

**HACKENSACK BOARD OF EDUCATION  
 191 SECOND STREET, HACKENSACK, NJ 07601  
 REGULAR PUBLIC MEETING  
 MINUTES  
 DECEMBER 13, 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. The meeting was called to order @6:18 p.m. on Monday, December 13, 2021, in the Hackensack High School Auditorium, at 6:18 pm.

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
Mr. Bendezu (Julio)		X
Mr. Coleman (Christopher)	X	
Ms. DeNully (Detra) departed @ 10:02 p.m.	X	
Mr. Goodman (Ira)	X	
Ms. LeSane (Zonie) departed @ 9:32 p.m.	X	
Mr. Oates (Michael)	X	
Mr. Rodriguez (Anthony)	X	
Mr. Velez (Carlos)		X
Mr. James-Vickery (Scott), Vice President	X	
Mr. Powell (Lancelot), President departed @ 10:34 p.m.	X	

**II Be It Resolved**, that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Monday, December 13, 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 Goodman motioned to go into Executive Session at 6:20 p.m., seconded by Trustee Powell, with all members present voting aye. The Trustees reconvened into public session at 8:03 p.m.*

**III Presentations:**

- **Teacher Recognition**, presented by Superintendent, Robert Sanchez, will introduce Dee Kalman and Jacquelyn Muniz, who have been recognized as 2021 New Jersey Exemplary Educators.
- **Musical Performance**, Hackensack High School Teacher, Lisa MacVicar (Band), will direct the High School Band performance.
- **Recognition of Outgoing Board Members’ Service**, presented by Board President, Lance Powell  
 Detra DeNully  
 Zonie LeSane  
 Carlos Velez

**IV Student Board Member Report - Victor Mai and Maylei Taylor**

**V Superintendent's Report**

- **Safe Return Plans**

**A. Enrollment Report**

<i>Enrollment as of December 10 , 2021</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1,857	96.36
Middle School	1,446	95.98
Fairmount	549	95.27
Hillers	439	96.28
Jackson	399	92.49
Parker	487	96.96
ECDC	179	92.65
<b>Total</b>	<b>5,356</b>	<b>95.14</b>

**B. Residency Report**

	<i>November 2021</i>	<i>Year to Date</i>
Number of Residency Cases Received	5	15
Residency Verified	2	4
In-Home Visits Unverified	3	10
Parent Provided Updated In-District Proof of Residency	0	0
Students Withdrawn as a Result of Residency Investigation	0	5

**C. Harassment, Intimidation, and Bullying Report**

**Completed Investigations: November 10, 2021 - December 9, 2021**

<b>SCHOOL</b>	<b>FITS HIB DEFINITION</b>	<b>INCONCLUSIVE</b>	<b>NO EVIDENCE OF HIB</b>	<b>DOES NOT FIT HIB DEFINITION</b>	<b>TOTAL</b>
ECDC (and contracted PreK)	0	1	0	0	1
Fairmount	0	0	0	1	1
Parker	0	0	0	0	0
Hillers	1	0	0	1	2
Jackson	0	0	0	0	0
Middle	8	1	0	8	17
High	0	0	0	0	0
<b>TOTALS</b>	<b>9</b>	<b>2</b>	<b>0</b>	<b>10</b>	<b>21</b>

## 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.

- The HEA membership was appreciative of the amendment to the district calendar designating December 23rd as a half day for students and staff
- Thanks were offered for the Board permitting the public to observe the meeting live via zoom
- Concern was expressed of the fights among students, which leads to unease and safety concerns.
- It was suggested that a second SRO be assigned to the High School
- An inquiry was made as to when the high school elevator would be functional
- A request was made to designate more “wear your comfy clothes day”.
- References were made to staffing shortages and an appeal to increase compensation offered to substitute teachers
- An appeal was again made to hire additional assistant principals
- Why do HS students have access to lockers and not the MS students?
- Implementation of anti-racism curriculum has been overwhelmingly positive
- A suggestion was made to revert to remote instruction the first two weeks in January due to greater interaction during the holidays

## VII Approve Minutes

**Be It Resolved**, that the Hackensack Board of Education approves the **Regular Meeting Minutes** and **Closed Session Minutes of November 15, 2021**, as submitted.

*Trustee Powell motioned to approve November 15, 2021 minutes, seconded by Trustee Goodman  
Minutes approved, Trustee Coleman and Rodriguezl abstained*

## 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. - N: as described below:

- 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).

