 pm. Lance Powell, Board President, presided.

I. Flag Salute / Moment of Silence / Sunshine Statement / Call to Order / Roll Call

In accordance with the Open Public Meetings, *N.J.S.A. 10:4-6 et seq.*, adequate notification of this meeting has been provided by advertising in the Record and posting notice in the Board of Education Administration Building (Padovano Education Center) and filing notice with the City Clerk. I hereby call to order the Regular Public Meeting, Monday, June 15, 2020, in the Hackensack High School Media Center, at 6:15 pm.

Special Note: As a result of the limitations placed on public assemblies due to the Corona Virus related restrictions, this meeting is being conducted via Zoom. The district website contains information on public participation.

<i>Board Member</i>	<i>Present</i>	<i>Participating Via Remote Conference</i>	<i>Absent</i>
Mr. Bendezu (Julio)		X	
Ms. Cogelja (Frances)		X	
Mr. Coleman (Christopher)		X	
Mr. Goodman (Ira)		X	
Mr. Oates (Michael)		X	
Mr. Rodriguez (Anthony)		X	
Ms. Rodriguez (Lara)		X	
Mr. Velez (Carlos)		X	
Mr. James-Vickery (Scott), Vice President		X	
Mr. Powell (Lancelot), President		X	

II. Be It Resolved, that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Monday, June 15, 2020, to discuss **Legal, Personnel, student related matters and HIB Reports;** and

Be It Further Resolved, that these matters will be made public when the need for confidentiality no longer exists.

Trustee Goodman motioned to go into Executive Session at 6:23 p.m., seconded by Trustee Coleman

Public portion resumed at 8:25 p.m.

III. Approve Minutes

Be It Resolved, that the Hackensack Board of Education approves the minutes of the Annual Organization Meeting minutes of May 21, 2020 and the Regular Meeting minutes and Closed Session Minutes of May 27, 2020, as submitted.

Trustee Powell motioned to accept minutes, seconded by Trustee Goodman. Trustee Bendezu abstained on all minutes. Trustee Rodriguez abstained on May 27, 2020 minutes, all in favor - Minutes passed

IV. Superintendent's Report - the following resolution was read in part by Trustee James-Vickery and Trustee Powell

**HACKENSACK BOARD OF EDUCATION'S RESOLUTION TO
COMMIT TO ANTI-RACISM AND CULTURAL PROFICIENCY IN
HACKENSACK PUBLIC SCHOOLS**

Whereas the Hackensack Board of Education celebrates the diversity and intersectionality of all of our students and staff in order to ensure equality, equity, and justice for all people. Therefore, we stand against racism and discrimination, and support anti-racism and the underrepresented, while acknowledging intersectionality. We commit to taking specific steps to address bias and increase cultural proficiency among our school community. We recognize that we still have tremendous work to do in this area. As such we are committed to reviewing/revising policies, procedures and practices to ensure that they reflect the district's core beliefs of equity and access for all students.

Whereas the Hackensack Board of Education believes that all staff and stakeholders throughout the community must work together to dismantle systems that do not promote inclusivity in all Hackensack Public Schools so that all students learn well in a supportive and welcoming school environment.

Whereas the Hackensack Board of Education believes that it takes the entire community (all stakeholders) to dismantle any systems that do not promote inclusivity and high expectations in all Hackensack Public Schools so that all students learn well in a supportive and welcoming school environment, and that the achievement gap (currently reflected in our data) closes for English Language Learners and African American, Hispanic, Latinx, and Special Education students, believing that all students can learn well if they are taught well.

Whereas the Hackensack Board of Education believes that empowering and educating students and staff to be equipped to dismantle racism and discrimination by becoming knowledgeable about themselves and others as it relates to beliefs that are counterproductive to becoming Culturally Proficient.

Whereas the Hackensack Board of Education believes that current trustees and future trustees engage in lifelong learning about Cultural Proficiency and Anti-Racism in order to revise and adopt policies that support beliefs centered on inclusivity, equity, and equality in education.

Whereas the Hackensack Board of Education presents the following resolutions to support the Hackensack Public School District's belief to be a model for Equity, Diversity, and Anti-Racism and allocates funding that prioritizes actions to support these resolutions, hereby directing the Superintendent to oversee and monitor the following resolutions.

Be it resolved that the Hackensack Board of Education continues to maintain an active Affirmative Action Committee to examine policies that support Equity and Equality and eradicate anything that is against such by adopting revisions.

Be it resolved that the Hackensack Board of Education continues to support actions as it relates to N.J.A.C. 6A: 7: *Managing for Equality and Equity in Education*, and it monitors the actions of the Superintendent, Assistant Superintendents, Affirmative Action Officer, Administrators, et al to provide systemic training on becoming a Culturally Proficient learning institution.

Be it resolved that the Hackensack Board of Education acknowledges the District's most recent designation of being named a High Performing School District as noted by the New Jersey Department of Education's QSAC evaluation and requests an action plan from the Curriculum Office in collaboration with all Hackensack Schools' Leadership to further enhance culturally relevant instruction aligned to NJSLs by examining all curricula and revising relevant guides to better facilitate said instruction and align with state mandates to include contributions of LGBTQ and people with disabilities, as well as further infusion of the Amistad Act.

Be it resolved that the Hackensack Board of Education requests the Supervisor of Career and Technical Education (CTE) and the Curriculum Leadership team investigate a CTE teacher prep program for our students to in-turn recruit back to Hackensack. This would include a three course sequence and all the elements of a CTE program.

Be it resolved that the Hackensack Board of Education requests that the High School and Middle School Guidance Departments coordinate efforts to investigate (in 2020/21) the creation of a transition plan for 2021/22 that enables SAT and other testing preparation to begin in seventh grade and that enrollment in advanced courses represent the demographics of our students proportionately.

Be it resolved that the Hackensack Board of Education requests that during the 2020/21 school year that all Principals, Assistant Principals, and the Anti-Bullying specialists explore Restorative Justice programs and make a recommendation with an action plan for implementing Restorative Practices in all Hackensack Public Schools to begin in the 2021/22 school year.

Be it resolved that the Hackensack Board of Education support grassroot, school activities such as the current *Race Matters* group, to further sustain culturally relevant initiatives and ensure high academic progress for all students.

Be it resolved that the Hackensack Board of Education approves the District Educator Advisory Committee (Ad Hoc of the Affirmative Action Team) to create a Mission, a Vision, Belief Statements, and Goals to support the Superintendent in addressing the critical academic needs of all students.

Be it resolved that the Hackensack Board of Education approves the Superintendent and Personnel Subcommittee to create an action plan that supports increased diversity and inclusion by identifying ways to improve outreach and recruitment during our hiring process with the goal of promoting an increase in the diversity of applicants for employment positions.

Trustee James-Vickery motioned to accept the Anti-Racism resolution, seconded by Trustee Powell. Trustee Cogelja abstained, all in favor - resolution passed

The following were read by Superintendent Sanchez:

- State Aid Reduction Impact
- Hearing for School Uniform will be conducted over summer months

A. Enrollment Report

<i>Enrollment as of May 31, 2020</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1,896	99.60
Middle School	1,563	99.75
Fairmount	567	100.00
Hillers	497	99.63
Jackson	372	99.43
Parker	479	100.00
ECDC	257	100.00
Total	5,631	99.72

B. Residency Report - None

Approved July 13, 2020

C. Harassment, Intimidation, and Bullying Report

Completed Investigations May 27, 2020 – June 15, 2020

<i>SCHOOL</i>	<i>Bullying Fits HIB Definition</i>	<i>Inconclusive</i>	<i>No Evidence Of Bullying</i>	<i>Does not Fit Bullying Definition</i>	<i>TOTALS</i>
Fairmount	0	0	0	0	0
Parker	0	0	0	0	0
Hillers	0	0	0	0	0
Jackson	0	0	0	0	0
Middle School	0	0	1	0	1
High School	0	0	0	0	0
Totals	0	0	1	0	1

Trustee Goodman motioned to accept the Superintendent’s report, seconded by Trustee Oates

V. Public Comment

Public participation shall be governed by the following rules *(will be adapted with specific directions to accommodate remote participation)*:

- 1) A participant must sign the “sign-in” sheet and be recognized by the presiding officer and must preface comments by an announcement of his/her name, municipality of residence, and group affiliation, if applicable;
- 2) Each statement made by a participant shall be limited to three (3) minutes’ duration during the public session;
- 3) All statements, questions, or inquiries shall be directed to the presiding officer and any questions or inquiries directed by a participant to another Board member shall be redirected to the presiding officer who shall determine if such statement, question, or inquiry shall be addressed by the presiding officer on behalf of the Board or by the individual Board member; and
- 4) All Board and/or Superintendent responses to questions or inquiries shall be held until the end of public participation.

