

**THESE MINUTES WERE APPROVED BY THE BOARD OF EDUCATION ON
DECEMBER 14, 2020**

**HACKENSACK BOARD OF EDUCATION
191 Second Street, Hackensack, NJ 07601
MINUTES
November 23, 2020**

Minutes of the proceedings of the Regular Public Meeting held on November 23, 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, November 23, 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	
Ms. DeNully (Detra)			X
Mr. Goodman (Ira)		X	
Mr. Oates (Michael)		X	
Mr. Rodriguez (Anthony)		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, November 23, 2020, to discuss **Legal, Personnel, student related matters, HIB Reports and Negotiations**; and

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

Trustee Rodriguez motioned to go into Executive Session at 6:21 p.m., seconded by Trustee Mr. Goodman

Public portion resumed at 6:50 p.m.

III. Approve Minutes

Be It Resolved, that the Hackensack Board of Education approves the Regular Meeting minutes and Closed Session Minutes of October 19, 2020, as submitted.

Trustee Powell motioned to approve October 19, 2020 Regular and Closed session minutes, seconded by Trustee Oates all in favor - Minutes passed.

IV. Presentations - None

V. Superintendent’s Report

A. Enrollment Report

<i>Enrollment as of October 31, 2020</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1,807	95.05
Middle School	1,562	95.66
Fairmount	557	95.34
Hillers	432	95.39
Jackson	390	91.36
Parker	451	91.98
ECDC	199	89.35
Appletree	13	94.95
Little Learners	25	82.68
Total	5,436	94.50

B. Residency Report

	<i>October 2020</i>	<i>Year to Date</i>
Number of Residency Cases Received	42	42
Residency Cases Investigated	23	23
In-Home Visits Unverified	12	12
Parent Provided Updated In-District Proof of Residency	10	10
Students Withdrawn as a Result of Residency Investigation	2	2

C. Harassment, Intimidation, and Bullying Report - None

VI. Public Comment Resolution

Dictating The Standard Procedures and Requirements For Oral and Written Public Comments During A Remote Public Meeting, and the Regulation Of Conduct Of The Members Of The Public Meeting In Accordance With N.J.A.C. 5:39-1.4(h)

Whereas, the Governor of the State of New Jersey, Philip Murphy, Issued Executive Order No. 103 on March 9, 2020, proclaiming a Public Health Emergency and State of Emergency due to the Coronavirus Disease 2019 (“COVID-19”) Pandemic.

Whereas, the Public Health Emergency and State of Emergency has been renewed by executive order eight times since said date, the latest renewal occurring on October 25, 2020 through Executive Order No. 191.

Whereas, in accordance with the Center for Disease Control, the New Jersey Department of Health, and other Federal, State and local requirements, the Board has determined that due to this declared public health emergency and state emergency, a public meeting of the Board cannot safely be held in a physical location and has therefore been conducting public meetings via remote means.

Whereas, on or about September 24, 2020 the State of New Jersey Department of Community Affairs promulgated emergency regulations modified as N.J.A.C. 5:39-1.1 through 1.7 addressing the minimum procedures for a local public body, such as this Board, to conduct a public meeting via remote means during a declared emergency.

Whereas, these emergency regulations were proposed for permanent adoption on October 19, 2020.

Whereas, N.J.A.C. 5:39-1.4(h) requires the Board to adopt a resolution dictating:

- 1) The standard procedures and requirements for public comments made during a remote public meeting;
- 2) The standard procedures and requirements for public comments submitted in writing ahead of the remote public meeting; and
- 3) Regulation of conduct by members of the public on a remote public meeting.

Now, Therefore, Be It Resolved, that the Board adopts the following standard procedures and requirements during a declared state of emergency:

Procedures for Oral Public Comments Made During a Remote Public Meeting

1. All public portions of the meeting shall be conducted via audio and video.
2. The public may access and participate in the remote public meeting via video and audio by and through the Zoom Video Conferencing Platform using a link published on the District website, <https://www.hackensackschools.org>. The link to the meeting will be available on the website approximately three (3) days prior to the meeting date.

- a. A member of the public may indicate their desire to provide a public comment using the “Raise Hand” feature in the Webinar Controls.
 - b. Participants who indicate they wish to provide public comments are automatically added to a queue.
3. The public may access and participate in the remote public meeting via audio only by and through the Dial-in information provided in the meeting notice available on the District website at <https://www.hackensackschools.org>.
- a. A member of the public may indicate their desire to provide a public comment by pressing *9.
 - b. Participants who indicate they wish to provide public comments are automatically added to a queue.

