

**HACKENSACK BOARD OF EDUCATION
 191 SECOND STREET, HACKENSACK, NJ 07601
 REGULAR PUBLIC MEETING
 MINUTES
 September 18, 2023**

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

In accordance with the Open Public Meetings Act, *N.J.S.A. 10:4-6 et seq.*, adequate notification of this meeting has been provided by advertising in the Record and posting notice in the Board of Education Administration Building (Padovano Education Center) and filing notice with the City Clerk. I hereby call to order the Regular Public Meeting on Monday, September 18, 2023, in the Nellie K. Parker School Auditorium, at 6:18 pm.

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
Mr. Bendezu (Julio)		x
Mr. Carroll (Demetrius)	x	
Mr. Coleman (Christopher)	x	
Ms. Cordero-Outen (Lissette)	x	
Ms. Harris (Jennifer)	x	
Mr. Meehan (Andrew)	x	
Mr. Powell (Lancelot)	x 6:20pm	
Ms. Somerville (Marlene)	x	
Mr. Rodriguez (Anthony), Vice President	x	
Mr. James-Vickery (Scott), President	x	

II Be It Resolved, that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Monday, September 18, 2023, 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 Rodriguez motioned to go into Executive Session at 6:20pm. seconded by Trustee Carroll with all members present voting aye. The Trustees reconvened into public session at 7:43pm .

III Presentation:

Hackensack Middle School Schedule Update: HMS Administration

Hackensack Public Schools Amistad Implementation: Andrea Oates-Parchment, Assistant Superintendent, Dr. Lauren Kazmark, Director of Curriculum and Janice Acebo, Supervisor of Social Studies & Health/Physical Education

Graduation Pathways Report: Andrea Oates-Parchment, Assistant Superintendent

School Safety Data Report: Andrea Oates-Parchment, Assistant Superintendent Curriculum & Instruction and Affirmative Action Officer

IV Student Board Member Report - None

V Superintendent’s Report

A. Enrollment Report

<i>Enrollment as of September 14, 2023</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1730	98.16
Middle School	1419	98.63
Fairmount	507	98.75
Hillers	441	98.02
Jackson	376	98.22
Parker	553	98.21
ECDC	153	96.92
Total	5179	98.13

B. Residency Report

	<i>August 2023</i>	<i>Year to Date</i>
Number of Residency Cases Received	2	2
Residency Verified	0	0
In-Home Visits Unverified	2	2
Parent Provided Updated In-District Proof of Residency	0	0
Students Withdrawn as a Result of Residency Investigation	0	0

C. Harassment, Intimidation, and Bullying Report

Completed Investigations: August 29, 2023 - September 15, 2023					
SCHOOL	FITS HIB DEFINITION	INCONCLUSIVE	NO EVIDENCE OF HIB	DOES NOT FIT HIB DEFINITION	TOTAL
ECDC (and contracted PreK)	0	0	0	0	0
Fairmount	0	0	0	0	0
Parker	0	0	0	0	0
Hillers	0	0	0	0	0
Jackson	0	0	0	0	0
Middle	1	0	0	2	3
High	0	0	0	0	0
TOTALS	1	0	0	2	3

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.

- Music program is doing well and going into County Regions
- Choir is getting excellent ratings
- Scheduling issue at Middle School
- Amistad Education work in progress
- Dr. Whiting, 29 years of dedicated work
- Grace for administrative mistakes
- Special Education needs/issues

VII Approve Minutes

Be It Resolved, that the Hackensack Board of Education approves the **Regular Meeting Minutes** and **Closed Session Minutes** of August 28, 2023 as submitted.

Trustee Carroll motioned to approve the Regular minutes and Closed Session minutes of August 28,2023, seconded by Trustee Coleman

VIII Resolutions

A. Personnel - separate document

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

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 APPOINTMENTS							
Be It Resolved , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Certificated Instructional Staff for the 2023 -2024 school year. *Prorated salary based on employment dates.							
	Name	Position	Deg/Step	Salary	Location	Effective Date(s)	Discussion

1.	Sophia Raza 11-140-100-101-050-90	Technology Teacher	BA/1	\$61,635*	High	10/16/23	Replacing: S. Anderson
2.	Gulda Battaglia 11-000-219-104-009-90	LR Social Worker	MA	\$67,815*	ECDC	9/18/23-1/31/24	Replacing: D. Lizardo
3.	Monique Mighty 20-461-200-100-000-00 11-140-200-101-SBM-90	School Social Worker	MA/14	\$108,295*	High	11/01/23	Mental Health Grant 50% Salary Funded

B. NON-CERTIFICATED STAFF APPOINTMENTS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby appoints the following Non-certificated staff for the 2023 -2024 school year. *Prorated salary based on employment dates.