VI. Resolutions

A. Personnel

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following personnel actions **A1**:

- A1** Motion to take action on personnel matters, as listed below; and appoint and submit to the Executive County Superintendent applications for emergent hiring and the 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 proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts).

PERSONNEL								
A. ADMINISTRATIVE STAFF – NON-TENURED FOR 2020-2021 SCHOOL YEAR								
	Name	Nature of Action	Position/Control Number	Deg/Step	Salary	Location	Date Effective	End Date
1.	Marielle Messina 1100024010305090	Appoint	Director 50-82-71/ABC	HASA 6/1	\$167,320	Central	7/1/20	6/30/21
2.	Roseanne Cavallo 1100022110205090	Appoint	Supervisor 50-06-06/ABB	HASA 4/1	\$160,010	High	7/1/20	6/30/21
3.	Darius Pemberton 1100021910400690	Appoint	Director 50-08-08/ABE	HASA 10/1	\$173,706	Special Services	7/1/20	6/30/21
4.	Joanne Winters 1100021910400690	Appoint	Supervisor 50-08-08/CBC	HASA 4/1	\$160,010	Special Services	7/1/20	6/30/21

B. INSTRUCTIONAL STAFF – NON-TENURED FOR 2020-2021 SCHOOL YEAR								
	Name	Nature of Action	Position/Control Number	Deg/Step	Salary	Location	Date Effective	End Date
1.	Sara Burfeind 2021810010100990	Appoint	Teacher 10-13-01/cpz	BA/3	\$59,300	ECDC	9/1/20	6/30/21
2.	Kristina Deak 2021820017600990	Appoint	Master Teacher/Instructional Specialist 10-13-04/cqq	MABA32/9	\$74,995	ECDC	9/1/20	6/30/21
3.	Malgorzata Downes 2021810010100990	Appoint	Teacher 10-13-04/abo	BA/3	\$59,300	ECDC	9/1/20	6/30/21
4.	Katarzyna Ferrone 2021820010400900	Appoint	Instructional Specialist 10-13-04/cqp	MABA32/7	\$71,570	ECDC	9/1/20	6/30/21
5.	Maria Karsos 1121610010100990	Appoint	Teacher 10-13-81/byr	BA/2	\$58,400	ECDC	9/1/20	6/30/21
6.	Barbra Kronyak 1121610010100990	Appoint	Teacher 10-13-81/clq	BA/4	\$60,200	ECDC	9/1/20	6/30/21
7.	Tania Manzueta 1121610010100990	Appoint	Teacher 10-13-81/bsf	BA/2	\$58,400	ECDC	9/1/20	6/30/21
8.	Felicia Pettiford 2021810010100990	Appoint	Teacher 10-13-04/cns	MABA32/5	\$69,045	ECDC	9/1/20	6/30/21
9.	Danielle Playa 1121610010100990	Appoint	Teacher 10-13-81/cmv	BA/3	\$59,300	ECDC	9/1/20	6/30/21
10.	Sandra Ramos 1121610010100990	Appoint	Teacher 10-13-81/cgc	BA/1	\$57,550	ECDC	9/1/20	6/30/21
11.	Stephanie Simpson 1121610010100990	Appoint	Teacher 10-13-81/ccp	BA/3	\$59,300	ECDC	9/1/20	6/30/21
12.	Michaela Tenner 2021810010100990	Appoint	Teacher 10-13-81/clr	BA/3	\$59,300	ECDC	9/1/20	6/30/21
13.	Sarah Viterito 1121610010100990	Appoint	Teacher 10-13-81/bsi	MABA32/6	\$70,245	ECDC	9/1/20	6/30/21
14.	Jamie Yoo 1121610010100990	Appoint	Teacher 10-13-02/cqh	MABA32/2	\$66,245	ECDC	9/1/20	6/30/21
15.	Maria Cubero-Suarez 1112010010110090	Appoint	Teacher 10-04-04/cmz	BA/3	\$29,650	Fairmount	9/1/20	6/30/21
16.	Kelly Hernandez 2021810010100990	Appoint	Teacher 10-04-04/cho	BA/3	\$59,300	Fairmount	9/1/20	6/30/21
17.	Rosaria Luciano 1112010010110090	Appoint	Teacher 10-04-04/ang	MABA32/4	\$68,045	Fairmount	9/1/20	6/30/21
18.	Ebony McBride 2021810010100990	Appoint	Teacher 10-04-04/cjx	BA16/5	\$63,815	Fairmount	9/1/20	6/30/21
19.	Maylin Rodriguez 1100021910410090	Appoint	LDTTC 10-04-81/bnb	MA+30/13	\$108,360	Fairmount	9/1/20	6/30/21
20.	Donna Ryan-O'Connor	Appoint	Teacher	MABA32/1	\$65,345	Fairmount	9/1/20	6/30/21

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	1121310010110090		10-04-81/cga					
21.	Jaclyn Shave 1121310010110090	Appoint	Teacher 10-04-04/bwb	MABA32/10	\$77,375	Fairmount	9/1/20	6/30/21
22.	Nicholas Amato 1114010010105090	Appoint	Teacher 10-06-90/ayy	BA16/6	\$65,015	High	9/1/20	6/30/21
23.	Ronald Barahona 1114010010105090	Appoint	Teacher 10-06-06/bop	MABA32/2	\$66,245	High	9/1/20	6/30/21
24.	Tania Bello 1114010010105090	Appoint	Teacher 10-06-06/cod	MABA32/2	\$66,245	High	9/1/20	6/30/21
25.	Dahiana DeFina 1100021310005090	Appoint	Nurse 05-06-85/adb	BA/10	\$69,530	High	9/1/20	6/30/21
26.	Ashley DeSclafani 1114010010105090	Appoint	Teacher 10-06-89/aob	BA/4	\$60,200	High	9/1/20	6/30/21
27.	Pearl Dominguez 1121310010105090	Appoint	Teacher 10-06-81/boz	BA/3	\$59,300	High	9/1/20	6/30/21
28.	Beth Gilman 1114010010105090	Appoint	Teacher 10-06-90/azn	BA/4	\$60,200	High	9/1/20	6/30/21
29.	Claudia Guedes 1114010010105090	Appoint	Teacher 10-06-95/axn	BA/14	\$91,560	High	9/1/20	6/30/21
30.	Timothy Hack 1114010010105090	Appoint	Teacher 10-06-90/azd	BA/7	\$63,725	High	9/1/20	6/30/21
31.	Theresa Jimenez 1114010010105090	Appoint	Teacher 10-06-81/bfl	BA/6	\$62,400	High	9/1/20	6/30/21
32.	Elisabet Kennedy 1100022210005090	Appoint	Media Specialist 10-06-86/ado	MABA32/2	\$66,245	High	9/1/20	6/30/21
33.	Yun Seon Kim 1114010010105090	Appoint	Teacher 10-06-06/ama	MABA32/3	\$67,145	High	9/1/20	6/30/21
34.	Ryan Levy 1100021910405090	Appoint	Social Worker 10-06-81/btv	MABA32/6	\$70,245	High	9/1/20	6/30/21
35.	Kevin Lin 1114010010105090	Appoint	Teacher 10-06-90/ayz	BA/3	\$59,300	High	9/1/20	6/30/21
36.	Luz Lomeli 1100021810405090	Appoint	Guidance Counselor 10-06-06/aym	MABA32/5	\$69,045	High	9/1/20	6/30/21
37.	Melissa Lucas 1121310010105090	Appoint	Teacher 10-06-81/bwh	MABA32/4	\$68,045	High	9/1/20	6/30/21
38.	Penny Mandara 1121310010105090	Appoint	Teacher 10-06-89/bfj	MABA32/12	\$88,430	High	9/1/20	6/30/21
39.	Martha Martinez 1114010010105090	Appoint	Teacher 10-06-96/bpy	MA+30/8	\$82,840	High	9/1/20	6/30/21
40.	Jacquelyn Perrone 1121310010105090	Appoint	Teacher 10-06-06/cnt	MA+15/8	\$75,735	High	9/1/20	6/30/21
41.	Suzy Roushdy 1114010010105090	Appoint	Teacher 10-06-06/cez	BA16/6	\$65,015	High	9/1/20	6/30/21
42.	Mohammad Siddiqi 1121310010110090	Appoint	Teacher 10-06-06/con	MABA3/7	\$71,570	High	9/1/20	6/30/21
43.	Kayla Smith 1114010010105090	Appoint	Teacher 10-06-92/axw	BA/3	\$59,300	High	9/1/20	6/30/21
44.	Giovanni Soto 1114010010105090	Appoint	Teacher 10-06-95/axc	BA/3	\$59,300	High	9/1/20	6/30/21
45.	William Vivona 1114010010105090	Appoint	Teacher 10-06-94/aeu	BA/4	\$60,200	High	9/1/20	6/30/21
46.	Leven Wadley 1114010010105090	Appoint	Teacher 10-06-89/ans	DOC/2	\$82,910	High	9/1/20	6/30/21
47.	Brooke Zwier 1114010010105090	Appoint	Teacher 10-06-89/cob	BA/2	\$58,400	High	9/1/20	6/30/21
48.	Lindsey Bloomer 1121310010111090	Appoint	Teacher 10-03-03/cbt	BA/4	\$60,200	Hilliers	9/1/20	6/30/21
49.	Meljssa Cobos 1100021310011090	Appoint	Nurse 05-03-85/acz	MA+15/9	\$77,610	Hilliers	9/1/20	6/30/21
50.	Megan Domzalski 1120910010111090	Appoint	Teacher 10-03-03/caa	MABA32/5	\$69,045	Hilliers	9/1/20	6/30/21
51.	Luz Freay 1112010010111090	Appoint	Teacher 10-03-03/clz	BA/3	\$29,650	Hilliers	9/1/20	6/30/21
52.	Jennifer Mensing 1121310010111090	Appoint	Teacher 10-03-81/bty	BA/2	\$58,400	Hilliers	9/1/20	6/30/21
53.	Tiana Robinson 1121310010111090	Appoint	Teacher 10-03-03/bqk	MABA32/4	\$68,045	Hilliers	9/1/20	6/30/21
54.	Cecilia Ruiz 1100021910411090	Appoint	Teacher 10-03-81/bng	MA+15/7	\$74,185	Hilliers	9/1/20	6/30/21