Procedures for Written Public Comments Submitted Prior to a Remote Public Meeting

1. Members of the public may also submit public comments in writing to the Board Secretary either by email at publiccomments@hackensackschools.org or by regular mail to the following address:

191 Second Street, Hackensack, NJ 07601

2. Written comments must be received by the Board Secretary 24-hours in advance of the date and time of the next scheduled public meeting.
3. Written comments shall be read at the public meeting, from the beginning, verbatim and in full, EXCEPT when, in accordance with District Policy:
- a. The Board has placed reasonable time limits on public comments, in which case each individual written comment shall be read until the time limit is reached.
 - b. The written comments contain obscenities or vulgar language where such obscenities or vulgarities would not otherwise be permitted by Board Policy. Under such circumstances, the Board will read all substantive portions of the comments and indicate where vulgarities or obscenities were removed.
 - c. Multiple public comments are duplicative in content, in which case the Board may choose to summarize the duplicative comments.

Conduct of the Public During a Remote Public Meeting and During Public Comments

1. All aspects of District Policy 0167 “Public Participation in Board meetings” remain in effect. In addition:
- a. If a member of the public becomes disruptive during a remote public meeting, including during any period for public comments, the member of the local public body charged with running the remote public meeting shall mute or continue muting, or direct appropriate staff to mute or continue muting, the disruptive member of the public and warn that continued disruption may result in their being prevented from speaking during the remote public meeting or removed from the remote public meeting. Disruptive conduct includes sustained inappropriate behaviors such as, but not necessarily limited to, shouting, interruption, and use of profanity.
 - b. A member of the public who continues to act in a disruptive manner after receiving an initial warning may be muted while other members of the public are allowed to proceed with their questions or comments.

If time permits, the disruptive individual shall be allowed to speak after all other members of the public have been given the opportunity to make comments.

c. Should the person remain disruptive, the individual may be muted or kept on mute for the remainder of the remote public meeting or removed from the remote public meeting.

2. All members of the Public are required to mute their communication devices unless actively providing public comments.

Order of Comments

Public comments shall be provided in the following order:

1. Written comments to be read in full;
2. Summarized duplicative written comments;
3. In-person oral comments (if applicable);
4. Remote oral comments; and
5. Oral comments of those who have already spoken or who submitted written comments.

The Board shall facilitate a dialogue with each commenter to the extent permitted by the electronic communications technology and the law.

Be It Further Resolved, that this resolution does not apply when there is no declared state of emergency, or when Executive Order No. 103 is no longer in effect or when the Board can accommodate the reasonably expected public at a physical location.

Be It Further Resolved, that

1. Each statement made by a participant shall be limited to three (3) minutes' duration during the public session;
2. 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
3. All Board and/or Superintendent responses to questions or inquiries shall be held until the end of public participation.

Trustee James-Vickery motioned to approve Public Comment Resolution, seconded by Trustee Velez all in favor - resolution passed.

- Several members of the public offered opinions related to the COVID-19 pandemic and whether schools should be fully remote, hybrid or fully in person. All were concerned with the educational and social impact on students.

- Many, including students and staff came forward to discuss the length of the school day as being too long a period of time to focus on a computer monitor and urged the Board to consider a shorter school day.
- Members of the public stated public comments should not have time limits.
- Another member of the public offered opinion that this was the least transparent Board and that Trustees do not listen to the community.
- A member of the public, referred to an email sent to all Trustees regarding a desire to have in person instruction for her child, thanked Trustee Cogelja, as she was the only one who replied.
- Many were concerned that, with potentially eliminating the annual April election, it would inadvertently extend the term of existing members by 8 months.
- Others voiced their displeasure regarding some members currently on the Board.
- Others suggested improvements be made to the call in queue process.
- It was suggested that Trustees without children in our schools should not be allowed to serve.

VII. Resolutions

A. Personnel

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following personnel actions **A1A thru AK**:

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).

A. INSTRUCTIONAL									
	Name	Nature of Action	Position/Control Number	Deg/Step	Salary	Location	Date Effective	Date Termin.	Discussion
1.	Megan Kardan	Appoint	LR Teacher 10-04-81/cec	Col. 1/Step 1	\$57,550	Fairmount	12/1/20	4/30/21	Leave replacement
2.	Brook London	Appoint	LR Teacher 10-01-96/bvw	Col. 1/Step 1	\$57,550	Parker	11/26/20	6/23/21	Leave replacement

B. SUBSTITUTE TEACHERS - Approve/Ratify									
	Name	Nature of Action	Position/Control Number	Salary/Rate of Pay	Schedule	Location	Date Effective	Date Termin.	Discussion
1.	Farie Allaraj	Appoint	Substitute Teacher	\$130 per diem	Not to exceed avg. of 4 days per week	ECDC	11/09/20	6/30/21	
2.	Lucitania Rivera	Appoint	Substitute Teacher	\$130 per diem	Not to exceed avg. of 4 days per week	ECDC	11/23/20	6/30/21	

