

JOINT BOARDS MEETING MINUTES
Hackensack Board of Education
Maywood Board of Education
Rochelle Park Board of Education
South Hackensack Board of Education
191 Second Street, Hackensack, NJ 07601
October 18, 2021

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. Vice President James-Vickery called the Regular Public Meeting to order on Monday, October 18, 2021, in the Hackensack High School Media Center, at 6:16 pm.

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
Mr. Bendezu (Julio)		X
Mr. Coleman (Christopher)	X	
Ms. DeNully (Detra)	X	
Mr. Goodman (Ira)	X	
Ms. LeSane (Zonie) <i>departed @10:22 p.m.</i>	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, October 18, 2021, to discuss **Legal, Personnel, student related matters, HIB Reports, Negotiations and other confidential matters**; and

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

Trustee Oates motioned to go into Executive Session at 6:19 p.m., seconded by Trustee Goodman, with all members present voting aye. The Trustees reconvened into public session at 7:42 p.m.

Commence Joint Boards Meeting:

Roll Call Maywood: *Michael Jordan, Superintendent*

Roll Call Rochelle Park: *Dr. Sue DeNobile, Superintendent, Trustee Teresa Cravello and Christina Holz*

Roll Call South Hackensack: *Jason Chirichella, Superintendent and Asst. Principal Anika Davis*

Introduction and Welcome of Guests - Robert Sanchez, Superintendent

III Presentations:

- High School Course Offerings, Extra-Curricular Opportunities and Honor Societies - James Montesano, Principal and World Language Department
- Sustainable New Jersey Schools - Awards Presentation, Robert Sanchez, Superintendent

Brief Recess - 8:28 pm - 8:33 pm

- District Student Performance Data - Andrea Parchment, *Assistant Superintendent Curriculum & Instruction and Affirmative Action Officer*
- School Safety and Data System End-of-Year Report for School Year 2020-2021- Andrea Parchment, *Assistant Superintendent Curriculum & Instruction and Affirmative Action Officer*

IV Student Board Member Report - Maylei Taylor and Victor Mei

V Superintendent's Report

A. Enrollment Report

<i>Enrollment as of October 15 , 2021</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1852	96.53
Middle School	1449	95.85
Fairmount	552	97.03
Hillers	437	95.22
Jackson	393	96.41
Parker	490	96.67
ECDC	162	92.55
Total	5335	95.75

B. Residency Report

	<i>September 2021</i>	<i>Year to Date</i>
Number of Residency Cases Received	7	7
Residency Verified	1	1
In-Home Visits Unverified	6	6
Parent Provided Updated In-District Proof of Residency	0	0
Students Withdrawn as a Result of Residency Investigation	3	3

C. Harassment, Intimidation, and Bullying Report

Completed Investigations: September 21, 2021 - October 15, 2021

SCHOOL	FITS HIB DEFINITION	INCONCLUSIVE	NO EVIDENCE OF HIB	DOES NOT FIT HIB DEFINITION	TOTAL
Fairmount	0	2	1	4	7
Parker	0	1	0	2	3
Hillers	0	0	1	0	1
Jackson	1	0	0	2	3
Middle	5	0	0	2	7
High	0	0	0	0	0
TOTALS	6	3	2	10	21

VI Public Comments

Public participation shall be governed by the following rules: 1) If in person, 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.

- Death threats against anyone are not condoned. The Trustees are appreciated and several members of the public thanked them for all they do for this district.
- Sentiment that the staff is overworked, and disrespected and children are not valued
- Need less focus on tennis courts and greater focus on Hurricane Ida cleanup of field and field house
- Staffing shortages in all positions, particularly paraprofessionals and administrative, which affects all students
- Staffing being lured away to other districts
- Thanks for World Language Student presentation
- All should be respected and treated fairly
- Reference was made to the compensation inequity in the various levels of paraprofessionals
- An appeal to reinstate zoom meetings so public can observe virtually

VII Approve Minutes

Be It Resolved, that the Hackensack Board of Education approves the **Regular Meeting Minutes and Closed Session Minutes of September 20, 2021**, as submitted.

*Trustee LeSane motioned to approve September 20, 2021 minutes, seconded by Trustee Goodman
Minutes approved, with DeNully abstaining*

VIII Resolutions

A. Personnel

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following personnel actions A.1, A. -V:

A.1 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. CERTIFICATED STAFF								
Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, appoints the following Instructional Staff for the 2021-2022 school year. (*Pending final negotiations)								
	Name	Position/Control Number	Deg/Step	Salary*	Location	Date Effective	Date End	Discussion
1.	Richard Clyburn 11-140-100-101-050-90	P/T Phys Ed Teacher 10-06-84/crc	BA/1	\$28,775	High	10/25/21	6/30/22	O.5 P/T PE Teacher Replacing C. Velazquez Pending Certification
2.	Kaliym Hazel 11-204-100-101-100-90	Special Ed Teacher 10-04-81/cfz	BA/1	\$57,550	Fairmount	10/25/21	6/30/22	Replacing J. Montesano Pending Certification
3.	Theola Malin 11-240-100-101-050-90	ESL LR/Teacher 10-06-96/bpx	BA/1	\$57,550	High	11/8/21	6/30/22	Leave Replacement for S. Hart
4.	Wendy Martinez 11-000-219-104-120-90	Psychologist 10-02-81/ajy	MA60DR/12	\$105,386	Jackson/ District	1/4/22	6/30/22	Replacing D. Trocolar
5.	Angelica Paton 11-140-100-101-050-90	English Teacher 10-06-06/cdj	BA/3	\$59,300	High	1/3/22	6/30/22	Replacing B. Gerena
6.	Norma Reyes 11-000-219-104-300-90	Psychologist 10-05-81/bkn	MA30/7	\$81,290	Middle	12/1/21	6/30/22	Replacing S. Jadbabaei
7.	Nia Watson 11-213-100-101-090-90	Special Ed Teacher 10-01-81/csh	BA32MA/1	\$65,345	Parker	11/8/21	6/30/22	Previously Board approved on 9/20/21 Agenda update to reflect new start date
8.	Paul Pahlck 11-213-100-101-300-90	Special Ed Teacher 10-05-81/baf	BA32MA/10	\$77,375	Middle	1/3/22	6/30/22	Replacing R. Kenning

B. NON-CERTIFICATED STAFF							
Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, appoints the following Staff for the 2021-2022 school year. (*Pending final negotiations)							
	Name	Position/Control Number	Salary	Location	Date Effective	Date End	Discussion
1.	Gloria Alvarez 60-910-310-100-090-90	Lunch Assistant	\$22 per hour	Parker	11/8/21	6/30/22	Replacing J. Pobodinsky
2.	Stephania Constanza 60-910-310-100-120-90	Lunch Assistant	\$22 per hour	Jackson	11/8/21	6/30/22	Replacing V. Pettaway
3.	Mabelis Garcia 60-910-310-100-090-90	Lunch Assistant	\$22 per hour	Parker	11/8/21	6/30/22	Replacing L. Reyes New position
4.	Saeda Hdaib 60-910-310-100-009-90	Lunch Assistant	\$22 per hour	ECDC	11/8/21	6/30/22	Replacing K. Rugel
5.	Alexandria Lopez 20-375-200-100-050-90	F/T Outreach Counselor 80-06-06/cgd	\$47,154	High Drop-in	10/19/21	6/30/22	Reclassification Part-Time to Full-Time position SBYSP grant funded
6.	Dorri Martin 60-910-310-100-090-90	Lunch Assistant	\$22 per hour	Parker	11/8/21	6/30/22	Replacing L. Yauri

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7.	Valarie Pettaway 60-910-310-100-100-90	Lunch Assistant	\$22 per hour	Fairmount	11/8/21	6/30/22	Replacing D. Peraino
8.	Jennifer Rodriguez 20-375-200-100-050-90	P/T Admin Assistant	\$20 per hour	High Drop-in	11/8/21	6/30/22	Replacing A. Irby SBYSP grand funded (salary not to exceed \$28,200)
9.	Helen Burgos 60-910-310-100-090-90	Lunch Assistant	\$22 per hour	Parker	11/8/21	6/30/22	Replacing L. Reyes
10.	Margarita Castro 60-910-310-100-120-90	Lunch Assistant	\$22 per hour	Jackson	11/8/21	6/30/22	Replacing M.Squitieri

C. SUBSTITUTE TEACHERS

Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, appoints the following Substitute Teachers for the 2021-2022 school year:

	Name	Position/Control Number	Salary/Hourly Rate	Avg. Hours not to exceed	Location	Date Effective	Date End	Discussion
1.	Nicholas Edis	District Substitute	\$150 per diem	4 days per week	Middle/District	9/27/21	6/30/22	Approve/Ratify
2.	Elvisa Gjermeni	District Substitute	\$150 per diem	4 days per week	ECDC/District	11/8/21	6/30/22	Replacing F. Allaraj
3.	Madeline Hagen	District Substitute	\$150 per diem	4 days per week	Parker/District	9/27/21	TBD	Approve/Ratify Substitute for A. Florencio

D. PART/TIME PARAPROFESSIONAL STAFF

Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, appoints the following Part/Time Paraprofessionals Staff for the 2021-2022 school year.

	Name	Position/Control Number	Hourly Rate	Hours not to exceed	Location	Date Effective	Date End	Discussion
1.	Randy James 11-213-100-106-300-90	Special Ed P/T Para	\$20.00	28.75 hours per week	Middle	9/28/21	6/30/22	Approve/Ratify Replacing J. Hidalgo
2.	Patricia Lara 11-204-100-106-100-90	Special Ed P/T Para	\$20.00	28.75 hours per week	Fairmount	11/8/21	6/30/22	For IEP Student 1 on 1; Replacing C. McCue
3.	Jakimah Sharif 11-212-100-106-300-90	Special Ed P/T Para	\$20.00	28.75 hours per week	Middle	10/19/21	6/30/22	Replacing J. Zisa
4.	Alexandra Calles 11-000-217-100-009-90	Special Ed P/T Para	\$20.00	28.75 hours per week	ECDC	11/8/21	6/30/22	For IEP Student 1 on 1; Replacing S. Batista
5.	Elizabeth DeSimone 11-216-100-106-009-90	Special Ed P/T Para PreK	\$20.00	28.75 hours per week	ECDC	11/8/21	6/30/22	Replacing M. Hagen
6.	Patrika Dubey 11-213-100-106-100-90	Special Ed P/T Para	\$20.00	28.75 hours per week	Fairmount	11/8/21	6/30/22	Replacing Y. Suqui
7.	Dolores Perkovic 11-190-100-106-009-90	P/T Para PreK	\$20.00	28.75 hours per week	ECDC	11/8/21	6/30/22	Replacing S. Batista
8.	LaTisha Walker 11-213-100-106-110-90	Special Ed P/T Para	\$20.00	28.75 hours per week	Hillers	11/8/21	6/30/22	Replacing D. Davis