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55.	Yiralda Taveras I124010010111090	Appoint	Teacher 10-03-96/bpm	MABA32/3	\$67,145	Hillers	9/1/20	6/30/21
56.	Audrena Campagna I100022210012090	Appoint	Media Specialist 10-02-86/adk	MABA3 9	\$74,995	Jackson	9/1/20	6/30/21
57.	Natalia Cayado I124010010112090	Appoint	Teacher 10-02-96/bps	BA/3	\$59,300	Jackson	9/1/20	6/30/21
58.	Bridget Delehanty I121310010112090	Appoint	Teacher 10-02-81/cmo	BA/2	\$58,400	Jackson	9/1/20	6/30/21
59.	Elsy Garcia I112010010112090	Appoint	Teacher 10-02-02/cna	BA/3	\$29,650	Jackson	9/1/20	6/30/21
60.	Timothy Kerrisk I121310010112090	Appoint	Teacher 10-02-02/cnb	BA/3	\$59,300	Jackson	9/1/20	6/30/21
61.	Christina Thompson I112010010112090	Appoint	Teacher 10-02-02/cmu	BA/3	\$59,300	Jackson	9/1/20	6/30/21
62.	Griselda Almonte-Delgado I113010010130090	Appoint	Teacher 10-05-05/asl	MA+30/13	\$108,360	Middle	9/1/20	6/30/21
63.	Daniel Anderson I120910010130090	Appoint	Teacher 10-05-81/cnf	MABA32/13	\$95,695	Middle	9/1/20	6/30/21
64.	William Arroyo I113010010130090	Appoint	Teacher 10-05-84/byi	BA/4	\$60,200	Middle	9/1/20	6/30/21
65.	Joanna Beck I113010010130090	Appoint	Teacher 10-05-88/aeh	MA+30/11	\$93,690	Middle	9/1/20	6/30/21
66.	Megan Carola I113010010130090	Appoint	Teacher 10-05-05/ati	MA+15/12	\$91,430	Middle	9/1/20	6/30/21
67.	Haneefah Colon I113010010130090	Appoint	Teacher 10-05-05/ass	MABA32/8	\$73,120	Middle	9/1/20	6/30/21
68.	Michelle Davila I124010010130090	Appoint	Teacher 10-05-96/awj	MABA32/9	\$74,995	Middle	9/1/20	6/30/21
69.	Kris DeBlasio I113010010130090	Appoint	Teacher 10-05-05/atw	BA/3	\$59,300	Middle	9/1/20	6/30/21
70.	Randi Goodrick I113010010130090	Appoint	Teacher 10-05-05/bhw	BA/5	\$61,200	Middle	9/1/20	6/30/21
71.	Christopher Green I112010010130090	Appoint	Teacher 10-05-05/apf	BA/7	\$63,725	Middle	9/1/20	6/30/21
72.	Anthony Hardwick I121310010130090	Appoint	Teacher 10-05-81/bpg	BA/3	\$59,300	Middle	9/1/20	6/30/21
73.	Christina A Jimenez I113010010130090	Appoint	Teacher 10-05-05/atq	BA/8	\$65,275	Middle	9/1/20	6/30/21
74.	Dee Kalman I113010010130090	Appoint	Teacher 10-05-05/app	MA+30/14	\$117,090	Middle	9/1/20	6/30/21
75.	Andrea Kosoy I113010010130090	Appoint	Teacher 10-05-05/atu	MABA32/4	\$68,045	Middle	9/1/20	6/30/21
76.	Cassidy Marks I121210010130090	Appoint	Teacher 10-05-81/cnh	BA/2	\$58,400	Middle	9/1/20	6/30/21
77.	Stanley Membreno I113010010130090	Appoint	Teacher 10-05-05/atl	MA+15/6	\$72,860	Middle	9/1/20	6/30/21
78.	Sydir Mitchell I121310010105090	Appoint	Teacher 10-05-05/cnv	MABA32/12	\$88,430	Middle	9/1/20	6/30/21
79.	Antonia Pitasi I113010010130090	Appoint	Teacher 10-05-81/cde	BA16/4	\$62,815	Middle	9/1/20	6/30/21
80.	Jennifer Perez-Aleman I113010010130090	Appoint	Teacher 10-05-05/bvu	MABA32/5	\$69,045	Middle	9/1/20	6/30/21
81.	Abigail Ronberg I113010010130090	Appoint	Teacher 10-05-05/bku	BA/3	\$59,300	Middle	9/1/20	6/30/21
82.	Rebecca Siper I113010010130090	Appoint	Teacher 10-05-05/coq	BA/2	\$58,400	Middle	9/1/20	6/30/21
83.	Carlos Sotomayor I113010010130090	Appoint	Teacher 10-05-95/bvx	BA/3	\$59,300	Middle	9/1/20	6/30/21
84.	Nicole Vilardo I112010010130090	Appoint	Teacher 10-05-05/aox	MABA32/4	\$68,045	Middle	9/1/20	6/30/21
85.	Mariko Walker I121310010130090	Appoint	Teacher 10-05-05/bzp	MABA32/4	\$68,045	Middle	9/1/20	6/30/21
86.	Thomas Weber I113010010130090	Appoint	Teacher 10-05-05/cmr	MABA32/4	\$68,045	Middle	9/1/20	6/30/21
87.	Monique Williams I121310010130090	Appoint	Teacher 10-05-05/cfy	MABA3 6	\$70,245	Middle	9/1/20	6/30/21
88.	Jazmine Wright I113010010130090	Appoint	Teacher 10-05-05/cax	BA16/14	\$95,260	Middle	9/1/20	6/30/21
89.	Kendal Zeigler	Appoint	Teacher	BA16/10	\$72,145	Middle	9/1/20	6/30/21