C. NON-INSTRUCTIONAL									
	Name	Nature of Action	Position/Control Number	Hours	Salary/ Hourly Rate	Location	Date Effective	Date Termin	Discussion
1.	Kathy Khoury	Appoint	Staff Accountant 95-83-83/crg	F/T	\$70,000	Central	12/9/20	6/30/21	New Position
2.	Brenda Gonzalez	Appoint	Confidential Admin. Assistant 30-83-83/clbt	F/T	\$65,000	Central	12/1/20	6/30/21	Replacing L. Fritz
3.	Mercedes Cabrera	Appoint	Substitute Admin. Asst.	Not to exceed 30 hours per week	\$18.00 per hour	Jackson	12/29/20	1/22/21	

D. GRADUATE COURSES/SALARY ADJUSTMENT									
	Name	Nature of Action	Position/Control Number	From: Col/Step	To: Col/Step	Salary	Location	Date Effective	Discussion
1.	Christopher Green	Salary Adjustment	Teacher 10-05-05/apf	1/7	2/7	\$66,340	Middle	9/1/20	Salary Adjustment
2.	Daniel Casasnovas	Salary Adjustment	Teacher 10-03-03/clx	3/11	4/11	\$84,550	Hillers	9/1/20	Salary Adjustment

E. TRANSFERS - Approve/Ratify										
	Name	Nature of Action	Position/Control Number	Col/Step	Salary	From Location:	To Location:	Date Effective	End Date	Discussion
1.	Stacy Montalto	Transfer	Behaviorist 10-01-01/cno	4/10	\$79,990	Parker	ECDC	9/1/20	6/30/21	
2.	Matthew Breen	Transfer	Teacher 10-05-05/bxg	3/6	\$70,245	High	Middle	9/1/20	6/30/21	
3.	Jaclyn Overton-Desousa	Transfer	Bilingual/ESL Teacher 10-01-96/buk	MA+30 /Step 13	\$108,360	Parker	Parker	12/1/20	6/30/21	This is a transfer from a Gen. Elementary to Bilingual/ESL Position

F. RESIGNATIONS, LEAVES, and OTHER ACTION						
	Name	Nature of Action	Position	Location	Date Effective	Discussion
1.	Staff ID# 5328	Leave of Absence	Teacher	ECDC	10/19/20	FMLA 10/19/20-11/20/20 unpaid w/ benefits
2.	Staff ID# 4806	Leave of Absence	Administrative Assistant	Parker	11/16/20	FMLA 11/16/20-12/2/20 paid w/ benefits

November 23, 2020
 Hackensack Regular Meeting
 Conducted Via Zoom Teleconference

3.	Staff ID# 2063	Leave of Absence	Teacher	Middle	10/29/20	FMLA 10/29/20-11/27/20 paid w/ benefits
4.	Staff ID# 0536	Leave of Absence	Teacher	Middle	9/17/20	FMLA 9/17/20-1/4/21 paid w/ benefits
5.	Staff ID # 2506	Leave of Absence	Teacher	Middle	11/23/20	FMLA 11/23/20-6/30/21 unpaid w/o benefits
6.	Staff ID #3494	Revised Leave of Absence	Admin. Assist.	Jackson	11/2/20	FMLA 11/2/20-1/22/21 unpaid w/benefits
7.	Staff ID# 5220	Revised Leave of Absence	Teacher	Middle	10/16/20	Revised EFMLEA leave; Returned 11/2/20
8.	Staff ID# 2155	Revised Leave of Absence	Teacher	High	11/2/20	Revised EFMLEA leave; Returned 11/4/20
9.	Staff ID# 3223	Revised Leave of Absence	Teacher	Middle	10/19/20	Revised FMLA leave; Returned 11/2/20
10.	Staff ID# 1991	Revised Leave of Absence	Teacher	High	10/19/20	Revised EFMLEA leave; Returned 11/2/20
11.	Staff ID# 2930	Revised Leave of Absence	Teacher	Fairmount	9/1/20	Revised EFMLEA leave; Returning 11/16/20
12.	Staff ID# 3103	Revised Leave of Absence	Teacher	Parker	9/1/20	Revised EFMLEA leave; Returned 11/2/20
13.	Staff ID# 4152	Revised Leave of Absence	Teacher	Paker	9/3/20	Revised EFMLEA leave; Returned 11/2/20
14.	Staff ID# 2908	Revised Intermittent Leave	Teacher	Hillers	9/30/20	Revised Intermittent leave; Returned 11/2/20
15.	Staff ID# 4796	Revised Intermittent Leave	Teacher	Hillers	10/1/20	Revised Intermittent leave; Returned 11/2/20
16.	Staff ID# 2705	Revised Intermittent Leave	Systems Information Coordinator	Central	9/4/20	Revised Intermittent leave; Returned 10/30/20
17.	Linda Fritz	Resignation	Confidential Admin. Assistant	Central	12/1/20	

G. Be It Resolved, that the Hackensack Board of Education upon the recommendation of the Superintendent, approves the following positions, compensation in accordance with HEA Agreement, Article 26, Appendix G; funded with ESSA Reallocated Title I Grant.