E. STAFF - TRANSFERS							
Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Staff Transfers for the 2021-2022 school year.							
	Name	Nature of Action	Position	From Location:	To Location:	Date Effective	Discussion
1.	Sabah Jadbabaei 11-000-219-104-050-90	Transfer	Psychologist 10-06-81/aka	Middle	High	11/5/21	Replacing T. Dimitry
2.	Cindy Bustos 11-212-100-106-300-90	Transfer	P/T Para	ECDC	HMS	10/5/21	Replacing J. Moore

F. RESIGNATIONS, LEAVES, and OTHER ACTIONS						
	Name	Nature of Action	Position	Location	Date Effective	Discussion
1.	Staff ID# XX16	Leave of Absence	Teacher	Middle	10/8/21	FMLA 10/8/21-12/6/21 paid w/ benefits
2.	Staff ID# XX08	Revised Leave of Absence	Teacher	Middle	9/1/21	Extended Leave 9/1/21-10/29/21 paid w/ benefits
3.	Staff ID# XX56	Leave of Absence	Psychologist	Middle	10/18/21	FMLA/NJFLA 10/18/21-1/14/22 paid w/ benefits
4.	Farie Allaraj	Termination	District Substitute	ECDC/ District	9/27/21	
5.	Selva Batista	Resignation	P/T Para	ECDC	10/11/21	
6.	Ketty Rugel	Rescinded	Lunch Assistant	ECDC	9/24/21	
7.	Lucilo Santos	Retirement	Custodian	Parker	2/1/22	
8.	Rosie Vallese	Retirement	Teacher	Middle	1/1/22	
9.	Jaimik Moore	Rescinded	Special Ed P/T Para	Middle	9/29/21	
10.	Clemencia Londono	Rescinded	Lunch Assistant	Parker	9/29/21	
11.	Maria Salto	Rescinded	Lunch Assistant	Middle	9/21/21	
12.	Krista Doheny	Rescinded	Lunch Assistant	Middle	9/21/21	
13.	Maria Lema	Rescinded	Lunch Assistant	Middle	9/21/21	
14.	Lucitania Rivera	Resignation	District Substitute	ECDC/ District	10/27/21	
15.	Staff ID# XX41	Revised Leave of Absence	F/T Para	Hillers	10/4/21	Extended FMLA 10/4/21-11/22/21 paid w/ benefits
16.	Staff ID# XX29	Leave of Absence	Teacher	Middle	9/7/21	FMLA 9/7/21-10/29/21 paid w/ benefits; FMLA 11/1/21-2/1/22 unpaid w/ benefits

17.	Staff ID# XX92	Leave of Absence	Teacher	Middle	9/13/21	FMLA 9/13/21-9/30/21 paid w/ benefits; FMLA 10/1/21-11/15/21 unpaid w/ benefits
18.	Staff ID# XX97	Leave of Absence	Teacher	Middle	11/15/21	FMLA 11/15/21-4/8/22 paid w/ benefits; FMLA/NJFLA 4/18/22-6/30/22 unpaid w/ benefits

G. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following staff for student supervision during the 2021-2022 school year, compensation in accordance with HBOE/HEA Agreement:

	Name	School	Position	Rate
1.	Shawn Bennett 11-000-262-107-002-90	Fairmount	Teacher/Morning Supervision	\$24.75 / 40 minutes
2.	Natalia Cayado 11-000-262-107-002-90	Jackson	Teacher/ Morning Supervision	\$24.75 / 40 minutes
3.	Christopher Haffler 11-000-262-107-002-90	Hillers	Teacher/Morning Supervision	\$24.75 / 40 minutes
4.	Jane Kim 11-000-262-107-002-90	Parker	Teacher/Morning Supervision	\$24.75 / 40 minutes
5.	Kim Miranda 11-000-262-107-002-90	Fairmount	Teacher/Morning Supervision	\$24.75 / 40 minutes
6.	Saran Sinnette 11-000-262-107-002-90	Parker	LDTC/Morning Supervision	\$24.75 / 40 minutes
7.	Christina Thompson 11-000-262-107-002-90	Jackson	Teacher/Morning Supervision	\$24.75 / 40 minutes

H. Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following home instruction and IEP mandated home-based and related services staff for the 2021-2022 school year, compensation in accordance with HBOE/HEA Agreement, Section G:

Veronica Alvarez	Ken Gubala
Tonia Andrews	Mercedes Hernandez
Michele Balik	Lauren Janusezewski
Marybeth Berndt	Theresa Jimenez
Philip Brophy	Melanie Keenan
Marissa Calfayan	Beth Liosi
Corinne Carroll	Elsa Marquez Aponte
Abel Castaneda	Heather Mecka
Daniel Excellent	John Pappas

Jovan Germinario	Crista Tiboldo
Johany Grullon	Dawn Washburn

I. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Substitute Nurses for 2021-2022 school year:

	Name	Salary	Location
1.	Atiya Sharif	\$225.00 per day	District

J. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following staff for the 2021-2022 school year Extra Compensation periods, compensation in accordance with HBOE/HEA Agreement, Article 26, Section G:

	Name	Teaching Assignment	School
1.	Gwynne Burt	General Education	Hillers
2.	Christopher Haffler	General Education	Hillers
3.	Kristen Gambardella	Special Education	Parker
4.	Laura Hurt	Special Education	Parker
5.	Michelle Hammond-Dudley	General Education	Parker
6.	Terrell Lampley	General Education	Parker
7.	Erica Owens	Special Education	Parker
8.	Saran Sinnette	General & Special Education	Parker
9.	Leslie Solis	Bilingual	Parker
10.	Philip Brophy	English Resource Room	High

K. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following High School Credit Recovery Program staff, not to exceed 36 hours, compensation in accordance with HBOE/HEA Agreement, Article 26, Section G:

Philip Benanti	Jovan Germinario
Carolina Betances	Caroline Krueger
Philip Brophy	Michelle Levy
Joseph Brunacki	Melissa Lucas-Ruello
Marissa Calfayan	Thomas Picone
Russell Cohen	Gerard Porto
Ralph Dass	Anthony Zisa
Megan Dowling	

L. BE IT RESOLVED that the Board of Education of the City of Hackensack, upon the recommendation of the Superintendent of Schools, approves the reappointment of employee ID# XX82, who was on Administrative Leave from 8/23/21 to 9/21/21.

M. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves District Substitutes hourly rate at \$150.00 per diem retroactive to 9/1/21.

N. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following staff for Hackensack Middle School Gay-Straight Alliance Club for the 2021-2022 school year:

	Name	Position
1.	Dee Kalman	Club Advisor Volunteer

O. Approve 2021/2022 Terminal Leave payments:

	Staff Member	Number/Days	Payment
1.	Barbara Andrzejczak	217 sick	\$10,118.71
2.	Marilyn Jackson	323 sick/21 vacation	\$20,995.00/\$6,702.85
3.	Lisa Ralston	20 vacation	\$6,149.42
4.	John Spadafino	173 sick/30 vacation	\$15,916.00/\$21,681.50
5.	Denice Trocolar	60.5 sick	\$3,796.38

P. Be It Resolved, that the Board of Education of the City of Hackensack, upon the recommendation of the Superintendent of Schools, approves the reappointment of employee ID# XX35, who was on Administrative Leave on 10/06/21.

Q. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following coaching staff for Hackensack High School for the 2021-2022 school year:

	Name	Sport	# Of Staff Needed	Season	Position	Step	Salary
1.	Aaron Taylor	Basketball (Men)	1	Winter	Head	3	\$11,363
2.	Cortney Banks	Basketball (Men)	1	Winter	Asst	2	\$6,842
3.	Eugene Marshall III	Basketball (Men)	1	Winter	Asst	1	\$6,492
4.	Michelle Hammond-Dudley	Basketball (Women)	1	Winter	Head	3	\$11,363
5.	Tyler Kearney	Basketball (Women)	1	Winter	Asst	2	\$6,842
6.	Jordyn Hellpap	Basketball (Women)	1	Winter	Asst	3	\$7,386
7.	Melissa Reid	Basketball (Women)	1	Winter	Asst	1	\$6,492
8.	John Stallone	Wrestling	1	Winter	Head	3	\$11,363
9.	Ralph Dass	Wrestling	1	Winter	Asst	3	\$7,386

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10.	Michael Walker	Wrestling	1	Winter	Asst	3	\$7,386
11.	Scott Davis	Swimming (Men & Women)	1.5	Winter	Head	3	\$13,815
12.	Greg Keller	Swimming (Men & Women)	1.5	Winter	Asst	3	\$8,980
13.	Walter King	Winter Track	1	Winter	Asst	3	\$5,986
14.	Kaliym Hazel	Winter Track	1	Winter	Asst	3	\$5,986
15.	Gioser Torrealba	Winter Track	0.5	Winter	Asst	3	\$2,993
16.	Mario Santivanez	Winter Track	0.5	Winter	Asst	3	\$2,993
17.	Nancy Wallace	Bowling (Men & Women)	1.5	Winter	Head	3	\$10,765
18.	Jennifer Moran	Cheerleading	1	Winter	Head	1	\$5,986
19.	Meagan Harrington	Cheerleading	1	Winter	Asst	2	\$3,246

R. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following volunteer coaching staff for Hackensack High School for the 2021-2022 school year:

	Name	Season	Sport
1.	Francis Stith	Winter	Boy's Basketball
2.	Christopher Myers	Winter	Boy's Basketball
3.	Kenneth Salter	Winter	Girl's Basketball

S. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following coaching staff for Hackensack Middle School Intramural sports for the 2021-2022 school year:

	Name	Sport	# Of Staff Needed	Step	Salary
1.	Kenneth Gubala	Cross Country	1	1	\$2,033.37
2.	Bernadette Lombardi	Cross Country	1	1	\$2,033.37
3.	Giovanni Soto	Boy's Soccer	1	1	\$2,033.37
4.	Kenneth Gubala	Boy's Soccer	1	1	\$2,033.37
5.	Mariko Walker	Girl's Soccer	1	1	\$2,033.37
6.	Veronica Alvarez	Girl's Soccer	1	1	\$2,033.37
7.	Lynrick Rhymer	Girl's Volleyball	1	1	\$2,033.37
8.	Rhonyelle Sowell	Girl's Volleyball	1	1	\$2,033.37

T. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following volunteer coaching staff for Hackensack Middle School Intramural sports for the 2021-2022 school year:

	Name	Sport
1.	Taylor Martin	M.S. Girl's Volleyball

U. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following staff for student supervision during the 2021-2022 school year breakfast periods, compensation in accordance with HBOE/HEA Agreement:

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	Name	School	Position	Rate
1.	Sarah Buck 60-910-310-100-300-90	Middle	Teacher/Breakfast Supervision - Substitute	\$24.75 / 40 minutes

V. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Family Friendly positions at Jackson Avenue School, for the 2021-2022 school year:

	Name	Position	Hourly Rate	Total Hours Not To Exceed
1.	Natalia Cayado	JobCode: 2875 - Family Friendly-Soccer Instructor (Internal Only)	\$56.19	45 hours
2.	Bridget Delehanty	JobCode: 2879 - Family Friendly-Math and Games Instructor (Internal Only)	\$56.19	45 hours
3.	Silvia Gonzalez	JobCode: 2872 - Family Friendly-Paraeducator (Tuesdays & Fridays) (Internal Only)	\$23.49	87 hours
4.	Albania Mejia	Substitutes	\$56.19	As needed
5.	Luisa Pelaez	JobCode: 2871 - Family Friendly-Administrative Assistant (Internal Only)	\$25.00	74 hours
6.	Letisia Rios	JobCode: 2873 - Family Friendly-Fitness and Nutrition Instructor (Internal Only)	\$40.00	80 hours
7.	Berlinda Rodriguez	JobCode: 2877 - Gardening Instructor (Internal Only)	\$56.19	45 hours
8.	Yiralda Taveras	JobCode: 2874 - Family Friendly-Ozobots and Digital Movie Creation Instructor (Internal Only)	\$56.19	45 hours
9.	Yiralda Taveras	JobCode: 2878 - Family Friendly-Reader's Theater Instructor (Internal Only)	\$56.19	45 hours

(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 actions A.1, A - V				
<i>Motion: Trustee LeSane</i>	<i>Second: Trustee Oates</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Mr. Coleman (Christopher)	X			
Ms. DeNully (Detra)	X			
Mr. Goodman (Ira)	X			
Ms. LeSane (Zonie)	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

B1 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:

- P 2425 Emergency Virtual or Remote Instruction Program (M) (New)
- P & R 5751 Sexual Harassment of Students (M) (Revised)

B2 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:

General Policy and Regulation Guides

- P 2422 Comprehensive Health and Physical Education (M) (Revised)
- P 2467 Surrogate Parents and Resource Family Parents (M) (Revised)
- P 5111 Eligibility of Resident/Nonresident Students (M) (Revised)
- P 5114 Children Displaced by Domestic Violence (Abolished)
- P 5116 Education of Homeless Children (Revised)
- P & R 7432 Eye Protection (M) (Revised)
- P 8420 Emergency and Crisis Situations (M) (Revised)
- R 8420.1 Fire and Fire Drills (M) (Revised)
- P 8540 School Nutrition Programs (M) (Revised)
- P 8550 Meal Charges/Outstanding Food Service Bill (M) (Revised)
- P 8600 Student Transportation (M) (Revised)
- P 8810 Religious Holidays (Abolished)

New Jersey Department of Education – Office of Fiscal Accountability and Compliance Audit – New and Revised Policy Guides

- P 6115.01 Federal Awards/Funds Internal Controls – Allowability of Costs (M) (New)
- P 6115.02 Federal Awards/Funds Internal Controls – Mandatory Disclosures (M) (New)
- P 6115.03 Federal Awards/Funds Internal Controls – Conflict of Interest (M) (New)
- P 6311 Contracts for Goods or Services Funded by Federal Grants (M) (Revised)

COVID-19 Policy Guide Updates

- P 1648 Restart and Recovery Plan (M) (Abolished)
- P 1648.02 Remote Learning Options for Families (M) (Abolished)
- P 1648.03 Restart and Recovery Plan – Full-Time Remote Instruction (M) (Abolished)
- P 1648.11 The Road Forward COVID-19 – Health and Safety (M) (New)
- P 1648.13 School Employee Vaccination Requirements