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	I113010010130090		10-05-05/bkx					
90.	Anthony Bennett I112010010109090	Appoint	Teacher 10-01-01/cbe	BA/2	\$58,40	Parker	9/1/20	6/30/21
91.	Abigail Florencio 2021810010100990	Appoint	Teacher 10-01-81/bgd	MABA32/3	\$67,145	Parker	9/1/20	6/30/21
92.	Randi Goldblatt I112010010109090	Appoint	Teacher 10-01-87/ads	MABA32/7	\$71,570	Parker	9/1/20	6/30/21
93.	Jessica Grimes I112010010109090	Appoint	Teacher 10-01-01/alh	BA/7	\$63,725	Parker	9/1/20	6/30/21
94.	Michelle Hammond-Dudley I112010010109090	Appoint	Teacher 10-01-01/bqq	BA/3	\$59,300	Parker	9/1/20	6/30/21
95.	Loriann Henderson-Manning I111010010109090	Appoint	Teacher 10-01-01/cqj	BA/4	\$60,200	Parker	9/1/20	6/30/21
96.	David Imhof I112010010110090	Appoint	Teache 10-01-88/bsu	MA+30/14	\$117,090	Parker	9/1/20	6/30/21
97.	Jenny Rama I112010010109090	Appoint	Teacher 10-01-01/alp	MABA32/9	\$37,498	Parker	9/1/20	6/30/21
98.	Christina Rivera 2021810010100990	Appoint	Teacher 10-01-81/bsg	MABA32/3	\$67,145	Parker	9/1/20	6/30/21
99.	David Salyers I112010010109090	Appoint	Teacher 10-01-88/aei	MABA32/11	\$82,430	Parker	9/1/20	6/30/21
100.	Jackelin Santiago I100021910409090	Appoint	Social Worker 10-01-01/cmp	MABA32/7	\$71,570	Parker	9/1/20	6/30/21
101.	Leslie Solis I112010010109090	Appoint	Teacher 10-01-96/cmn	MA+15/3	\$69,760	Parker	9/1/20	6/30/21
102.	Tawanna Watkins I112010010109090	Appoint	Teacher 10-01-81/bzy	MABA32/4	\$68,045	Parker	9/1/20	6/30/21

C. INSTRUCTIONAL STAFF – NON-TENURED TO RECEIVE TENURE

	Name	Nature of Action	Position/Control Number	Deg/Step	Salary	Location	Date Effective	End Date
1.	Nicole Eckert I100021610000990	Appoint	Speech Therapist 10-13-08/cjs	MABA32/10	\$77,375	ECDC	9/1/20	6/30/21
2.	Jennifer Zanca I111010010110090	Appoint	Guidance Counselor 10-04-04/byy	MA+15/13	\$98,840	Fairmount	9/1/20	6/30/21
3.	Tonia Andrews I114010010105090	Appoint	Teacher 10-06-87/cha	BA/6	\$62,400	High	9/1/20	6/30/21
4.	Marissa Calfayan I121310010105090	Appoint	Teacher 10-06-81/bfh	MA+15/10	\$79,990	High	9/1/20	6/30/21
5.	Colleen Dawson I112010010111090	Appoint	Teacher 10-03-03/chl	BA16/5	\$63,815	Hillers	9/1/20	6/30/21
6.	Christopher Haffler I112010010111090	Appoint	Teacher 10-03-03/bxc	MABA32/5	\$69,045	Hillers	9/1/20	6/30/21
7.	Soniya Johnson-Shabazz I112010010111090	Appoint	Teacher 10-03-03/aku	MABA32/6	\$70,245	Hillers	9/1/20	6/30/21
8.	Clare Na I112010010111090	Appoint	Teacher 10-03-88/aej	BA/7	\$63,725	Hillers	9/1/20	6/30/21
9.	Rebecca Nasse I112010010111090	Appoint	Teacher 10-03-87/adu	BA/7	\$63,725	Hillers	9/1/20	6/30/21
10.	Diana DeJesus I100021910412090	Appoint	Social Worker 10-02-81/blr	MABA32/5	\$69,045	Jackson	9/1/20	6/30/21
11.	Concetta, Gonzalez I112010010112090	Appoint	Teacher 10-02-02/ake	MABA32/12	\$88,430	Jackson	9/1/20	6/30/21
12.	Randy Kenning I121310010130090	Appoint	Teacher 10-05-81/baf	BA/8	\$65,275	Middle	9/1/20	6/30/21

D. NON-CERTIFICATED STAFF FOR THE 2020-2021 SCHOOL YEAR (*Salary to be update pending finalized agreements)

	Name	Nature of Action	Position/Control Number	Salary*	Location	Date Effective	End Date
1.	Servet Kazazi I100026110000490	Appoint	Director, Building & Grounds 50-70-70/brs	\$124,995	Central	7/1/20	6/30/21
2.	Diana Bermudez 202312001000090	Appoint	Parent Outreach Facilitator 95-70-70/bss	\$71,400	High	9/1/20	6/30/21
3.	Madeline Carrino 202702001000090	Appoint	Curriculum Coordinator 50-82-71/brq	\$118,320	Central	7/1/20	6/30/21
4.	Erika Rusnak I114010010105090	Appoint	Transition Spec/Coordinator 95-06-06/cck	\$64,000	High	9/1/20	6/30/21

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5.	Melissa Sainzari-Stevens 2027020010000090	Appoint	Instruction & Data Coordinator 50-70-70/cou	\$132,000	Central	7/1/20	6/30/21
6.	Christine Tiseo 2021910010600990	Appoint	PreK Placement Registrar 30-13-13/brk	\$50,000	ECDC	7/1/20	6/30/21
7.	Katty Ubillus Joza 2023120010000090	Appoint	Parent Outreach Assistant 95-70-06/bst	\$19,000	High	9/1/20	6/30/21

E. NON-INSTRUCTIONAL: NON-TENURED CUSTODIAL/MAINTENANCE STAFF FOR THE 2020-2021 SCHOOL YEAR								
	Name	Nature of Action	Position/Control Number	Col/Step	Salary	Location	Date Effective	End Date
1.	Frank Brandt 1100026110000490	Appoint	Maintenance Worker 40-06-74/cor	4/6	\$61,540	High	7/1/20	6/30/21
2.	Gerard Del Polito 1100026110000490	Appoint	Maintenance Worker 40-06-74/bru	7/11	\$80,633	High	7/1/20	6/30/21
3.	Juan Feliz 1100026110000490	Appoint	Maintenance Worker	4/7	\$63,027	High	7/1/20	6/30/21
4.	Charles Field 1100026110000490	Appoint	Maintenance Worker 40-06-74/brt	7/11	\$80,633	High	7/1/20	6/30/21
5.	Henry Nasse 1100026110000490	Appoint	Maintenance Worker 40-06-74/cot	4/6	\$61,540	High	7/1/20	6/30/21

F. NON-INSTRUCTIONAL: NON-TENURED OFFICE PROFESSIONAL STAFF FOR THE 2020-2021 SCHOOL YEAR								
	Name	Nature of Action	Position/Control Number	Col/Step	Salary	Location	Date Effective	End Date
1.	Karen Cabral 1100024010511090	Appoint	Admin Assistant 30-03-03/aqw	2/2	\$48,535.00	Hilliers	7/1/20	6/30/21

G. NON-INSTRUCTIONAL: NON-TENURED OFFICE PROFESSIONAL STAFF TO RECEIVE TENURE DURING THE 2020-2021 SCHOOL YEAR								
	Name	Nature of Action	Position/Control Number	Col/Step	Salary	Location	Date Effective	End Date
1.	Geraldine Martinez 1100024910530090	Appoint	Admin Assistant 30-30-05/auk	2/4	\$50,370.00	Middle	7/1/20	6/30/21