	Staff Member	Position	Total Hours
1.	Berlinda Rodriguez (Approve/Ratify)	Technology Parent/Teacher Support Facilitator	39
2.	Ross Marshall (Approve/Ratify)	Technology Parent/Teacher Support Facilitator	39

November 23, 2020
 Hackensack Regular Meeting
 Conducted Via Zoom Teleconference

H. Be It Resolved, that the Hackensack Board of Education upon the recommendation of the Superintendent, approves the High School Student Activity assignments, for the 2020-2021 school year, compensation in accordance with HEA Agreement, Article 26, Section N:

Recommendation	Hackensack High School Club	Factor
Victoria Shaw	Junior Class Advisor	0.035
Caseen Gaines	School Play Director	0.08
Jane Spielberger/Marissa Calfayan (.5 ea)	Interact Club	0.051
Kimberly King	Yearbook	0.091
Caseen Gaines	Newspaper	0.063
Thomas Terzano	Destination Imagination Coach	0.067

I. Be It Resolved, that the Hackensack Board of Education upon the recommendation of the Superintendent, approves the High School Credit Recovery Teachers, for the 2020-2021 school year, compensation in accordance with HEA Agreement, Article 26, Section G.

	Recommendation
1.	Philip Benanti
2.	Carolina Betances
3.	Marissa Calfayan
4.	Russell Cohen
5.	Ralph Dass
6.	Michelle Levy
7.	Gerard Porto
8.	Dawn Washburn
9.	Anthony Zisa

J. Whereas, the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools approves the appointment of Dora Zeno, Interim SBA/Board Secretary, effective January 1, 2021 thru June 30, 2021, at \$700.00 per diem;

Whereas, said contract was approved by the Interim Executive County Superintendent on November 4, 2020; now

Be It Resolved, that the Hackensack Board of Education approves the appointment of Dora Zeno, Interim SBA/Board Secretary, effective January 1, 2021 thru June 30, 2021.

K. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools approves the following salary adjustment for 2020-2021 School Year.

	Name	Nature of Action	Position/Control Number	Salary	Date Effective	End Date
1.	Banks, Cortney	Salary Adjustment	School Monitor 95-05-05/cms	\$49,713	7/1/20	6/30/21
2.	Bautista, Audey	Salary Adjustment	Technology Technician 28-83-83/bkf	\$78,208	7/1/20	6/30/21
3.	Carrino, Madeline	Salary Adjustment	Curriculum & PD Specialist 95-82-71/cqz	\$120,686	7/1/20	6/30/21
4.	Cepero, Adrian	Salary Adjustment	Technology Coordinator 94-83-83/ckt	\$144,701	7/1/20	6/30/21
5.	Conte, Christopher	Salary Adjustment	Technology Technician 28-83-83/bkj	\$73,698	7/1/20	6/30/21
6.	D'Auria, Rudolph	Salary Adjustment	Technology Technician 28-83-83/bkg	\$81,283	7/1/20	6/30/21
7.	Fischer, Magdalena	Salary Adjustment	Systems Information Coordinator 95-80-80/bkk	\$104,550	7/1/20	6/30/21
8.	Fritz, Linda	Salary Adjustment	Confidential Admin Assistant 30-83-83/clb	\$73,083	7/1/20	6/30/21
9.	Hodge, Edwin	Salary Adjustment	School Monitor 95-06-06/cmi	\$56,375	7/1/20	6/30/21
10.	Iannoccone, Patricia	Salary Adjustment	Confidential Admin Assistant 30-80-80/c kz	\$98,368	7/1/20	6/30/21
11.	Kazazi, Servet	Salary Adjustment	Director Building & Grounds 95-83-70/cqx	\$127,495	7/1/20	6/30/21
12.	Medina, Margarita	Salary Adjustment	Confidential Admin Assistant 30-80-70/bkc	\$85,408	7/1/20	6/30/21
13.	Osbourne, Donald	Salary Adjustment	School Monitor 95-06-06/cmj	\$49,713	7/1/20	6/30/21
14.	Richardson, William	Salary Adjustment	School Monitor 95-05-05/cmt	\$49,713	7/1/20	6/30/21
15.	Santana, Stuard	Salary Adjustment	Technology Technician 28-83-83/cml	\$56,888	7/1/20	6/30/21

November 23, 2020
 Hackensack Regular Meeting
 Conducted Via Zoom Teleconference

16.	Sanzari-Stevens, Melissa	Salary Adjustment	Instruction & Data Coordinator 95-82-71/cqy	\$134,640	7/1/20	6/30/21
17.	Shaulhameed, Ramona	Salary Adjustment	Payroll Coordinator 95-83-83/cof	\$84,933	7/1/20	6/30/21
18.	Singh, Lydia	Salary Adjustment	Asst Business Administrator 50-83-70/bke	\$127,541	7/1/20	6/30/21
19.	Tolentino, Ceferino	Salary Adjustment	Technology Technician 28-83-83/bki	\$129,391	7/1/20	6/30/21
20.	Venditti, Anna	Salary Adjustment	Confidential Admin Assistant 30-80-80/cfs	\$73,083	7/1/20	6/30/21

Personnel actions A1A-AK				
	Motion: James-Vickery		Second: Trustee Goodman	
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X			
Ms. DeNully (Detra)				X
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Rodriguez (Anthony)	X			
Mr. Velez (Carlos)	X			
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X			

B. Policy -

Prior to voting on Policy, Mr. Oates referred to additional research that was suggested relating to volunteers and background checks.