	Name	Position	Salary	Location	Effective Date	Discussion
1.	Kimber Dula 11-213-100-101-050-90	PT Paraprofessional	\$25/hr	High	9/18/2023	Replacing: B. Drakeford
2.	Hanna Marmol 11-190-100-106-120-90	PT Paraprofessional	\$25/hr	Jackson	9/18/2023	New Position
3.	Tianna Velez 11-000-217-100-009-90	PT Paraprofessional	\$25/hr	ECDC	9/26/2023	Replacing: A. Calles
4.	Aleesa Akegnan 11-190-100-106-090-90	PT Paraprofessional	\$25/hr	Parker	9/18/2023	New Position
5.	Saira Ortega 60-910-310-100-090-90	Lunch Assistant	\$22/hr	Parker	9/18/2023	Replacing: M. Hernandez
6.	Flora Sanchez Ovando 60-910-310-100-009-90	Lunch Assistant	\$22/hr	ECDC	9/18/2023	Replacing: M.Mannino
7.	Yesenia Lee 11-190-100-106-100-90	PT Paraprofessional	\$25/hr	Fairmount	9/18/2023	New Position
8.	Diana Aristizabal 11-190-100-106-090-90	PT Paraprofessional	\$25/hr	Parker	9/18/2023	New Position
9.	Najerrei Thompson 11-190-100-106-090-90	PT Paraprofessional	\$25/hr	Parker	9/18/2023	New Position

10.	Deborah Stelzle 11-190-100-106-100-90	PT Paraprofessional	\$25/hr	Fairmount	10/2/23	New Position
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C. LEAVE OF ABSENCES				
Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Leave of Absences for the 2023-2024 school year.				
	Name	Position	Date Effective	Discussion
1.	Staff ID# XX91	Teacher	9/1/23	FMLA 9/1/23-9/15/23 unpaid w/ benefits
2.	Staff ID# XX28	Teacher	9/1/23	FMLA 9/1/23-11/24/23 unpaid w/ benefits
3.	Staff ID# XX12	Teacher	11/13//23	Sick leave 11/13/23-1/5/24 paid w/ benefits using sick days; FMLA 1/8/24-4/5/24 unpaid w/ benefits; Unpaid leave 4/8/24-5/3/24 unpaid w/ EBC
4.	Staff ID# XX15	Teacher	9/1/23	Sick leave 9/1/23-9/8/23 paid w/benefits using sick days; FMLA 9/11/23-12/22/23 unpaid w/ benefits.
5.	Staff ID# XX03	Teacher	5/1/23	Revised sick leave 5/1/23-10/31/23 paid w/ benefits using sick days; FMLA 11/1/23-1/31/24 unpaid w/ benefits
6.	Staff ID# XX05	Teacher	9/1/23	Sick leave 9/1/23-12/1/23 paid with benefits using sick days
7.	Staff ID# XX78	Teacher	9/1/23	Sick leave 9/1/23-10/6/23 paid w/ benefits using sick days; FMLA 10/10/23-1/10/24 unpaid w/ benefits; Unpaid leave 1/11/24-3/8/24 unpaid w/o benefits
8.	Staff ID# XX98	Speech Therapist	9/1/23	Sick leave 9/1/23-10/31/23 paid w/ benefits using sick days
9.	Staff ID# XX24	Lunch Assistant	9/8/23	Unpaid leave 9/8/23-9/29/23 unpaid w/o benefits
10.	Staff ID# XX07	Teacher	11/13/23	Sick leave 11/13/23-12/15/23 paid w/ benefits using sick days; FMLA 12/18/23-3/15/24 unpaid w/ benefits; Unpaid leave 3/18/24-6/30/24 unpaid w/o benefits
11.	Staff ID# XX83	Teacher	9/1/23	Sick leave 9/1/23-11/30//23 paid w/ benefits using sick days

12.	Staff ID# XX38	Psychologist	9/15/23	Sick leave 9/15/23-10/20/23 paid w/ benefits using sick days
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D. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS/RECESSIONS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, accepts the following employee separation actions for the 2023-2024 school year.

	Name	Position	Location	Date Effective	Discussion
1.	Amaya Sims	PT Paraprofessional	Parker	9/1/23	Rescinded
2.	Gabrielle Zimmer	Speech Language Specialist	ECDC	9/1/23	Rescinded
3.	Employee ID #3598	Speech Language Specialist	ECDC	10/31/23	Resignation
4.	Christopher Melia	Fifth Grade Social Studies Teacher	Middle	1/1/24	Retirement
5.	Sean Gary	PT Paraprofessional	Middle	9/11/23	Resignation
6.	Natalia Cayado	Second Grade Bilingual/ESL Teacher	Jackson	11/10/23	Resignation
7.	Najran Cowins	Assistant Principal	Middle	10/15/23	Resignation
8.	Jesse James	Custodian	Middle	10/1/23	Retirement

E. STAFF TRANSFERS/REASSIGNMENTS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approve the following Staff Transfers/Reassignments for the 2023-2024 school year.