<b>A. CERTIFICATED STAFF</b>								
<b>Be it Resolved,</b> 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	F/T Phys Ed Teacher 10-06-84/crc	BA/1	\$57,550	High	11/12/21	6/30/22	Approve/Ratify; Previously approved on 10/18/21 Agenda Reclassification Part-Time to Full-Time position
2.	Angelica Paton 11-140-100-101-050-90	English Teacher 10-06-06/cdj	BA16/3	\$61,915	High	1/3/22	6/30/22	Salary Revised Previously approved on 10/18/21 Agenda update to reflect new salary
3.	Brittany Ritterman 20-487-200-100-000-90	Social Worker 10-03-81/xxx	BA32MA/2	\$66,245	Hillers	2/14/21	6/30/22	New Position - Funded via ESSER III
4.	De Bora Thompson 11-213-100-101-300-90	Special Ed Teacher 10-05-81/azq	MA30/11	\$93,690	Middle	2/14/21	6/30/22	Replacing J. Giammona

<b>B. NON-CERTIFICATED STAFF</b>								
<b>Be it Resolved,</b> that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, appoints the following Staff for the 2021-2022 school year.								
	Name	Position/Control Number	Hourly Rate	Hours not to exceed	Location	Date Effective	Date End	Discussion
1.	Cedanesy Cabrera de Lamarche 11-213-100-106-006-90	P/T Para ABA PreK 16-13-13/cny	\$23 per hour	28.75 hours per week	ECDC	1/3/22	6/30/22	Replacing L. Kieferle

<b>C. STAFF - TRANSFERS</b>							
<b>Be it Resolved,</b> 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.	Tania Manzueta 11-216-100-101-090-90	Transfer	Spec Ed Teacher 10-01-81/bsf	ECDC	Parker	10/12/21	Approve/Ratify

<b>D. SUBSTITUTE TEACHERS</b>								
<b>Be it Resolved,</b> 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.	Jakia Sultana	District Substitute	\$150 per diem	4 days per week	ECDC/ District	12/14/21	6/30/22	New Position
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**E. RESIGNATIONS, LEAVES, and OTHER ACTIONS**

	Name	Nature of Action	Position	Location	Date Effective	Discussion
1.	Staff ID# XX30	Leave of Absence	Media Specialist	Fairmount	1/18/22	Sick Leave 1/18/22-2/9/22 paid using sick days w/benefits; FMLA 2/10/22-5/19/22 unpaid w/benefits; Leave 5/20/22-6/30/22 unpaid w/o benefits
2.	Staff ID# XX66	Leave of Absence	Administrator	High	12/6/21	Extended Sick Leave 12/6/21-12/31/21 paid using sick days w/benefits
3.	Staff ID# XX39	Leave of Absence	Science Teacher	Middle	2/14/22	Sick Leave 2/14/22-4/29/22 paid using sick days w/benefits; FMLA 5/2/22-6/30/22 unpaid w/benefits
4.	Staff ID# XX56	Revised Leave of Absence	Psychologist	Middle	10/18/21	Revised Leave 10/18/21-1/21/22 paid using sick days w/ benefits; FMLA 1/24/22-4/29/22 unpaid w/benefits; Leave 5/2/22-6/30/22 unpaid w/o benefits
5.	Staff ID# XX23	Leave of Absence	Elementary Teacher	Fairmount	2/1/22	Extended Leave 2/1/22 - 6/30/22 unpaid w/o benefits
6.	Staff ID# XX79	Leave of Absence	Teacher	Hillers	12/13/21	Extended Leave 12/13/21-1/31/22 paid using sick days w/benefits
7.	Staff ID# XX16	Leave of Absence	Bilingual Teacher	Middle	12/7/21	Extended Leave 12/7/21-12/10/21 paid w/benefits
8.	Staff ID# XX09	Leave of Absence	Spec Ed Teacher	Middle	1/18/22	Sick Leave 1/18/22-3/25/22 paid using sick days w/ benefits; FMLA 3/28/22-6/30/22 unpaid w/ benefits
9.	Staff ID# XX43	Leave of Absence	Teacher	Parker	3/21/22	Sick Leave 3/21/22-6/3/22 paid using sick days w/ benefits; FMLA 6/6/22-6/30/22 unpaid w/ benefits
10.	Mabelis Garcia	Rescinded	Lunch Assistant	Parker	11/9/21	
11.	Carmelina Diaz	Resignation	P/T Para	Fairmount	1/3/22	
12.	Dolores Perkovic	Resignation	P/T Para	ECDC	11/15/21	
13.	Mary Sommers	Retirement	Nurse	Fairmount	2/1/22	
14.	Linda Kieferle	Resignation	P/T Para	ECDC	12/1/21	
15.	Tereza Taylor	Retirement	Admin Assistant	Hillers	6/16/22	
16.	Iram Shah	Resignation	P/T Para	ECDC	11/24/21	

17.	Matthew Hernandes	Rescinded	Asst Soccer Coach	High	7/13/21	
18.	Sandra Ramos	Resignation	Special Ed Teacher	ECDC	2/7/22	

**F. 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# XX58, who was on Administrative Leave from 8/23/21 to 11/12/21.