H. FULL/TIME PARAPROFESSIONAL STAFF FOR 2020-2021 SCHOOL YEAR								
	Name	Nature of Action	Position/Control Number	Col/Step	Salary	Location	Date Effective	End Date
1.	Daysi Calandrillo 2021810010600990	Appoint	F/T Para 15-02-02/cit	1/5	\$41,685	ECDC	9/1/20	6/30/21
2.	Jane Ferrara 2021810010600990	Appoint	F/T Para 15-02-02/cjd	1/5	\$41,685	ECDC	9/1/20	6/30/21
3.	Jaime Garcia 1121610010600990	Appoint	F/T Para 15-01-01/ciu	2/5	\$43,885	ECDC	9/1/20	6/30/21
4.	Paola Gonzalez 2021810010600990	Appoint	F/T Para 15-01-01/cio	3/5	\$46,085	ECDC	9/1/20	6/30/21
5.	Marie Paul 2021810010600990	Appoint	F/T Para 15-04-04/bax	3/5	\$46,085	ECDC	9/1/20	6/30/21
6.	Lourdes Rosa 1121610010600990	Appoint	F/T Para 15-13-01/bep	2/5	\$43,885	ECDC	9/1/20	6/30/21
7.	Rosanna Brugger 2021810010600990	Appoint	F/T Para 15-04-04/bkz	1/5	\$41,685	Fairmount	9/1/20	6/30/21
8.	Maria Burack 1121310010610090	Appoint	F/T Para 15-04-04/bcq	1/5	\$41,685	Fairmount	9/1/20	6/30/21
9.	Lynne Gaspari 1121310010610090	Appoint	F/T Para 15-04-04/bdf	1/5	\$41,685	Fairmount	9/1/20	6/30/21
10.	Robert Iannacone 1121310010610090	Appoint	F/T Para 15-04-04/bct	2/5	\$43,885	Fairmount	9/1/20	6/30/21
11.	Carol Ann McCue	Appoint	F/T Para	1/5	\$41,685	Fairmount	9/1/20	6/30/21

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	1121210010610090		15-04-04/bcy					
12	Domenica Panuccio 1121210010610090	Appoint	F/T Para 15-04-04/bda	1/5	\$41,685	Fairmount	9/1/20	6/30/21
13	Wagdi Abdalla 1120410010605090	Appoint	F/T Para 15-06-06/bjo	3/5	\$46,085	High	9/1/20	6/30/21
14	Rommy Buttafuoco 1120410010630090	Appoint	F/T Para 15-06-06/bjm	1/5	\$41,685	High	9/1/20	6/30/21
15	Michael Capozzi 1121310010605090	Appoint	F/T Para 15-06-06/bji	3/5	\$46,085	High	9/1/20	6/30/21
16	Theresa Coffey 1121310010605090	Appoint	F/T Para 15-06-06/bjw	1/5	\$41,685	High	9/1/20	6/30/21
17	Aysha Drakeford 1100021710005090	Appoint	F/T Para 15-06-06/bjt	3/5	\$46,085	High	9/1/20	6/30/21
18	Charles Ferraro 1120410010605090	Appoint	F/T Para 15-06-06/bxv	3/5	\$46,085	High	9/1/20	6/30/21
19	Portia Harrison 1100021710005090	Appoint	F/T Para 15-06-06/bmf	1/5	\$41,685	High	9/1/20	6/30/21
20	Andrea Kasich 1121310010605090	Appoint	F/T Para 15-06-06/bje	3/5	\$46,085	High	9/1/20	6/30/21
21	Deborah Keeling-Geddis 1100021710005090	Appoint	F/T Para 15-06-06/avi	2/5	\$43,885	High	9/1/20	6/30/21
22	Donald McCoy 1100021710005090	Appoint	F/T Para 15-06-06/avg	3/5	\$46,085	High	9/1/20	6/30/21
23	Liliana Naranjo 1121310010605090	Appoint	F/T Para 15-06-06/bmh	1/5	\$41,685	High	9/1/20	6/30/21
24	David Sims 1121310010605090	Appoint	F/T Para 15-06-06/bja	1/5	\$41,685	High	9/1/20	6/30/21
25	Francis Stith 1121310010605090	Appoint	F/T Para 15-06-06/avt	1/5	\$41,685	High	9/1/20	6/30/21
26	Sandra Stopanio 1121310010605090	Appoint	F/T Para 15-06-06/byk	1/5	\$41,685	High	9/1/20	6/30/21
27	Abiola Abiodun 1100021710011090	Appoint	F/T Para 15-03-03/bci	1/5	\$41,685	Hillers	9/1/20	6/30/21
28	Michelle Bates 1121310010611090	Appoint	F/T Para 15-03-03/avz	1/5	\$41,685	Hillers	9/1/20	6/30/21
29	Alicia Bonilla-Aguirre 1124010010611090	Appoint	F/T Para 15-03-03/bch	1/5	\$41,685	Hillers	9/1/20	6/30/21
30	Aaron Bourcier 1100021710011090	Appoint	F/T Para 15-03-81/btf	3/5	\$46,085	Hillers	9/1/20	6/30/21
31	Marelvis Canavera 1121310010611090	Appoint	F/T Para 15-03-03/bcg	3/5	\$46,085	Hillers	9/1/20	6/30/21
32	John Frontignano 1121310010611090	Appoint	F/T Para 15-03-03/avy	3/5	\$46,085	Hillers	9/1/20	6/30/21
33	Gary Gengo 1121310010611090	Appoint	F/T Para 15-03-03/bcj	3/5	\$46,085	Hillers	9/1/20	6/30/21
34	Camille Mertz 1121210010611090	Appoint	F/T Para 15-03-03/bck	1/5	\$41,685	Hillers	9/1/20	6/30/21
35	Anki Mlotok 1121310010611090	Appoint	F/T Para 15-03-03/bcl	3/5	\$46,085	Hillers	9/1/20	6/30/21
36	Rasheeda Odumosu 1120410010611090	Appoint	F/T Para 15-03-03/bcm	3/5	\$46,085	Hillers	9/1/20	6/30/21
37	Margaret Pomianek 1121310010611090	Appoint	F/T Para 15-03-03/beh	3/5	\$46,085	Hillers	9/1/20	6/30/21
38	Rosa Saccomanno 1121210010611090	Appoint	F/T Para 15-03-03/bei	1/5	\$41,685	Hillers	9/1/20	6/30/21
39	Debra Serrano 1121210010611090	Appoint	F/T Para 15-03-03/bej	1/5	\$41,685	Hillers	9/1/20	6/30/21
40	Shirley St. Luce	Appoint	F/T Para	3/5	\$46,085	Hillers	9/1/20	6/30/21
41	Lucia Tartaglione 1100021710011090	Appoint	F/T Para 15-03-03/bcn	1/5	\$41,685	Hillers	9/1/20	6/30/21
42	Susan White 1120410010611090	Appoint	F/T Para 15-03-03/bnh	1/5	\$41,685	Hillers	9/1/20	6/30/21
43	Anna Maria Cigna 1100021710012090	Appoint	F/T Para 15-02-02/cjv	3/5	\$46,085	Jackson	9/1/20	6/30/21
44	Adriana Cucchia 2024110010000090	Appoint	F/T Para 15-02-02/bcc	1/5	\$41,685	Jackson	9/1/20	6/30/21