Policy actions B1-B2				
<i>Motion: Trustee Oates</i>	<i>Second: Trustee Coleman</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Mr. Coleman (Christopher)	X			
Ms. DeNully (Detra)	X			
Mr. Goodman (Ira)	X			
Ms. LeSane (Zonie)	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 the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following professional development registration for the 2021-2022 school year:

Staff Member's Name	Workshop/ Conference	Date of Conference	Location	Registration Fee
Babatunde Adedoyin	American Association of School Personnel Administrators	Oct 11-16, 2021	Washington, DC	\$700
Richard DelVechio	NJ Science Convention	Oct 19-20, 2021	Princeton, NJ	\$300
Marcela Moncloa	Leadership Seminar Series--William Paterson University	10/13, 10/20, 11/10, & 12/8/2021 1/12, 2/9, & 4/13/2022	Virtual	\$300 total for the 7-session series
Jessica DiClemente (Davila) Rebecca Grant Lisa MacVicar Lori Manning Clare Na	NJPSA FEA Arts EDNJ: Culturally Responsive Arts Education Series of 4 Workshops	11/18-5/19/22	Virtual	\$275 per person

C3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following **field trip** locations for the 2021-2022 school year:

	Lead Teacher	School	Trip Location
1.	Edavane Colacino	High School	Atlantic Street Park, Hackensack, NJ

C4 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following internships, field experience, and student practicums for the 2021-2022 school year:

School	Administrator	Candidate	Observation/ Placement with	Assignment	University	Dates
FMH	J. Whiting	Aaron Bourcier	A.Servis	Elementary	GCU	Fall 2021 (Revised)
MS	A.Galiana	Michelle Davila	J. Morel	Administrative Internship	WPU	Fall 2021
FMH	J. Whiting	Bridget Maresca	C. Na	Music-Vocal	WPU	Spring 2022
MS	A.Galiana	America Sotelo	J. Morel	Administrative Internship	WPU	Fall 2021

C5 Be It Resolved, that the Hackensack Board of Education, upon review and consideration of the results of the HIB investigation(s) report to the Board of Education during its last meeting, affirms the Superintendent’s determination on the HIB investigation.

C6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, declares that RFP 22-03a was deemed non-responsive due to the resumes of the consultants included in the proposal that did not contain elementary teaching experience.

C7 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the RFP award 22-03b for a Professional Development Consultant for Implementing Bilingual Spanish/English Reading Strategies, Read Aloud, and Small Group Instruction in Grades K-5, to Heinemann for the 2021-2022 school year. The total cost, not to exceed \$15,500 will be paid for with account #11-000-223-500-008-00.

C8 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Learning Alliances, LLC., and Innovative Educational Programs, LLC., to provide Spanish and English family workshops during the 2021-2022 school year. The total cost, not to exceed \$20,000 to be paid for with Title III funds account #20-242-00-300-000-00.

C9 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, amends the agreement for an additional \$53,800 with Barb Golub Consulting Inc., to provide professional development in the area of Language Arts at the elementary level, part of RFP 22-02a, for the 2021-2022 school year. For a total cost of \$151,000 to be paid from account #11-000-223-320-003-01 and 20-487-200-300-000-00.

C10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with the Montclair Art Museum for professional development for district art teachers for the 2021-2022 school year. The total cost, not to exceed \$650 to be paid from account #11-000-223-500-003-01.

C11 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the withdrawal request received from Little Learners Child Development Center as a preschool provider partner, effective September 27, 2021.

C12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for the 2021-2022 school year. The total cost will be paid from account #11-401-100-100-090-90.

Name	Position	Guide HBOE/HEA Agreement - Stipend	Sessions
Colleen Rullo	Nellie K. Parker School Lego League Coach	0.021	3
Elizabeth Bennett	Nellie K. Parker School Lego League Coach	0.021	3

C13 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions for the 2021-2022 school year. The total cost will be paid from account #20-484-100-100-003-90.

Name	Position	Guide HBOE/HEA Agreement - Article 26	Hours Not To Exceed
Melanie Keenan	Hackensack Middle School After School Program	Appendix G	165
Jessica Cruz	Hackensack Middle School After School Program	Appendix G	165
Crista Tiboldo	Hackensack Middle School After School Program	Appendix G	165

C14 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies an extension of the contract between Hackensack Public Schools and Gravity Goldberg, LLC to provide professional development on Reading Workshop, with a focus on assessment, and Culturally Relevant Pedagogy to district ELA Grade 5 teachers for the 2021-2022 school year. The cost, not to exceed \$20,000, will be paid from account #11-000-223-320-ELA-00.

C15 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies an extension of the contract between Hackensack Public Schools and Gravity Goldberg, LLC to provide professional development on project Based learning and Independent/Choice Reading, with a focus on assessment, and Culturally Relevant Pedagogy to district ELA Teachers Grades 6 - 12 for the 2021-2022 school year. The cost, not to exceed \$24,000, will be paid from account #11-000-223-320-ELA-00.

C16 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the School Safety Data System (SSDS) End-of-Year Report for the 2020-2021 school year.