**G. Approve 2021/2022 Terminal Leave payments:**

	Staff Member	Number/Days	Payment
1.	Thomas Dimitry	97 sick	\$6086.75

**H. 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.	Shaquerra Stevens-Edwards	Winter	Cheerleading
2.	Alex Torebka	Winter	Cheerleading
3.	Christian Velasquez	Winter	Wrestling
4.	William Vivona	Winter	Wrestling
5.	Edwin Hodge	Winter	Boys' Basketball

**I. Be it Resolved,** that the Board of Education, upon the recommendation of the Superintendent of Schools, approves the following High School Detention Teacher and alternates for the 2021-2022 school year, salary in accordance with HBOE/HEA Agreement;

	Name	Rate
1.	Carolina Betances	\$56.19 per hour
2.	Jennifer Sylva/Substitute	\$56.19 per hour

**J. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Hackensack Middle School staff for Club and Activity positions, during the 2021-2022 school year, compensation in accordance with HBOE/HEA Agreement:

	Name	Position	Factor
1.	Theodore Malin	Educational TV & Media (TV Studio)	0.062

**K. Be It Resolved**, that the Hackensack Board of Education, upon recommendation of the Superintendent of Schools, approves revisions to the School Calendars for the 2021/2022 school year.

[Revised School Calendars - 12.13.21](#)

1. HEA Calendar
2. HAOP Calendar
3. HCMA Calendar

**L. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves Lydia Singh, Acting Business Administrator/Board Secretary, effective February 1, 2022, through June 30, 2022, unless ended sooner, at a per diem stipend of \$171 per day, pending contract approval by the Interim Executive County Superintendent.

**M. Be It Resolved**, that the Hackensack Board of Education, designates Lydia Singh, as the District’s Qualified Purchasing Agent, to coincide with her appointment as Acting School Business Administrator, February 1, 2022, through June 30, 2022.

**N. 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 3 staff members for 4 hours a day (12 total), compensation in accordance with HBOE/HEA Agreement, Article 26, Section G:

Philip Benant	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	

Personnel actions <b>A.1, A - N</b>				
<b>Motion: Trustee Powell</b>	<b>Second: Trustee Oates</b>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Mr. Bendezu (Julio)				<b>X</b>
Mr. Coleman (Christopher)	<b>X</b>			
Ms. DeNully (Detra)	<b>X</b>			
Mr. Goodman (Ira)	<b>X</b>			
Ms. LeSane (Zonie)	<b>X</b>			
Mr. Oates (Michael)	<b>X</b>			
Mr. Rodriguez (Anthony)	<b>X</b>			
Mr. Velez (Carlos)				<b>X</b>
Mr. James-Vickery (Scott), Vice President	<b>X</b>			
Mr. Powell (Lancelot), President	<b>X</b>			

**B. Policy**

**B1 Policies for First Reading: None**

**B2 Policies for Second Reading: None**

**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 the following professional development registration for the 2021-2022 school year:

<b>Staff Member's Name</b>	<b>Workshop/ Conference</b>	<b>Date of Conference</b>	<b>Location</b>	<b>Registration Fee</b>	<b>Account Number</b>
Rosanne Cavallo	Using, Facilitating & Training Others to use the Culturally Responsive Curriculum Scorecard	December 4 and December 11, 2021	Online/ NYU	\$675	11-000-223-320-ELA-00
Rosina Pannuccio	Using, Facilitating & Training Others to use the Culturally Responsive Curriculum Scorecard	December 4 and December 11, 2021	Online/ NYU	\$675	11-000-223-500-300-00
Adrian Cepero	NJASA Techspo 2022	January 26, 2022 - January 28, 2022	Harrah's Atlantic City	\$490	11-000-252-500-007-03
Dee Kalman	NJASA Techspo 2022	January 26, 2022 - January 28, 2022	Harrah's Atlantic City	\$490	11-000-223-500-300-00
Elisabet Kennedy	NJASA Techspo 2022	January 26, 2022 - January 28, 2022	Harrah's Atlantic City	\$490	11-000-223-500-050-00
Ted Malin	NJASA Techspo 2022	January 26, 2022 - January 28, 2022	Harrah's Atlantic City	\$490	11-000-223-500-300-00
Robert Sanchez	NJASA Techspo 2022	January 26, 2022 - January 28, 2022	Harrah's Atlantic City	\$490	11-000-230-585-002-00
Anamari Servis	NJASA Techspo 2022	January 26, 2022 - January 28, 2022	Harrah's Atlantic City	\$490	11-000-223-500-110-00