	Name	Action	From Position	To Position	From Location	To Location	Discussion
1.	Audrey Taylor-England	Reassignment	ELA Teacher	Reading Interventionist	Middle	Middle	Vacancy Replacement
2.	Tani Manzueta	Transfer	Preschool Teacher	Preschool Teacher	Parker	ECDC	Vacancy Replacement
3.	Gulda Battaglia	Reassignment/Transfer	FT Paraprofessional	LR Social Worker	Parker	ECDC	Leave Replacement Assignment

F. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies terminal payments for the 2022-2023 school year as per the HBOE/HEA/HOAP/HCMA Agreements.

	Staff Member	Position	Number of Days	Payment
1	Cathy Pitasi	Administrative Assistant	293	\$19,045
2	Francesco Pitasi	Head Custodian	430	\$25,800
3	Leroy Montgomery	Custodian	276	\$16,560
4	Kenneth Gubala	Special Education Teacher	204	\$12,801
5	Jodi Brill	Speech Therapist	37	\$2,321.75

G. 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, with compensation in accordance with the HBOE/ HEA Agreement, Article 26, Section N:

	Name	Sport/Position	Step	Stipend
1.	Mark Edwards	Boys Assistant Soccer Coach	Step 1	\$6163
2.	Kayano Jones	Boys Assistant Soccer Coach	Step 1	\$6163
3.	Todd Colombo	Middle School Swimming Coach	Step 2	\$2278
4.	David Bastidas-Saltos	Gymnastics Volunteer Coach	N/A	N/A
5.	Daniel Corneal	Volunteer Boys Assistant Soccer Coach	N/A	N/A

H. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves and ratifies the following staff at Hackensack High School, for extra compensation in accordance with the HBOE/ HEA Agreement, Article 26, Schedule G.

	Name	Period/Course	Coverage Dates
1.	Jacqueline Stone	2/CP English 4 Exploring Social Justice	9/6/23- 12/6/23
2.	Gerry Porto	3/CP English 4 True Crime Studies in Literature	9/6/23- 12/6/23
3.	Gerry Porto	5/CP English 4 True Crime Studies in Literature	9/6/23- 12/6/23
4.	Dawn Washburn	6/CP English 4 True Crime Studies in Literature	9/6/23- 12/6/23
5.	Dawn Washburn	8/CP English 4 True Crime Studies in Literature	9/6/23- 12/6/23
6.	Stanley Membreno	Bilingual Education Social Studies	9/6/23-6/20/24
7.	Dawn Direnzo-Washburn	2/CP English 1	9/18/23-12/29/23
8.	Caseen Gaines	4/CP Creative Writing	9/18/23-12/29/23
9.	Anthony Zisa	7/Honors English 1	9/18/23-12/29/23
10.	Nicole Macias	8/Honors English 1	9/18/23-12/29/23
11.	Jacquelyn Perrone	9/CP Creative Writing	9/18/23-12/29/23

I. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves and ratifies the following staff at Nellie K. Parker School, for extra compensation in accordance with the HBOE/ HEA Agreement, Article 26, Schedule G.

	Name	Period/Course	Coverage Dates
1.	Anthony Bennett	Physical Education	9/6/23-6/20/24

J. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2023-2024 school year. The total cost will be paid with Title I funds, account #20-231-100-100-100-00.

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	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Alexandra Kilkenny	Fairmount ELA Cycle 1 Tutorial Teacher	Appendix G	10 hours
2.	Lauren Orta	Fairmount ELA Cycle 1 Tutorial Teacher	Appendix G	10 hours
3.	Ebony McBride	Fairmount ELA Cycle 1 Tutorial Teacher	Appendix G	10 hours
4.	Diana Masticova	Fairmount ELA Cycle 1 Tutorial Teacher	Appendix G	10 hours
5.	Johanna Clemente Romano	Fairmount ELA Cycle 1 Tutorial Teacher	Appendix G	10 hours
6.	Alexandra Kilkenny	Fairmount ELA Cycle 2 Tutorial Teacher	Appendix G	10 hours
7.	Lauren Orta	Fairmount ELA Cycle 2 Tutorial Teacher	Appendix G	10 hours
8.	Ebony McBride	Fairmount ELA Cycle 2 Tutorial Teacher	Appendix G	10 hours
9.	Diana Masticova	Fairmount ELA Cycle 2 Tutorial Teacher	Appendix G	10 hours
10.	Johanna Clemente Romano	Fairmount ELA Cycle 2 Tutorial Teacher	Appendix G	10 hours
11.	Alexandra Kilkenny	Fairmount ELA Cycle 3 Tutorial Teacher	Appendix G	10 hours
12.	Lauren Orta	Fairmount ELA Cycle 3 Tutorial Teacher	Appendix G	10 hours
13.	Ebony McBride	Fairmount ELA Cycle 3 Tutorial Teacher	Appendix G	10 hours
14.	Diana Masticova	Fairmount ELA Cycle 3 Tutorial Teacher	Appendix G	10 hours
15.	Johanna Clemente Romano	Fairmount ELA Cycle 3 Tutorial Teacher	Appendix G	10 hours