Mr. James-Vickery suggested a policy be developed regarding grades attached to remote learning and active zoom participation.

B1 Policies for First Reading:

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves first reading of the following Policies and Regulations:

1. 1620 Administrative Employment Contracts
2. 2464 Gifted and Talented Students

B2 Policies for Second Reading:

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves second reading of the following Policies and Regulations:

1. P1648 Restart and Recovery Plan (including Appendices C, E, F, G, K, N, and O from the district’s Restart and Recovery Plan)
2. P5330.05 and R5330.05 Seizure Action Plan
3. P7440 and R7440 School District Security
4. P8420 Emergency and Crisis Situations
5. R2431 Emergency Procedures for Sports and Other Athletic Activity

Policy Resolutions B1 – B2				
Motion: Trustee Oates	Second: Trustee Goodman			
	Yes	No	Abstain	Absent
Mr. Bendezu (Julio)				X
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X			
Ms. DeNully (Detra)				X
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Rodriguez (Anthony)	X			
Mr. Velez (Carlos)	X			
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X			

C. Curriculum

C1 Travel Reimbursements (none)

C2 Be it Resolved that in support of the Hackensack Public Schools’ commitment to stand against racism and discrimination and promote anti-racist teaching and increase cultural proficiency among staff, the Hackensack Board of Education approves 20 science staff members’ registration to attend the National Science Teaching Association's (NSTA’s) four part Professional Learning series entitled, *Rising to the Challenge: Creating Equitable Opportunities*. The series is jointly hosted by the Association for Multicultural Science Education (AMSE) and the NSTA's Committee on Multicultural/Equity in Science Education, and is aimed at providing equitable instruction during remote learning. The cost of the registration is \$60 per attendee for a total of \$1200 to be paid for from account 11-000-223-320-001-01.

C3 Field Trips (none)

C4 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:

November 23, 2020
 Hackensack Regular Meeting
 Conducted Via Zoom Teleconference

<i>School</i>	<i>Administrator</i>	<i>Candidate</i>	<i>Observation/ Placement</i>	<i>Assignment</i>	<i>University</i>	<i>Date</i>
Parker	Lillian Whitaker	Ashley Villata	Jessica Grimes	Elementary	Kean University	Spring 2021

C5 Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves and accepts the NJDOE Anti-Bullying Bill of Rights 2019-2020 Self-Assessment Data as follows:

September 2020 Anti-Bullying Bill of Rights Self Assessment Data

School	HIB Programs, approaches, or other initiatives	Training on BOE approved HIB policy	Other staff instruction & Training Programs	Curriculum & Instruction on HIB related information & Skills	HIB Personnel	School-Level HIB Incident Reporting Procedures	HIB Investigation Procedure	HIB Reporting	School Total
HHS	12	7	15	5	9	6	11	6	71
HMS	11	7	14	5	9	6	12	6	70
Fairmount	14	9	14	6	9	6	12	5	75
Hillers	12	9	14	6	9	6	12	6	74
Jackson	14	9	14	6	9	5	10	6	73
Parker	13	9	13	6	9	6	12	6	74
Total	76	50	84	34	54	35	69	35	District Total: 437 of 468 93%

C6 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves an agreement with A. Lovallo Educational Consultant, LLC to provide ten professional development workshops for Bergen County Christian Academy teachers on the following topics: Differentiating Instruction, Understanding and Implementing Accommodations and Modifications, and Preparing Students for College Success. The total cost not to exceed \$3,000 to be paid for with Title II account # 20-270-200-300-011-00.

C7 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves an agreement with Michele McMahon Educational Consultant, LLC to provide three days of training for Bergen County Christian Academy students on the following topics: Self-Regulation and Emotional Control, Strategies to Promote Effective Social Interactions with Peers and Strategies for Resolving Conflicts Appropriately and Effectively. The total cost not to exceed \$1,839 to be paid for with Title IV account # 20-280-100-300-011-00.

C8 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the submission of the 2021/22 Preschool Operational Plan.

November 23, 2020
 Hackensack Regular Meeting
 Conducted Via Zoom Teleconference

C9 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the purchase of a security camera system from Technotime Business Solutions, LLC for Bergen County Christian Academy. The cost, which includes installation not to exceed \$18,025 to be paid for with the Nonpublic Security Aid Entitlement account #20-511-200-600-011-00.