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45	Silvia Gonzalez 1121310010612090	Appoint	F/T Para 15-02-02/cju	1/5	\$41,685	Jackson	9/1/20	6/30/21
46	Kaliym Hazel 1120910010611090	Appoint	F/T Para 15-02-02/bes	3/5	\$46,085	Jackson	9/1/20	6/30/21
47	Doris Leonard 1100021710012090	Appoint	F/T Para 15-02-02/bml	3/5	\$46,085	Jackson	9/1/20	6/30/21
48	Linda Piro 1124010010612090	Appoint	F/T Para 15-02-02/cao	1/5	\$41,685	Jackson	9/1/20	6/30/21
49	Lyda Barrios 1121310010630090	Appoint	F/T Para 15-05-05/avq	3/5	\$46,085	Middle	9/1/20	6/30/21
50	Donna Bollerman 1120410010630090	Appoint	F/T Para 15-05-05/avb	1/5	\$41,685	Middle	9/1/20	6/30/21
51	Jackie Bradley 1100021710012090	Appoint	F/T Para 15-05-02/cqg	3/5	\$46,085	Middle	9/1/20	6/30/21
52	Elaine Conforti 1121310010630090	Appoint	F/T Para 15-05-05/avk	1/5	\$41,685	Middle	9/1/20	6/30/21
53	Linda Francavilla 1121210010630090	Appoint	F/T Para 15-05-05/avl	1/5	\$41,685	Middle	9/1/20	6/30/21
54	Carol Gregory 1121310010630090	Appoint	F/T Para 15-05-05/ave	1/5	\$41,685	Middle	9/1/20	6/30/21
55	Camille Homes 1100021710030090	Appoint	F/T Para 15-05-05/bye	1/5	\$41,685	Middle	9/1/20	6/30/21
56	Carolyn Kavitt 1120410010630090	Appoint	F/T Para 15-05-05/bvl	1/5	\$41,685	Middle	9/1/20	6/30/21
57	Joan McKay 1121310010630090	Appoint	F/T Para 15-05-05/avo	1/2	\$41,685	Middle	9/1/20	6/30/21
58	Ruth Saunders 1120910010630090	Appoint	F/T Para 15-05-05/AVM	3/5	\$46,085	Middle	9/1/20	6/30/21
59	Tatjane Thomas 1121310010630090	Appoint	F/T Para 15-05-05/AWE	1/5	\$41,685	Middle	9/1/20	6/30/21
60	Jean Zisa 1121310010630090	Appoint	F/T Para 15-05-05/AVH	1/5	\$41,685	Middle	9/1/20	6/30/21
61	Jennifer Zisa 1121610010630090	Appoint	F/T Para 15-05-05/AVA	3/5	\$46,085	Middle	9/1/20	6/30/21
62	Barbara Andrzejczak 1100021710009090	Appoint	F/T Para 15-01-01/BBV	3/5	\$46,085	Parker	9/1/20	6/30/21
63	Maryam Aslam 1100021710009090	Appoint	F/T Para 15-01-01/CAC	3/5	\$46,085	Parker	9/1/20	6/30/21
64	Gulda Battaglia 1120410010609090	Appoint	F/T Para 15-01-01/BBS	3/5	\$46,085	Parker	9/1/20	6/30/21
65	Stacey Brown 1121210010609090	Appoint	F/T Para 15-01-01/BEM	3/5	\$46,085	Parker	9/1/20	6/30/21
66	Patricia Chandler 1120410010609090	Appoint	F/T Para 15-01-01/BBU	3/5	\$46,085	Parker	9/1/20	6/30/21
67	Caterina Federico 2021810010600990	Appoint	F/T Para 15-01-01/CFE	1/5	\$41,685	Parker	9/1/20	6/30/21
68	Myrna Gotrell 1120410010609090	Appoint	F/T Para 15-01-01/BLG	1/5	\$41,685	Parker	9/1/20	6/30/21
69	Pene Lockwood 1121610010609090	Appoint	F/T Para 15-01-01/BBZ	1/5	\$41,685	Parker	9/1/20	6/30/21
70	Francesca Meaux 1120410010609090	Appoint	F/T Para 15-01-01/BBT	3/5	\$46,085	Parker	9/1/20	6/30/21
71	Laura Mujica 1120410010609090	Appoint	F/T Para 15-01-01/BBR	3/5	\$46,085	Parker	9/1/20	6/30/21
72	Teresina Ochman 1119010010609090	Appoint	F/T Para 15-01-01/BLD	1/5	\$41,685	Parker	9/1/20	6/30/21
73	Frank Rovell 1121310010609090	Appoint	F/T Para 15-01-01/BIY	3/5	\$46,085	Parker	9/1/20	6/30/21
74	Vanessa Taylor 1120410010609090	Appoint	F/T Para 15-01-01/BBP	1/5	\$41,685	Parker	9/1/20	6/30/21
75	Siomaris Ulloa 2024110010000090	Appoint	F/T Para 15-01-01/BFO	1/5	\$41,685	Parker	9/1/20	6/30/21
76	Edwin Whitfield 1120410010609090	Appoint	F/T Para 15-01-01/BER	3/5	\$46,085	Parker	9/1/20	6/30/21

I. SCHOOL-BASED YOUTH SERVICES PROGRAM (SBYSP) GRANT-FUNDED STAFF FOR THE 2020-2021 SCHOOL YEAR (*Pending grant funding)							
	Name	Nature of Action	Position/Control Number	Rate	Location	Date Effective	End Date
1.	Alexandria Lopez	Appoint	P/T Outreach Counselor	\$24. per hour/not to exceed \$29,000. (year)	HHS/ Drop_In	9/1/20	6/30/21

J. RESIGNATIONS, LEAVES, and OTHER ACTION						
	Name	Nature of Action	Position/Control Number	Location	Date Effective	Discussion
1.	Frances Rizzo	Retirement	Lunch Aide 18-04-04/bif	Fairmount	7/1/20	
2.	Jeffrey Jacobs	Retirement	Teacher 10-05-81/azx	Middle	7/1/20	
3.	Employee # 5067	Family Leave	Teacher	High	9/1/20	9/1/20-9/22/20 paid with benefits; 9/23/20-6/30/21 unpaid no benefits.
4.	Employee # 3494	Family Leave	Admin. Assistant	Jackson	8/24/20	8/24/20-10/16/20 sick days; 10/19/20-10/30/20 vacation days; 11/2/20-1/1/21 unpaid with benefits

K. Be It Resolved, that the Board of Education of the City of Hackensack, approves the Settlement Agreement and Release between Employee # 3107 and the Hackensack Board of Education.

L. Approve the following terminal leave payment:

Staff Member	Number/Days	Payment
Cheryl Donatuccio	102	\$6,375.00

M. Be It Resolved, that the Board of Education of the City of Hackensack, upon the recommendation of the Superintendent, approves the following Staff members for the 2020 HHS Summer Institute; salary per the HEA/HBOE Agreement, Appendices, Schedule H:

	Name	Position	Hours
1	Jason Brunacki	Geometry	Not to exceed 65 hours
2	Gerty Porto	English	Not to exceed 65 hours
3	Lynrick Rhymer	Algebra I	Not to exceed 65 hours

N. Be It Resolved, that the Board of Education of the City of Hackensack, upon the recommendation of the Superintendent, approves the following Extended School Year (ESY) staff, effective 7/6/20-7/31/20; salary as per HBOE/HEA Agreement, Article 26, Appendix H (Teachers/Certificated Staff), Appendix I (Paras):

	Name	Position	Hours not to exceed:
		SUPPORT STAFF	
1.	Kabaki, Karen	SPEECH	90

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2.	Guzman, Andrea	SPEECH	90
3.	Aprigliano, Lincy	SPEECH	90
4.	Walling, Alexis	SPEECH	90
5.	Alberta, Lauren	SPEECH	90
6.	Mollica, Robert	OT	90
7.	Emery, Nicole	OT	90
8.	Wicker, Linda	OT	90
9.	Natirboff, Mary	PT	90
10	Montalto, Stacy	BEHAVIORIST	90
		TEACHERS	
1.	Mensing, Jennifer	Teacher	90
2.	Owens, Erica	Teacher	90
3.	Bloomer, Lindsey	Teacher	90
4.	James, Bridget	Teacher	90
5.	Bellina, Lisa	Teacher	90
6.	Coleski, Nikola	Teacher	90
7.	Kronyak, Barbra	Teacher	90
8.	Robinson, Shanira	Teacher	90
9.	Williams, Monique	Teacher	90
10.	Playa, Daniela	Teacher	90
11.	Viterito, Sarah	Teacher	90
12.	Yoo, Jamie	Teacher	90
13.	Simpson, Stefanie	Teacher	90
14.	Liosi, Beth	Teacher	90
15.	Marks, Cassidy	Teacher	90
16.	Carroll, Cori	Teacher	90
17.	Muniz, Jacqueline	Teacher	90
18.	Balik, Michele	Teacher	90
19.	Cocuzza, Danielle	Teacher	90
20.	Manzueta, Tania	Teacher	90
21.	D'Angelo, Domenica	Teacher	90
22.	Hernandez, Veronica	Teacher	90
		PARA-EDUCATORS	
1.	Zisa, Jennifer	Paraeducator	90
2.	Kenning, Randy	Paraeducator	90
3.	Saccomanno, Rosa	Paraeducator	90
4.	Kelling-Geddis, Deborah	Paraeducator	90
5.	Battaglia, Gulda	Paraeducator	90
6.	Gotrell, Myrna	Paraeducator	90
7.	Mujica, Laura	Paraeducator	90
8.	Lockwood, Pene	Paraeducator	90
9.	Abiodun, Abbiola	Paraeducator	90

A2 **Whereas**, the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools approves the appointment of Dora E. Zeno, Interim SBA/Board Secretary, effective July 1, 2020 thru December 31, 2020, at \$700 per diem; subject to the approval of the Interim Executive County Superintendent.