**C3 Field Trips - (none)**



**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
NKP	L. Whitaker	Su Min Grace Kim	Shawna Hill Shortridge	Elementary/ Special Education	Rutgers	Spring 2022 and Fall 2022
MS	A. Galiana	Jae Song	K. DeBlasio	Social Studies	Rutgers	Spring 2022 and Fall 2022

**C5 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement between Hackensack Public Schools and the Department of Nursing at William Paterson University’s College of Science and Health in which student nurses, in their senior year, will be fulfilling their clinical experience within all our public schools including the Early Childhood Development Center. Clinical experiences will begin in January 2022 and end in May 2022.

**C6 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a presentation on vaping prevention and education to be presented by Mr. Tim Shoemaker, a nationally credentialed prevention facilitator. The presentation is about the health risks associated with vaping and the methods the tobacco industry uses to market its products to children. The program will be used as a required intervention, on remote demand, for all students that are vaping on campus. The cost is \$499 for up to 100 registrants and the money will be funded from the Take Away the Vape Grant that was awarded to Hackensack High School.

**C7 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a resolution to use the services of Nicole Hill at J & J Therapy, Hewitt, New Jersey. Ms. Hill will provide educational physical therapy services for the Hackensack Public School District students for the 2021-2022 school year at a rate not to exceed \$85/hour and \$350 for any physical therapy evaluations. Funds will be paid from account #11-000-216-320-006-00.

**C8 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the reimbursement of \$1,000 to Darius Pemberton, Director of Special Services, for completing year 2 of the Leader to Leader Mentoring program.

**C9 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the formation of a new student club called IDEATE, a new assistive technology club that increases workplace success for people with disabilities.

**C10 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following services for the 2021-2022 school year.

<u>TYPE</u>	<u>SCHOOL</u>	<u>Tuition</u>	<u>ID #</u>	<u>CLASSIFIED</u>	<u>COMMENT</u>
Public	BCSS	\$76,860.00	XXX795	X	Bleshman
Public	BCSS	\$76,860.00	XXX154	X	Bleshman
Public	BCSS	\$76,860.00	XXX798	X	Bleshman

Public	BCSS	\$76,860.00	XXX798	X	Bleshman
Public	BCSS	\$76,860.00	XXX034	X	Bleshman
Public	BCSS	\$76,860.00	XXX037	X	Bleshman
Public	BCSS	\$76,860.00	XXX203	X	Bleshman
Public	BCSS	\$19,980.00	XXX167	X	Career Crossroads
Public	BCSS	\$19,980.00	XXX226	X	Career Crossroads
Non-Pub	Eastwick College	\$ 9,900.00	XXX692	X	Hackensack Campus
Non-Pub	David Gregory School	\$51,998.40	XXX431	X	
Non-Pub	Windsor Preparatory High School	\$44,361.84	XXX384	X	
Public	Hohokus School	\$ 9,900.00	XXX214	X	
Non-Pub	The Forum School	\$52,673.28	XXX320	X	
Non-Pub	Broadstep Academy		XXX501	X	Withdrew 11/30/21

<u>TYPE</u>	<u>SCHOOL</u>	<u>1:1/Nurse</u>	<u>ID #</u>	<u>CLASSIFIED</u>	<u>COMMENT</u>
Non-Pub	David Gregory School	\$33,480.00	XXX431	X	

**C11 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a resolution to use the services of CBH Care Inc., of Hackensack, New Jersey. CBH Care will provide mental health services and conduct mental health screenings and/or psychiatric evaluations to the students of Hackensack for the 2021-2022 school year. Mental Health Screening/Risk Assessment by a licensed clinician will be conducted at a rate not to exceed \$250 per student and full psychiatric evaluations will be conducted at a rate not to exceed \$450 per student. Funds will be paid from account #11-000-219-320-006-00.