C17 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a request from Ashley Paladino, Hackensack High School teacher, to administer a survey to selected staff on the topic of Restorative Justice Practices for the purpose of graduate studies requirements as a student at Kean University.

C18 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Learning Alliances, LLC to provide Spanish and English family workshops to preschool families during the 2021-2022 school year. The total cost, not to exceed \$4,125, to be paid for with PEA funds account numbers #20-218-200-329-009-00 and #20-219-200-300-009-00.

C19 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the memorandum of understanding (MOA) between Hackensack Public Schools and the Community Food Bank of NJ (CFBNJ) to provide Nutritional Education and Health Wellness Classes to students and parents through the SNAP Ed Program for the school year 2021-2022.

Curriculum Resolutions C2-C19				
<i>Motion: Trustee Coleman</i>	<i>Second: Trustee Goodman</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Mr. Coleman (Christopher)	X			
Ms. DeNully (Detra)	X			
Mr. Goodman (Ira)	X			
Ms. LeSane (Zonie)	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 Whereas, the Hackensack Board of Education, in accordance with N.J.A.C. 23A:16-10, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, accepts and approves the **Board Secretary’s Report** and Cash Reconciliation Report for the month of September 2021;

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 2021-2022 school year *Attachment: [Board Secretary Report](#)*

D2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves the payment of **bills and claims**, September 20 through October 14, 2021, in the total amount of \$6,593,479.49 *Attachment: [Bills List](#)*

Fund 10	General Fund	\$717,339.10
Fund 11	Current General Expense	\$5,268,892.84
Fund 12	Capital Outlay	\$170,593.48
Fund 20	Special Revenue	\$ 398,065.74
Fund 30	Capital Projects	\$0
Fund 40	Debt Service	\$0
Fund 60	Enterprise Fund	\$38,588.33

D3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves the attached **List of Budget Transfers #8074** through #8058 for the month of October 2021, total amount of \$3,557,708.80. *Attachment: [Transfer Report](#)*

D4 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves **Fundraisers and Flyer Distributions**. *Attachment: [Fundraisers](#)*

D5 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves updated **High School Student Activities Subaccounts**. *Attachment: [HS Clubs List](#)*

D6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves the **abolishment** of the following **High School Student Activities Subaccounts**. *Attachment: [HS Club List](#)*

D7 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves the following **Middle School Student Activities Subaccounts**. *Attachment: [HMS Club List](#)*

D8 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes a **rate adjustment** for security at various district sporting events in the amount of \$60/hour, as per agreement, effective October 1, 2021, subject to the receipt of the agreement.

D9 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, accepts the donation from Emerson Commercial & Residential Solutions for a wet/dry vacuum, with a value of \$544.

D10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves the Uniform Memorandum of Agreement between the Hackensack Police Department and the Hackensack Board of Education for the 2021-2022 school year, to be submitted to the County Office of the Department of Education.

D11 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, does hereby approve an Agreement with the South Bergen Jointure Commission, an approved Coordinated Transportation Services Agency, for the purposes of transporting students in accordance with Chapter 53, P.L. 1997 for the time period 2021-2022 school year. The services to be provided include, but are not limited to, the Coordinated Transportation of nonpublic, out of District special education, vocational, and summer programs.

D12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, adopts the attached budget calendar. [Attachment: 2022-2023 Budget Calendar](#)

Finance and Budget Resolutions D1 – D12				
<i>Motion: Trustee Goodman</i>	<i>Second: Trustee Oates</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Mr. Coleman (Christopher)	X			
Ms. DeNully (Detra)	X			
Mr. Goodman (Ira)	X			
Ms. LeSane (Zonie)	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

E Buildings and Grounds

E1 Use of School Facilities - In accordance with District Policy

E2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes/ratifies updates to the bid awarded for improvements to the **Jackson Avenue Elementary School bathrooms** to North Creek Construction for **Change Orders #1-4, as shown below:**

● Base Bid Amount	\$439,600.00
● #1 Asbestos Abatement pipe elbow insulations	\$ 3,703.00
● #2 Temporary Partition Girls Bath	\$ 3,154.73
● #3 Contract extension from August-December	\$ 30,640.00
● #4 Discovery of urinals in boys bath behind west wall, additional asbestos abatement, replace leaking valves, and removal of pipe discovered following demolition	\$ 11,388.54
● Credit - various adjustments	\$ -5,182.44
Contingency allowance built into base contract amount	\$ -30,000.00
● Revised contract amount:	\$ 406,104.30 \$453,303.83

E3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes/ratifies updates to the bid awarded to for improvements to the **Fairmount Avenue Elementary School bathrooms** to BDG Contracting, LLC for **Change Orders #1-2, as shown below:** (contingency/allowance = \$30,000, balance \$5,737)

- #1 Repair, insulate, material disposal unforeseen wall conditions \$ 21,722 (contingency)
 - #2 Modify steam piping \$ 2,541 (contingency)
- Updated contract amount: \$248,000 - no change**

E4 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes the purchase of a Battery Scrubber 32” ride-on floor scrubber in the amount of \$17,385 from **Atra, Janitorial Supply Co., Inc.** under Ed Data #10425. (for HS/MS hallways and outdoor track)

E5 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, **rescinds** Resolution E10 awarding the bid for the **Fairmount Elementary School Elevator** construction to C.R. Construction, Inc, as adopted by the Board at its regular meeting held on August 23, 2021, due to unforeseen circumstances within the company structure.