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16.	Alexandra Kilkenny	Fairmount Math Cycle 1 Tutorial Teacher	Appendix G	10 hours
17.	Lauren Orta	Fairmount Math Cycle 1 Tutorial Teacher	Appendix G	10 hours
18.	Ebony McBride	Fairmount Math Cycle 1 Tutorial Teacher	Appendix G	10 hours
19.	Diana Masticova	Fairmount Math Cycle 1 Tutorial Teacher	Appendix G	10 hours
20.	Shawna Hill Shortridge	Fairmount Math Cycle 1 Tutorial Teacher	Appendix G	10 hours
21.	Alexandra Kilkenny	Fairmount Math Cycle 2 Tutorial Teacher	Appendix G	10 hours
22.	Lauren Orta	Fairmount Math Cycle 2 Tutorial Teacher	Appendix G	10 hours
23.	Ebony McBride	Fairmount Math Cycle 2 Tutorial Teacher	Appendix G	10 hours
24.	Diana Masticova	Fairmount Math Cycle 2 Tutorial Teacher	Appendix G	10 hours
25.	Shawna Hill Shortridge	Fairmount Math Cycle 2 Tutorial Teacher	Appendix G	10 hours
26.	Alexandra Kilkenny	Fairmount Math Cycle 3 Tutorial Teacher	Appendix G	10 hours
27.	Lauren Orta	Fairmount Math Cycle 3 Tutorial Teacher	Appendix G	10 hours
28.	Ebony McBride	Fairmount Math Cycle 3 Tutorial Teacher	Appendix G	10 hours
29.	Diana Masticova	Fairmount Math Cycle 3 Tutorial Teacher	Appendix G	10 hours
30.	Shawna Hill Shortridge	Fairmount Math Cycle 3 Tutorial Teacher	Appendix G	10 hours
31.	Leslie Montone	Fairmount Student Clubs Session 1 Teacher	Appendix G	9 hours
32.	Ebony McBride	Fairmount Student Clubs Session 1 Teacher	Appendix G	9 hours
33.	Kate	Fairmount Student Clubs	Appendix G	9 hours

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	Seborowski	Session 1 Teacher		
34.	Rosario Luciano	Fairmount Student Clubs Session 1 Teacher	Appendix G	9 hours
35.	Bernadette Flood	Fairmount Student Clubs Session 1 Teacher	Appendix G	9 hours
36.	Alexandra Kilkenny	Fairmount Student Clubs Session 1 Teacher	Appendix G	9 hours
37.	Leslie Montone	Fairmount Student Clubs Session 2 Teacher	Appendix G	9 hours
38.	Ebony McBride	Fairmount Student Clubs Session 2 Teacher	Appendix G	9 hours
39.	Kate Seborowski	Fairmount Student Clubs Session 2 Teacher	Appendix G	9 hours
40.	Rosario Luciano	Fairmount Student Clubs Session 2 Teacher	Appendix G	9 hours
41.	Bernadette Flood	Fairmount Student Clubs Session 2 Teacher	Appendix G	9 hours
42.	Patricia Burleson	Fairmount Student Clubs Session 2 Teacher	Appendix G	9 hours
43.	Leslie Montone	Fairmount Student Clubs Session 3 Teacher	Appendix G	9 hours
44.	Ebony McBride	Fairmount Student Clubs Session 3 Teacher	Appendix G	9 hours
45.	Kate Seborowski	Fairmount Student Clubs Session 3 Teacher	Appendix G	9 hours
46.	Rosario Luciano	Fairmount Student Clubs Session 3 Teacher	Appendix G	9 hours
47.	Bernadette Flood	Fairmount Student Clubs Session 3 Teacher	Appendix G	9 hours
48.	Lauren Orta	Fairmount Student Clubs Session 3 Teacher	Appendix G	9 hours
49.	Catherine Deleon	Fairmount ELA/Math Tutorial Lead Teacher	Appendix G	60 hours

K. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2023-2024 school year.