**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 ESSA Title I, account #20-231-200-100-110-90.

<b>Name</b>	<b>Position</b>	<b>Guide HBOE/HEA Agreement -Article 26</b>	<b>Hours Not To Exceed</b>
Shannon Echeverria	Fanny M. Hillers School Family Nights	Appendix G	Not to exceed 5 hours
Anamari Servis	Fanny M. Hillers School Family Nights	Appendix G	Not to exceed 5 hours

**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 #11-000-221-104-003-90.

<b>Name</b>	<b>Position</b>	<b>Guide HBOE/HEA Agreement -Article 26</b>	<b>Hours Not To Exceed</b>
Karolyn Breckenridger	Bilingual ELA Unit Writing	Appendix N	Not to exceed 50 hours
Berlinda Rodriguez	Bilingual ELA Unit Writing	Appendix N	Not to exceed 50 hours
Leslie Solis	Bilingual ELA Unit Writing	Appendix N	Not to exceed 50 hours

**C14 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 #11-000-221-104-003-90.

<b>Name</b>	<b>Position</b>	<b>Guide HBOE/HEA Agreement -Article 26</b>	<b>Hours Not To Exceed</b>
Michelle Hammond-Dudley	Amistad Unit Writing	Appendix N	Not to exceed 12 hours
Matthew Facella	Amistad Unit Writing	Appendix N	Not to exceed 12 hours
America Sotelo	Amistad Unit Writing	Appendix N	Not to exceed 12 hours
Christina Thompson	Amistad Unit Writing	Appendix N	Not to exceed 12 hours
Mariko Walker	Amistad Unit Writing	Appendix N	Not to exceed 12 hours
Nia Watson	Amistad Unit Writing	Appendix N	Not to exceed 12 hours

**C15 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 #11-000-221-104-003-90.

<b>Name</b>	<b>Position</b>	<b>Guide HBOE/HEA Agreement -Article 26</b>	<b>Hours Not To Exceed</b>
Sara Burfeind	Preschool Unit Writing	Appendix N	Not to exceed 20 hours
Malgorzata Downes	Preschool Unit Writing	Appendix N	Not to exceed 20 hours
Katarzyna Ferrone	Preschool Unit Writing	Appendix N	Not to exceed 20 hours
Soniya Shabazz	Preschool Unit Writing	Appendix N	Not to exceed 20 hours

**C16 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 ESSER II, account #20-483-100-100-000-90.

<b>Name</b>	<b>Position</b>	<b>Guide HBOE/HEA Agreement -Article 26</b>	<b>Hours Not To Exceed</b>
Jessica Luciano	Jackson Avenue School Tutorial Teacher	Appendix G	Not to exceed 55 hours
Albania Mejia	Jackson Avenue School Tutorial Lead Teacher	Appendix G	Not to exceed 55 hours
Johanna Monegro	Jackson Avenue School Tutorial Teacher	Appendix G	Not to exceed 55 hours
Danielle Parke	Jackson Avenue School Tutorial Teacher	Appendix G	Not to exceed 55 hours
Titia Peterson-Lomax	Jackson Avenue School Tutorial Teacher	Appendix G	Not to exceed 55 hours

**C17 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 #11-000-221-104-003-90.

<b>Name</b>	<b>Curriculum Writing Position</b>	<b>Guide HBOE/HEA Agreement -Article 26</b>	<b>Hours Not To Exceed</b>
Tonia Andrews	Create Studio Grades 5-8 Art History Grades 9-12 Computer Graphics 1 Grades 9-12 Computer Graphics 2 Grades 10-12	Appendix N	60 hours
Matthew Facella	Social Studies Grade 8	Appendix N	20 hours
Jessica Grimes	Social Studies Grade 3	Appendix N	20 hours
Dee Kalman	Digital Media Grades 5-6 Intro to STEM Grades 7-8 Woodshop Grades 5-8	Appendix N	24 hours
Amanda Karolewicz	Climate Change Integration	Appendix N	15 hours
Lisa Ann MacVicar	AP Music Theory	Appendix N	10 hours
Laura Martin	Social Studies	Appendix N	20 hours
Brianna O'Halloran	TV Production Grades 9-12 TV Production Grades 5-8	Appendix N	22 hours
Cne Soukas	Art Grade 5 Art Grade 6 Art Grade 7 Art Grade 8	Appendix N	80 hours

Francesca Stierle	Climate Change Integration	Appendix N	15 hours
Jennifer Sylva	Physical Education Grade K Physical Education Grade 1 Physical Education Grade 2 Physical Education Grade 3 Physical Education Grade 4	Appendix N	50 hours
Christina Thompson	Social Studies Grade K	Appendix N	20 hours
Crista Tiboldo	Climate Change Integration	Appendix N	15 hours
Leven Wadley	Climate Change Integration	Appendix N	15 hours
Mariko Walker	Social Studies Grade 6	Appendix N	20 hours
Brooke Zwier	Climate Change Integration	Appendix N	15 hours