C10 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves an agreement with NJPAC Arts Education to provide two professional development workshops for District art teachers. The total cost not to exceed \$1,500 to be paid for with Title II account # 20-270-200-300-000-00 and 20-271-200-300-000-00.

C11 Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following services.

<u>TYPE</u>	<u>SCHOOL</u>	<u>Tuition</u>	<u>ID #</u>	<u>CLSSIFD</u>	<u>COMMENT</u>
BCSS	Brownstone	\$62,640.00	476336	X	Tuition through CSSD
BCSS	Project Search	\$27,540.00	485156	X	18-21 Program
NonPub	Reed Academy	\$86,899.80	481650	X	Autistic OOD

HOME INSTRUCTION

<u>STUDENT</u>	<u>MEDICAL</u>	<u>COMMENTS</u>
442097	X	To start in November 2020

Curriculum Resolutions C1 - C11				
<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			
Ms. DeNully (Detra)				X
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Rodriguez (Anthony)	X			
Mr. Velez (Carlos)	X			
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X			

D. Finance and Budget

D1 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, October 16, 2020 thru November 19, 2020, in the total amount of \$11,992,581.67(Attachment D1).

Fund 10	General Fund	\$757,875.60
Fund 11	Current General Expense	\$9,942,276.35
Fund 12	Capital Outlay	\$296,393.67
Fund 20	Special Revenue	\$687,920.55
Fund 40	Debt Service	0.00
Fund 60	Enterprise Fund	\$308,115.50

D2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves Fund Raisers and Flyer Distributions.

	<i>SCHOOL</i>	<i>GROUP</i>	<i>ADVISOR(S)</i>	<i>FUNDRAISER/ FLYER TYPE</i>	<i>DATE(S)</i>	<i>PURPOSE</i>
1.	High School	Drama Club	C. Gaines	Jeans Day	5/28/2021	Drama Club Fund Raiser
2.	High School	Social Justice Club	C. Gaines	Jeans Day	6/11/2021	Social Justice Club Fund Raiser
3.	High School	Interact Club	M. Calfayan	Slam Dunk the Junk	11/14-15/2020	Community Service & Raise Funds for Interact Club
4.	High School	Latin American Student Association	S. Gonzalez	Comet Masks	11/30/2020 - 2/2021	LASA Fund Raiser
5.	High School	Music Dept.	L. MacVicar	Apparel Sale	11/24/2020 -12/11/2020	Raise funds for Music Dept. activities & graduation supplies
6.	High School	Student Council	M. Lourenco	Slam Dunk the Junk	11/14-11/15/2020	Community Service & Raise funds for Student Council
7.	Fairmount School	PTA	Megan Graham	Holiday Shop	11/24 (online)	To raise money for PTA sponsored event

D3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim School Business Administrator, accepts a donation in the amount of \$10,000 to purchase instructional supplies from *Anonymous*, (\$5,000 to Nellie K. Parker School and \$5,000 to Fanny M. Hillers School).

D4 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the Uniform State Memorandum of Agreement (MOA) Between Education and Law Enforcement Officials (2019 Revisions).

D5 Adoption of the District’s State Health Benefit Plans & Rates

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, authorize the following health plans under the State Health Benefits Plan: *(average 4.9% decrease)*

PLAN/COVERAGE DESCRIPTION	EMPLOYEE SINGLE COST	DEPENDENT COST	TOTAL
NJ DIRECT 10 #050 – PPO Plan with \$10 Primary Care Copayment			
Single	\$1,007.12		\$1,007.12
Member & Spouse/Partner	\$1,010.67	\$1,003.57	\$2,014.24
Family	\$1,011.96	\$1,868.39	\$2,880.35
Parent & Child	\$1,008.69	\$864.55	\$1,873.24
NJ DIRECT 15 #150 – PPO Plan with \$15 Primary Care Copayment			
Single	\$958.74		\$958.74
Member & Spouse/Partner	\$962.29	\$955.19	\$1,917.48
Family	\$963.58	\$1,778.43	\$2,742.01
Parent & Child	\$960.31	\$822.95	\$1,783.26
NEW JERSEY EDUCATORS HEALTH PLAN #098 - PPO Plan with \$10 Primary Care Copayment/\$15 Specialist Care Copayment			
Single	\$882.84		\$882.84
Member & Spouse/Partner	\$886.39	\$879.29	\$1,765.68
Family	\$887.68	\$1,637.24	\$2,524.92
Parent & Child	\$884.41	\$757.68	\$1,642.09

D6 Establishing the Election of Members of the Hackensack Board of Education (the “Board”) as the First Tuesday after the First Monday in November

Whereas, P.L. 2011, c. 202 authorizes changing the election date of school board members from the third Tuesday in April to the first Tuesday after the first Monday in November (the “General Election”); and

Whereas, such action requires the adoption of a resolution by a school district or the municipality constituting such district, as set forth in P.L. 2011, c. 202; and