The total cost will be paid with Title I funds, account #20-231-200-100-100-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Rosario Luciano	Fairmount Grade Level Leads	Appendix G	16 hours
2.	Adriann McKinnon	Fairmount Grade Level Leads	Appendix G	16 hours
3.	Kim Miranda	Fairmount Grade Level Leads	Appendix G	16 hours
4.	Patricia Burleson	Fairmount Grade Level Leads	Appendix G	16 hours
5.	Shawna Hill-Shortridge	Fairmount Grade Level Leads	Appendix G	16 hours

L. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2023-2024 school year. The total cost will be paid with Title I funds, account #20-231-200-100-100-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Johanna Clemente Romano	Fairmount School Community Events/Parent Workshops Lead Teacher	Appendix G	2 hours
2.	Leslie Montone	Fairmount School Community Events/Parent Workshops Lead Teacher	Appendix G	2 hours
3.	Jennifer Zanca	Fairmount School Community Events/Parent Workshops Lead Teacher	Appendix G	2 hours
4.	Rosario Luciano	Fairmount School Community Events/Parent Workshops Lead Teacher	Appendix G	2 hours

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5.	Kelly Hernandez	Fairmount School Community Events/Parent Workshops Lead Teacher	Appendix G	2 hours
6.	Pedra DelVecchio	Fairmount School Community Events/Parent Workshops Lead Teacher	Appendix G	2 hours

M. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2023-2024 school year. The total cost will be paid with Title I funds, account #20-231-200-100-110-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Chris Haffler	Fanny M. Hillers Parent Technology Workshop Lead Teacher	Appendix G	5 hours
2.	Aaron Bourcier	Fanny M. Hillers Chess Club Lead Teacher	Appendix G	10 hours
3.	Andrea Guzman	Fanny M. Hillers Family Wellness Night Lead Teacher	Appendix G	5 hours

N. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following positions for the 2023-2024 school year. The total cost will be paid with Title I funds, account #20-231-200-100-050-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Ines Coronel Chonillo	Parent Outreach Paraprofessional	Appendix G	150 Hours
2.	Beatriz Diaz Andueza	Parent Outreach Paraprofessional	Appendix G	150 Hours

O. 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 2023-2024 school year lunch/breakfast periods, compensation in accordance with HBOE/HEA Agreement:

	Name	School	Position	Rate
1.	Gulda Battaglia	Parker	Para/Lunch Supervision	\$24.75/ 40 minutes
2.	Pene Lockwood	Parker	Para/Lunch Supervision	\$24.75/ 40 minutes
3.	Vanessa Taylor	Parker	Para/Lunch Supervision	\$24.75 / 40 minutes
4.	Laura Mujica	Parker	Para/Lunch Supervision	\$24.75/ 40 minutes
5.	Nicole Cappiello	Parker	Teacher/Lunch Supervision	\$24.75/ 40 minutes
6.	Siomaris Ulloa	Parker	Para/Lunch Supervision	\$24.75 / 40 minutes
7.	Kathryn Seboroski	Fairmount	Teacher/Lunch Supervision	\$24.75/ 40 minutes
8.	Walter King	Fairmount	Teacher/Lunch Supervision	\$24.75/ 40 minutes
9.	Shawn Bennett	Fairmount	Teacher/Lunch Supervision	\$24.75/ 40 minutes
10.	Brett Koenig	Jackson	Teacher/Lunch Supervision	\$24.75/ 40 minutes

P. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Volunteers for the **BERGEN Reads** program to participate during the 2023-2024 school year, contingent upon background screening and clearance.

	Name	Volunteer Status
1.	Andrew Benesch	Returning Volunteer
2.	Beth Hart	Returning Volunteer
3.	Catherine Lotwis-Clinton	Returning Volunteer
4.	Chris Harriman	Returning Volunteer
5.	Debra Schwartz	Returning Volunteer
6.	Dominick Grossano	Returning Volunteer
7.	Eryn Tandler	Returning Volunteer
8.	Gillian (Jill) Birnback	Returning Volunteer
9.	Jane Dineen	Returning Volunteer
10.	Janet Felice	Returning Volunteer

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11.	Jennifer Sweetwood	Returning Volunteer
12.	John Ogden	Returning Volunteer
13.	Joyce Jarvis	Returning Volunteer
14.	Judy Hunter	Returning Volunteer
15.	Karen Marchione	Returning Volunteer
16.	Laura Menter	Returning Volunteer
17.	Linda Dombrowsky	Returning Volunteer
18.	Martin Ward	Returning Volunteer
19.	Mary Lynne Ogden	Returning Volunteer
20.	Myke Leshowitz	Returning Volunteer
21.	Nilene Evans	Returning Volunteer
22.	Patricia Grossano	Returning Volunteer
23.	Phylis Burman	Returning Volunteer
24.	Rhea Boyle	Returning Volunteer
25.	Shelley Parker	Returning Volunteer
26.	Sheryl Ives	Returning Volunteer
27.	Stacey Rosen	Returning Volunteer
28.	Stephanie Wolfer	Returning Volunteer
29.	Valerie Brady	Returning Volunteer
30.	Virginia Salvo	Returning Volunteer
31.	Barbara Caramagno	New Volunteer
32.	Barbara Hannon	New Volunteer
33.	Carol Johannesson	New Volunteer
34.	Danielle Prisendorf	New Volunteer
35.	Deborah Cunningham	New Volunteer
36.	Elaine Tekerian	New Volunteer
37.	Grace Morales	New Volunteer