**C18 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 ESSER II, account #20-484-100-100-003-90.

Name	Position	Guide HBOE/HEA Agreement -Article 26	Hours Not To Exceed
Carolina Betances	HHS Homework Help Math Teacher	Appendix G	Not to exceed 40 hours
Beth Gilman	HHS Homework Help Math Teacher	Appendix G	Not to exceed 40 hours
Danielle Hampson	HHS Homework Help Math Teacher	Appendix G	Not to exceed 40 hours

**C19 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 ESSA Title I, account #20-232-200-100-000-90.

Name	Position	Guide HBOE/HEA Agreement -Article 26	Hours Not To Exceed
Cindy Bustos	Paraprofessional to Support the Parent Outreach Office	\$25 per hour	Not to exceed 150 hours

**C20 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 ESSER II, account #20-483-100-100-000-90.

Name	Position	Guide HBOE/HEA Agreement -Article 26	Hours Not To Exceed
Erin Scordo	Fairmount School: Boost Academy Teacher	Appendix G	Not to exceed 12 hours

**C21 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 ESSA Title I, account #20-231-200-100-300-90.

Name	Position	Guide HBOE/HEA Agreement -Article 26	Hours Not To Exceed
Daniel Anderson	HMS Parent Academy Outreach Team	Appendix G	Not to exceed 48 hours
Nicole Macias	HMS Parent Academy Outreach Team	Appendix G	Not to exceed 48 hours
Heather Mecka	HMS Parent Academy Outreach Team	Appendix G	Not to exceed 48 hours
Rosina Panuccio	HMS Parent Academy Outreach Team	Appendix G	Not to exceed 48 hours
Mariko Walker	HMS Parent Academy Outreach Team	Appendix G	Not to exceed 48 hours
Stacey Wilkins	HMS Student Accolades Coordinator	Appendix G	Not to exceed 36 hours

**C22 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies an agreement with Teaching Strategies, for professional development for Creative Curriculum and the GOLD Assessment for the 2021-2022 school year. The total cost, not to exceed \$7,200 to be paid for with Preschool Education Aid, account #20-219-200-329-009-00.

**C23 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Mad Science of Northeast New Jersey, to provide after-school programs at Youth Consultation Services for the 2021-2022 school year. The total cost, not to exceed \$5,200 to be paid for with ESSA Title I, account #20-231-100-300-010-00.

**C24 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves a partnership collaboration with Bergen County Technical Schools, to provide an after school enrichment program for 30 selected 6th, 7th, and 8th-grade students to take place at the Bergen County Academies campus for the 2021-2022 school year. There is no cost for this program.

**C25 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Inspimind, a youth motivational speaking organization, to provide a series of workshops and assemblies for high school students focused on the topic, “Mindset of Success” for the 2021-2022 school year. The total cost, not to exceed \$7,001 to be paid for with ESSA Title I, account #20-231-100-300-050-00.

**C26 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Learning Alliances to provide a series of parent workshops for the 2021-2022 school year. The total cost, not to exceed \$7,800 to be paid for with ESSA Title I, account #20-231-200-300-050-00.

**C27 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools will issue a Request for Proposal for a company to provide one-on-one tutoring for students in Grades 1-12 for the 2021-2022 and 2022-2023 school year.

**C28 Be it Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, upon review and consideration of the results of HIB investigation(s) report to the Board of Education during its last meeting, affirms the Superintendent’s determination on the HIB investigation.

Curriculum Resolutions C2 - C28				
<i>Motion: Trustee Coleman</i>	<i>Second: Trustee Oates</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				<b>X</b>
Mr. Coleman (Christopher)	<b>X</b>			
Ms. DeNully (Detra)	<b>X</b>			
Mr. Goodman (Ira)	<b>X</b>			
Ms. LeSane (Zonie)	<b>X</b>			
Mr. Oates (Michael)	<b>X</b>			
Mr. Rodriguez (Anthony)	<b>X</b>			
Mr. Velez (Carlos)				<b>X</b>
Mr. James-Vickery (Scott), Vice President	<b>X</b>			
Mr. Powell (Lancelot), President	<b>X</b>			

**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 November 2021;

**Be It Resolved,** that the Board of Education and Interim School Business Administrator 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 D1*). [Board Secretary's 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**, November 12, 2021 through December 10, 2021, in the total amount of \$14,518,412.21 (*Attachment D2*). [Bills List](#)