Whereas, P.L. 2011, c. 202 requires that the change to a November election remain in effect for four years; and

Whereas, P.L. 2011, c. 202 eliminates the annual voter referendum on the proposed general fund tax levy (i.e., the base budget which is at or below the statutory tax levy cap) in school districts where board of education members are elected at the General Election; and

Whereas, P.L. 2011, c. 202 requires that an additional general fund tax levy proposal (i.e., for an expenditure in excess of the tax levy cap) be presented to voters as a separate question at the General Election; and

Whereas, the Board believes that the financial interest of its constituents is safeguarded by the state’s tax levy cap and the thorough review of the proposed school budget by the Executive County Superintendent and the Executive County School Business Administrator; and

November 23, 2020
 Hackensack Regular Meeting
 Conducted Via Zoom Teleconference

Whereas, the Board believes that more citizens will participate in the selection of school board members at the General Election than on the third Tuesday in April and that the higher level of participation will foster positive interest in our public schools; and

Whereas, the Board is committed to the non-partisan status of school board membership and the non-partisan conduct of school elections, and believes this principle will not be compromised by conducting board member elections in November.

Now, Therefore, Be It Resolved, that, pursuant to P.L. 2011, c. 202, the Board changes the annual election date for school board members from the third Tuesday in April to the November General Election, beginning in 2021; and be it further

Resolved, that, pursuant to P.L. 2011, c. 202, the annual organization meeting of the Board will take place in the first week of January following the November General Election and that the Board’s next organization meeting will take place in the first week of January 2022; and be it further

Resolved, that, pursuant to P.L. 2011, c. 202, members of the Board whose terms would have expired by May 2021 will continue to serve in office until the January 2022 organization meeting; and be it further

Resolved, that this resolution be transmitted to the Bergen County Clerk; the Bergen County Board of Elections and/or Superintendent of Elections; the Hackensack municipal clerk and school board secretary; the Department of State, Division of Elections; the Department of Education’s Executive County Superintendent; and the Department of Community Affairs, Division of Local Government Services; and be it further

Resolved, that a copy of this resolution also be provided to the New Jersey School Boards Association and New Jersey State League of Municipalities.

D7 Be It Resolved, that the Hackensack Board of Education upon the recommendation of the Superintendent accepts a donation of furniture to the Hackensack High School in the amount of \$7,765.00 from Getinge Company.

D8 Be It Resolved, that the Hackensack Board of Education upon the recommendation of the Superintendent accepts a donation of approximately thirty (30) student desks to Fanny M. Hillers School from the Habitat for Humanity of Bergen County Chapter.

Finance and Budget Resolutions D1 – D8				
Motion: Goodman	Second: Velez			
	Yes	No	Abstain	Absent
Mr. Bendezu (Julio)				X
Ms. Cogelja (Frances)	X			
Mr. Coleman (Christopher)	X	D6		
Ms. DeNully (Detra)				X
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X	D6		
Mr. Rodriguez (Anthony)	X			
Mr. Velez (Carlos)	X	D6		
Mr. James-Vickery (Scott), Vice President	X	D6		
Mr. Powell (Lancelot), President	X			

November 23, 2020
Hackensack Regular Meeting
Conducted Via Zoom Teleconference

E. Buildings/Grounds

E1 Use of School Facilities - In accordance with District Policy

E2 Award the following Tennis Court Bid:

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim Business Administrator, and review by both the Engineer and Board Attorney, award the **Tennis Court Reconditioning** Bid to Classic Turf, Woodbury, CT in the amount of \$521,962.00. See Bid Breakdown Results:

- **Classic Turf, Woodbury, CT** **\$ 521,962.00**
- Flanagan’s Contracting Group, Hillsborough, NJ \$ 994,620.25
- PMY Construction Corp, Lyndhurst, NJ \$2,022,920.00

E3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim Business Administrator, that the Board consider the replacement and installation of flooring at the Nellie K. Parker auditorium (in conjunction with the seat replacement previously authorized) and authorize RFS Commercial, who holds a State Contract #A81751, to replace the flooring with Wood LVT at a cost of \$52,623.27.

E4 Resolution Approving The Appointment Of Johnson Controls Inc. As The Energy Service Company For The Hackensack School District’s Energy Savings Improvement Program

Whereas, the Hackensack Board of Education (“Board”) has determined to implement an energy savings program in accordance with N.J.S.A. 18A:18A-4.6, and has determined through an energy audit that the savings generated from reduced energy use from the program will be sufficient to cover the cost of the program’s energy conservation measures as set forth in an energy savings plan; and

Whereas, the Board hired DMR Architects on August 17, 2020 to provide professional services and prepare a Request for Proposal (“RFP”) document; and

Whereas, the Board of Public Utilities reviewed and approved the RFP document created by DMR Architects on September 22, 2020; and