38.	Jennifer Driscoll	New Volunteer
39.	Karam Daoud	New Volunteer
40.	Karla Navas	New Volunteer
41.	Kate Pascarello	New Volunteer
42.	Lisa Cucciniello	New Volunteer
43.	Mary Peragine	New Volunteer
44.	Patricia White	New Volunteer
45.	Theresa Hoberman	New Volunteer

Q. 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 2023-2024 school year, compensation in accordance with the HBOE/HEA Agreement, Article 26, Section G:

	Name	Position	Location	Stipend
1.	Christina Thompson	Program Coordinator	Jackson	\$57.85/ hr Not to exceed 92 hours
2.	Diane Ensuncho-Sanchez	Community Coordinator	Jackson	\$57.85/hr Not to exceed 87 hours
3.	Silvia Gonzalez	Administrative Assistant	Jackson	\$50/hr. Not to exceed 80 hours
4.	Garrett Rothschild	Soccer Instructor	Jackson	\$57.85/hr Not to exceed 44 hours
5.	Allison Cammarata	Reader's Theater	Jackson	\$57.85/hr Not to exceed 44 hours

R. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following staff as the Math Game Instructor for the 2023-2024 school year.

	Name	Position	Location	Stipend
1.	Brenda Kish	Math Game Instructor	Jackson	\$57.85 per hour Not to exceed 44 hours

S. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the

Superintendent of Schools, approves the following coaching staff (*prorated) stipend for the 2022-2023 school year.

	Name	Position	Location	Stipend
1.	Kenneth Gubala	Cross Country Coach	Middle	\$850*

T. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions, October 2, 2023 - November 30, 2023. The total cost will be paid for with the School-Based Mental Health Training Grant, account #20-460-xxx-xxx-xx

Candidate	Position	School	Hours Not to Exceed	Rate Per Hour
Jen Reyes	After-School SEL/Yoga Teacher	Fairmount	2.5 hours per week	\$57.85
Jaclyn Overton-DeSousa	After-School SEL/Yoga Teacher	Parker	2.5 hours per week	\$57.85
*This position is 100% funded by the School-Based Mental Health Training Grant and dependent on grant funding.				

U. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following positions, October 2, 2023 - November 30, 2023. The total cost will be paid for with the School-Based Mental Health Training Grant, account #20-460-xxx-xxx-xx.

Candidate	Position	Hours Not to Exceed	Rate Per Hour
Jen Reyes	Parent SEL/Wellness Workshop Facilitator	3	\$57.85
Jen Zanca	Parent SEL/Wellness Workshop Facilitator	3	\$57.85

V. GRADUATE COURSES - SALARY ADJUSTMENTS

Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of schools, approves the following graduate courses - salary adjustments for the 2023-2024 school year.

	Name	From Col/ Step	Salary	To Col/ Step	Salary	Location	Date Effective
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1.	Shirley St Luce	BA+32/MA/4	\$71,880	MA+15/4	\$74,495	Hillers	9/1/23
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W. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves an administrative paid leave of absence for employee ID#: XX83 effective August 31, 2023.

X. Be It Resolved, that the Board of Education, upon the recommendation of the Superintendent of Schools, approves an administrative paid leave of absence for employee ID#: XX84 effective August 24, 2023.

Y. Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approve/ratify the following High School Athletic Events Game Help (announcers, site managers, ticket sellers, timers) for the 2023-2024 school year:

1. John Stallone
2. Richard Clyburn
3. Ron Barahona
4. Brett Ressler
5. Phil Benanti
6. Brittany Coleman

Personnel Actions A.1, A - Y				
<i>Motion: Trustee Coleman</i>	<i>Second: Trustee Carroll</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)	x	D7		
Ms. Cordero-Outen (Lissette)	x	D7		
Ms. Harris (Jennifer)	x			
Mr. Meehan (Andrew)	x	D7		
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			
Mr. Rodriguez (Anthony), Vice President	x	D7		
Mr. James-Vickery (Scott), President	x	D7		

B. Policy

B1 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the first reading of the following Policies and Regulations: None

B2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the second reading of the following Policies and Regulations:

P & R 2419 - School Threat Assessment Team (M) (New)

Policy Actions B1 - B2				
<i>Motion: Trustee Somerville</i>	<i>Second: Trustee Coleman</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)	x			
Ms. Cordero-Outen (Lissette)	x			
Ms. Harris (Jennifer)	x			
Mr. Meehan (Andrew)	x			
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			
Mr. Rodriguez (Anthony), Vice President	x			
Mr. James-Vickery (Scott), President	x			