Fund 10	General Fund	\$848,414.39
Fund 11	Current General Expense	\$11,142,417.35
Fund 12	Capital Outlay	\$180,508.89
Fund 20	Special Revenue	\$1,037,050.54
Fund 30	Capital Projects	\$1,211,460.40
Fund 40	Debt Service	\$0
Fund 60	Enterprise Fund	\$98,560.641

**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 #8090** through #8105 for the month of December 2021, total amount of \$14,559,563.73 (*Attachment D3*). [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 D4*). [Fundraiser and Flyer Distribution](#)

**D5 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, accepts the **School Based Youth Services Grant** (Drop-In Center & Family Friendly Programs) a one-time increase in the amount of \$62,172, which represents a one-year 18% increase of the 2021-2022 amount which will be received with this year’s grant. (base grant amount was \$345,403)

**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 **purchase of Ricoh IMC 6000 Digital Color Imaging System** from T&G Industries, Inc. in the amount of \$10,450 for use by the Supervisors’ Office located on State Street.

**D7 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, accepts the \$134,114 from the State of New Jersey Schools Development Authority and certifies that the funds are dedicated to **emergent projects and capital maintenance projects associated** with students’ return to in-person education.

**D8 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, accepts the **School Security Grant #20E00435** from the State of New Jersey in the amount of \$313,241.

**D9 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 **High School Student Activities Subaccounts**.

<b>New Clubs</b>
IDEATE Club



**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 **abolishment** of the following **High School Student Activities Subaccounts**.

<b>Clubs No Longer Active</b>
The Morning Report

**D11 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves the request from **The City of Hackensack**, for a letter of support to be submitted with their **grant application** to improve pedestrian safety conditions along Passaic Ave between Essex St and Beech St., which will in turn improve the safety conditions for Hackensack High School students who walk/bike to and from school.

**D12 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** of masks, wipes and hand sanitizer, from Anthony Gomez, President of RapidShips, LLC/WI Global LLC, valued at \$7,000.

**D13 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, applies for and accepts accepts the **revised amount** of the **ARP ESSER III Federal Grant** in the amount of \$9,695,005 (originally was \$9,019,032).

**D14 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, acknowledges that the Hackensack Public School District conducted its **first emergency school bus exit drills**, in accordance with N.J.A.C. 6A:27-11.2, as follows:

<i>Date</i>	<i>Time(s)</i>	<i>School</i>	<i>Location</i>	<i>Route Nos.</i>	<i>Admin</i>
11/18/2021	8:25am 2:55pm	Middle School	360 Union Street	N/A	J. Morel
10/19/2021	9:05 am	ECDC	100 S. Main Street	N/A	M. Moncloa
10/21/2021	8:20am 2:30pm	High School	Comet Way	Hackensack District school bus	R. Greenwood, C. King, D. Osbourne & E. Hodge- school monitors
10/22/2021	9:15am 12:15pm	Hillers	Longview Avenue	Hackensack District school bus	J. Soto
10/20/2021	9:00am 2:30pm	Fairmount	Poplar & Grand Avenue	Bus 02 & Bus 11	D. Petrin-Wall
10/28/2021 10/5/2021	9:15am 1:15pm 8:45am	Jackson	Jackson Avenue	All Hackensack District school bus IN224	J. Soto C. Moran
10/12/2021	9:00am 2:30pm	Parker	Club Way	Bus 01 & Bus 02	D. Petrin-Wall

Finance and Budget Resolutions <b>D1 – D14</b>				
<i>Motion: Trustee Goodman</i>	<i>Second: Trustee Rodriguez</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				<b>X</b>
Mr. Coleman (Christopher)	<b>X</b>			
Ms. DeNully (Detra)	<b>X</b>			
Mr. Goodman (Ira)	<b>X</b>			
Ms. LeSane (Zonie)	<b>X</b>			
Mr. Oates (Michael)	<b>X</b>			
Mr. Rodriguez (Anthony)	<b>X</b>			
Mr. Velez (Carlos)				<b>X</b>
Mr. James-Vickery (Scott), Vice President	<b>X</b>			
Mr. Powell (Lancelot), President	<b>X</b>			

**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, that the Board submit the **Annual Health and Safety Evaluation of School Buildings Checklist Statement of Assurance** for school year 2021-2022 to the Interim Executive County Superintendent of Schools.

**E3 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, that the Board approves Richey Athletics, Michigantown, Indiana, to provide **replacement pole vault equipment to be placed at the High School athletic field**, which was damaged during Hurricane Ida, at a cost of \$23,116.