E6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes the Interim School Business Administrator to enter into an agreement with Mark Construction, Inc., second low bidder, to construct an **elevator** at the **Fairmount Elementary School** in the base bid amount of \$1,420,000, plus accepting alternates #1 and #2 in the amounts of \$99,600 and \$49,300 respectively, for a total of \$1,568,900; funded as a Capital Project #1860-100-21-2000 from the 2021-2022 budget.

E7 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes the Interim School Business Administrator to approve the **additional services** provided by DMR Architects, prompted by the delay in approvals by the Department of Education for the **Fairmount and Jackson Avenue Elementary Schools bathroom construction**, which resulted in an additional 10 weeks of construction administration services at a cost of \$10,000 per project, for a total of \$20,000.

E8 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes work for the modernization of the **High School Elevator** by Morris County Elevator State Contract #198877 NJ Start, which was damaged by Hurricane Ida, in the amount of \$135,900.

E9 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes The LandTek Group, Inc. to excavate and remove the 55 gallon drum, repair the sink hole and restore the turf covering at the **Middle School turf field** at a cost of \$10,168.

E10 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes the engineering firm of Dimitri J. Ververelli, Inc., to perform **additional engineering services** related to the additional **High School boiler room** equipment improvements in the amount of \$10,525 for the services, plus an additional \$525 for reimbursable costs, for a total cost of \$11,050.

E11 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes DMR Architect, Hasbrouck Heights, NJ, to provide architectural planning services to make improvements to and upgrade the High School Cafeteria. Scope of work to include LRFP update minor amendment; NJDOE submission; construction documents, assist with bid phase and limited construction administration; fees in accordance with Proposal dated August 16, 2021, project costs in the amount of \$84,950, excluding those items specified in the proposal, such as permit fees, environmental testing, contract approved as professional services pursuant to N.J.S.A 18A:18A-5(1). Source of Funds: Fund 60 - Food Services Enterprise Fund.

E12 Be It Resolved that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, authorizes DMR Architect, Hasbrouck Heights, NJ, to provide architectural planning services to make improvements to and upgrade the Middle School Cafeteria. Scope of work to include LRFP update minor amendment; NJDOE submission; construction documents, assist with bid phase and limited construction administration; fees in accordance with Proposal dated August 16, 2021, project costs in the amount of \$84,950, excluding those items specified in the proposal, such as permit fees, environmental testing, contract approved as professional services pursuant to N.J.S.A 18A:18A-5(1). Source of Funds: Fund 60 - Food Services Enterprise Fund.

Buildings and Grounds Resolutions E2 –E12				
<i>Motion: Trustee DeNully</i>	<i>Second: Trustee Goodman</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				X
Mr. Coleman (Christopher)	X			
Ms. DeNully (Detra)	X			
Mr. Goodman (Ira)	X			
Ms. LeSane (Zonie)	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

IX Board Comments

- The public comments were summarized as follows:
 - Frustration regarding staffing shortages (which is a nationwide issue)
 - Preparing for a succession plan for the Fairmount School Principal vacancy
 - Addressing student learning loss
 - Advocating to equity among the paraprofessional in relation to compensation
 - Thanks to Mrs. Story for the candy snack, it was much appreciated
 - Five Trustees are new to the Board and are trying to address deficiencies for the past decades, both with respect to staffing and facilities needs. The Board is receptive to listening and making changes.
 - Death threats made to the Board are made by cowards behind a keyboard, we must be kind to each other and civilized
 - Congratulations to the district sports teams
 - Kudos to starting sports at the middle school level
 - Welcome student representatives
 - Excellent presentation by students on World Language

October 18, 2021

Hackensack Joint Board Meeting

- Mr. Sanchez clarified that a mechanism to add assistant principals was rejected by the HASA group. He added that most other Bergen County elementary schools designate a building principal, but few also have assistant principals. Mr. Taylor, Board Attorney, added that negotiations are a two-way street and the ball is in HASA's court. The Board is open to reasonable accommodations to hire additional assistant principals.

X Be It Resolved, that the Hackensack Board of Education determines it is necessary to reconvene into Executive Session on Monday, October 18, 2021, to discuss **Negotiations**; and

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

Trustee Oates motioned to go into a second Executive Session at 10:55 p.m., seconded by Trustee Goodman, with all members present voting aye. The Trustees reconvened into public Session at 11:15 p.m

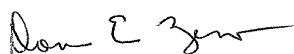
XI Announcement

Vice President James-Vickery, in reference to public comments made earlier, addressed the members of the public. While no further action would be taken that evening, the Trustees and Administration hear and understand what is being asked of the Board to consider regarding staffing matters.

XII Adjournment:

Trustee Rodriguez motioned to adjourn at 11:16 p.m., seconded by Trustee Oates. All were in favor.

Respectfully submitted,



Dora E. Zeno
Interim Business Administrator/Board Secretary