Personnel actions A1 A-N and A2				
<i>Motion: Trustee James-Vickery</i>	<i>Second: Trustee A. Rodriguez</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)	X			
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X			
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Rodriguez (Anthony)	X			
Ms. Rodriguez (Lara)	X		A1,B79,83, 84,85	
Mr. Velez (Carlos)	X			
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X			

B. Policy

None

C. Curriculum

C1 Travel expenses for staff members – None.

C2 Professional development – None.

C3 Field Trips – None.

C4 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following curriculum: *Grade 5 Technology Literacy*.

C5 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following internships, field experience, and student practicums for the 2020-2021 school year:

<i>School</i>	<i>Administrator</i>	<i>Candidate</i>	<i>Observation/ Placement with</i>	<i>Assignment</i>	<i>University</i>	<i>Dates</i>
HHS	D. Levy	Stephanie Abatayo	Drop-in-Center	Soc. Worker	Montclair Univ.	Fall 2020-Spr 2021
HHS	T. Young	Allegra Addeo	C. Krenn	Guid. Counselor	Montclair Univ.	Fall 2020

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JAS	C. Moran	Kyara Castano	Pending	ECH Gr. 1-3	Kean Univ.	Fall 2020
FMH	J. Dorsey-Whiting	Giselle Montano	N Hernandez	Elem ESL	WPU	Fall 2020
Admin	A.Parchment	Jasmin Sanchez Acevedo	M. Messina	Sch Administrator	Montclair Univ.	Spr/Summer 2020- Summer 2021
FMH	J. Dorsey-Whiting	Erica Sanzo	Z. Jaber	Elem	WPU	Fall 2020
JAS	C. Moran	Megan Villone	O. Sanchez	Soc. Worker	Ramapo College	Fall 2020-Spr 2021

C6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following services:

Type	School	Tuition	ID #	Classified	Comment
NonPub	Academy 360	\$81,165.65	470595	X	Change of placement

Type	School	1:1 /Nurse	ID #	Classified	Comment
NonPub	Academy 360	\$38,875.00	470595	X	1 : 1 aide as required by IEP

C7 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent, gives approval for the district to not submit the Perkins Grant Application for SY 2020-2021 and therefore, to decline the funding in the amount of \$40,239. Significant changes in the grant requirements make it necessary to revise the High School CTE programs in the coming year so as to comply with the new requirements.

Curriculum Resolutions C4 – C7				
<i>Motion: Trustee Coleman</i>		<i>Second: Trustee Powell</i>		
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>

Mr. Bendezu (Julio)	X		
Ms. Cogelja (Frances)	X		
Mr. Coleman (Christopher)	X		
Mr. Goodman (Ira)	X		
Mr. Oates (Michael)	X		
Mr. Rodriguez (Anthony)	X		
Ms. Rodriguez (Lara)	X		
Mr. Velez (Carlos)	X		
Mr. James-Vickery (Scott), Vice President	X		
Mr. Powell (Lancelot), President	X		

D. Finance and Budget

D1 **Whereas**, the Hackensack Board of Education, in accordance with N.J.A.C. 23A:16-10, upon the recommendation of the Interim SBA/Board Secretary, accepts and approves the Board Secretary’s Report and Cash Reconciliation Report for the month of May 2020;

Be It Resolved, that the Board of Education and Board Secretary certify that no budgetary line item account has been over-expended and that there are sufficient funds available to meet the District financial obligations for 2019/2020 school year.

D2 **Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Interim SBA/Board Secretary, approves the payment of bills and claims, May 22, 2020 thru June 11, 2020, in the total amount of \$3,774,353.22 (*Attachment D2*).

Fund 10	General Fund	\$184,084.07
Fund 11	Current General Expense	\$3,422,460.73
Fund 12	Capital Outlay	\$1,075.00
Fund 20	Special Revenue	\$145,375.39
Fund 40	Debt Service	\$0.00
Fund 60	Enterprise Fund	\$21,358.03

D3 **Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim SBA/Board Secretary, approves the attached List of Budget Transfers #7514 thru #7525 for the month of May 2020, total amount of \$638,885.06 (*Attachment D3*).

D4 **Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim SBA/Board Secretary, approves the attached List of payments made from The School Lunch Account and the Unemployment Account for the 2019-20 School Year.

From the School Lunch Account:

Check Number	Payee	Date	Amount
1554	Marco Ordonez	5/21/2020	\$120.00
1553	Mitchell Harley	5/21/2020	\$22.00

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1552	Elaine Dimalanta	11/18/2019	\$91.20
1550	Kwesi Lewis	11/6/2019	\$71.50
1548	Alexis Konopka	10/10/2019	\$100.00
1546	Wendy Estevez	9/25/2019	\$12.50
1545	Roger Dailey	9/25/2019	\$7.00
	Total		\$424.20

From the Unemployment Account:

Check Number	Payee	Date	Amount	Quarter Ending
1353	New Jersey Department Of Labor	7/23/2019	\$14,554.01	6/30/2019
1354	New Jersey Department Of Labor	10/29/2019	\$50,478.14	9/30/2019
1355	New Jersey Department Of Labor	02/3/2020	\$39,716.58	12/31/2019
1356	New Jersey Department Of Labor	05/19/2020	\$21,234.25	3/31/2020
	Total		\$125,982.98	

D5 Report of 2020-21 Awarded Contracts

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, pursuant to PL 2015, Chapter 47 the Hackensack Board of Education intends to renew, award, or permit to expire the following contracts previously awarded by the board of education. These contracts are, have been, and will continue to be in full compliance with all state and federal statutes and regulations; in particular, New Jersey Title 18A:18. et.seq., NJAC Chapter 6A:23A, and Federal Procurement Regulations 2CFR Part 200.317 et. seq. (see attached).

Approved

D6 Discovery Education Renewal (Educational video content and lesson plans for K-12)

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the renewal of Discovery Education Streaming in the amount of \$12,550.00 for the term of July 1, 2020 through June 30, 2021. Acct #: 11-190-100-500-007-03

D7 Newsela Renewal (Grades 2-12)

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the renewal of the Newsela online instructional content platform at a cost of \$63,000 for the term of July 1, 2020 through June 30, 2021. ESSA TITLE FUNDING

D8 Wireless Radio Maintenance Contract Renewal

Be It Resolved, the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the renewal of our wireless radio service agreement with Command Radio, located at 500 Lake St C, Ramsey, NJ 07446, at a cost of \$9,197.99 the term of July 1, 2020 through June 30, 2021. Acct #: 11-000-266-420-007-03

D9 Whereas, the Hackensack Board of Education solicited Request For Proposals (RFP) for Audit Services (RFP#20-03): 1) Audit FY 2019/20; 2) Audit Special Services; and 3) Audit Athletics; and

Whereas, said Proposals were received by the Board Secretary on November 21, 2019:

- 1) Lerch Vinci & Higgins, LLC; and 2) DiMaria & DiMaria, LLP;

Now, Therefore Be It Resolved, that the Hackensack Board of Education approves Lerch Vinci & Higgins, LLC, 17-17 Route 208, Fair Lawn, NJ 07410, to provide the following Audit Services:

- 1) Audit 2019/20 FY End June 30, 2020, includes the preparation of the basic financial statements and Single Audit Section of the Comprehensive Annual Financial Report (CAFR), fee \$53,000;
- 2) Audit Special Education Department, fees for this service to be billed based upon firm's standard hourly rates, estimated fee \$25,000 - \$30,000 and
- 3) Audit Athletic Department, fees for this service to be billed based upon the firm's standard hourly rates, estimated fee \$10,000 - \$12,000.

D10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the appointment of Alamo Insurance Group, Inc., 55 Flanagan Way, Secaucus, NJ 07094 as the Insurance Broker for the District's Health Benefits, for the period of July 1, 2020 thru June 30, 2021.

D11 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the appointment of Alamo Insurance Group, Inc., 55 Flanagan Way, Secaucus, NJ 07094 as the Insurance Broker for the District’s General Liability, for the period of July 1, 2020 thru June 30, 2021.