**E4 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, approves/ratifies Hunter Equipment Service, LLC. to **repair and update the alignment system to the High School autolift** in the amount of \$5,440, due to Hurricane Ida flooding.

**E5 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and Interim School Business Administrator, that the Board authorizes Mathusek Inc., Oakland, NJ, an authorized vendor under the Hunterdon County Educational Services Commission Cooperative Purchasing contract #208, to **remove the damaged floor and install an Action Wood Floor System** in the High School auxiliary gym, at a cost of \$76,049, to. Damage resulting from Hurricane Ida flooding.

**E6 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 #5, as shown below:**

- Current Contract Amount (including Change Orders #1-4) ~~\$406,104.30~~ \$453,303.83
- #5 Due to switching to second shift *Not to Exceed* ~~\$ 38,140.31~~ \$ 38,140.31
- **Revised contract amount:** **@\$444,244.61** \$491,444.14

**E7 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent and Interim School Business Administrator, approves the **Facility Request Waivers** for Toilet Room Facilities at **Jackson Ave School** for the 2021-2022 school year for the following classroom, and authorizes submission to the Executive County Superintendent for approval.

- Room 200

Buildings and Grounds Resolutions E2 –E7				
<i>Motion: Trustee James-Vickery</i>	<i>Second: Trustee DeNully</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				<b>X</b>
Mr. Coleman (Christopher)	<b>X</b>			
Ms. DeNully (Detra)	<b>X</b>			
Mr. Goodman (Ira)	<b>X</b>			
Ms. LeSane (Zonie)	<b>X</b>			
Mr. Oates (Michael)	<b>X</b>			
Mr. Rodriguez (Anthony)	<b>X</b>			
Mr. Velez (Carlos)				<b>X</b>
Mr. James-Vickery (Scott), Vice President	<b>X</b>			
Mr. Powell (Lancelot), President	<b>X</b>			

**F. New Business**

**F1. WHEREAS**, the Hackensack Board of Education (the “Board”) is a party to a litigation matter captioned Dragan Ninoski v. Hackensack Board of Education, Bergen County, OAL Docket No. EDU-12061-2019 N, Agency Docket No. 190-8/19, and an Unfair Practice Charge filed with the Public Employment Relations Commission, Docket No. CO-2020-059; and

**WHEREAS**, in order to avoid the time and expense of protracted litigation the parties thereto endeavor to amicably resolve the matter in difference;

**NOW THEREFORE BE IT RESOLVED**, by the Board as follows:

1. The Board hereby approves the settlement in the within captioned matter in the gross amount of \$75,000, minus usual and customary withholdings, including FICA, State and Federal taxes, union membership fee contributions, pension contributions and other legally required deductions.
2. The Superintendent, Interim Business Administrator/Board Secretary, Board President and/or legal counsel are authorized to execute any documents in furtherance of the within approval.
3. This Resolution shall take effect immediately.

New Business F1				
<i>Motion: Trustee Powell</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			

**IX. Board Comments**

- Outgoing Trustee DeNully thanked the Board and community for letting her serve and conversely, the other Trustees thanked her and Ms. LeSane for stepping in and doing a yeoman’s job.
- The student representative was thanked for his remarks.
- The public was assured the Trustees do listen and take their input seriously
- The hope for joyous holidays for all was expressed.
- Recognition and congratulations for fall sports and tonight’s musical performance were expressed.
- Stay healthy - COVID is still very active

**X Be It Resolved,** that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Monday, December 13, 2021, to discuss **Personnel, 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 and action may be taken by the Board..

*Trustee Oates motioned to go into a second Executive Session at 10:05 p.m., seconded by Goodman, with all members present voting aye. The Trustees reconvened into public Session at 10:45 p.m.*

**XI Announcement**

Superintendent Sanchez stated the Board and Administration is listening to the public and staff and is monitoring and repositioning its stance on staffing shortages across the grade levels, including substitute needs. The Trustees recognize there is a need now and will take steps to appoint Interim/Acting Assistant Principals through June 2022.

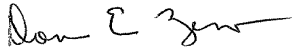
<https://www.youtube.com/watch?v=IRBBIjaFh60>

**XII Adjournment:**

*Trustee James-Vickery motioned to adjourn at 10:50 p.m., all present members voting aye.*

December 13, 2021  
Hackensack Regular Board Meeting

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Dora E. Zeno". The signature is fluid and cursive, with a long horizontal stroke at the end.

Dora E. Zeno  
Interim Business Administrator/Board Secretary