C. Curriculum

C1 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following travel and lodging expense reimbursements for professional development:

Staff Member's Name	Description of Workshop/ Conference	Date of Conference	Location	Lodging/Meals/ Transportation/ Airfare Total Amount	Account Number
Juleen Burke	Genesis User Group Meeting	November 14, 2023 and March 2024	Montville, New Jersey	\$55.94	11-000-252-500-007-03
Lauren Kazmark	NAEYC Annual Conference	November 15-18, 2023	Nashville, Tennessee	\$1,556.50	20-219-200-580-000-00
Donna Petrin-Wall	NAEYC Annual Conference	November 15-18, 2023	Nashville, Tennessee	\$1,556.50	20-219-200-580-000-00
Rebecca Grant	NDEO Annual Conference	September 28-October 1, 2023	Denver, Colorado	\$1435.30	11-190-200-500-VPA-00

C2 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following professional development registration fees for the 2023-2024 school year:

Staff Member's Name	Workshop/ Conference	Date of Conference	Location	Registration Fee	Account Number
Jin Park	2023 NJPSA/FEA/NJASCD Fall Conference	October 12, 2023	Atlantic City, New Jersey	\$198.00	11-000-223-500-MTB-16
Lori Henderson-Manning	2023 National Dance Education Organization	September 27, 2023 - October 2, 2023	Denver, Colorado	\$625.00	11-190-200-890-VPA-00
Laura McBride	Community of Practice for Experienced PIRS	February 1, 2024 - May 30, 2024	Zoom	\$180.00	20-218-200-590-009-00

Staff Member's Name	Workshop/ Conference	Date of Conference	Location	Registration Fee	Account Number
Laura McBride	Seminar in PIRS Practice	October 3, 2023 and March 14, 2023	Montclair, New Jersey	\$1,100.00	20-218-200-590-009-00
Mohamed Hassan	Implementing a Coaching Cycle	September 25, 2023, September 27, 2023, October 4, 2023 and October 11, 2023	Virtual	\$749.00	11-000-223-500-MTB-16
Lauren Kazmark	NAEYC Annual Conference	November 15-18, 2023	Nashville, Tennessee	\$460.00	20-219-200-580-000-00
Donna Petrin Wall	NAEYC Annual Conference	November 15-18, 2023	Nashville, Tennessee	\$460.00	20-219-200-580-000-00
Rebecca Grant	NDEO Annual Conference	September 28-October 1, 2023	Denver, Colorado	\$540.00	11-190-200-500-VPA-00

C3 Be it Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following internships, field experiences, classroom observations, and student practicums for the 2023-2024 school year: None

C4 H.I.B. report for August 2023 (none)

C5 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the collaboration between the Hackensack Health Department Health Educators and Hackensack Public Schools to provide supplemental handwashing demonstrations and lessons to the Elementary schools with oversight from the school nurse for the 2023-2024 school year. The demonstrations will be at no cost to the schools.

C6 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the requisitions below for attendance, tuition, tuition contracts, and specialized services, in order to provide an appropriate educational program at public, private or appropriate educational program at public, private or residential schools for pupils non-classified or classified as eligible for special education and related services by the Child Study Team, in accordance with N.J.S.A. 18A, Chapter 46, services for the 2023-2024 school year, July 1, 2023 thru June 30, 2024.

Type	School	Tuition	ID #	Classified
Non-Pub	Windsor Bergen Academy	\$64,657.56	XXX279	X
Non-Pub	The High Point School of Bergen County	\$66,324.35	XXX532	X
Non-Pub	Sage Day	\$95,332.00	XXX991	X
Non-Pub	Glenview Academy		XXX608	X

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 HomeCare Therapeutics, Fairlawn, New Jersey, for the purpose of providing individualized education program mandated Occupational & Physical Therapy for special education

students currently placed out-of-district at a rate not to exceed \$105.00 per hour for the 2023-2024 school year. Funds for this service are not to exceed \$10,000.00 and 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 the submission of the New Jersey Learning Acceleration High Impact Tutoring Grant in the amount of \$306,000.00.

C9 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the purchase of chromebooks through CDW-G for Bergen County Christian Academy. The total cost, not to exceed \$4,879.98 to be paid with Non Public Technology State Aid, account #20-510-100-600-011-00.

C10 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Gravity Goldberg, LLC to provide professional development for small group instruction based on data for ELA, Social Studies, and Mathematics teachers at Hackensack Middle School for the 2023-2024 school year. The total cost not to exceed \$8,000.00, will be paid with Title I funds account #20-231-200-300-300-00.

C11 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the Hackensack Public Schools 2023-2024 School Safety and Security Plan in compliance with annual requirements outlined in 6A:16-5.1

C12 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the updated Title I District-Wide Parent and Family Engagement Guidelines for the 2023-2024 school year.