D12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary and Assistant Business Administrator to use the established Bid Threshold of \$44,000, (QPA) and Quotation Threshold at \$6,600, effective July 1, 2020.

D13 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim SBA/Board Secretary, in accordance with N.J.A.C. 23A:14.3(a), approves the transfer of unexpended line-item appropriations from the 2019/20 school year budget, FY End June 30, 2020, to Capital Reserve, in an amount not to exceed \$3,000,000, for withdrawal in subsequent school years.

D14 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim SBA/Board Secretary, in accordance with N.J.A.C. 23A:14.3(a), approves the transfer of unexpended line-item appropriations from the 2019/20 school year budget, FY End June 30, 2020, to Emergency Reserve, in an amount not to exceed \$300,000, for withdrawal in subsequent school years.

D15 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim SBA/Board Secretary, in accordance with N.J.A.C. 23A:14.3(a), approves the transfer of unexpended line-item appropriations from the 2019/20 school year budget, FY End June 30, 2020, to Maintenance Reserve, in an amount not to exceed \$1,000,000, for withdrawal in subsequent school years.

D16 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim SBA/Board Secretary, in accordance with N.J.A.C. 23A:14.3(a), approves the transfer of funds to the district Unemployment Fund in an amount not to exceed \$1,000,000.

D17 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an Agreement with ESS Northeast, LLC, 800 Kings Highway N, Suite 405, Cherry Hill, NJ 08034, to provide substitute staffing, for the 2020/21 school year, July 1, 2020 thru June 30, 2021, in accordance with fees in the Addendum To Extend Agreement.

Finance and Budget Resolutions D1 – D17				
<i>Motion: Trustee Cogelja</i>	<i>Second: Trustee James-Vickery</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)	X			
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X			
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Rodriguez (Anthony)	X			

Ms. Rodriguez (Lara)	X		Recuse D10-11	
Mr. Velez (Carlos)	X			
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X			

E. Buildings/Grounds

E1 Use of School Facilities

	Location	Organization	Dates
1	High School Parking Lot	Devonshire Condominium Association	4/1/20-6/30/20
2	High School Parking Lot	Devonshire Condominium Association	7/1/20-8/30/20

E2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an Agreement with Karl Environmental Group to provide services for compliance in the following areas: AHERA, Right To Know, Air Quality Management, PEOSH HCS Training, Asbestos Training, Mold, Chemical & Biological Testing, Lead in Water Testing, for the 2020-2021 school year.

E3 Be It Resolved, by the Hackensack Public Schools, and upon the recommendation of the Superintendent, to authorize the firm of DMR Architects to prepare construction drawings for the High School Boiler Room drainage piping modifications for the purpose of securing building permits, in the amount of \$6,000 (*Proposal attached*), to be funded from the 2019-2020 budget.

E4 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an Agreement with Edvocate to provide program modeling for facility services at a fee of \$5,995, to be funded from the 2019-2020 budget.

E5 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an agreement with the GL Group, 140 Hamburg Turnpike, Bloomingdale, NJ, a vendor authorized under the Hunterdon Central Educational Services Commission - SER-19F to secure appropriate permits and provide construction services for the **High School Roof Replacement** fourth floor, plus the auditorium, in accordance with Proposal_HUN20-006-39, in the amount of \$580,800, to be funded from the 2020-2021 budget.

E6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an agreement with the GL Group, 140 Hamburg Turnpike, Bloomingdale, NJ, a vendor authorized under the Hunterdon Central Educational Services Commission - SER-19F to secure appropriate permits and provide construction services for the

Middle School Gr 5-6 Wing Roof Replacement in accordance with Proposal HUN20-006-40, in the amount of \$633,600, to be funded from the 2020-2021 budget.

E7 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an agreement with the GL Group, 140 Hamburg Turnpike, Bloomingdale, NJ, a vendor authorized under the Hunterdon Central Educational Services Commission - SER-19F to secure appropriate permits and provide construction services for the **Hillers School Roof Replacement** in accordance with Proposal HUN20-002-8-1, in the amount of \$295,000, to be funded from the 2020-2021 budget.

E8 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an agreement with the GL Group, 140 Hamburg Turnpike, Bloomingdale, NJ, a vendor authorized under the Hunterdon Central Educational Services Commission - SER-19F to secure appropriate permits and provide construction services for repairs to the **High School Soccer Locker/Storage Room Fieldhouse** in accordance with Proposal HUN20-006-1-3, in the amount not to exceed \$59,000, to be funded from the 2019-2020 budget.

E9 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an agreement with the GL Group, 140 Hamburg Turnpike, Bloomingdale, NJ, a vendor authorized under the Hunterdon Central Educational Services Commission - SER-19F to secure appropriate permits and provide construction services for repairs to the High School **Parking Lot drainage** system in front of the Soccer Locker/Storage Room Fieldhouse in accordance with Proposal HUN20-006-1-6, in the amount not to exceed \$11,900, to be funded from the 2019-2020 budget.

E10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an agreement with the GL Group, 140 Hamburg Turnpike, Bloomingdale, NJ, a vendor authorized under the Hunterdon Central Educational Services Commission - SER-19F to secure appropriate permits and provide construction services for repairs to the High School **Rear Cafeteria Entrance to repair water damage and install shoring to prevent collapse** in accordance with Proposal HUN20-006-1-7, in the amount, not to exceed \$19,500, to be funded from the 2019-2020 budget.

E11 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an agreement with the ACT group, 25 Ross Street, Wharton, NJ 07885, a vendor authorized under the Ed Data Services X019 to secure appropriate permits and install a **public address system** at the Padre Pio Academy for the ECDC program in accordance with Proposal 1329-162699 in the amount of \$21,745.44, to be funded from the 2020-2021 budget.

E12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to enter into an agreement with the In-Line Heating & Air Conditioning Company, 85 East 21st Street, Bayonne, NJ 07002, a vendor authorized under the ESCNJ Co-op pricing #65MCESCCPS to furnish and install a new **air conditioning system Compressor** for the High School Library/Media Center in accordance with their proposal #0000053164 in the amount of \$20,695.92, to be funded from the 2020-2021 budget.

E13 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to purchase from KI via RFS Commercial, through the ESCNJ Co-op Contract #OT0012842C 17/18-16. Nineteen (19) **cafeteria tables** for the Middle School Cafeteria, at a total cost of \$28,711.47, to be funded from the Food Service Enterprise Fund.

E14 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to **paint the Middle School corridors and stairways** from A.N.A. Painting Corporation, 172 Linden Street, Hackensack, NJ 07601, an authorized vendor through the County of Bergen NJ Cooperative Purchasing Alliance Bid #17-22 in the amount of \$0.57 per square foot for walls, \$0.47 for ceilings and \$0.79 per linear foot for trim and door jambs, for a total cost not to exceed \$78,000, to be funded from the 2020-2021 budget.

E15 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to contract with GL Group, a vendor authorized under the Hunterdon Central Educational Services Commission - SER-19F, for repairs to the Jackson Elementary School **Masonry cut and point** at a cost not to exceed \$225,000, to be funded from the 2020-2021 budget.

E16 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorizes the Interim SBA/Board Secretary to contract with GL Group, a vendor authorized under the Hunterdon Central Educational Services Commission - SER-19F, to install VCT tile and rubber base at 1st floor 3,300 sq. ft. at the Jackson Elementary School through the #HUN20-006 at a cost not to exceed \$22,605, to be funded from the 2020-2021 budget.

E17 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the **termination** of the multi-year lease arrangement with Williams Scotsman, Inc. for the lease of **mobile classroom units** currently located at the Hackensack Middle School, pursuant to the Public School Contracts Law, N.J.S.A. 18A:18A-1 et. seq.

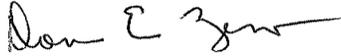
Buildings and Grounds Resolutions E1 – E17				
<i>Motion: Trustee James-Vickery</i>	<i>Second: Trustee Cogelja</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)	X			
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X			
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Rodriguez (Anthony)	X			
Ms. Rodriguez (Lara)	X	E4,E17	Recuse E1	
Mr. Velez (Carlos)	X	E4		
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X	E4		

VII. Board Comments

VIII. Adjournment

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Conducted Via Zoom Teleconference

Respectfully submitted,



Dora E. Zeno
Interim Business Administrator/Board Secretary

Approved July 13, 2020