Whereas, the Board solicited open competitive bids using said RFP to retain a contractor to provide an Energy Savings Improvement Program (“ESIP”);

Whereas, the Board received sealed proposals from four Energy Service Company (“ESCO”) firms on November 12, 2020; and

Whereas, the Board review committee conducted interviews with each of the four ESCO firms that submitted bid proposals on November 17, 2020; and

Whereas, the Board determined that the bid proposal submitted by Johnson Controls, Inc., with an office located at 450 Raritan Center Parkway, Edison NJ 08837, was fully responsive to the RFP and was in the best interest of the Board, price and other factors considered; and

November 23, 2020
Hackensack Regular Meeting
Conducted Via Zoom Teleconference

Whereas, Johnson Controls, Inc. is a commercial entity that is qualified to provide energy savings services in accordance with N.J.S.A. 18A:18A-4.6; and

Whereas, the Board seeks to enter into an energy savings services contract with Johnson Controls, Inc. (the “Contract”) to implement energy conservation measures in the District’s existing facilities;

Now, Therefore, Be It Resolved By The Hackensack Board Of Education As Follows:

SECTION 1. The Board hereby approves that the Board Secretary may enter into an agreement with Johnson Controls, Inc. to perform Phase I of a potential Energy Savings Plan (ESP). This shall include an Investment Grade Audit to identify and confirm potential capital-intensive projects and upon conclusion of this audit, Johnson Controls, Inc. shall submit an ESP to the Board.

SECTION 2. The ESP shall, among other things, (i) include the results of the independent energy audit; (ii) describe the Energy Conservation Matters (“ECMs”) that will comprise the program; (iii) estimate greenhouse gas reductions, (iv) identify design and compliance issues that require the services of an architect or engineer and the person(s) who will provide these services; (v) assess the risks involved in the successful implementation of the program; (vi) identify eligibility for the PJM Independent System Operator demand response and curtailable service programs; and (vii) include calculations of all costs of implementing the proposed ECMs and projected energy savings.

SECTION 3. Subsequent to the approval and official adoption of the ESP, the Board, in its sole discretion, may authorize Johnson Controls, Inc. to proceed to Phase II, the Energy Savings Implementation Program (ESIP) that will implement the ESP. The Board is under no obligation to proceed past the receipt and review of the ESP. However, should the Board decide not to proceed to Phase II, there shall be no additional compensation from the Board to compensate the ESCO for the development of the ESP.

SECTION 4. Upon receipt of the Energy Savings Plan by Johnson Controls, Inc. the Board will hire a qualified ESCO to serve as a “third-party verifier” in order to (1) verify that the projected energy savings to be realized from the proposed program have been calculated as required by N.J.S.A. 18A:18A-4.6.e, and (2) to verify that the savings projected in the energy savings plan shall be achieved once the energy conservation measures are placed in service or commissioned in accordance with N.J.S.A. 18A:18A-4.6.d(5).

SECTION 5. This Resolution shall take effect immediately.

November 23, 2020
 Hackensack Regular Meeting
 Conducted Via Zoom Teleconference

E5 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim Business Administrator, that the Board consider the proposal submitted by A.N.A. Painting Corp., Hackensack, NJ, County of Bergen Bid #17-22, to clean, plaster, prime and paint the high school gymnasium in the amount of \$29,356 under the County of Bergen Bid #17-22.

Buildings and Grounds Resolutions E2 – E5				
<i>Motion: Trustee James-Vickery</i>	<i>Second: Trustee Coleman</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			
Ms. DeNully (Detra)				X
Mr. Goodman (Ira)	X			
Mr. Oates (Michael)	X			
Mr. Rodriguez (Anthony)	X			
Mr. Velez (Carlos)	X			
Mr. James-Vickery (Scott), Vice President	X			
Mr. Powell (Lancelot), President	X			

VIII. Board Comments

- Thanks for donations
- Thanks to students and staff who spoke out regarding the length of the remote learning day - we care and we are listening
- Recognition of staff’s hard work and dedication
- Struggle to strike a balance between remote learning and in-person instruction and keeping a safe and healthy environment for all
- Thanks for all the input from the community - it is important to hear from all
- Urge to reconsider the all remote learning
- Many Trustees were of the opinion that Trustee Cogelja should resign
- Several offered opinions, both pro and con, regarding aligning the budget and trustee vote to coincide with the November election
- Comments were made regarding the comprehensive equity plan and suggested revisions
- In response to public comments wherein only those with students in district should serve on the Board, the public was reminded anyone who is a resident and meets the eligibility criteria, may serve.
- Trustees understand the difficulty of remote v. in person learning and commends the administration for adhering to guidance from the Health officials
- Happy Thanksgiving and a healthy and safe holiday to all

IX. Adjournment - Trustee James-Vickery motioned to adjourn Board meeting @ 9:49 p.m., seconded by Trustee Rodriguez

Submitted by: Dora E. Zeno,
 Interim School Business Administrator