C13 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the participation of student #487341 as a solo gymnastics performer with the Clifton High School gymnastics team representing Hackensack High School for the 2023-2024 school year. This participation will be at no cost to the district.

C14 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 Interim HealthCare Inc, Wayne, New Jersey, for the purposes of providing individualized education program mandated Nursing and/or Home Health Assistant services to students with disabilities and who need constant medical attention during the school day and attend in-district programs. HealthCare Inc will be paid at a rate not to exceed \$85.00 per hour. Funds for this service are not to exceed \$100,000.00 and will be paid from account #11-000-216-320-006-00.

Curriculum Resolutions C1 - C14				
<i>Motion: Trustee Harris</i>	<i>Second: Trustee Carroll</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)	x			
Ms. Cordero-Outen (Lissette)	x			
Ms. Harris (Jennifer)	x			
Mr. Meehan (Andrew)	x			
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			

Mr. Rodriguez (Anthony), Vice President	x			
Mr. James-Vickery (Scott), President	x			

D. Finance

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 School Business Administrator/Board Secretary, accepts and approves the Board Secretary’s Report and Cash Reconciliation Report for the month July 2023.

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 the 2023-2024 school year (*Attachment D1*). [July’s Board Secretary’s Report](#)

D2 **Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, approves the payment of bills and claims, August 25, 2023 through September 15, 2023, in the total amount of \$11,811,892.41 ([Attachment D2](#))

General Fund	Fund 10	\$1,648,873.84
Current General Expense	Fund 11	\$7,568,032.40
Capital Outlay	Fund 12	\$531,573.75
Special Revenue	Fund 20	\$1,261,446.10
Capital Projects	Fund 30	\$463,966.70
Debt Service	Fund 40	-
Enterprise Fund	Fund 60	\$337,999.62

D3 **Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, approves the attached List of Budget Transfers # 8656 through # 8767 for the month of July 2023, total amount of \$29,191,638.01 ([Attachment D3](#)).

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

D5 **Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, approves the purchase of a 2023 Ford Cargo Vehicle for district use in the amount of \$40,730.00. Paid from account # 12-000-261-730-000-00.

D6 **Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, requests permission to Bid for a 2023 Ford Van not to exceed \$57,000.00.

Finance Resolutions D1 – D6				
<i>Motion: Trustee Rodriguez</i>	<i>Second: Trustee Coleman</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)	x			
Ms. Cordero-Outen (Lissette)	x			
Ms. Harris (Jennifer)	x			

Mr. Meehan (Andrew)	x			
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			
Mr. Rodriguez (Anthony), Vice President	x			
Mr. James-Vickery (Scott), President	x			

E. Buildings/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 School Business Administrator/Board Secretary, approves the professional service fee for additional services from DMR Architect for Hackensack High School Media Center E-Sports in the amount of \$5,000.00. Paid from account # 12-000-400-334-004-02.

E3 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, amends resolution E5 of the August 28, 2023 meeting to reflect the following classrooms for the Facility Request Waivers for Toilet Room Facilities at Fanny M. Hillers for the 2023-2024 school year, and authorizes submission to the Executive County Superintendent for approval.

- Rooms 219A, 336, 338, 340, 342, 344 Kindergarten

E4 Be It Resolved, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator, amends resolution E8 of the August 28, 2023 meeting to reflect the Facility Request Waivers for Dual Use for Jackson Avenue School for the 2023-2024 school year for the following classroom, and authorizes submission to the Executive County Superintendent for approval.

- Cafeteria 100/music room

Buildings and Grounds Resolutions E1 – E4				
<i>Motion: Trustee Rodriguez</i>	<i>Second: Trustee Carroll</i>			
	<i>Yes</i>	<i>No</i>	<i>Abstain</i>	<i>Absent</i>
Mr. Bendezu (Julio)				x
Mr. Carroll (Demetrius)	x			
Mr. Coleman (Christopher)	x			
Ms. Cordero-Outen (Lissette)	x			
Ms. Harris (Jennifer)	x			
Mr. Meehan (Andrew)	x			
Mr. Powell (Lancelot)	x			
Ms. Somerville (Marlene)	x			
Mr. Rodriguez (Anthony), Vice President	x			
Mr. James-Vickery (Scott), President	x			

F. Community Relations- None

X. Old Business- None

XI. New Business- None

XII. Board Comments

- Thank you for coming out
- Thank you for the presentations
- Looking forward to quick solution to scheduling at the Middle School
- Thank you to the curriculum committee
- Focus on the children and getting them on schedule
- Thank you to the teachers

XIII. Adjournment:

Meeting adjourned at 10:17pm

Respectfully submitted,



Lydia Singh,
School Business Administrator/Board Secretary

